

**Workforce Innovation and Opportunity Act
Regional Plan Modification
July 1, 2018 – June 30, 2020**

Planning Region Name:

Central

Local Areas within the Planning Region:

Catawba, Lower Savannah and Midlands

Local Area Administrators and Contact Information:

- Catawba Workforce Development Area:
Nicole Lawing, Administrator
nlawing@catawbacog.org
- Lower Savannah Workforce Development Area:
André Anderson, Administrator
abanderson@lscog.org
- Midlands Workforce Development Area:
Chris White, Administrator
cwhite@midlandsworkforce.org

Attachment A: Regional Plan Modification Requirements

The regional plan serves as an action plan to develop, align, and integrate service delivery strategies and resources among multiple local areas within a region. Local boards and chief elected officials in each planning region are required to submit modifications of four-year regional plans every two years.

*NOTE: Local Boards must use previously approved plans (regional and local) as the starting point and add or revise information as appropriate, based on the guidance below. Any changes and additions to the plans must be **HIGHLIGHTED IN YELLOW**.*

Regional plan modifications must incorporate the local plans for each local area within the planning region. The regional plan modification must include:

1. A new analysis of regional labor market data and economic conditions if changes have occurred since 2016. The analysis must include existing and newly emerging in-demand industry sectors and occupations, and the employment needs of employers in those existing and newly emerging in-demand industry sectors and occupations.

Below is an updated data set where available for the Central Region. The information used for analysis was from published data available in March 2019.

Existing and emerging in-demand industry sectors and occupations

**Table 1
Industry Data**

<u>Element</u>	<u>Central Workforce Region</u>
New Hires by Industry (10 Highest)	<ol style="list-style-type: none"> 1. Administrative/Support/Waste mgmt. 2. Accommodation & Food Services 3. Retail Trade 4. Health Care & Social Assistance 5. Manufacturing (6) 6. Professional, Scientific, & Technical Services (5) 7. Construction 8. Transportation & Warehousing (n/a) 9. Arts, Entertainment & Recreation (n/a) 10. Educational Services (8)
Turn-over by Industry (10 Highest)	<ol style="list-style-type: none"> 1. Accommodation & Food Services 2. Arts, Entertainment & Rec. (3) 3. Administrative/Support/Waste mgmt. (2)

	<ol style="list-style-type: none"> 4. Agriculture, Forestry, Fishing... 5. Construction 6. Retail Trade 7. Real Estate, Rental & Leasing 8. Other Services (except Public Admin.) 9. Professional, Scientific, and Technical Services 10. Transportation & Warehousing
<p>Labor Market Projections (Total Employment by Industry)</p> <p>2014 - 2024</p>	<p>Total Employment, All Jobs: 11.55+ (12.65% +)</p> <ol style="list-style-type: none"> 1. Professional, Scientific... (25.66% /2.31%) (3) 2. Admin./Support Health Care (23.57% /2.14%) (4) 3. Healthcare (21.79% /1.99%) (2) 4. Construction (20.29% /1.86%) (1) 5. Mining, quarrying, and oil (20.00%/1.84%) (8) 6. Wholesale trade (18.93% /1.75%) (n/a) 7. Education service (15.43% /1.45%) (n/a) 8. Accommodations and Food Service (10.64% / 1.02%) (n/a) 9. Finance & Insurance (10.14% /0.97%) (n/a) 10. Real Estate, Rental & Leasing (9.80% /0.94%) (5)

**Table 2
Occupation Data**

<u>Element</u>	<u>Central Workforce Region</u>
<p>Projections by Occupation (Openings –Growth, 10 Highest)</p>	<ol style="list-style-type: none"> 1. Office/Admin Support 2. Sales & Related (4) 3. Education, Training & Library (6) 4. Food Preparation & Related 5. Transportation & Material Moving (10) 6. Health Practitioners & Tech. Operations (2) 7. Management (10) 8. Healthcare Support (n/a) 9. Business & Financial Operations 10. Construction & Extraction (6)
<p>Growing Occupations (Projections) (Percent Change, 10 Highest)</p>	<ol style="list-style-type: none"> 1. Statisticians (n/a) 2. Interpreters & Translators (1) 3. Home Health Aides 4. Cartographer (n/a) 5. Operations Research Analyst (n/a)

	6. Web Developer (n/a) 7. Personal Care Aides (10) 8. Physical Therapist Assistants (5) 9. Ambulance Drivers/Attendants (n/a) 10. Veterinary Technicians (n/a)
Declining Occupations (Percent Change, 10 Highest)	1. Switchboard Operators (n/a) 2. Photographic process workers (n/a) 3. Logging Equipment Operators (n/a) 4. Postal Service Mail Sorters 5. Meter Readers, Utility (9) 6. Computer Operators 7. Molding, Coremaking, etc. Operators (n/a) 8. Postmasters (n/a) 9. Postal service carriers (n/a) 10. Postal service clerks (n/a)

Table 3
Employment needs of Employers/Business

<u>Element</u>	<u>Central Region</u>		<u>South Carolina</u>	
Job Openings (By Number, PY15)	Feb-19	18,972	Feb-19	69,974
	Jan-19	17,873	Jan-19	68,247
	Dec-18	16,727	Dec-18	67,595
	Nov-18	18,277	Nov-18	64,249
	Oct-18	20,065	Oct-18	68,359
	Sep-18	19,004	Sep-18	70,767
	Aug-18	No Data	Aug-18	70,970
	Jul-18	No Data	Jul-18	71,705
	Jun-18	No Data	Jun-18	67,604
	May-18	No Data	May-18	69,241
	Apr-18	No Data	Apr-18	70,553
	Mar-18	No Data	Mar-18	70,945
	Avg. Openings	18,486 (19,822)	Avg. Openings	69,184 (66,265)
	Percent of Openings	26.72% (SC)		
	Avg. UI	3.8% (5.61%)	Avg. UI	3.6% (5.56%)

A review of the updated data and projections show some minors shifting within the rank order of growth/declining occupations and regional projections; however the alignment of priority industry sectors have not seen substantial changes. The focus of regional workforce resources on Healthcare, Information Technology, Advanced Manufacturing, Transportation/Distribution/Logistics and Business continue to make for sound planning decisions.

The areas of in-demand and growth employment are in-line with multiple factors and features that shape the Central Region such location (geographically located in the center of the state), encompasses the capital city, diverse industry, and well connected via the interstate system. Additionally, the region is connected to the Charleston Port, Augusta, GA and Charlotte, NC. These factors put Healthcare, Information Technology, Advanced Manufacturing, Transportation/Distribution/Logistics and Business at the forefront of employment in the Central Region. In many cases, there is a commonality or overlapping connection between two or more of the industries.

The alignment of industry sectors and occupations between the Local Areas in the Central Region is advantageous for our planning. This close correlation has made for an efficient strategy for regional alignment and is synced with the three local area priorities. Employment needs and growth opportunities match, as do those industries which show a decline in worker needs.

Knowledge and Skills Necessary to Meet Needs/Demands

**Table 4
Growing Job (2012-2022) by Education for Central Region**

<u>Education/Training</u>	<u>By Number</u>	<u>By Percent</u>
Associate’s Degree	2,931	7.9%
Bachelor’s Degree	7,162	19.2%
Doctoral or Prof. Degree	1,111	3.0%
High School Diploma/GED	12,641	34.0%
Less than HS/GED	8,991	24.1%
Master’s Degree	1,054	2.8%
Postsecondary, Non-Degree	2,843	7.6%
Some College, No Degree	501	1.3%
Total	37,234	100.0%

	<u>Certification</u>	<u>Soft Skills</u>	<u>Hard Skills</u>

1.	Driver's License	Oral/Written Communication	Quality Assurance
2.	Certified Registered Nurse	Integrity	Technical Support
3.	Basic Life Support	Team-orientated/Teamwork	Structured Query Language
4.	Commercial Driver's License	Marketing	Preventive Maintenance
5.	Basic Cardiac Life Support	Microsoft Office	Medicaid
6.	Cert. in Cardiopulmonary Resuscitation	Detail Oriented	Quality Control
7.	Continuing Education	Customer Service Oriented	Computer-based Training
8.	HAZMAT	Problem Solving	Preventative Maint. Inspection
9.	Cert. Nursing Administration	Self-starting/Self-motivation	Bilingual
10.	Licensed Practical Nurse	Work Independently	Geriatrics

Table 5
Current Workforce in the Region

<u>Element</u>	<u>Central Region</u>		<u>South Carolina</u>	
Unemployment Rate (Annual, Prior 5 years)	2017	4.4%	2017	4.3%
	2016	5.0%	2016	5.0%
	2015	6.0%	2015	6.0%
	2014	6.5%	2014	6.4%
	2013	7.7%	2013	7.6%
UI Rate Change (%)	5 Year – 57.1% decrease (56.6%)		5 year – 56.6% decrease	
Unemployment Rate (Monthly, PY-15)	Feb-19	3.3% (5.7%)	Feb-19	3.3% (5.6%)
	Jan-19	3.7% (4.9%)	Jan-19	3.6% (4.8%)
	Dec-18	3.3% (5.2%)	Dec-18	3.3% (5.2%)
	Nov-18	3.2% (5.6%)	Nov-18	3.0% (5.6%)
	Oct-18	3.4% (5.5%)	Oct-18	3.2% (5.6%)
	Sep-18	3.25% (5.5%)	Sep-18	3.2% (5.6%)
	Aug-18	3.8% (5.3%)	Aug-18	3.7% (5.4%)
	Jul-18	3.6% (5.4%)	Jul-18	3.6% (5.3%)
	Jun-18	3.7% (5.9%)	Jun-18	3.7% (5.6%)
	May-18	2.9% (5.8%)	May-18	2.8% (5.7%)
	Apr-18	2.9% (6.2%)	Apr-18	2.7% (5.9%)
	Mar-18	4.1% (6.3%)	Mar-18	3.4% (6.1%)

Table 6
Labor Market Trends

<u>Element</u>	<u>Central Region</u>
Employment	

by Industry (10 Highest) 2018 Q3 No Changes	<ol style="list-style-type: none"> 1. Health Care & Social Assistance 2. Retail Trade 3. Manufacturing 4. Accommodation & Food Service 5. Educational Services 6. Admin./Support/Waste mgmt. 7. Public Administration 8. Finance & Insurance 9. Professional, Scientific, & Technical Services 10. Construction 		
New Startup Firms (8 Prior Quarters)	<u>Quarter</u>	<u>Central Region</u>	<u>South Carolina</u>
	2016 Q4	242	888
	2016 Q3	167	679
	2016 Q2	226	831
	2016 Q1	355	1445
	2015 Q4	228	889
	2015 Q3	173	665
	2015 Q2	254	905
2015 Q1	476	1746	
New Hires by Industry (10 Highest) (No New Data)	<u>Central Region</u>		
	<ol style="list-style-type: none"> 1. Admin./Support/Waste mgmt. 2. Accommodation & Food Service 3. Retail Trade 4. Health Care & Social Assistance 5. Professional, Scientific & Technical Services 6. Manufacturing 7. Construction 8. Educational Services 9. Public Administration 10. Other Services (except Public Admin.) 		
Turnover by Industry (10 Highest) (No New Data)	<u>Central Region</u>		
	<ol style="list-style-type: none"> 1. Accommodation & Food Services 2. Administrative/Support/Waste mgmt. 3. Arts, Entertainment & Rec. 4. Agriculture, Forestry, Fishing... 5. Construction 6. Retail Trade 7. Real Estate, Rental & Leasing 8. Other Services (except Public Admin.) 		

	9. Professional, Scientific, and Technical Services 10. Transportation & Warehousing	
Educational & Skill Attainments (No New Data)	Central Region (2013 5-year Estimates)	
	4.58%	Less than 9 th Grade
	9.20%	9 th to 12 th , No Diploma
	28.58%	High School Graduate
	21.44%	Some College
	8.78%	Associate's Degree
	17.49%	Bachelor's Degree
	9.98%	Graduate Degree
Barriers To Employment (No New Data)	Central Region (Combined – Catawba, Lower Savannah & Midlands Total Population: 1,338,713)	
	Disability	125,709
	Ex-Offender (2015 Releases)	2,554
	Homeless (2015)	1468 / 27.4% of state total
	Poverty	1,303,641
	Youth not in school(15-24 years old)	71,288

The data regarding unemployment for the Central Region has been update, and indicates a continued to downward trend. This movement is aligned with the overall historically, near 50 year low, unemployment rate that has been experienced nationwide. This allows the opportunity to evaluate innovative approaches to workforce development to hopefully mitigate any future economic downturn.

An analysis of the current data related to the Central Region skills and knowledge needs and level indicates a robust workforce. The Regional Unemployment rate has paced the states reported rate, which is on the decline over the last five (5) years. New hiring trends align with the sectors and industries that have shown significant growth in the Central Region. New firm startups also appear higher for 2015 when compared to the same quarter for 2014 – a trend that was also noted for the state as a whole. Other indicators point to the need for expansion of partnership, development of new ones to address barriers that job-seekers in the region experience. The barriers impacting the largest portion of the region's workforce are criminal backgrounds and disabilities. These groups will be the focus of targeted leveraging of additional resources.

Table 7
Available Education & Training Opportunities (Central Region)

<u>Institutions</u>	<u>Degrees Awarded (2014)</u>
35 (36)	18,223

There are 36 training providers operating in the Central Region, and a total of 18,223 degrees reported as award based upon the SCDEW Community Profile for 2014. This includes the University of South Carolina system campuses, Winthrop University, a strong technical college system and many private providers. It appears that the skills-based training and higher education opportunities available in the Central Region are poised to meet the demands of business in the region, the state and adjacent state job markets. Collaborative efforts and partners should focus on increasing interest in training geared toward critical growth industries is the primary challenge as opposed to increasing training opportunities – for example the South Carolina Manufacturing Certificate (SCMC).

An Emphasis on increasing attainment of stackable and industry recognized credentials is another strategy that the region is implementing. The resurgence of manufacturing in South Carolina is a primary factor in focusing our first sector approach. This strategy will ideally support the talent pipeline needs, as well as offer Career “On and Off Ramps” to job seekers. Partnership(s) with Adult Education will aid our approach to develop a pipeline and ensuring that basic skills are addressed and improve HS/GED credential attainment.

Additionally, these reported numbers do not account for the opportunities available through distance education. As technology makes distance education a viable and cost effective option, this will ensure that the skill training needs of our area can be met.

Strengths and Weaknesses of Workforce Development Activities

Table 8
Education Levels of Projected Jobs

(No New Data)

<u>Education/Training</u>	<u>By Percent (Projected)</u>	<u>Education Attainment (2013 5-year Estimate)</u>

Associate's Degree	6.4%	8.78%
Bachelor's Degree	17.5%	17.49%
Doctoral or Prof. Degree	2.1%	*9.98%
High School Diploma/GED	36.9%	28.58%
Less than HS/GED	25.9%	13.73%
Master's Degree	2.2%	*9.98%
Postsecondary, Non-Degree	7.5%	<i>*Specific data not available</i>
Some College, No Degree	1.3%	21.44%
Total	100.0%	100%

*Education Attainment data available is not delineated between Master's Degree, Doctoral or other Professional Degree.

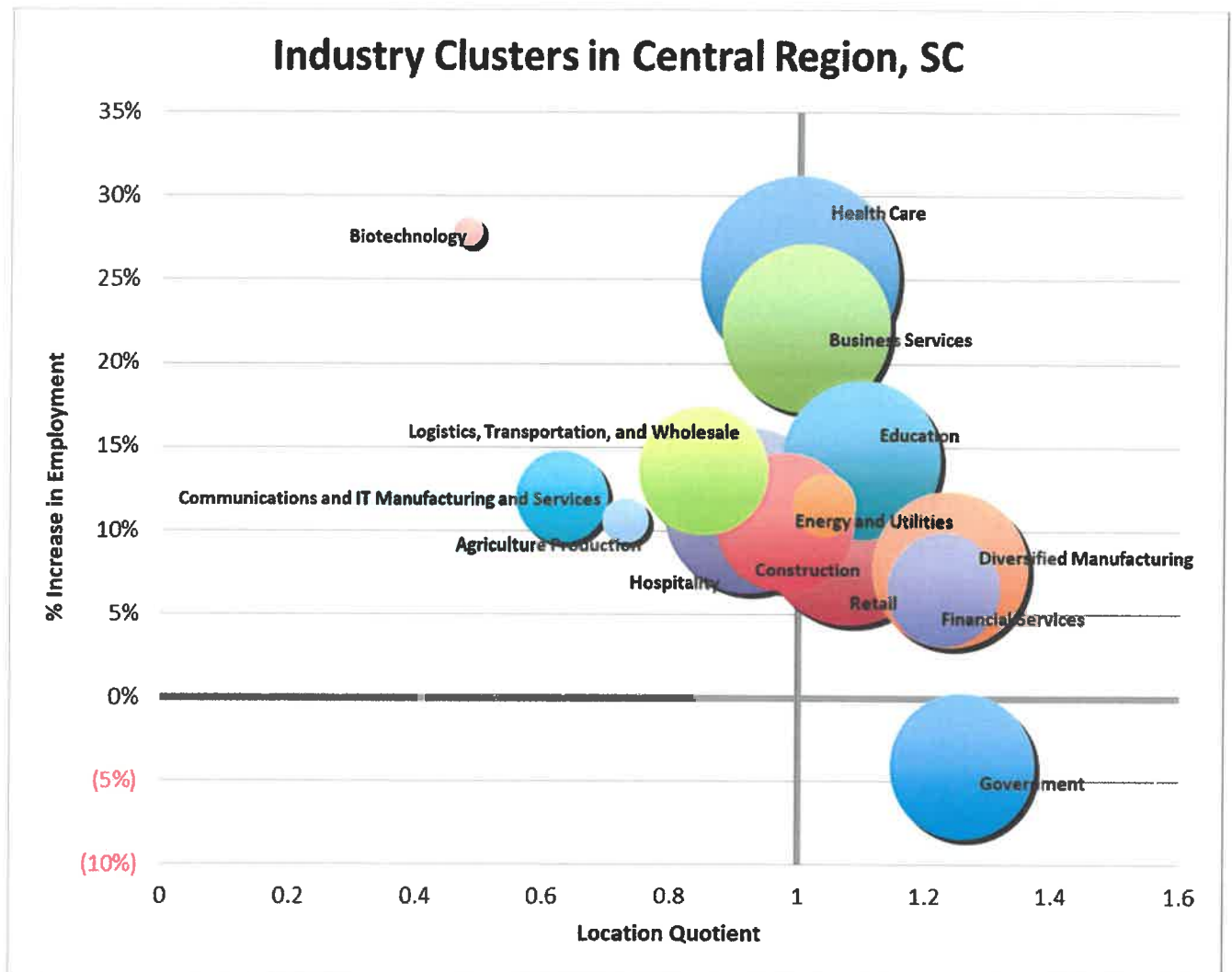
Overall, the education and training need projections are closely aligned with educational attainment data. The main gap identified is High School Diploma/GED attainment. This has historically been a challenge for South Carolina, however the disconnect between High School Diploma/GED attainments and employment needs in the Central Region is under nine (9) percent. Statewide emphasis has been placed on increasing the high school graduation rates which has been beneficial. Additionally, as previously mentioned, the growing focus on industry recognized and stackable credentials appear to be a promising strategy that will ensure employer needs are met.

**Source data and projections cited were obtained from the South Carolina Department of Employment and Workforce Labor Market Information Profile reports and information provided by the Business Intelligence Department*

2. A description of changes to plans for the development and implementation or expansion of sector initiatives for in-demand industry sectors or occupations for the region.

The most substantial change to the Central Region sector strategy initiative is the shift to the NextGen Sector Strategy Model that began in January 2019. The change marks a revised approach to a Business-Led model, with a refreshed group of Champions, assistance with professional facilitation through the NextGen Partners and modified roles for partners in the form of a Core Support Team. This method shows promise to ensure that Business leads the discussion, while partners listen and take direction. The anticipated launch of the new model is May 2019. The Central Region focus remains with Manufacturing, with the target plan for a scalable model to roll out to Healthcare, and then Transportation/Distribution/Logistics in the next few years.

The Central Region has committed itself to South Carolina Sector Strategies Initiative which is presently underway throughout the state. The Central Region which is made up of 25 team members from across three (3) workforce regions of Catawba, Lower Savannah, and Midlands. These members have been meeting over the course of the last year to begin this implementation, which will carry forward over the next 3 to 4 years and beyond. The team has set a focus of three primary areas of Workforce Development, which include Diversified Manufacturing, Healthcare, and Transportation/Logistics.



The goal is to increase employment and credentialing in these “Sectors” as they represent High Wage/High Demand occupations within the Central Region. To facilitate this workforce transformation model, Sector Strategy Team members are seeking to alter workforce policies, relevant training curriculum, stackable certifications and employer input into the labor market. Team members are from Workforce Development, Economic Development, K-12 Public Education System, Technical College System, employment centric Community Base Organizations and the Department of Commerce. Each of these team members is supported by their governing bodies in this effort.

The current focus of the Central Region Sector Strategy Team is as follows:

- Build ongoing leadership;
- Expand the tent;
- Implement a communication plan throughout the region;
- Take the best cross-agency initiatives to scale in the region;
- Pursue customer-centered design;
- Develop a unified business services strategy;

- Develop a sustainability plan and
- Greater employer buy-in across the region

There are collaborative efforts going on in each of the three LWDBs. The key is to take the best cross-agency initiatives to scale in the region. This will create stakeholders in the region and provide concrete opportunities to work collaboratively across partners. This will also support branding resources as well as aligning resources to effectively meet business and individual customer needs.

3. A description of changes to regional service strategies that may be established as a result of the regionally coordinated delivery of services, including the use of cooperative service delivery agreements, if applicable.

The Central Region has not made any substantial changes to the regional service strategies. As with other aspects of planning, the Local Areas in the Central Region continue to analyze and evaluate opportunities to coordinate services and programs.

The local workforce areas of the Central Region have and will continue to work “across lines” to serve job seekers and employers. Job seekers are welcome to be served in the SC Works Center that is most convenient to them, regardless of the local area in which they reside. We will continue to work together to serve employers, especially those located close to area lines. One example is providing OJT contracts for an employer located in one local area with a worker from another local area. The region will consider other ways to collaborate on serving job seekers and employers. When a need or opportunity arises, the Central Region will collaborate on shared SC Works satellite centers. We will continue to work together to provide Rapid Response services for an employer layoff or closure that touches more than one area. This may include collaborating to provide workshops, mailing/emailing information on SC Works services, etc.

Local areas refer WIOA participants to training providers in other areas, especially for training not offered “closer to home”. This includes Cell Tower Training at Aiken Technical College and Line Worker Training at York Technical College. We agree that we need to further investigate these types of opportunities, where practical. One idea is for each area to add all technical colleges to their local ETPL.

The WIOA Central Region is a large geographical region extending from the SC/NC border, near Charlotte, to the SC/GA border, near Augusta, and consists of the Catawba, Lower Savannah and Midlands Local Workforce Areas. The bordering local areas (Catawba and Lower Savannah) will continue to work with our bordering states and economic development entities to maximize our available LMI data, especially commuting patterns. This information will be shared with Midlands and with our regional team. The region will continue to work toward capitalizing on our geographic advantages.

Working together as a newly defined region on Sector Strategies has brought many regional partners together and opened new lines of communication. While each local area has initiatives and procedures in place to serve “hard to serve” populations, the regional team partners have been valuable resources to help us to begin examining our approach and investigate ways to collaborate more.

Work-based learning is valuable for job seekers. Each local area has their own processes in place but the Central Region will consider ways to collaborate on work-based learning across the region. This may include sharing best practices, success stories, etc.

The Central Region Team has also proven to be a great way to involve core partners in Sector Strategies. We see this as a stepping stone to more regional planning in the future and involving more core partner staff.

4. A description of any changes to administrative cost arrangements that currently exist or that will be established within the region, including the pooling of funds for administrative costs, if applicable.

We are exploring the possibility of administrative cost arrangements and are seeking ways that cost can be leveraged across the Central Region while at the same time ensuring efficient use of WIOA and Workforce Development Funding. **To date, no changes or cost arrangements have been implemented.**

5. A description of changes in how transportation and other supportive services are coordinated within the region, as appropriate.

Transportation continues to be a significant barrier in the Central Region. Since the completion of the plan, no noteworthy changes have occurred. This is still viewed as an area for improvement; however one of the promising practices from the NextGen Sector Strategy model is leveraging opportunities such as transit co-ops through the business community. The Central Region will continue to focus, as appropriate, on the supportive services that may be coordinated.

The Central Region, like all of South Carolina, struggles to support a regional public transportation system that would cross regional boundaries. Though South Carolina lacks a state wide transit system, a few areas of the state maintain a localized transit system. In the Central Region, the only existing transportation plans that are in place are localized within each individual Local Workforce Area.

The Department of Transportation (DOT) has, in some circumstances, granted funds that were used within Workforce to develop reimbursement assistance for WIA/WIOA participants in the Midlands Area. However, this opportunity was at the availability of funds from DOT. currently there are no funds available for transportation assistance.

For Regional access to transportation, the United Way offers a 211 service to obtain information for organizations that offer transportation assistance in commuting outside of a local area*. Other organizations that offer some type of public transportation access include, DSS, SC Aging program, SC Healthy Connections, and other grant funded or for profit organizations. All organizations that are available are limited in service scope and funding. Most organizations can provide assistance only for specified circumstances such as health care or legal reasons. Others are "on demand," requiring a reservation days before.

The Central Region will continue to strive toward collaboration of supportive services in the circumstances that the collaboration makes sense and is mutually beneficial. Central Region will seek out ways that will impact Workforce participants in a positive way across borders and share in the promotion of supportive services as it relates the Central Region as well as the State of South Carolina.

The Central Region will strive to leverage services for transportation and other supportive services through organizations within the Central Region as well as outside those boundaries. We will look for leveraging opportunities through many agencies, a few are the I77 Alliance, Economic Development, DOT, Counties, Local Municipal Government funding and others. Though leveraging cannot be guaranteed, every attempt will be made to develop a successful partnership of services.

*According to 211 services there are NO organizations that offer transportation in the midlands area to go outside of the midlands area.

6. A description of changes in how workforce development services are coordinated with economic development services and providers within the region.

Currently, two economic development entities (York County Economic Development and Aiken Economic Development Partnership) are members of the Central Region Team and their input has been extremely important for Sector Strategies and planning for the future. Others will be asked to participate as needed for planning. Locally, each economic development entity is involved in planning to varying degrees. Many are members of the local WDBs and committees and very involved. As a region, we plan to work toward more collaboration with economic development. Since the nature of their business is very confidential, we agree that working relationships with existing industry coordinators is most beneficial. We also feel it is valuable to work more closely with regional economic development entities such as the I-77 Alliance, which included 4 of the counties in the region.

Economic development is involved with education/training providers to some degree in all areas. One example is York County Economic Development being instrumental in inception of Manufacturing Training in York School District to meet employer needs. The region may investigate ways to better connect economic development and education/training providers throughout the region.

7. A description of changes to the region's plan regarding coordination of local performance negotiations.

There have been no alterations to the region's plan regarding coordination of local performance negotiations.

The Central region will ensure that as a region we will meet the minimum standard of performance negotiated for a single workforce area across the entire region. At present there

are some meaningful questions yet to be answered concerning performance. As we become aware of the true performance expectation for our individual workforce areas and the region as a whole we will surely strive not only to meet those standards but exceed them. The Central Region will exercise continual improvement with not only the performance goals set by DOL, but will constantly seek ways to improve Local Area relationships to ensure positive service delivery outcomes that the Regional Team will be seeking to achieve.

Regional Plan Modification Signatures

Local Workforce Development Boards:

_____ Workforce Development Board
Name- Chair

Signature Date

_____ Workforce Development Board
Name- Chair

Signature Date

_____ Workforce Development Board
Name- Chair

Signature Date

_____ Workforce Development Board
Name- Chair

Signature Date

Local Grant Recipient Signatory Officials:

_____ Workforce Development Area
Name- Title

Signature Date

_____ Workforce Development Area
Name- Title

Signature Date

_____ Workforce Development Area
Name- Title

Signature Date

_____ Workforce Development Area
Name- Title

Signature Date