

Expanding the Regions' Workforce via Priority Populations


Building Provider Capacity



A Notice of Funding Availability Response

Submitted by:
Mr. Dean Jones
Executive Director, SC Works Greenville
1 June 2018

Contents



A map of South Carolina is shown in the background, with a green highlight on the western side, specifically over the counties of York and Lancaster. The map is light green with a darker green highlight and a shadow effect.

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APPLICANT INFORMATION

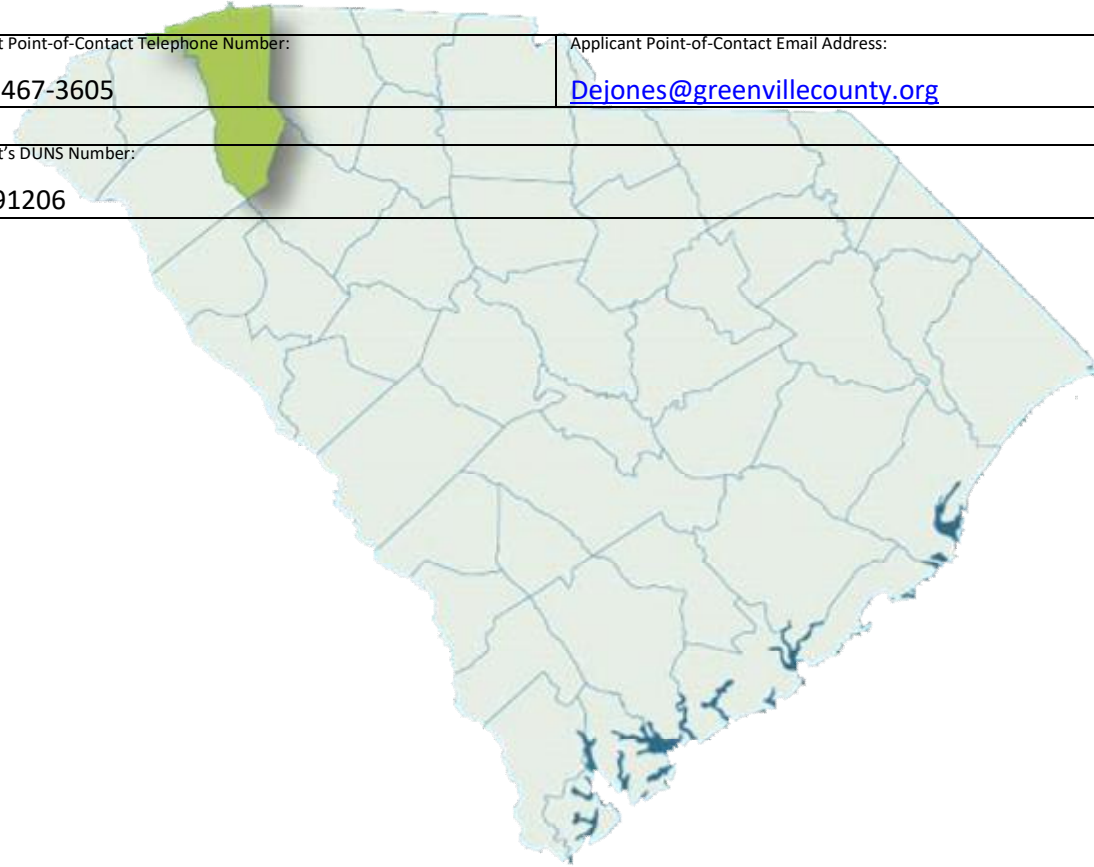
Applicant Name: County of Greenville	Mailing Address: 301 University Ridge, Suite 2400, Greenville, SC 29601
Physical Address: 301 University Ridge, Suite 2400, Greenville, SC 29601	Telephone Number: (864) 467-7105

Website Address: http://www.greenvillecounty.org/	Applicant Point-of-Contact Name: Dean E. Jones
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Applicant Point-of-Contact Mailing Address: 225 S. Pleasantburg Drive, Suite C11, Greenville, SC 29607	Applicant Point-of-Contact Physical Address: 225 S. Pleasantburg Drive, Suite C11, Greenville, SC 29607
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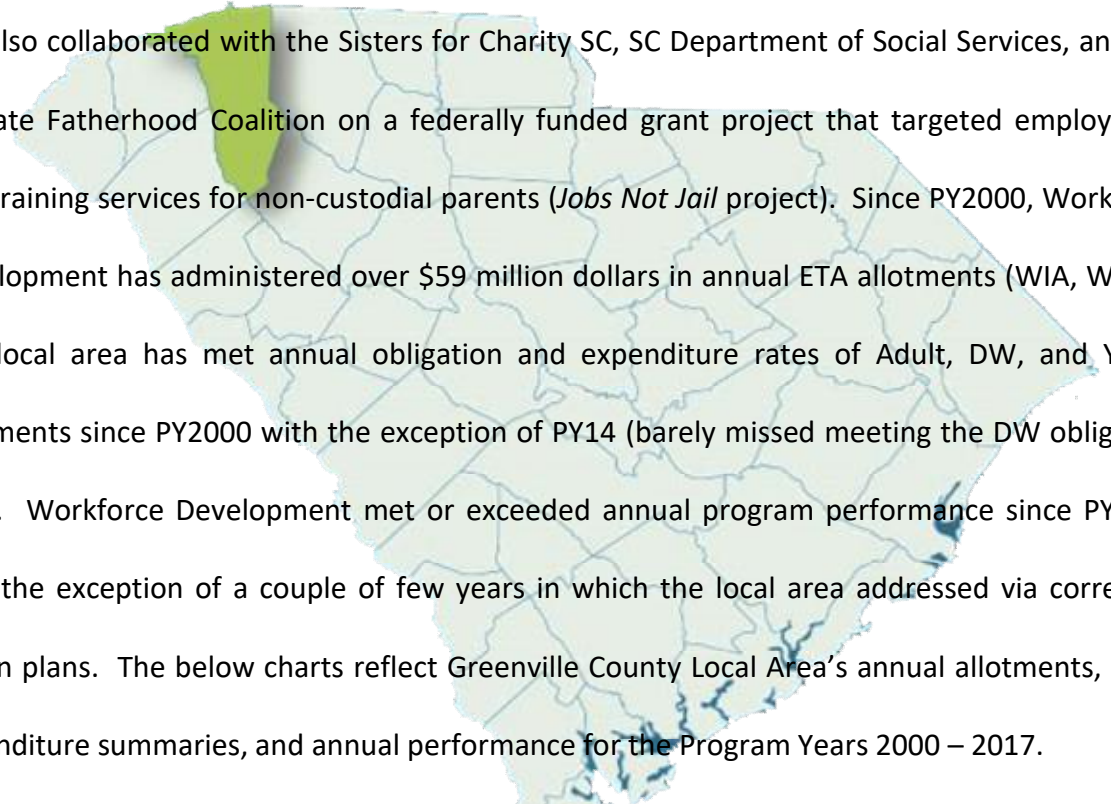
Applicant Point-of-Contact Telephone Number: (864) 467-3605	Applicant Point-of-Contact Email Address: Dejones@greenvillecounty.org
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Applicant's DUNS Number: 077991206



QUALIFICATIONS/EXPERIENCE

The County of Greenville County will serve as the fiscal agent for the grant and the Local Area (Workforce Development Department) will provide overall grant administration. Workforce Development has over 30 years of experience in administering federal and state funded grant programs (i.e., JTPA, WIA, WIOA, ARRA, State Reserve Funds, Rapid Response, other SWDB Grants for initiatives such as GED Attainment, Talent Pipeline, etc.). Workforce Development has also collaborated with the Sisters for Charity SC, SC Department of Social Services, and the Upstate Fatherhood Coalition on a federally funded grant project that targeted employment and training services for non-custodial parents (*Jobs Not Jail* project). Since PY2000, Workforce Development has administered over \$59 million dollars in annual ETA allotments (WIA, WIOA). The local area has met annual obligation and expenditure rates of Adult, DW, and Youth allotments since PY2000 with the exception of PY14 (barely missed meeting the DW obligation rate). Workforce Development met or exceeded annual program performance since PY2000 with the exception of a couple of few years in which the local area addressed via corrective action plans. The below charts reflect Greenville County Local Area's annual allotments, grant expenditure summaries, and annual performance for the Program Years 2000 – 2017.



FISCAL ADMINISTRATION SUMMARY – ALL GRANTS (2000 – 2017)	
GRANT	TOTAL ALLOTMENT/AWARD
Adult-DW-Youth-ARRA	\$49,653,428
IWT	\$2,339,767
RR	\$3,485,241
State Reserve	\$165,282
Incentives	\$574,458
GED	\$11,875
RIG	\$25,000
DWT-NEG	\$264,028
TAA	\$2,123,260
WorkKeys®	\$10,980
ARRA	\$1,221,933
TOTAL	\$59,875,252

WIO/WIOA Financial and Program Performance Summary (PY2000 – 2017)			
Program Year	Total Allotment	Expenditure Rate	Annual Performance
PY2000	\$1,100,298	100%	N/A
PY2001	\$1,176,855	100%	Passed 15 of 17 measures
PY2002	\$1,218,440	100%	Passed 13 of 17 measures
PY2003	\$1,766,549	100%	Passed 11 of 17 measures
PY2004	\$1,778,055	100%	Passed 17 of 17 measures
PY2005	\$2,245,145	100%	Passed 15 of 17 measures
PY2006	\$2,954,092	100%	Passed of 9 measures
PY2007	\$4,058,016	100%	Passed all 9 measures
PY2008	\$4,343,566	100%	Passed 8 or 9 measures
PY2009	\$6,684,966	100%	Met/exceeded all 9 measures
PY2010	\$3,463,465	100%	Met/exceeded all 9 measures
PY2011	\$3,502,194	100%	Met/exceeded all 9 measures
PY2012	\$2,971,731	100%	Met/exceeded all 9 measures
PY2013	\$2,680,097	100%	Met/exceeded all 9 measures
PY2014	\$2,662,912	100%*	Met/exceeded 8 of 9 measures
PY2015	\$2,073,458	100%	Met/exceeded 8 of 9 measures
PY2016	\$2,476,214	100%	N/A
PY2017	\$2,497,375	100%	N/A
Total	\$49,653,428	100%	

* Failed to meet Dislocated Worker Program obligation rate by the established deadline but did meet the annual expenditure rate.



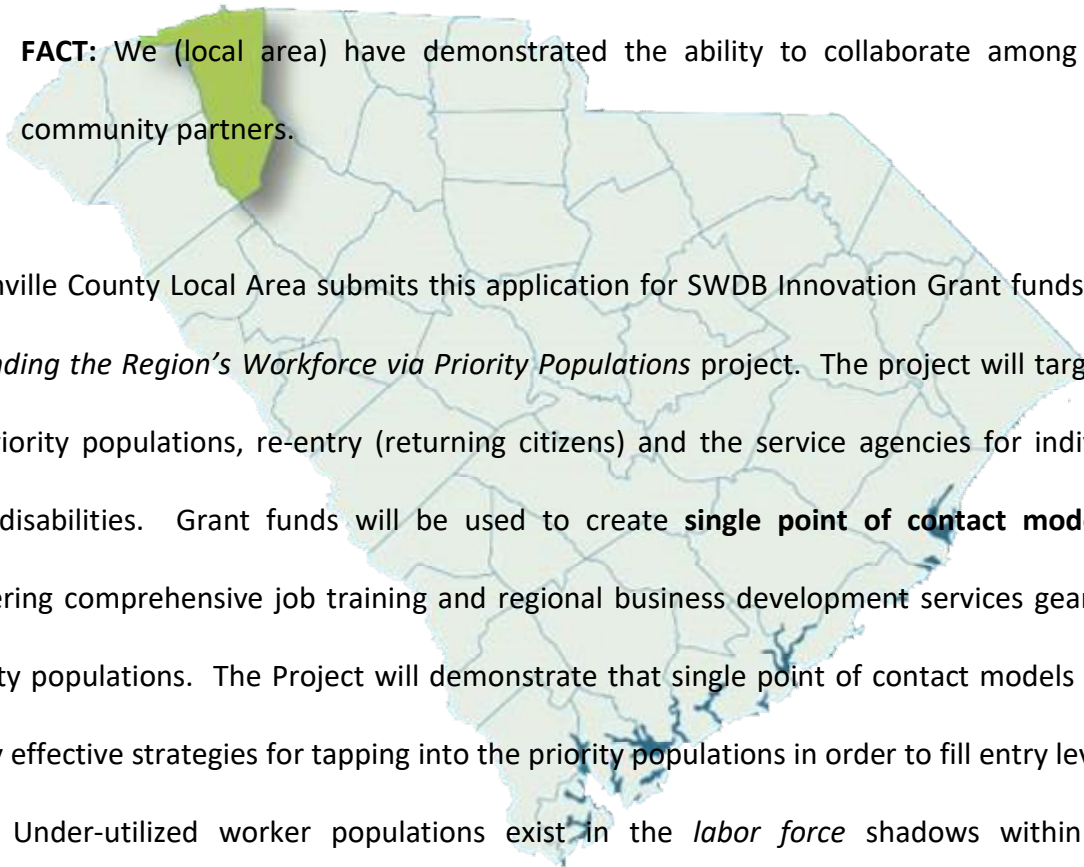
Section I Overview



FACT: Greenville's April 2018 unemployment rate is 2.3%, approximately 5780 unemployed workers, and over 90,000 open jobs posted online. We have more jobs available than available workers to fill them.

HISTORICALLY: Current education and workforce programs have not traditionally collaborated on priority populations to be used as a pipeline for filling skill gaps. Everyone has an end goal in mind or program priorities.

FACT: We (local area) have demonstrated the ability to collaborate among community partners.

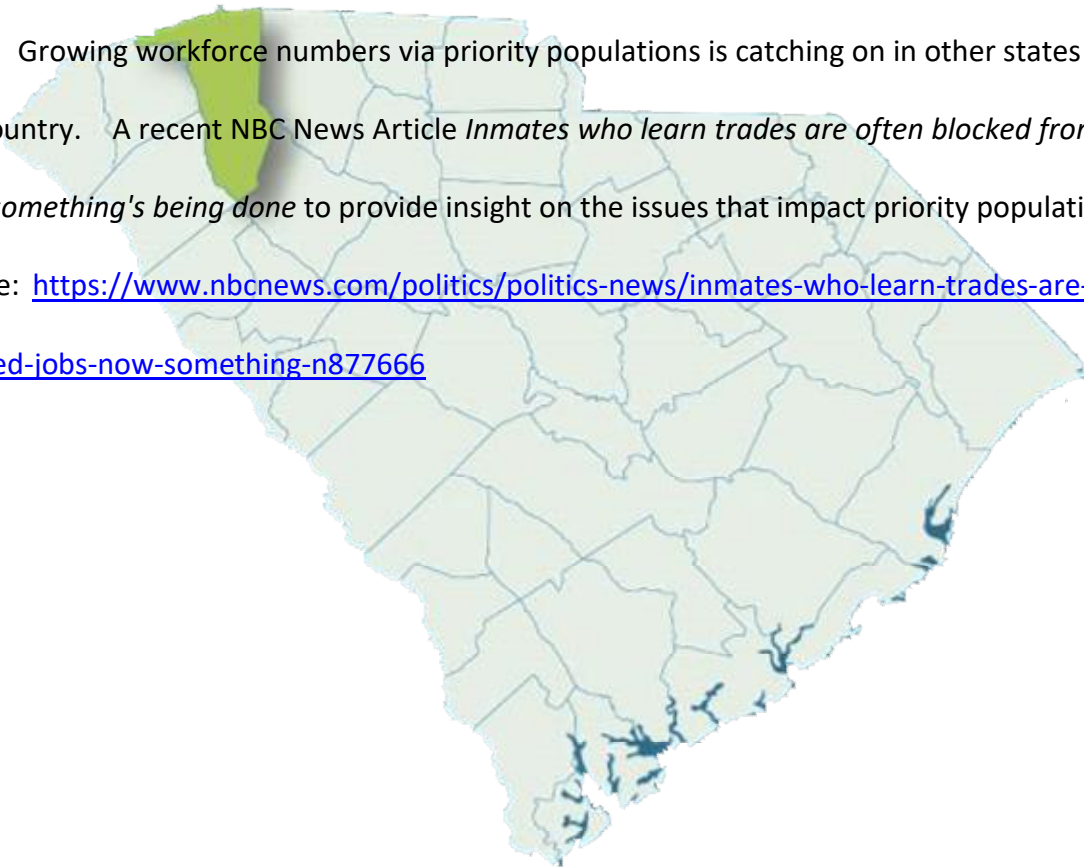


Greenville County Local Area submits this application for SWDB Innovation Grant funds for an *Expanding the Region's Workforce via Priority Populations* project. The project will target two (2) priority populations, re-entry (returning citizens) and the service agencies for individuals with disabilities. Grant funds will be used to create **single point of contact models** for delivering comprehensive job training and regional business development services geared for priority populations. The Project will demonstrate that single point of contact models can be highly effective strategies for tapping into the priority populations in order to fill entry level skill gaps. Under-utilized worker populations exist in the *labor force* shadows within every community. The Project will add to our workforce numbers by training hard to employ re-entry participants and by establishing a collaborative between the disability service agencies (SC Works partners, others) in order to provide them with business development training and certifications to increase the region's capacity to identify job-ready candidates for competitive employment referrals.

A single point of contact will improve the overall coordination of the services provided to priority populations in Greenville County. Increasing the pipeline of skilled workers and capacity to conduct business development services collectively among disability service agencies as opposed to doing on your own will establish a desired forum by which workforce development services will improve the quality of life in areas of housing, employment, financial stability, and education for priority populations.

Growing workforce numbers via priority populations is catching on in other states across the country. A recent NBC News Article *Inmates who learn trades are often blocked from jobs. Now something's being done* to provide insight on the issues that impact priority populations.

Source: <https://www.nbcnews.com/politics/politics-news/inmates-who-learn-trades-are-often-blocked-jobs-now-something-n877666>



Section II
Expected Outcomes



The outcomes associated with this project are summarized in Table 2-1. As noted in the table, the outcomes are related either the development of a re-entry coalition, a disability coalition, or SC Works Greenville.



CHART 2-1

Outcomes by Major Stakeholder

Re-entry Coalition

Conduct 13 meetings of the Re-entry Coalition during the life of the grant
Secure signatures of at least 5 providers on a common MOU for sustained participation in re-entry coalition

Disability Coalition

Conduct 13 meetings of the Disability Coalition during the life of the grant
Secure signature of at least 5 providers on a common MOU for sustained participation in the Disability

SC Works Greenville

Double the enrollment of individuals with a criminal history from 80 to at least 160 during the life of the grant
Double the enrollment of disabled individuals from 33 to 66 over the life of the grant

Section III Project Design and Logic Model



Chart 3-1 provides a graphic representation of the design of this project. As we envision it, the project consists of two independently operating components—one dealing with either the re-entry population and one dealing with those with disabilities—that will be connected to SC Works Greenville through a single, grant-supported individual. This “single point of contact” (SPoC) will not only serve as a conduit between SC Works Greenville and the specific provider community but also serve as a facilitator who assists them in organizing themselves into a sustainable coalition that is sustainable.

Chart 3-2 summarizes the actual activities associated with the program.



CHART 3-1
General Project Design

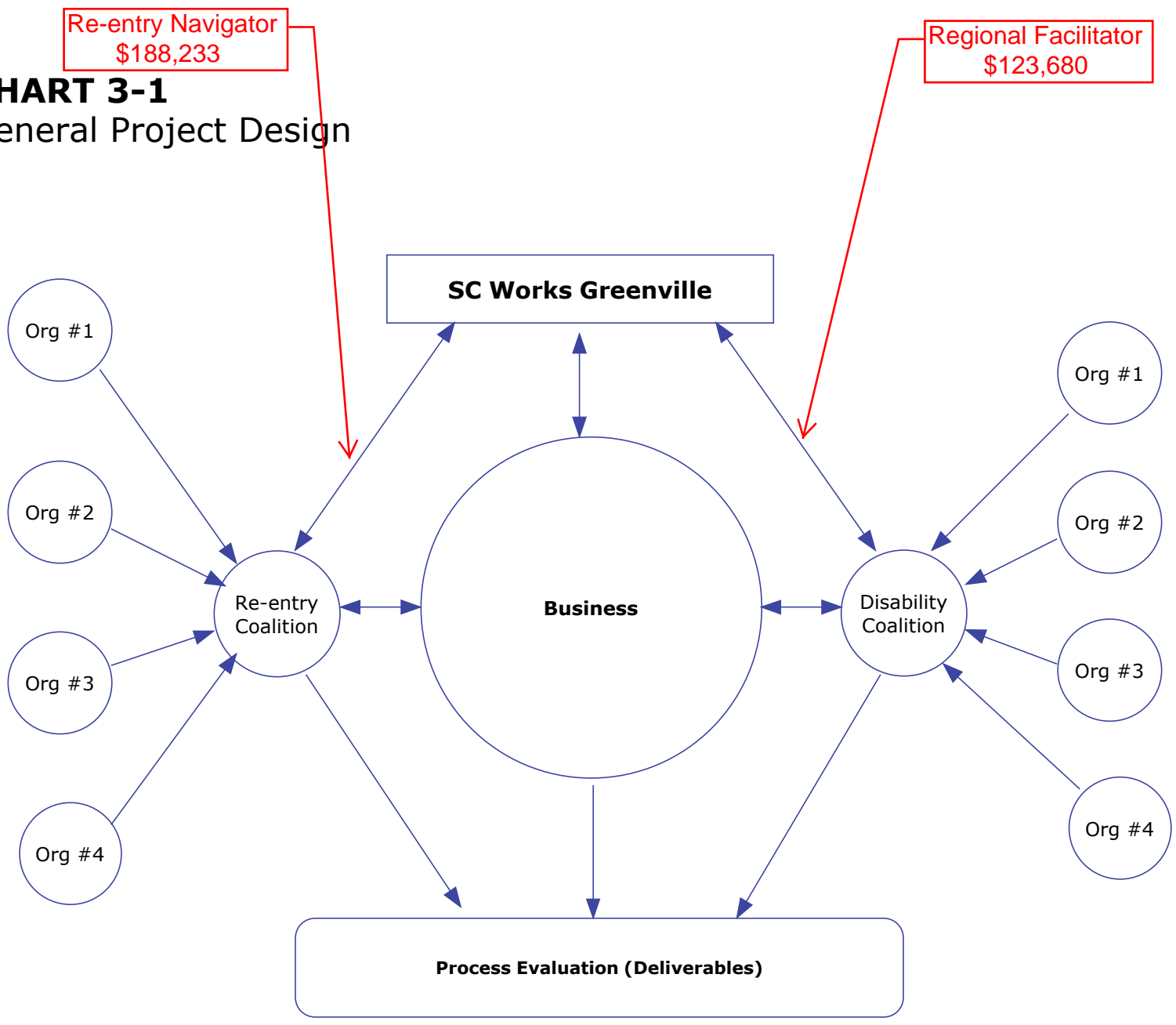
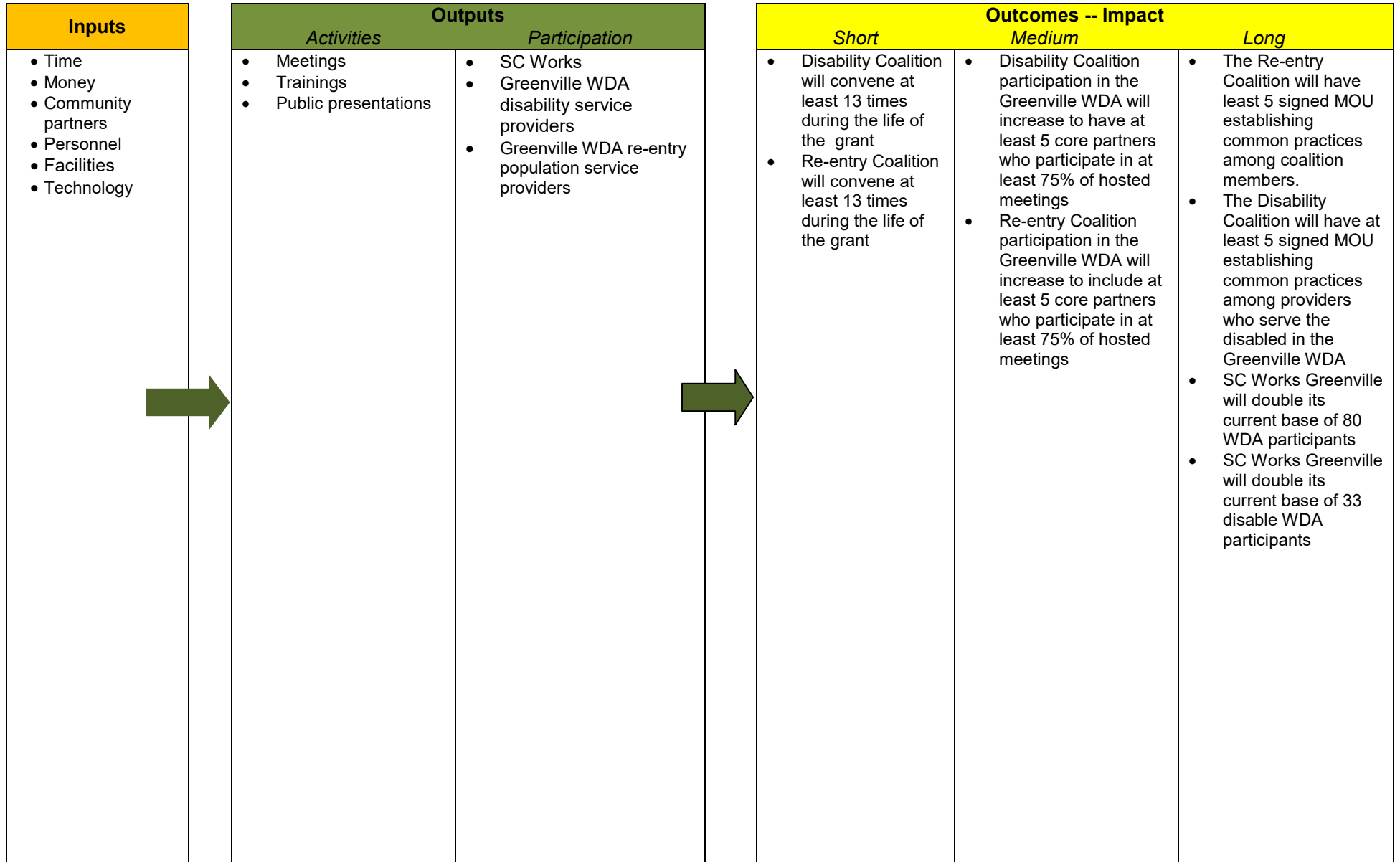


CHART 3-2

Logic Model for SC Works Greenville's *Expanding the Regions' Workforce via Priority Populations* grant



Section IV Evaluation



If funded, a portion of the project budget will be dedicated to a process evaluation, which, as the name suggests is intended to document the development of a particular process over a given period of time. Here, process evaluation will be applied to the development of the re-entry coalition, the disability coalition, and their relationship to SC Works Greenville to document the following:

- The relationships between initial coalition participants;
- The relationships between initial coalition participants and non-participants;
- Patterns of engagement between coalition members and business;
- Patterns of engagement between coalition members and the communities they serve;
- and
- The perceptions of those participating regarding what worked or did not work.

To capture this information, interviews will be conducted with both embedded SPoCs as well as a random selection of grant participants, which includes organizational representatives, SC Works leadership, and business partners, and customers, during the start-up, the execution, the wind-down phases of the grant. Interviews will be semi-structured and last approximately an hour with the resulting content transcribed, coded, and content analyzed to produce a two separate evaluations that contextualize the proximate cause of the projects success or failure insofar as a key stakeholders describe them.

The reports that will result are the primary project deliverables.

Section V
Timeline



TABLE 5-1

Tentative Timeline for *Expanding the Regions' Workforce via Priority Populations* project

Month	Activity	
1	Stakeholder Kick-off, which will include:	
2		• Refinement of project logic model and project logic model
3		• Phase 1 interviewing for process evaluation
4	Public Kick-off, which will include:	
5		• Initiation of discussions around a common MOU for sustainability
6		• Initiation of strategic planning that will guide component growth and development
7		• Phase 2 interviewing for process evaluation
8		
9		
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18		
19	Project Wind-down	
20		• Phase 3 interviews for evaluations
21		• Preparation for transition from paid-staffing to an alternative model of continued operation
22		• Review of draft process evaluation and final submission
23		
24		

Section VI
Budget and Budget Narrative



	SUB-TOTAL	\$8,950	\$3,750
OTHER EXPENSES - Participant Costs (specify below)			
	SUB-TOTAL	\$0	\$0
	PROGRAM FUNDS – PARTICIPANT COSTS SUBTOTAL	\$53,710	\$26,250
OTHER EXPENSES			
Other (please describe):			
	SUBTOTAL	\$0	\$0
TOTAL BUDGET		\$188,233	\$54,730

*If you are receiving a match or contribution from another entity, record the amount from those funds that will be used for each line item here.

	SUBTOTAL					\$75,100	\$0
OPERATING EXPENSES - Program							
	Equipment						
	Supplies					\$1,000	
	Other (please describe):						
	Equipment: Shared communications platform					\$7,200	
	Equipment: Assistive Technology Application and Software					\$4,000	
	Supplies: System partners and business outreach material development, outreach printing.					\$7,000	
					SUBTOTAL	\$19,200	\$0
INDIRECT COST - Program							
	Indirect Costs						
					SUBTOTAL	\$0	\$0
OTHER EXPENSES - Program Staff & Operating (specify below)							
	Facilitated meeting refreshments over 21 months					\$4,000	
					SUBTOTAL	\$4,000	\$0
PROGRAM FUNDS – STAFF & OPERATING EXPENSES SUBTOTAL						\$98,300	\$0

PROGRAM FUNDS – PARTICIPANT COSTS							
ASSESSMENTS							
	Participant Assessments						
	Other (please describe):						
					SUBTOTAL	\$0	\$0
WORK EXPERIENCE							
	Work Experience						
	Other (please describe):						
					SUBTOTAL	\$0	\$0
EDUCATION/TRAINING							
	High School Equivalency and Basic Skills						
	Occupational Classroom Training						
	On-the-Job Training						
	Apprenticeship						
	Other (please describe):						
					SUBTOTAL	\$0	\$0
SUPPORTIVE SERVICES							
	Transportation						
	Child Care						
	Boots, Supplies, Uniforms, Tools, Fees						
	Other (please describe):						

	SUB-TOTAL	\$0	\$0
OTHER EXPENSES - Participant Costs (specify below)			
	SUB-TOTAL	\$0	\$0
PROGRAM FUNDS – PARTICIPANT COSTS SUBTOTAL		\$	\$
OTHER EXPENSES			
Other (please describe):			
	Facilitated Trainings for Disability Service Providers, Community Partners, etc.	\$6,000	
	Training certifications for Disability Service Providers, Community Partners, etc.	\$1,000	
	Trainings for Collaborating Businesses	\$4,500	
	Best Practice Presentations	\$3,000	
	SUBTOTAL	\$14,500	\$

TOTAL BUDGET	\$123,680	\$3,808
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*If you are receiving a match or contribution from another entity, record the amount from those funds that will be used for each line item here.

BUDGET NARRATIVE – RE-ENTRY (\$173,406)

ADMIN – STAFF AND OPERATING (\$0) (\$25,480 In-Kind)

- Salaries/Fringe Benefits
- Operating Expenses
- Indirect Cost
- Other

PROGRAM FUNDS – STAFF AND OPERATING (\$134,523)

- Salaries/Fringe Benefits – (\$125,648) costs to employ a full-time Re-entry Navigator and costs for program evaluation.
- Operating Expenses – (\$3000 In-Kind)
- Indirect Cost – (\$8875) Salaries multiplied by 12.13%
- Other – N/A

PROGRAM FUNDS – PARTICIPANT COSTS (\$38,883)

- Assessments – (\$3500) costs for administer WIN assessments; costs to conduct behavioral evaluations on individuals with extensive criminal records.
- Work Experience – (\$5670) providing work-based learning opportunities for participants.
- Education/Training – (\$13,023) – providing Quick Jobs Training through Greenville Technical College
- Supportive Services – (\$8950) – providing supportive services such as transportation, child care, uniforms, expungement, etc.
- Other Participant Expenses (\$0)

OTHER EXPENSES (\$0)

- Facilitated Trainings
- Training Certifications for Disability Service Providers
- Trainings for Collaborating Businesses
- Best Practice Presentations

BUDGET NARRATIVE – INDIVIDUALS WITH DISABILITIES (\$123,680)

ADMIN – STAFF AND OPERATING (\$10,880) (\$3808 + \$1319 In-Kind)

- Salaries/Fringe Benefits – salaries for grant administration; fringes are an in-kind contribution
- Operating Expenses – none
- Indirect Cost – In-Kind contribution
- Other - none

PROGRAM FUNDS – STAFF AND OPERATING (\$98,300)

- Salaries/Fringe Benefits – (\$75,100) costs to employ a part-time Disability Facilitator and costs for program evaluation.
- Operating Expenses – (\$19,200) – costs for supplies and equipment costs.
- Indirect Cost – none. Contracted personnel.
- Other – (\$4000) – costs for facilitated meeting refreshments

PROGRAM FUNDS – PARTICIPANT COSTS (\$0)

- Assessments –
- Work Experience –
- Education/Training –
- Supportive Services –
- Other Participant Expenses

OTHER EXPENSES (\$14,500)

- Facilitated Trainings – (\$6000) – costs for convening facilitated trainings for disability service providers, SC Works and other community partners.
- Training Certifications for Disability Service Providers – (\$1000) training certifications for disability service providers.
- Trainings for Collaborating Businesses – (\$4500) costs to conduct disability employment trainings for businesses.
- Best Practice Presentations – (\$3000) – costs for presenting best practices and for technical assistance with replicating models.

Appendix





Office of the Mayor

May 29, 2018

Mr. Dean E. Jones, Director
Greenville County Workforce Development
225 S. Pleasantburg Drive, Suite C11
Greenville, SC 29607

Dear Mr. Jones:

The City of Greenville is pleased to support the Greenville County Local Area's submission to the South Carolina Workforce Development Board's Workforce Innovation Grants program. The project, *Expanding the Region's Workforce via Priority Populations*, will use a strong network of community partnerships to simultaneously provide a comprehensive workforce development solution for priority populations, like citizens returning from prison, and build a pipeline of skilled workers to meet local business and industry needs.

Since 2011, South Carolina's manufacturing sector has attracted more than \$3.9 billion in capital investment and created over 8,000 new jobs. Unsurprisingly, this has led to significant job growth in Greenville County and across the upstate region in areas like manufacturing, logistics and warehousing, and construction. However, despite the fact these jobs offer long-term career opportunities and competitive entry wages, employers are finding it increasingly difficult to hire skilled workers given low unemployment rates (Greenville County's unemployment rate for April 2018 decreased to 2.3%—approximately 5,790 unemployed workers). Using a model that fosters collaboration amongst a robust network of community partners, the *Expanding the Region's Workforce via Priority Populations* project not only will help address these employer challenges but the challenges priority populations have securing meaningful and well-paid employment. As such, the project will deliver a twofold win for our local community—a model that grows workforce availability for local employers and connects priority populations to good jobs.

Additionally, the *Expanding the Region's Workforce via Priority Populations* project aligns with the Greenville County Workforce Development Board's 2017 – 2020 Strategic Plan goals. Specifically, increasing education and employment opportunities for Greenville County workers and building employer-led industry sector partnerships.

The City of Greenville will assist with the dissemination of project outreach materials at monthly neighborhood association meetings and other events to support this innovative project and looks forward to the *Expanding the Region's Workforce via Priority Populations Project* becoming a reality within the Greenville County Local Area.

Sincerely,

Knox H. White, Mayor
City of Greenville, SC



Greenville Chamber

May 30, 2018

Mr. Dean E. Jones, Director
Greenville County Workforce Development
225 S. Pleasantburg Drive, Suite C11
Greenville, SC 29607

Dear Mr. Jones:

Please accept this letter as an indication of commitment from the Greenville Chamber to participate in the *Expanding the Region's Workforce via Priority Populations* Project proposal led by the Greenville County Workforce Development for funding consideration by the Workforce Innovation Grants program. Although Greenville County and the Upstate have experienced significant job growth in sectors such as manufacturing, logistics, and construction, employers continue to report difficulty in recruiting and retaining skilled workers to fill vacancies.

As Greenville County's unemployment rate for April 2018 has fallen to 2.3 percent, simultaneous steady decreases statewide in labor market participation rates indicate that there may be an increasing number of workers who are discouraged from seeking employment. We believe that the *Expanding the Region's Workforce via Priority Populations* Project is a step towards addressing our employment challenges through the implementation of collaborative models that support a single point of contact for delivering comprehensive workforce development services to priority populations, including formerly incarcerated job seekers and individuals with disabilities.

The Greenville Chamber is pleased to participate as a partner organization in the *Expanding the Region's Workforce via Priority Populations* Project. As members of the Greenville Reentry Coalition and the Work Ready Certification Board, the Chamber is committed to engaging employers to provide second chances to formerly incarcerated job seekers in our community. Through our strategic priority of removing barriers to workforce participation, we are championing efforts to connect these individuals with access to education and job training that will enhance their sustained employability and prepare them to fill the vacancies to meet our growing industry needs. We look forward to supporting the project team's efforts to expand our workforce by engaging populations who face barriers to employment.

Sincerely,

Carlos Phillips
President and CEO



May 29, 2018

Letter of Support for the Greenville County Workforce Development Innovation Project – Disability Employment

Dear State Workforce Development Board:

Able South Carolina is eager to offer our support of Greenville County Workforce Development’s Innovation Grant application to the South Carolina Workforce Development Board. The project purpose would be to create a regional provider coalition that focuses on aligning resources and creating efficient and effective outreach procedures to the business community in regards to employment of individuals with disabilities.

We know that businesses are in search of dependable, productive workers, and our experience has taught us that individuals with disabilities can meet those workforce needs. We recognize that many employers have false perceptions about people with disabilities and may be hesitant to provide an opportunity for them to showcase their skills. Our organization is in a unique position to assist the project with this problem. As a Center for Independent Living, about 80% of our staff members have disabilities and are living proof of the value individuals with disabilities can bring to the workforce. We have trained and certified Americans with Disabilities Act (ADA) Coordinators on staff who can work with both service providers and employers to educate about myths

The project seeks to form a coalition of providers that can work collaboratively to better understand and meet business workforce needs. A unified approach is needed for securing quality employment opportunities for people with disabilities. The model as presented in this grant application provides a way for employers to conveniently connect with service providers, while also offering education to reduce bias and promote inclusion of people with disabilities as productive members of their companies.

We hope the SC Workforce Development Board sees the immense value in implementing this promising practice for employing individuals with disabilities. Able South Carolina is excited to work with the Greenville County Workforce Development and its partners to change the culture of disability employment in Greenville, South Carolina.

Sincerely,

A handwritten signature in black ink that reads "Kimberly A. Tissot".

Kimberly Tissot, Executive Director

Columbia
720 Gracern Rd. | Suite 106
Columbia, SC 29210
800.681.6805
TTY 803.779.0949

Greenville
330 Pelham Rd. | Suite 100A
Greenville, SC 29615
800.681.7715
TTY 864.235.8798



May 31, 2018

Dean Jones, Administrator
225 S. Pleasantburg Drive, Suite C-11
Greenville, SC 29607

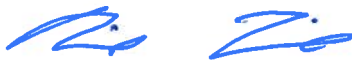
Dear Mr. Jones,

On behalf of the South Carolina Vocational Rehabilitation Department (VR), I would like to offer our support for the Greenville County Workforce Development Innovation Project – Disability Employment’s Workforce Innovation Grant proposal to create a regional provider coalition that focuses on aligning resources in the business community to support the employment of individuals with disabilities.

The South Carolina Vocational Rehabilitation Department prepares and assists eligible South Carolinians with disabilities to achieve and maintain competitive employment. There are many barriers to employment that individuals with disabilities often face. Our partnership with the Greenville County Workforce Development Board helps us provide valuable resources that benefit individuals with disabilities and employers.

We are excited to work collaboratively with the Greenville County Workforce Development Board as part of a cohesive alliance to help businesses in Greenville County meet their workforce needs and to increase employment opportunities for individuals with disabilities.

Sincerely,



David Turnipseed
Area Supervisor

Felicia W. Johnson, Interim Commissioner

The South Carolina Vocational Rehabilitation Department prepares and assists eligible South Carolinians with disabilities to achieve and maintain competitive employment
Greenville Area Office • 105 Parkins Mill Road • Greenville, South Carolina 29607 • scvrd.net
864-297-3066 (Office/ TDD) • 864-675-9144 (Fax) • greenville@scvrd.net



LANGSTON

CONSTRUCTION COMPANY

May 29, 2018

Mr. Dean E. Jones, Director
Greenville County Workforce Development
225 S. Pleasantburg Drive, Suite C11
Greenville, SC 29607

Dear Mr. Jones:

Please accept this letter as indication of commitment from Langston Construction Co. of Piedmont, LLC to participate in the *Expanding the Region's Workforce via Priority Populations* Project to be submitted by the Greenville County Local Area to the South Carolina Workforce Development Board Workforce Innovation Grants program. South Carolina in general has become a preferred site for manufacturing. The manufacturing sector has attracted over \$3.9 billion in capital investment and created over 8,000 new jobs in the state since 2011. Although we have seen significant job growth in Greenville County and across the upstate region in sectors such as manufacturing, logistics and warehousing, and construction, employers are still finding it difficult to hire skilled workers to fill entry level vacancies. Greenville County's unemployment rate for April 2018 decreased to 2.3% (approximately 5790 unemployed workers) and our leading employment sectors have open jobs that offer long-term career opportunities and competitive entry wages. The *Expanding the Region's Workforce via Priority Populations* Project will help to address our employment challenges by demonstrating that workforce availability also grows for priority populations through the formation of collaborative models that support a single point of contact for delivering comprehensive workforce development services (i.e., behavior/financial/career counseling, education and training/credential attainment, and job development/employment potential/placement).

The *Expanding the Region's Workforce via Priority Populations* project aligns with the goals of the Greenville County Workforce Development Board's 2017 – 2020 Strategic Plan, which is to increase education and employment opportunities for Greenville County workers and to build employer-led industry sector partnerships focused on better understanding of the skills that employers need and connecting workers to opportunities.

Langston Construction Co. is pleased to provide this letter of support as a demonstration of our commitment to the *Expanding the Region's Workforce via Priority Populations* Project by interviewing applicants referred for job vacancies, making referrals if vacancies are not available, providing training services to increase the skills and technical knowledge for new hires and employees, and provide employment benefits, including health and dental insurance.

Langston Construction Co. looks forward to supporting the project team's efforts to develop and to grow the workforce numbers by tapping into a growing pipeline of potential workers and look forward to the *Expanding the Region's Workforce via Priority Populations Project* becoming a reality within the Greenville County Local Area.

Sincerely,

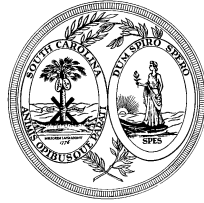


Mary Allyson Chauvin
HR Manager/Operations

P.O. Box 560 Piedmont, South Carolina, 29673-0560
Phone: (864)295-9156 Fax: 295-9160

State of South Carolina
Department of Probation, Parole and Pardon Services

HENRY M^CMASTER
Governor



JERRY B. ADGER
Director

2221 DEVINE STREET, SUITE 600
POST OFFICE BOX 50666
COLUMBIA, SOUTH CAROLINA 29250
Telephone: (803) 734-9220
Facsimile: (803) 734-9440
www.dppps.sc.gov/

May 29, 2018

Dean E. Jones, Director
Greenville County Workforce Development Board
225 S. Pleasantburg Drive, Suite C11
Greenville, South Carolina 29607

Dear Director Jones,

On the behalf of the South Carolina Department of Probation, Parole and Pardon Services (SCDPPPS), I am pleased to offer this letter of support for the Greenville County Workforce Development's effort to seek funding for its "*Expanding the Region's Workforce via Priority Populations Project*" from the South Carolina Workforce development Board Workforce Innovation Grant Program.

This Department is committed to supporting programs that promote successful community reintegration of our offender population. We believe this may be accomplished through fostering partnerships with stakeholders whose goals are aligned with the mission of this Department: to *Prepare, Provide and Protect*.

Employment is a key component of the reentry process for those returning to the community. We are excited to participate in a project that will address employment challenges in Greenville County by delivering comprehensive workforce development services to priority populations such as those offenders under SCDPPPS' jurisdiction.

SCDPPPS fully supports your efforts to launch this innovative project and, if awarded, look forward to providing offender referrals and support as needed and appropriate to ensure the success of this initiative.

Sincerely,

A handwritten signature in blue ink, appearing to read "Jerry B. Adger".

Jerry B. Adger
Director



Corporate Office
115 Haywood Road
Greenville, SC 29607
(864) 351-0100 TEL

Midlands Division
2119 Sunset Blvd.
West Columbia, SC

www.goodwillsc.org

May 30, 2018

To: SC Works System (Local Workforce Development Board)

Re: Partnership/Referral relationship under federally funded grant

As you are aware, grant- funded programs under Goodwill Industries of Upstate/Midlands, SC (GIUMSC) are mandated to be partners by the WIOA legislation. GIUMSC welcomes the opportunity to partner with your local SC Works Center as we deliver Department of Labor (DOL)-funded services to specific populations in our community. Recently, GIUMSC was awarded an additional DOL Re-Entry grant which serves certain returning citizens in parts of Richland, Spartanburg, and Greenville counties. This grant is an additional mandated partner under WIOA. We look forward to a close relationship with the SC Works Center team(s) in these counties mentioned. By partnering, it will allow returning citizens the opportunity to work with multiple agencies in securing supportive services, while securing competitive work or industry training to increase their workforce skills.

Rather than crafting a separate MOU, we suggest utilizing the existing MOU to include our DOL Re-Entry and/or other federally funded grant that we may acquire. We do not anticipate any request of the SC Works Center team other than to establish a reciprocal referral process to ensure access to SC Works Center and GIUMSC services. This would be similar to other programs for which we have established referral agreements, such as SCSEP or WIOA/Upstate.

Please let me know if you have any questions or concerns.

Thank you for your partnership.

Sincerely,

A handwritten signature in blue ink, appearing to read "Darren Wright". The signature is stylized and includes a long horizontal line extending to the right.

Darren Wright

Vice President of Career Development Services

dwright@goodwillsc.org

864-351-0126



UPSTATE FATHERHOOD COALITION

Strengthening Fathers to Nurture Their Children and Families

Serving Greenville, Pickens and Spartanburg Counties

Date May 29, 2018

Mr. Dean E. Jones, Director
Greenville County Workforce Development
225 S. Pleasantburg Drive, Suite C11
Greenville, SC 29607

Dear Mr. Jones:

Please accept this letter as indication of commitment from the **Upstate Fatherhood Coalition** to participate in the *Expanding the Region's Workforce via Priority Populations* Project to be submitted by the Greenville County Local Area to the South Carolina Workforce Development Board Workforce Innovation Grants program. South Carolina in general has become a preferred site for manufacturing. The manufacturing sector has attracted over \$3.9 billion in capital investment and created over 8,000 new jobs in the state since 2011. Although we have seen significant job growth in Greenville County and across the upstate region in sectors such as manufacturing, logistics and warehousing, and construction, employers are still finding it difficult to hire skilled workers to fill entry level vacancies. Greenville County's unemployment rate for April 2018 decreased to 2.3% (approximately 5790 unemployed workers) and our leading employment sectors have open jobs that offer long-term career opportunities and competitive entry wages. The *Expanding the Region's Workforce via Priority Populations* Project will help to address our employment challenges by demonstrating that workforce availability also grows for priority populations through the formation of collaborative models that support a single point of contact for delivering comprehensive workforce development services (i.e., behavior/financial/career counseling, education and training/credential attainment, and job development/employment potential/placement).

The *Expanding the Region's Workforce via Priority Populations* project aligns with the goals of the Greenville County Workforce Development Board's 2017 – 2020 Strategic Plan, which is to increase education and employment opportunities for Greenville County workers and to build employer-led industry sector partnerships focused on better understanding of the skills that employers need and connecting workers to opportunities.

Upstate Fatherhood Coalition is pleased to provide this letter of support as a demonstration of our commitment to the *Expanding the Region's Workforce via Priority Populations* Project by **providing Career Readiness Training for demanding industries. This training will provide participants with exposure and enrollment to desired career fields; resume building; interviewing techniques; soft skills training; one on one coaching sessions; career assessments that directly links participant to career field of interest based on experience; professional profile built on site; employment placement through active Employer**

Advisory Board; expungement services; financial counseling to create economic mobility; and (interviewing applicants referred for job vacancies, making referrals, providing training services in demand industries, provide counseling services, etc.)

Upstate Fatherhood Coalition looks forward to supporting the project team's efforts to develop and to grow the workforce numbers by tapping into a growing pipeline of potential workers and look forward to the *Expanding the Region's Workforce via Priority Populations Project* becoming a reality within the Greenville County Local Area.

Sincerely,



Kelly Walker/Executive Director



May 29, 2018

Letter of Support for the Greenville County Workforce Development Innovation Project – Disability Employment

Dear Sir or Ma'am,

Thrive Upstate is in strong support of Greenville County Workforce Development's Innovation Grant application to the South Carolina Workforce Development Board for the purpose of creating a regional provider coalition that focuses on aligning resources and streamlining messaging to the business community in regards to employment of individuals with disabilities.

We are aware that businesses are in search of dependable, productive workers. We also know that individuals with disabilities may possess and/or have the capability to develop the skills needed to fill business workforce needs. At the same time, we know first-hand the challenges of convincing businesses to give our clients with disabilities the opportunity to work. Stigma and bias against people with disabilities in the workplace persist despite individual agency efforts to combat these perceptions.

Our organization is interested in creating a coalition of providers that can band together to understand business workforce needs and answer their calls with prepared candidates that happen to have disabilities. We look to the creation of a coalition that is facilitated by neutral parties in order to move beyond siloed approaches to job placements of people with disabilities. We believe the model as presented in this grant application will allow us to connect with employers on their terms while at the same time educating them on ways to reduce bias and include people with disabilities as productive members of their companies.

We strongly encourage the SC Workforce Development Board to fund this project as it will likely become a most promising practice for employing individuals with disabilities. Thrive Upstate offers our support to Greenville County Workforce Development and its partners as they pursue this grant and its objectives.

Best regards,

Tyler Rex
Executive Director

1700 Ridge Road
Greenville, SC 29607
864.288.1907

thriveupstate.org