



*Workforce Investment Act  
Annual Report*

*July 2007 through June 2008*



## Dear Workforce Stakeholders:

**P**rogram Year 2007 was a successful one for workforce development in South Carolina. Our performance on a number of key benchmark indicators rose.

- Participation in all three Workforce Investment Act (WIA) categories increased compared to our Program Year (PY) 2006 numbers.
  - **Adults:** 11,317 participants (45 percent increase over PY 2006)
  - **Dislocated Workers:** 9,497 participants (27 percent increase over PY 2006)
  - **Youth:** 4,282 participants (6 percent increase over PY 2006)
- Job retention rates and average earnings among **Adult** participants improved; as did the rates at which **Youth** participants attained degrees or certificates and either went to work or enrolled in additional classes.
- Our investment of \$2.3 million in statewide WIA grant funding for business-driven training projects paid impressive dividends, saving 1,385 jobs and creating 608 new ones through **Incumbent Worker Training** partnerships.
- We focused on improving the basic job-readiness of our workforce, with a \$1 million investment in soft skills training which improved the work-readiness of 652 people. We also continued support of the statewide **Career Readiness Certificate Initiative — WorkReady SC**, which now includes more than 80,000 certified work-ready South Carolinians statewide.

Our overall goal is to build a more competitive workforce in South Carolina that provides rising incomes for working families, makes our existing businesses more competitive and makes the state more attractive for company expansions and new business startups.

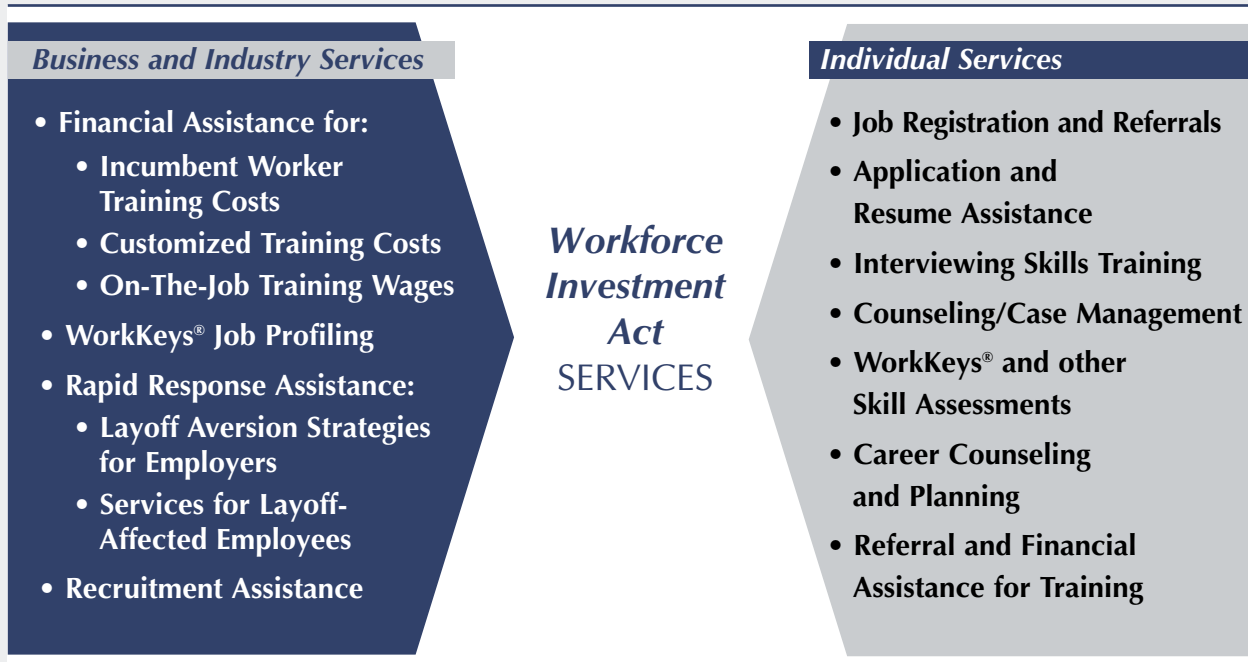
Sincerely,



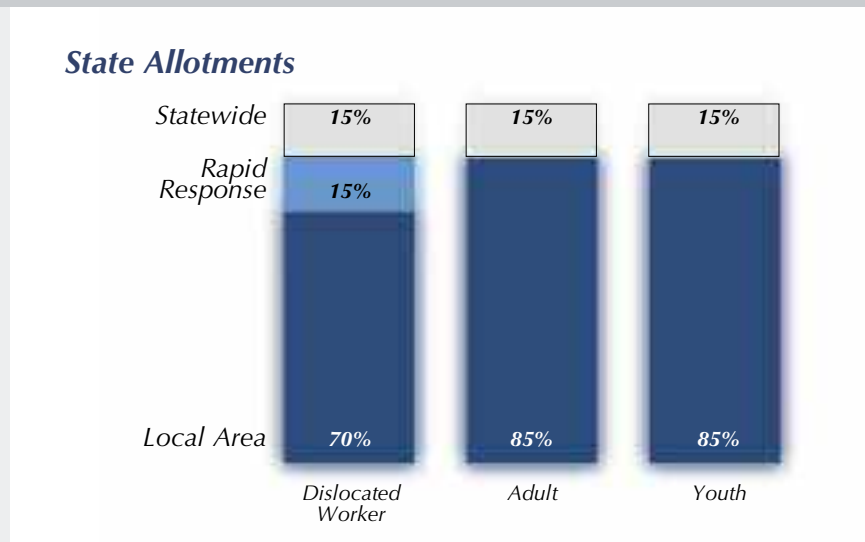
Pat Hudson  
Chairman, State Workforce Investment Board

# The Workforce Investment Act in South Carolina

The Workforce Investment Act, known as WIA, is a federal program administered in South Carolina through the Workforce Development Division of the South Carolina Department of Commerce and through 12 regional Workforce Investment Areas throughout the state. The program's activities serve two objectives: to address the training, education and employment needs of individuals and to develop a skilled workforce that meets the needs of business and industry in South Carolina.



South Carolina's federal allotment in Program Year 2007, \$77,140,237, was dispersed in the following ways:



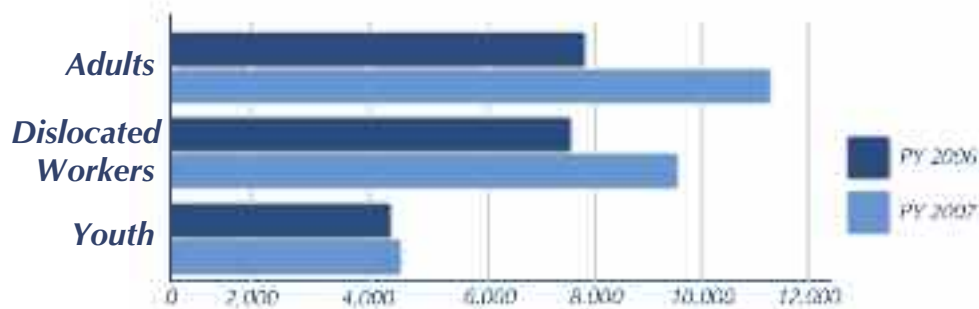
The majority of the WIA program is executed through – and often tailored to – 12 local areas in order to better serve local business and industry needs. A map outlining the 12 local areas in South Carolina can be found on the back cover of this report.

# Adult and Youth Program Results

Program Year 2007 saw increases in the overall numbers of individual South Carolinians served through the Workforce Investment Act, following similar gains in Program Year 2006. More than 25,000 participants received services delivered through our state's 12 local Workforce Investment Areas. Measured against Program Year 2006 totals, participation in WIA **Adult** programs grew by 45 percent, **Dislocated Worker** participation by 27 percent and **Youth** participation by 6 percent.

## The Workforce Investment Act Served More Adults and Youth in Program Year 2007

### Participation by:



## South Carolina Met or Exceeded All Performance Goals:

### Entered Employment Rate:

Decreased slightly in Program Year 2007 to **79.1 percent** for **Adults** and **82.3 percent** for **Dislocated Workers**

### Employment Retention Rate:

Increased in Program Year 2007 to **87.4 percent** for **Adults**, and **92.9 percent** for **Dislocated Workers**

### Average Earnings (during the six months after exiting WIA):

Increased in Program Year 2007 to **\$9,416** for **Adults**, and **\$12,172** for **Dislocated Workers**

### Youth Placement in Employment or Education Rate:

Increased in Program Year 2007 to **72.9 percent**

### Youth Attainment of Degree or Certificate Rate:

Increased in Program Year 2007 to **59.7 percent**

### Youth Literacy or Numeracy Gains:

Decreased somewhat in Program Year 2007 to **40.5 percent**

*\*Based on South Carolina's reported statistics for the U.S. Department of Labor Common Measures for WIA programs.*

## Jobs for America's Graduates—South Carolina Experiences Successful Year

Jobs for America's Graduates—South Carolina (JAG-SC), supported by WIA funding, served approximately 630 students in Program Year 2007, at a cost of \$1,447 per student.

**Retention Rate for JAG-SC Students: 97 percent**  
**Graduation Rate for JAG-SC Seniors: 91 percent**

JAG-SC also received a significant boost from private foundation grants in Program Year 2007, including a \$150,000 grant sponsored by **Verizon**. With additional funding from the State Department of Education, JAG-SC was able to expand into five new schools in Berkeley, Florence and Marion Counties in the '07-'08 school year. This expansion will enable the program to reach up to 205 additional at-risk youth.



*Rock Hill High School's JAG-SC program won top honors at the JAG-SC Career Development Conference in May 2008.*

## Workforce Investment Act Success Stories



### **Malcolm Benson, Catawba Region —**

As a high school dropout caring for his elderly grandparents, Malcolm faced significant challenges to achieving his career goals.

By participating in **WIA Youth programs** such as **Communities in Schools** and **YouthBuild**, Malcolm was able to earn his GED in June of 2008. Now he works part-time and attends USC-Lancaster in the Criminal Justice program, a career path he hopes will lead to a stable future and a career that will allow him to give back to the community.



### **Alicia Gooding, Lower Savannah Region —**

When she lost her job, **WIA services** allowed Alicia to go back to school at Orangeburg-Calhoun Technical College, where she graduated with honors in the respiratory therapy program.

Alicia's degree and the skills she acquired through WIA led to a good job with Barnwell County Hospital and a good living for herself and her family. In July of 2007, Alicia's training directly impacted the lives of another family, when she saved the life of a 3-year-old boy who nearly drowned in a Barnwell County lake. She performed CPR on him and stabilized him until emergency personnel were able to get him to the hospital.



### **Terrie Roumillat, Trident Region —**

Terrie was able to transition from a cashier's job with little chance for advancement, to a high-paying job in the Charleston area's thriving aviation manufacturing industry.

After registering with WIA, Terrie took **résumé preparation** and **soft skills training** and enrolled in the Pre-Employment Manufacturing (PEM) training program at Trident Technical College. After earning her PEM certificate, Terrie put her newfound interviewing skills to good use at a regional job fair and landed a great job with Global Aeronautica, LLC. She has since received two promotions and is now making more than twice her old salary.



### **Stacey Eudy, Catawba Region —**

As a dislocated worker from the textile industry, Stacey knew he would have to make a mid-life career change to be able to continue providing for his family.

He was able to accomplish that goal by accessing **WIA and Trade Act Assistance-funded training**. It took nearly two years of hard work, but after earning his GED from Lancaster Adult Education, Stacey went on to York Technical College where he completed the Pre-Employment Occupational Certification (PEOC) program and eventually earned an associate's degree in Occupational Technology. He is now employed as a Service Technician for Steele Heating and Air.



### **Jaylynn Archie, Midlands Region —**

**WIA programs** aimed at **Adult** workers helped Jaylynn transition from living with relatives and having no way to support herself, to being self-sufficient, employed full-time and on the way to realizing her long term career goals.

Jaylynn entered the Midlands WIA program in May of 2006 as an 18-year-old single mother of two with no permanent place to live and few prospects. By March of 2007, she had completed training as a Certified Nursing Assistant and obtained a job at Magnolia Manor Nursing Home. She is now living in her own apartment, working full-time and is enrolled in Midlands Technical College's Registered Nurse training program.

## Business Services

Increasing the **business services** provided through WIA is a key component of the State Workforce Investment Board's strategic plan to help meet industry needs for skilled workers, and it is working! More South Carolina companies are discovering the competitive advantage that **WIA-funded training** can deliver. Those services can include wage reimbursements and training grants for new and incumbent workers, recruitment of qualified job applicants and **WorkKeys®** profiling and testing.

### **Registered Apprenticeship Grants Support Business Growth**

The State Workforce Investment Board supported the creation of **11 Registered Apprenticeship Partnerships** with **\$1 million** of grant funding in Program Year 2007. Each grant-supported project is a collaboration between a company and one of the state's 16 technical colleges that provides a clear training path to an in-demand career field for workers, and contributes to the productivity and competitiveness of the company involved.

### **Program Year 2007 Incumbent Worker Training By the Numbers**

TRAINED	SAVED	CREATED
4,697	1,385	608
WORKERS	EXISTING JOBS	NEW JOBS

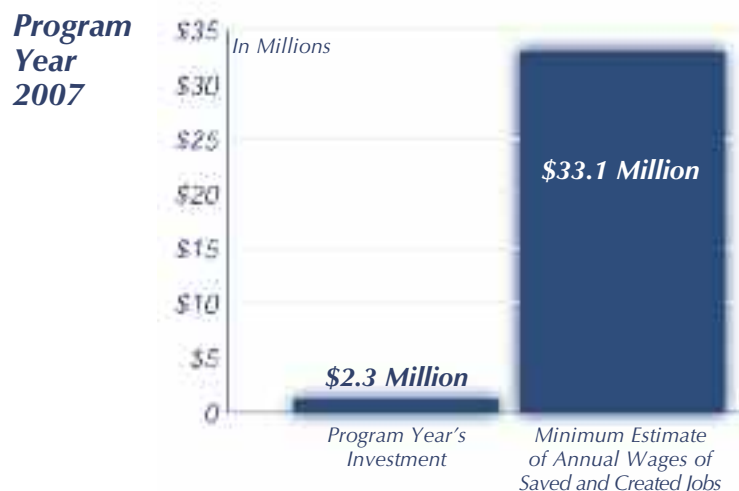
Participation in other types of business-led training such as locally funded **Incumbent Worker Training (IWT)**, **Customized training**, increased by **328 percent** compared to Program Year 2006, resulting in an additional **642** individuals receiving training through these initiatives.

### **Investments in Incumbent Worker Training Produce High Yields for the South Carolina Economy**

#### **ROI for Investment in Incumbent Workers:**

Each dollar invested in **Incumbent Worker Training** in Program Year 2007 yielded approximately \$14 in wages.\*

\*Using a very conservative estimate for the average hourly wage of these jobs of \$8.00 per hour, WIA's \$2.3 million investment in **Incumbent Worker Training** resulted in a return of at least \$33.1 million in saved or new wages.



## *WIA Business Services Help Harsco Track Technologies Grow Its Core Capacity*

When Harsco Track Technologies (HTT) landed its largest ever contract for custom built railroad maintenance equipment at the end of 2006 — \$350 million from China’s Ministry of Railroads — officials at the Lexington County-based company knew it could be a game changer for HTT.

The new contract would require nearly doubling the company’s workforce and investing in advanced skills training for machinists, welders, fabricators and assemblers with special skills in mechanical, electrical and hydraulic applications. A joint meeting with representatives from the Midlands Workforce Development Board, the South Carolina Department of Commerce, readySC™, Midlands Technical College, the South Carolina Employment Security Commission, South Carolina Vocational Rehabilitation and other workforce development partners provided numerous options. An initial **Incumbent Worker Training** grant of \$12,000 helped HTT provide the needed training, with on-site customized classes offered by Midlands Technical College. **On-the-Job Training** agreements also provided a steady pipeline of new hires. Under an agreement with Vocational Rehabilitation, **WorkKeys®** profiles were created for assembler positions and additional qualified workers were identified based on their WorkKeys® assessment scores.

With the help of **WIA business services**, HTT has nearly doubled the size of its workforce and will continue growing in 2009, according to Project Manager Doug Combs. The new workers have allowed the company to meet the terms of the China contract without shifting production to other HTT facilities outside of South Carolina. The investment in training programs will also help the company maintain a competitive edge when pursuing future contracts.

“This is allowing us to fundamentally change who we are and grow tremendously as a company,” said Combs.

The company’s core capacity will have changed in a fundamental way, thanks to the assistance available through WIA and other workforce development business services.



*An HTT worker inspects one of the company’s rail grinding machines as it is being built.*

### *What Workforce Investment Act Business Partners Are Saying About WIA Business Services*

*“The majority of the employees we have hired have been through **On-the-Job Training**. The hands-on training that these workers are able to get from our veterans and supervisors has made a huge difference in our turnover rate, which is now below 10 percent.”*

*— Kimberly Williamson, Human Resources Representative, Johnson Controls*

*“The **Incumbent Worker Training** program gave our facility extra leverage to increase our technicians’ skills and better enable them to eliminate waste and factory downtime, positively affecting our bottom line. We saved jobs and created some new jobs by focusing on the high-tech skills of today.”*

*— Napoleon Johnson, Associate Development Specialist, Robert Bosch*

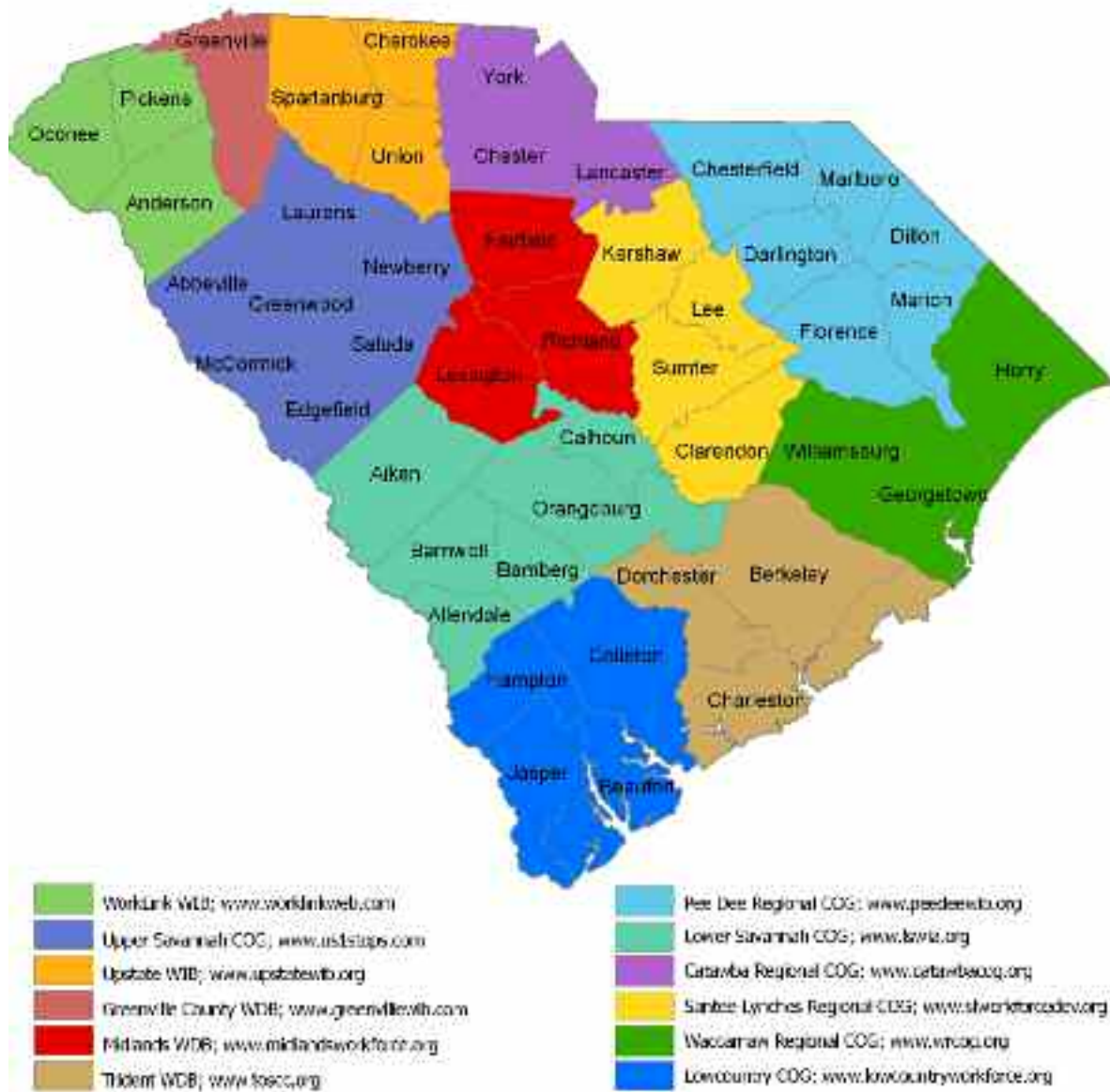
*“The Workforce Center staff is extremely professional, and the employees we have gotten through them are terrific. We’ve retained 23 out of our last 24 hires, which is a phenomenal percentage. We’ve also incorporated **WorkKeys®** and **On-the-Job Training** into our recruiting and hiring process. We know we’re getting new hires that can learn our system and are ready to work.”*

*— Jerry Kershner, Manager - Human Resources, Talley Metals Technology, Inc.*

*“WorkReady SC helps us identify candidates for the rank of firefighter who are more likely to succeed both in the recruit training program and in their early years as a firefighter.”*

*— Bradley Anderson, Chief, City of Columbia Fire Department*

## South Carolina Local Workforce Investment Areas



An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.  
All voice telephone numbers may be reached using TTY/TDD equipment via the South Carolina Relay Service at 711.

### WORKFORCE DEVELOPMENT DIVISION

South Carolina Department of Commerce  
1201 Main Street, Suite 1600 • Columbia, S.C. 29201  
(866) 721-7867 • (803) 737-2806

[WorkforceSouthCarolina.com](http://WorkforceSouthCarolina.com)