Executive Summary

Background

Each year it becomes more difficult for businesses to compete in the global economy. Companies must become more efficient and maintain quality. A skilled workforce is necessary. The Upper Savannah area of Abbeville, Edgefield, Greenwood, Laurens, McCormick, Newberry and Saluda is poised to grow. Collectively the economic development agencies in the area are focusing on attracting manufacturing businesses because they enhance the tax base and provide good paying jobs with benefits. The strategy to recruit manufacturing businesses is sound because the area has a well-established manufacturing sector. While the goods produced have changed over time, key skills are common across a range of industries.

At the same time, the workforce system has a responsibility to their residents. People want to earn enough to support their families. Quality of life is important. Most workers want to avoid long commutes.

It is the goal of the Upper Savannah Workforce Board to help businesses meet the current and future hiring needs and to help job seekers find work.

Opportunities

Although the area has mostly bounced back from the recession, there still are subgroups of the population which have high unemployment rates. At the same time there are jobs which are unfilled.

A survey of job orders which are reported as unfilled include two groups:

1. Jobs which are unattractive to job seekers because of wages, benefits, hours or working conditions or a combination of factors
2. Jobs which require specific skills. There is a shortage of skilled manufacturing technicians, welders and mechanics

Groups which are underrepresented in the workforce include:

1. Individuals without reliable transportation
2. Individuals who have poor basic skills or who do not have a high school credential
3. Individuals with disabilities
4. Individuals with criminal backgrounds
5. Individuals who cannot pass a drug test
6. Young people without prior work experience

3. Promote careers in manufacturing by working with businesses, schools and relevant community groups.

4. Invest in those with the greatest potential to change including individuals from groups underrepresented in the workforce. This will be done by having policies and practices that target and service the most in need. Partner agencies have target group they assist. For example, SC Vocational Rehabilitation serves those who have a disability. The Upper Savannah Workforce Development Board can set criteria for serving Adults through the Workforce innovation and Opportunity Act. The board has selected to give priority to those who are low income or who have low basic skills.

5. Increase the basic skills levels of potential workers by encouraging GED attainment and a SC Career Ready Credential (Work Keys Certificate.)

6. Increase funding available for scholarships by seeking grants and additional funding. Reduce operating expenses where possible.

7. Invest in training that has the greatest potential for graduates to find work which pays a self-sufficiency wage. This will be done by selected training in targeted career fields. The Workforce Development Board has selected diversified manufacturing and healthcare as the sectors most likely to generate the best outcomes. (A chart of approved training is included as an attachment.) In particular, the area will promote short-term low cost manufacturing certifications such as the SC Manufacturing Certificate.

8. Help employers efficiently recruit and screen workers by utilizing the www.scworks.com job matching database and social media campaigns.

9. Offer training grants to businesses to help them maintain a competitive workforce by tapping into state grant funding.

10. Help workers advance the career ladder (and open the bottom rung for newcomers) by encouraging businesses to establish apprenticeship programs.

11. Communicate employer's expectations for soft skills to job seekers by communicating with schools and other organizations which help job seekers.

12. Offer education and job training for youth who high school dropouts or who have completed high school but have not yet found a suitable job.

Measurement and Use of Data in Program Design

The Workforce Development Board is responsible for meeting key performance indicators for the Workforce Innovation and Opportunity Act and to enhance the system as a whole. The performance indicators look at the percentage of program completers who go to work, stay at their jobs and get an educational credential. Post program wages are gathered.

Because WIOA accounts for a fragment of the workforce, the Workforce Board will also gather information on participation in Wagner Peyser (job seeker services provided by the SC Department of

Provider Name	Website	Program Name
Aiken Technical College	www.atc.edu	Accounting - Associate Degree
Aiken Technical College	www.atc.edu	Accounting - Certificate
Aiken Technical College	www.atc.edu	Air Conditioning - Refrigeration - Certificate
Aiken Technical College	www.atc.edu	Business Management - Associate Degree
Aiken Technical College	www.atc.edu	Computer Networking - Certificate
Aiken Technical College	www.atc.edu	Computer Networking Technology - Associate Degree
Aiken Technical College	www.atc.edu	Computer Programming - Associate Degree
Aiken Technical College	www.atc.edu	Industrial Maintenance Technician - Associate Degree
Aiken Technical College	www.atc.edu	Nurse - Associates Degree
Aiken Technical College	www.atc.edu	Nurse - Practical - Diploma
Aiken Technical College	www.atc.edu	Paramedic - Associate Degree
Aiken Technical College	www.atc.edu	Radiologic Technology - Certificate
Aiken Technical College	www.atc.edu	Radiological Control Technician - Associate Degree
Aiken Technical College	www.atc.edu	SCMC Program SC Manufacturing Certification
Aiken Technical College	www.atc.edu	Surgical Technology - Health Science
Aiken Technical College	www.atc.edu	Welding - MIG
Aiken Technical College	www.atc.edu	Welding - Pipe - Advanced - Certificate
Aiken Technical College	www.atc.edu	Welding - Stick
Aiken Technical College	www.atc.edu	Welding- TIG
Arc Labs LLC	www.arclabs.com	120 Hour Basic Pipe Welding with OSHA
Arc Labs LLC	www.arclabs.com	120 Hour Pipe Welding Class
Arc Labs LLC	www.arclabs.com	280 Hour GMAW/FCAW Welding Course
Arc Labs LLC	www.arclabs.com	280 Hour GMAW/FCAW Welding with OSHA 10
Arc Labs LLC	www.arclabs.com	280 Hour SMAW Welding Course
Arc Labs LLC	www.arclabs.com	280 Hour SMAW Welding with OSHA Safety Training
Arc Labs LLC	www.arclabs.com	400 Hour Welding Class
Arc Labs LLC	www.arclabs.com	400 Hour Welding Including - Certificate with OSHA Training
Arc Labs LLC	www.arclabs.com	900 Hour Advanced Welding
CSRA Electrical Joint Apprenticeship and Training	www.njatc.org	CSRA Electrical JATC
Greenville Technical College	www.gvltec.edu	3-D Modeling CAD Design Certificate
Greenville Technical College	www.gvltec.edu	Accounting Associate Degree
Greenville Technical College	www.gvltec.edu	Advanced CNC Programmer Certificate
Greenville Technical College	www.gvltec.edu	Air Conditioning/Refrigeration Diploma
Greenville Technical College	www.gvltec.edu	Air Conditioning/Refrigeration Technician Certificate
Greenville Technical College	www.gvltec.edu	Auto Body Repair Certificate
Greenville Technical College	www.gvltec.edu	Automotive Technology Associate Degree
Greenville Technical College	www.gvltec.edu	Basic Machine Operations Certificate
Greenville Technical College	www.gvltec.edu	Begnning Electricity & Refrigeration Certificate
Greenville Technical College	www.gvltec.edu	Certification in Production & Inventory Management
Greenville Technical College	www.gvltec.edu	Cisco Routing / Network Configuration Certificate
Greenville Technical College	www.gvltec.edu	CNC Machine Operator Certificate
Greenville Technical College	www.gvltec.edu	CNC Machine Operator Training
Greenville Technical College	www.gvltec.edu	CNC Programmer Certificate
Greenville Technical College	www.gvltec.edu	Computer Technology Associate Degree
Greenville Technical College	www.gvltec.edu	Diesel Engine Performance Certificate
Greenville Technical College	www.gvltec.edu	Diesel Equipment Technology Certificate
Greenville Technical College	www.gvltec.edu	Electronics Engineering Technology Associate Degree
Greenville Technical College	www.gvltec.edu	Emergency Medical Technician
Greenville Technical College	www.gvltec.edu	Emergency Medical Technician
Greenville Technical College	www.gvltec.edu	Emergency Medical Technology
Greenville Technical College	www.gvltec.edu	Engineering Graphics Technology Associate Degree
Greenville Technical College	www.gvltec.edu	Heavy Equipment Auxiliary Systems Certificate
Greenville Technical College	www.gvltec.edu	Heavy Equipment Chassis Systems Certificate
Greenville Technical College	www.gvltec.edu	Industrial Electricity Certificate
Greenville Technical College	www.gvltec.edu	Lean Six Sigma Black Belt
Greenville Technical College	www.gvltec.edu	Lean Six Sigma Green Belt
Greenville Technical College	www.gvltec.edu	Machine Tool Technology Associate Degree
Greenville Technical College	www.gvltec.edu	Mechanical Engineering Technology Degree
Greenville Technical College	www.gvltec.edu	Mechantronics I Certificate
Greenville Technical College	www.gvltec.edu	Mechantronics II Certificate
Greenville Technical College	www.gvltec.edu	Mechatronics Technology Associate Degree
Greenville Technical College	www.gvltec.edu	Mechatronics: Level 1
Greenville Technical College	www.gvltec.edu	Metalworking Apprenticeship Certificate
Greenville Technical College	www.gvltec.edu	Microsoft Network Technician Certificate