PEE DEE REGIONAL PLAN

Workforce Innovation & Opportunity Act (WIOA)

(2020-2023)

Submitted by:
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Workforce Innovation and Opportunity Act
Regional Plan
July 1, 2020 – June 30, 2023

Planning Region Name: Pee Dee Region

Local Areas within the Planning Region: Pee Dee, Santee-Lynches, Waccamaw

Local Area Administrators and Contact Information:

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Attachment A: Regional Plan 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 engage in a regional planning process that results in the preparation and submission of a single regional plan. Regional plans must incorporate the local plans for each local area within the planning region. The following guiding principles should be considered priorities and included in responses throughout the document:

- Partnership and collaboration
- Increased access to resources and services through the use of technology
- The impact of COVID-19 on the state's workforce and strategies to facilitate rapid reemployment

The regional plan must include:

1. **A description of how each local area within the region was afforded the opportunity to participate in the regional planning process, along with a description of the planning process undertaken to produce the regional plan. The description must include how the chief elected officials and local boards were involved in the development of the plan.**

SC Department of Employment and Workforce, on behalf of the State Workforce Development Board, procured the services of a facilitator (Maher & Maher) for the purpose of leading a process that would result in a Statewide Plan to create a workforce pipeline to make South Carolina more competitive in today's global market. The intent was to lead each of four identified Regions through a process that will plan for, build, begin to implement, and provide for sustaining a talent development system built on defining the talent pipeline at the regional level. Regional planning began with the regional sector strategies process, in which each local workforce area was involved. A team was created that consisted of various partner staff (i.e. WIOA, Adult Education, Technical Colleges, Economic Development, Vocational Rehabilitation, etc.) from each local workforce area. This was the catalyst for starting the entire regional planning process.

Conference calls and Zoom meetings were held for the planning process. Information to be included in the regional plan was also shared with individual local boards to gather their input and support. In an effort to validate the data labor market information provided as part of the planning process and to identify in-demand occupations within industries with more specificity, various local board members, who represented sectors being targeted for this region, economic development and education and training institutions, were asked to provide first-hand knowledge of the needs and demands of the targeted industries. Input from chief elected officials (CEOs) was obtained in the following ways:

- In the Pee Dee Local Workforce Development Area, an email and a copy of the complete regional plan was presented to the six county councils for comment/input. ~~Despite Covid-19 conditions, at least one county council required a presentation before offering approval.~~ Each county council clerk offered emails following the meetings that indicated that the county council members had reviewed and accepted the proposed plans.
- In the Santee-Lynches Local Workforce Development Area, a five-page Executive Summary, along with a copy of the regional plan was presented to the four-county council chairmen for review and comments. The Executive Summary included information on key sections of the 4-year plan:

1. Workforce and Economic Analysis, to include employment and education information for the region as a whole; 2. Regional Partnerships and Investment Strategies; 3. A brief highlight of strengths and weaknesses for the region, and 4. Economic Development efforts. All chief elected officials acknowledged receipt and review. However, the only comments received were for the local 4-year plan.

- In the Waccamaw Local Workforce Development Area, an email was sent to the three county council chairs detailing the regional plan purpose and the process required by SCDEW for approval. Attached to the email was the complete regional plan with a request for their review and input. After the public comment period (no comments received), a request for approval was sent to all three of the council chairs. All submitted a detailed letter indicating review and approval.

2. An analysis of regional labor market data and economic conditions, to include existing and emerging in-demand industry sectors and occupations, and the employment needs of employers in those existing and emerging in-demand industry sectors and occupations. The analysis shall include:

NEW DATA 12/2022

Data reports and additional data and information solicited from various sources were analyzed to determine in-demand industry sectors and occupations. Current sector priorities were explored, and Health Care was selected as the priority sector to continue planning efforts to create the pipeline needed to meet the employment needs of employers within the region. The Industry Clusters data chart supports Health Care as being the most in-demand, fastest growing sector for the region.

Industry Snapshot

The largest sector in the Pee Dee - Complete Region (WIOA) is Office and Administrative Support Occupations, employing 47,341 workers. The next-largest occupation groups in the region are Food Preparation and Serving Related Occupations (45,050 workers) and Sales and Related Occupations (43,806). However, an analysis of industry comparisons and clusters still clearly supports the healthcare sector as an existing as well as emerging in-demand industry sector. This analysis included an analysis of the Pee Dee Region data report, which documented significant job growth and occupations that would be attainable by the targeted populations of agencies and needs of employers in the region. There is a prevalence of healthcare as a demand industry in all parts of the region. Healthcare is the only industry with growth in all three local workforce areas. The other industries are more prevalent in some areas than others and are very concentrated in singular parts of the region (e.g. Hospitality). Initial validation can be provided by healthcare representation on Local Boards, along with Technical colleges' validation of the demand for healthcare training in the region, and all three local workforce areas' validation of healthcare growth and demand across the region.

Greater Pee Dee Region, 2022Q2[1]

		Current			5-Year History			1-Year Forecast			
NAICS	Industry	Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
44	Retail Trade	56,097	$29,032	1.43	3,242	1.2%	7,492	2,995	4,472	25	0.0%
72	Accommodation and Food Services	53,139	$23,626	1.64	181	0.1%	10,274	3,698	5,124	1,452	2.7%
62	**Health Care and Social Assistance**	52,992	$53,386	0.95	3,436	1.3%	5,777	2,285	2,777	715	1.3%
31	Manufacturing	38,541	$61,295	1.23	783	0.4%	3,863	1,364	2,610	-111	-0.3%
61	Educational Services	26,879	$45,048	0.87	-1,878	-1.3%	2,777	1,121	1,398	259	1.0%
56	Administrative and Support and Waste Management and Remediation Services	22,248	$35,130	0.89	1,200	1.1%	2,787	973	1,583	231	1.0%
23	Construction	22,223	$49,946	0.97	2,050	2.0%	2,313	678	1,451	184	0.8%
92	Public Administration	20,750	$46,509	1.16	309	0.3%	2,017	740	1,192	85	0.4%
81	Other Services (except Public Administration)	17,393	$26,635	1.04	327	0.4%	2,125	785	1,137	204	1.2%
48	Transportation and Warehousing	15,262	$47,135	0.80	3,275	4.9%	1,787	647	1,033	107	0.7%
54	Professional, Scientific, and Technical Services	12,127	$62,701	0.43	600	1.0%	1,179	360	689	129	1.1%
52	Finance and Insurance	10,456	$71,534	0.67	1,108	2.3%	978	320	613	45	0.4%
71	Arts, Entertainment, and Recreation	8,428	$23,520	1.16	-87	-0.2%	1,468	469	676	323	3.8%
42	Wholesale Trade	8,259	$59,332	0.57	155	0.4%	893	300	566	27	0.3%
53	Real Estate and Rental and Leasing	7,824	$44,832	1.15	98	0.3%	861	317	451	93	1.2%
11	Agriculture, Forestry, Fishing and Hunting	5,142	$41,161	0.98	-565	-2.1%	626	248	373	5	0.1%
51	Information	3,473	$60,414	0.45	-242	-1.3%	358	107	219	32	0.9%
55	Management of Companies and Enterprises	2,315	$77,170	0.40	55	0.5%	212	71	137	4	0.2%
22	Utilities	2,273	$91,911	1.16	160	1.5%	186	68	141	-23	-1.0%
21	Mining, Quarrying, and Oil and Gas Extraction	290	$63,569	0.22	-170	-8.8%	31	9	21	2	0.6%
99	Unclassified	38	$30,084	0.06	38	n/a	5	2	3	0	1.3%
	Total - All Industries	**386,149**	**$43,999**	**1.00**	**14,074**	**0.7%**	**45,959**	**16,453**	**25,545**	**3,960**	**1.0%**

Source: JobsEQ®
Data as of 2022Q2
Note: Figures may not sum due to rounding.
1. All data based upon a four-quarter moving average
Exits and transfers are approximate estimates based upon occupation separation rates.
Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2022Q1 with preliminary estimates updated to 2022Q2. Forecast employment growth uses national projections adapted for regional growth patterns.

Industry Snapshot (Pee Dee Region)

EMPLOYMENT

WAGES

6-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
General Medical and Surgical Hospitals	15,187	$61,572	1.05		1,285	0.6%
Offices of Physicians (except Mental Health Specialists)	8,995	$96,153	1.31		840	1.1%
Home Health Care Services	4,670	$29,680	1.15		606	2.0%
Nursing Care Facilities (Skilled Nursing Facilities)	3,484	$36,583	1.02		372	-0.2%
Services for the Elderly and Persons with Disabilities	3,054	$17,045	0.58		498	3.6%
Child Care Services	2,547	$20,840	0.94		319	1.0%
Offices of Dentists	2,325	$58,686	0.94		242	1.3%
Continuing Care Retirement Communities	1,279	$29,117	1.18		190	2.5%
Vocational Rehabilitation Services	1,074	$27,170	1.50		118	-0.2%
Assisted Living Facilities for the Elderly	1,037	$26,086	0.95		156	2.7%
Remaining Component Industries	9,340	$49,453	0.74		1,044	2.0%
Health Care and Social Assistance	**52,992**	**$53,386**	**0.95**		**5,777**	**1.3%**

Industry Snapshot South Carolina

EMPLOYMENT

WAGES

6-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
General Medical and Surgical Hospitals	85,687	$68,156	0.99		7,501	0.9%
Offices of Physicians (except Mental Health Specialists)	48,784	$101,491	1.18		4,706	1.4%
Home Health Care Services	19,624	$33,975	0.81		2,641	2.5%
Nursing Care Facilities (Skilled Nursing Facilities)	17,552	$42,062	0.86		1,983	0.4%
Services for the Elderly and Persons with Disabilities	17,250	$18,765	0.55		2,875	3.9%
Offices of Dentists	15,091	$59,385	1.01		1,627	1.6%
Child Care Services	13,186	$23,244	0.81		1,731	1.6%
Continuing Care Retirement Communities	7,974	$32,682	1.22		1,210	2.8%
Assisted Living Facilities for the Elderly	5,413	$28,832	0.83		821	2.8%
Other Individual and Family Services	5,242	$38,864	0.60		723	3.6%
Remaining Component Industries	56,343	$49,263	0.77		6,463	2.2%

Source: JobsEQ 2022Q2

Based on the analysis of all data, healthcare is expected to grow across all areas in this region.

Drivers of Employment Growth (Pee Dee Region)

Over the ten years ending 2021, employment in Health Care for the Greater Pee Dee Region added 8,079 jobs. After adjusting for national growth during this period and industry mix share, the part of this employment change due to local competitiveness was a gain of 753 jobs—meaning this industry was more competitive than its national counterpart during this period.

Drivers of Employment Growth (South Carolina)

Over the ten years ending 2021, employment in Health Care for South Carolina added 49,611 jobs. After adjusting for national growth during this period and industry mix share, the part of this employment change due to local competitiveness was a gain of 12,266 jobs—meaning this industry was more competitive than its national counterpart during this period.

- **The knowledge and skills necessary to meet the employment needs of the employers in the region, including those in in-demand industry sectors and occupations;**

Data for the Pee Dee Region provided typical entry level education requirements for various Health Care occupations. For example, Registered Nurses require an Associate Degree while personal care aides require certification/licenses. Such occupations require some type of certification to meet the requirements demanded in the healthcare industry.

Expected growth rates for occupations vary by the education and training required. While all employment in the Greater Pee Dee Region is projected to grow 1.0% over the next ten years, occupations typically requiring a postgraduate degree are expected to grow 1.3% per year, those requiring a bachelor's degree are forecast to grow 1.1% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 1.1% per year.

~~In general, the majority of people hired by employers in the Pee Dee Region tend to have a high school diploma or equivalent with no college studies (34.4%). However, the next group of employees being hired do have some college or an Associate Degree (29.17%). Approximately 17.59% of those being hired have less than a high school diploma or equivalent while 18.79% have a bachelor's degree or higher.~~

The top 10 educational requirements reflected in recent job postings in the Health Care field are reflected below. Most of the openings require at minimum, a high school diploma. A high school diploma is the highest level of education possessed by the largest segment of the Pee Dee, so most adults in the Pee Dee Region would meet the minimum qualifications for employment.

Openings by Education Levels

Education Levels

Minimum Education Level	Active Job Ads
Associate's degree	1,437
High school diploma or equivalent	1,338
Bachelor's degree	752
Master's degree	710
Doctoral or professional degree	128
Unspecified/other	14,640

Source: JobsEQ®

The top 25 certifications employers look for when hiring in our region are listed below. The number represents how many times the certification shows up in job postings.

Openings by Certifications

Certifications

Certificate Name	Active Job Ads
Basic Life Support (BLS)	3,793
Registered Nurse (RN)	3,208
Driver's License	2,920
Certification in Cardiopulmonary Resuscitation (CPR)	1,878
Advanced Cardiac Life Support Certification (ACLS)	1,319
Commercial Driver's License (CDL)	1,157
Class A Commercial Driver's License (CDL-A)	1,060
Licensed Practical Nurse (LPN)	992
Certified Nursing Assistant (CNA)	986
Medical Assistant Certification (MA)	409
First Aid Certification	394
The American Registry of Radiologic Technologists (ARRT) Certification	380
Secret Clearance	365
Pediatric Advanced Life Support (PALS)	327
Emergency Medical Technician (EMT)	242
HAZMAT	230
Transportation Worker Identification Credential (TWIC)	210
Certified Public Accountant (CPA)	206
Licensed Professional Counselor (LPC)	165
National Phlebotomy Association Certified Phlebotomist	144
Certified Clinical Medical Assistant (NHA)	132
Forklift Certified	130
Medical Technologist (MT)	108
Trauma Nursing Core Course (TNCC)	108
Neonatal Resuscitation Program (NRP)	105

Source: JobsEQ®

The list below also identifies the top 10 soft skills that all employers are looking for in employees. The requirement for these skills is included in job ad postings. All these soft skills are being addressed through various workshops held through WIOA, SC Works, the technical colleges, the school districts, workforce collaborations and more.

Openings by Soft Skills

Soft Skills

Skill Name	Active Job Ads
Communication (Verbal and written skills)	38,880
Customer Service	22,792
Cooperative/Team Player	18,039
Organization	11,259
Adaptability/Flexibility/Tolerance of Change and Uncertainty	9,837
Detail Oriented/Meticulous	8,262
Supervision/Management	8,012
Self-Motivated/Ability to Work Independently/Self Leadership	7,947
Interpersonal Relationships/Maintain Relationships	7,935
Ability to Work in a Fast Paced Environment	7,759

Source: JobsEQ®

- **An analysis of the current workforce in the region, including employment and unemployment data, labor market trends, and the educational and skill levels of the workforce, including individuals with barriers to employment; and**

Analysis of unemployment rates reflects that the unemployment rate in the Pee Dee Region has been higher than the State for the past 10 years (2011-2021).

	Pee Dee WIOA Region			South Carolina			United States		
Year	Employment	Unemp	Rate	Employment	Unemp	Rate	Employment	Unemp	Rate
2021	408,133	20,779	4.8%	2,269,813	94,553	4.0%	152,581,000	8,623,000	5.3%
2020	393,698	29,782	7.0%	2,191,331	139,532	6.0%	147,795,000	12,947,000	8.1%
2019	408,072	14,516	3.4%	2,256,313	64,876	2.8%	157,538,000	6,001,000	3.7%
2018	400,425	17,192	4.1%	2,202,377	77,054	3.4%	155,761,000	6,314,000	3.9%
2017	393,716	21,001	5.1%	2,166,708	95,058	4.2%	153,337,000	6,982,000	4.4%
2016	395,735	24,814	5.9%	2,174,301	111,753	4.9%	151,436,000	7,751,000	4.9%
2015	389,923	30,210	7.2%	2,134,087	133,750	5.9%	148,834,000	8,296,000	5.3%
2014	383,672	31,320	7.5%	2,082,941	139,485	6.3%	146,305,000	9,617,000	6.2%
2013	377,464	37,514	9.0%	2,034,404	163,472	7.4%	143,929,000	11,460,000	7.4%
2012	371,260	45,784	11.0%	1,992,957	197,246	9.0%	142,469,000	12,506,000	8.1%
2011	367,838	53,305	12.7%	1,957,493	227,678	10.4%	139,869,000	13,747,000	8.9%

Source: S.C. Department of Employment & Workforce

The number of Area Job Openings in the region has also fluctuated over the past year but continues to be significantly less than the number of unemployed individuals in the region. Thus, the need to create additional employment opportunities within the region.

Area Job Openings

	Pee Dee WIOA Region				South Carolina			
Period	Employed	Unemployed	Unemp. Rate	Job Openings	Employed	Unemployed	Unemp. Rate	Job Openings
Oct-22	405,618	17,710	4.2%	11,712	2,307,838	78,578	3.3%	102,425
Sep-22	407,919	15,201	3.6%	11,667	2,315,822	75,404	3.2%	100,689
Aug-22	411,657	16,658	3.9%	11,508	2,320,199	74,521	3.1%	103,762
Jul-22	414,749	16,247	3.8%	11,213	2,323,963	75,661	3.2%	106,932
Jun-22	420,789	17,553	4.0%	10,713	2,326,245	77,941	3.2%	113,366
May-22	420,416	15,819	3.6%	10,450	2,321,969	79,129	3.3%	99,073
Apr-22	418,728	13,604	3.1%	9,888	2,312,654	79,165	3.3%	102,064
Mar-22	413,382	17,574	4.1%	9,763	2,303,599	80,747	3.4%	106,264
Feb-22	405,052	21,708	5.1%	8,070	2,295,733	82,614	3.5%	96,487
Jan-22	405,062	20,786	4.9%	6,850	2,292,300	82,242	3.5%	100,688
Dec-21	407,812	17,753	4.2%	8,768	2,286,561	84,737	3.6%	109,493
Nov-21	407,992	16,615	3.9%	10,031	2,285,949	85,167	3.6%	98,004
Oct-21	411,253	17,362	4.1%	9,615	2,284,207	86,523	3.6%	95,466

Source: S.C. Department of Employment & Workforce & The Conference Board's Help Wanted OnLine® data series South Carolina Data is Seasonally Adjusted

Labor Market projections reflect an 11.19% positive change in projected employment from 2018 to 2028 across all jobs. The Health Care sector continues to maintain and has a projected positive percent change of 14.93% (7,284 jobs) for this time period.

Labor Market Projections

Total Employment by Industry

(County/Metropolitan Statistical Area Data Unavailable)

Pee Dee WIOA Region Industry	2018 Estimated Employment	2028 Projected Employment	Change	Percent Change	Annual Percent
Total All Industries	385,065	428,158	43,093	11.19	1.07
Health Care and Social Assistance	48,803	56,087	7,284	14.93	1.40
Accommodation and Food Services	54,213	61,137	6,924	12.77	1.21
Administrative and Support and Waste Management and Remediat	20,726	26,318	5,592	26.98	2.42
Construction	17,473	20,969	3,496	20.01	1.84
Professional, Scientific, and Technical Services	9,471	12,165	2,694	28.44	2.53
Manufacturing	38,004	40,037	2,033	5.35	0.52

Wholesale Trade	8,157	10,048	1,891	23.18	2.11
Transportation and Warehousing	10,368	11,947	1,579	15.23	1.43
Other Services (except Government)	17,733	19,084	1,351	7.62	0.74
Retail Trade	51,899	53,138	1,239	2.39	0.24
Educational Services	27,357	28,536	1,179	4.31	0.42
Real Estate and Rental and Leasing	6,253	7,310	1,057	16.90	1.57
Arts, Entertainment, and Recreation	7,647	8,664	1,017	13.30	1.26
Finance and Insurance	8,975	9,844	869	9.68	0.93
Management of Companies and Enterprises	2,694	3,493	799	29.66	2.63
Information	3,203	3,550	347	10.83	1.03
Utilities	1,903	1,923	20	1.05	0.10
Mining	67	69	2	2.99	0.29
Agriculture, Forestry, Fishing and Hunting	1,414	1,320	-94	-6.65	-0.69

Source: S.C. Department of Employment & Workforce - Industry Projections

Educational Attainment data indicates that approximately 10% of persons 25 years of age and older have received less than a high school diploma while 23.2% have graduated from high school. Approximately 16.5% have received some college education and 10.6% have received their Associate's Degree. Graduate trends for the region reflect more residents with a Bachelor's Degree (28.3%) than any other higher level post-secondary degree (11.5%).

Educational Attainment
(Population 25 Years and Older)

Source: U.S. Census Bureau, Current Population Survey, 2019 Annual Social and Economic

Barriers

The Pee Dee Region has many residents who face one or more barriers to employment. Different population groups may need more tailored services to address their training and employment needs.

Data shows that 5,106 individuals were released in SC in 2022 and approximately 19.74% of those were in the Pee Dee WIOA Region. In the state, the average age of an inmate was 41 years old, 55% did not have a HS/GED

EX-Offenders	
Pee Dee WIOA Region	1,008
State Total	5,106
% of state total	19.74%

Source: SC Department of Corrections

At 15 percent, the Pee Dee Region holds a high percentage of people with disabilities and the highest labor force participation rates (LFPR) for individuals with disabilities at 2.83%, just above the State's average of 2.79%. Also, for 5-17 year-old range, cognitive abilities hold the highest percentages. Mobility (ambulatory difficulty) is the highest percentage for all regions in the 18-64 year- old range.

Disability			
	Pee Dee Total	With a Disability	Percent with a Disability
Total Civilian Noninstitutionalized Population	999,487	87,436	15%

Source: American Community Survey 2016-2020

Data shows that 175,374 people in the Pee Dee Region have incomes below the poverty level. The Pee Dee region represents 24.1% of SC's population who live in poverty.

Poverty			
	Pee Dee WIOA Region	SC Total	% of Population
Income in the past 12 months below poverty level:	175,374	726,470	24.1%

Source: American Community Survey 2016-2020

Approximately 28% of SC's homeless population are located in the Pee Dee Region. Data also shows that the majority of the 1153 homeless individuals are males. 68% of these individuals are unsheltered and 39% are adults with a substance abuse disorder. This is a very difficult group to reach since they often do not have any means of transportation, communication (ex. cell phone) or permanent address where they can be reached.

Homeless (January 2019)	
Pee Dee WIOA Region	1,153
South Carolina	4,172
% of state's homeless	27.6%

The data was collected by US Interagency Council of Homelessness

OLD DATA

~~Data reports and additional data and information solicited from various sources were analyzed to determine in-demand industry sectors and occupations. Current sector priorities were explored, and Health Care was selected as the priority sector to continue planning efforts to create the pipeline needed to meet the employment needs of employers within the region. The Industry Clusters data chart supports Health Care as being the most in-demand, fastest growing sector for the region.~~

~~Industry Snapshot~~

~~The largest sector in the Pee Dee – Complete Region (WIOA) is Accommodation and Food Services, employing 55,895 workers. The next largest sectors in the region are Retail Trade (54,281 workers) and Health Care and Social Assistance (53,023). An analysis of industry comparisons and clusters clearly support the healthcare sector as an existing as well as emerging in-demand industry sector. This analysis included an analysis of the Pee Dee Region data report, which documented significant job growth and occupations that would be attainable by the targeted populations of agencies and needs of employers in the region. There is a prevalence of healthcare as a demand industry in all parts of the region. Healthcare is the only industry with growth in all three local workforce areas. The other industries are more prevalent in some areas than others and are very concentrated in singular parts of the region (e.g. Hospitality). Initial validation can be provided by healthcare representation on Local Boards, along with Technical colleges' validation of the demand for healthcare training in the region, and all three local workforce areas' validation of healthcare growth and demand across the region.~~

Pee Dee, 2020Q1[1]											
		Current			5-Year History		1-Year Forecast				
NAICS	Industry	Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
72	Accommodation and Food Services	55,895	$18,923	1.59	6,600	2.5%	9,855	4,015	5,058	783	1.4%
44	Retail Trade	54,281	$26,544	1.36	2,779	1.1%	7,336	3,205	4,046	85	0.2%
62	Health Care and Social Assistance	53,023	$45,826	0.94	5,373	2.2%	5,774	2,465	2,549	760	1.4%
31	Manufacturing	39,315	$54,909	1.23	1,365	0.7%	3,670	1,504	2,575	-410	-1.0%
61	Educational Services	29,063	$40,185	0.92	641	0.4%	2,795	1,294	1,396	105	0.4%
56	Administrative and Support and Waste Management and Remediation Services	23,133	$29,754	0.93	3,307	3.1%	2,846	1,131	1,541	174	0.8%
23	Construction	22,170	$43,602	0.99	4,261	4.4%	2,490	783	1,400	307	1.4%
92	Public Administration	21,399	$41,570	1.17	1,207	1.2%	2,003	832	1,130	41	0.2%
81	Other Services (except Public Administration)	17,637	$23,382	1.02	-1	0.0%	2,065	917	1,094	55	0.3%
48	Transportation and Warehousing	13,550	$42,774	0.76	2,803	4.7%	1,498	613	830	54	0.4%
54	Professional, Scientific, and Technical Services	11,228	$53,439	0.43	155	0.3%	1,073	358	604	111	1.0%
52	Finance and Insurance	9,879	$53,062	0.64	1,023	2.2%	994	350	574	70	0.7%
71	Arts, Entertainment, and Recreation	9,071	$20,591	1.16	792	1.8%	1,401	573	707	122	1.3%
42	Wholesale Trade	8,254	$53,704	0.56	0	0.0%	861	326	540	-5	-0.1%
53	Real Estate and Rental and Leasing	7,545	$37,503	1.11	-147	-0.4%	857	349	417	92	1.2%
11	Agriculture, Forestry, Fishing and Hunting	5,210	$35,101	1.02	-371	-1.4%	539	240	323	-24	-0.5%
51	Information	3,564	$51,084	0.47	-214	-1.2%	332	124	219	-11	-0.3%
55	Management of Companies and Enterprises	2,513	$77,214	0.43	396	3.5%	237	84	143	10	0.4%
22	Utilities	2,215	$87,071	1.11	-60	-0.5%	197	72	127	-2	-0.1%
21	Mining, Quarrying, and Oil and Gas Extraction	260	$55,138	0.16	-46	-3.2%	28	9	18	1	0.5%
	Total - All Industries	389,204	$37,632	1.00	29,861	1.6%	44,900	18,163	24,316	2,421	0.6%
Source: JobsEQ®											
Data as of 2020Q1											

~~Industry Snapshot (Pee Dee Region)~~

~~EMPLOYMENT~~

~~WAGES~~

~~6-Digit Industry~~	~~Empl~~	~~Avg Ann Wages~~	~~LQ~~	~~5yr History~~	~~Annual Demand~~	~~Forecast Ann Growth~~
~~General Medical and Surgical Hospitals~~	~~14,405~~	~~$52,924~~	~~0.98~~		~~1,141~~	~~0.3%~~
~~Offices of Physicians (except Mental Health Specialists)~~	~~8,888~~	~~$83,606~~	~~1.33~~		~~835~~	~~1.4%~~

~~Home Health Care Services~~	~~4,805~~	~~$26,633~~	~~1.18~~		~~678~~	~~3.7%~~
~~Nursing Care Facilities (Skilled Nursing Facilities)~~	~~4,081~~	~~$29,190~~	~~1.01~~		~~399~~	~~-0.5%~~
~~Services for the Elderly and Persons with Disabilities~~	~~2,782~~	~~$15,693~~	~~0.56~~		~~456~~	~~3.4%~~
~~Child Day Care Services~~	~~2,591~~	~~$18,232~~	~~0.91~~		~~327~~	~~0.6%~~
~~Offices of Dentists~~	~~2,165~~	~~$53,106~~	~~0.90~~		~~214~~	~~1.2%~~
~~Continuing Care Retirement Communities~~	~~1,718~~	~~$26,092~~	~~1.37~~		~~255~~	~~2.8%~~
~~Vocational Rehabilitation Services~~	~~1,239~~	~~$22,772~~	~~1.45~~		~~126~~	~~-1.3%~~
~~Residential Intellectual and Developmental Disability Facilities~~	~~977~~	~~$21,625~~	~~0.79~~		~~126~~	~~0.6%~~
~~Remaining Component Industries~~	~~9,374~~	~~$42,560~~	~~0.74~~		~~1,071~~	~~2.2%~~
~~**Health Care and Social Assistance**~~	~~**53,023**~~	~~**$45,826**~~	~~**0.94**~~		~~**5,774**~~	~~**1.4%**~~

~~Source: JobsEQ~~

Industry Snapshot (South Carolina)

EMPLOYMENT

WAGES

6-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
General Medical and Surgical Hospitals	83,845	$59,887	0.96		7,031	0.7%
Offices of Physicians (except Mental Health Specialists)	46,128	$91,094	1.16		4,481	1.7%
Nursing Care Facilities (Skilled Nursing Facilities)	20,498	$34,496	0.86		2,128	0.1%
Home Health Care Services	19,541	$31,386	0.81		2,825	4.0%
Services for the Elderly and Persons with Disabilities	15,274	$16,260	0.52		2,554	3.8%
Offices of Dentists	14,150	$54,346	0.99		1,452	1.5%
Child Day Care Services	13,352	$20,098	0.79		1,759	1.2%
Continuing Care Retirement Communities	9,265	$27,914	1.25		1,408	3.1%
Assisted Living Facilities for the Elderly	5,712	$24,408	0.84		865	3.0%
Residential Intellectual and Developmental Disability Facilities	5,164	$26,364	0.71		699	1.2%
Remaining Component Industries	57,275	$43,958	0.78		6,590	2.4%
Health Care and Social Assistance	**290,203**	**$50,945**	**0.87**		**32,641**	**1.8%**

Source: JobsEQ

Based on the analysis of all data, healthcare is expected to grow across all areas in this region.

Drivers of Employment Growth (Pee Dee Region)

Over the ten years ending 2019, employment in Health Care and Social Assistance for the Greater Pee Dee Region added 8,066 jobs. After adjusting for national growth during this period and industry mix share, the part of this employment change due to local competitiveness was a loss of 1,941 jobs—meaning this industry was less competitive than its national counterpart during this period.

~~Drivers of Employment Growth (South Carolina)~~

~~Over the ten years ending 2019, employment in Health Care and Social Assistance for South Carolina added 54,730 jobs. After adjusting for national growth during this period and industry mix share, the part of this employment change due to local competitiveness was a gain of 6,143 jobs—meaning this industry was more competitive than its national counterpart during this period.~~

- ~~**The knowledge and skills necessary to meet the employment needs of the employers in the region, including those in in-demand industry sectors and occupations;**~~

~~Data for the Pee Dee Region provided typical entry level education requirements for various healthcare occupations. For example, Registered Nurses require an Associate Degree while personal care aides require certification/licenses. Such occupations require some type of certification to meet the requirements demanded in the healthcare industry.~~

~~In general, the majority of people hired by employers in the Pee Dee Region tend to have a high school diploma or equivalent with no college studies (34.45%). However, the next group of employees being hired do have some college or an Associate Degree (29.17%). Approximately 17.59% of those being hired have less than a high school diploma or equivalent while 18.79% have a bachelor's degree or higher. The top 10 educational requirements reflected in recent job postings are reflected below. Most of the openings require at minimum, a high school diploma. A high school diploma is the highest level of education possessed by the largest segment of the Pee Dee, so most adults in the Pee Dee Region would meet the minimum qualifications for employment.~~

~~Openings by Education Levels~~

~~**Education Levels**~~

~~Minimum Education Level~~	~~Total Ads~~
~~High school diploma or equivalent~~	~~5,431~~
~~Bachelor's degree~~	~~1,288~~
~~Associate's degree~~	~~602~~
~~Master's degree~~	~~307~~
~~Doctoral or professional degree~~	~~56~~
~~Unspecified/other~~	~~11,378~~

~~Source: JobsEQ®~~

~~The top 25 certifications employers look for when hiring in our region are listed below. The number represents how many times the certification shows up in job postings.~~

~~Openings by Certifications~~

~~**Certifications**~~

~~Certificate Name~~	~~Total Ads~~
~~Basic Life Support (BLS)~~	~~597~~
~~Driver's License~~	~~552~~
~~Registered Nurse (RN)~~	~~514~~
~~Certification in Cardiopulmonary Resuscitation (CPR)~~	~~333~~
~~Advanced Cardiac Life Support Certification (ACLS)~~	~~288~~
~~Class A Commercial Driver's License (CDL-A)~~	~~194~~
~~Licensed Practical Nurse (LPN)~~	~~150~~
~~Certified Nursing Assistant (CNA)~~	~~143~~

~~Certifications~~

~~Certificate Name~~	~~Total Ads~~
~~Pediatric Advanced Life Support (PALS)~~	~~113~~
~~Secret Clearance~~	~~113~~
~~First Aid Certification~~	~~101~~
~~Commercial Driver's License (CDL)~~	~~95~~
~~Medical Assistant Certification (MA)~~	~~86~~
~~The American Registry of Radiologic Technologists (ARRT) Certification~~	~~59~~
~~National Phlebotomy Association Certified Phlebotomist~~	~~47~~
~~Certified Public Accountant (CPA)~~	~~40~~
~~Licensed Master Social Worker (LMSW)~~	~~38~~
~~Emergency Medical Technician - Paramedic (EMT-P)~~	~~36~~
~~HAZMAT~~	~~36~~
~~Certified Clinical Medical Assistant (NHA)~~	~~34~~
~~Cisco Certified Network Associate (CCNA)~~	~~32~~
~~Forklift Certified~~	~~29~~
~~Licensed Professional Counselor (LPC)~~	~~28~~
~~Medical Technologist (MT)~~	~~25~~
~~Certified Information Systems Security Professional (CISSP)~~	~~24~~

~~Source: JobsEQ®~~

~~The list below also identifies the top 10 soft skills that employers are looking for in employees. The requirement for these skills is included in job ad postings. All these soft skills are being addressed through various workshops held through WIOA, SC Works, the technical colleges, the school districts, workforce collaborations and more.~~

~~Openings by Soft Skills~~

~~Soft Skills~~

~~Skill Name~~	~~Total Ads~~
~~Communication (Verbal and written skills)~~	~~7,782~~
~~Customer Service~~	~~5,106~~
~~Cooperative/Team Player~~	~~3,505~~
~~Self Motivated/Ability to Work Independently/Self Leadership~~	~~2,573~~
~~Adaptability/Flexibility/Tolerance of Change and Uncertainty~~	~~2,509~~
~~Organization~~	~~2,361~~
~~Supervision/Management~~	~~1,830~~
~~Detail Oriented/Meticulous~~	~~1,763~~
~~Enthusiastic/Energetic~~	~~1,709~~
~~Accountable/Responsible/Reliable/Dependable/Trustworthy~~	~~1,574~~

~~Source: JobsEQ®~~

- ~~**An analysis of the current workforce in the region, including employment and unemployment data, labor market trends, and the educational and skill levels of the workforce, including individuals with barriers to employment; and**~~

~~Analysis of unemployment rates reflects that the unemployment rate in the Pee Dee Region has been higher than the State for the past 10 years (2008-2018).~~

	Pee Dee WIOA Region			South Carolina			United States		
Year	Employment	Unemp	Rate	Employment	Unemp	Rate	Employment	Unemp	Rate
2018	410,734	18,048	4.2%	2,259,057	80,882	3.5%	155,761,000	6,314,000	3.9%
2017	402,097	21,834	5.2%	2,212,845	98,921	4.3%	153,337,000	6,982,000	4.4%
2016	397,068	25,559	6.0%	2,181,587	115,213	5.0%	151,436,000	7,751,000	4.9%
2015	390,485	30,674	7.3%	2,137,158	135,838	6.0%	148,834,000	8,296,000	5.3%
2014	382,875	32,268	7.8%	2,078,592	143,753	6.5%	146,305,000	9,617,000	6.2%
2013	375,467	38,372	9.3%	2,023,642	167,326	7.6%	143,929,000	11,460,000	7.4%
2012	369,897	46,700	11.2%	1,985,618	201,260	9.2%	142,469,000	12,506,000	8.1%
2011	365,669	53,758	12.8%	1,945,900	229,623	10.6%	139,869,000	13,747,000	8.9%
2010	363,539	55,536	13.3%	1,915,045	240,623	11.2%	139,064,000	14,825,000	9.6%
2009	370,542	54,226	12.8%	1,910,670	242,075	11.2%	139,877,000	14,265,000	9.3%
2008	386,749	33,904	8.1%	1,996,409	145,823	6.8%	145,362,000	8,924,000	5.8%

Source: S.C. Department of Employment & Workforce

~~The number of Area Job Openings in the region has also fluctuated over the past year but continues to be significantly less than the number of unemployed individuals in the region. Thus, the need to create additional employment opportunities within the region.~~

Area Job Openings

	Pee Dee WIOA Region				South Carolina			
Period	Employed	Unemployed	Unemp. Rate	Job Openings	Employed	Unemployed	Unemp. Rate	Job Openings
Jul-20	412,761	45,203	9.9%	6,550	2,242,832	211,965	8.6%	45,266
Jun-20	411,677	44,684	9.8%	6,155	2,226,783	211,612	8.7%	37,666
May-20	386,330	59,404	13.3%	5,224	2,116,430	299,668	12.4%	38,053
Apr-20	367,085	63,610	14.8%	5,909	2,073,470	303,360	12.8%	51,518
Mar-20	420,870	16,497	3.8%	7,542	2,328,802	76,369	3.2%	57,374
Feb-20	417,557	16,845	3.9%	6,137	2,333,224	58,631	2.5%	52,662
Jan-20	414,728	16,718	3.9%	5,927	2,330,497	56,599	2.4%	52,639
Dec-19	416,354	13,159	3.1%	5,587	2,326,018	57,279	2.4%	59,953
Nov-19	417,276	11,867	2.8%	5,966	2,326,821	56,712	2.4%	55,821
Oct-19	420,430	12,411	2.9%	11,123	2,326,812	56,244	2.4%	68,386
Sep-19	420,581	10,434	2.4%	10,269	2,322,842	57,450	2.4%	66,100
Aug-19	424,516	14,639	3.3%	11,283	2,316,783	60,140	2.5%	67,729
Jul-19	428,523	15,626	3.5%	11,426	2,309,920	64,300	2.7%	68,223

Source: S.C. Department of Employment & Workforce & The Conference Board's Help Wanted OnLine® data series
South Carolina Data is Seasonally Adjusted

~~Labor Market projections reflect an 11.19% positive change in projected employment from 2016 to 2026 across all jobs. The healthcare sector, in particular, has a projected positive percent change of 20.63% (9,594 jobs) for this time period.~~

Labor Market Projections

Total Employment by Industry

(County/Metropolitan Statistical Area Data Unavailable)

Note: Projections are available by Workforce Investment Area (WIA). The data displayed is selected from the appropriate WIA.

Pee Dee WIOA Region Industry	2016 Estimated Employment	2026 Projected Employment	Change	Percent Change	Annual Percent
Total All Industries	388,985	432,516	43,531	11.19	1.07
Accommodation and Food Services	51,714	62,341	10,627	20.55	1.89
Health Care and Social Assistance	46,495	56,089	9,594	20.63	1.89
Retail Trade	51,244	55,478	4,234	8.26	0.80
Administrative and Support and Waste Management and Remediat	19,621	23,252	3,631	18.51	1.71
Transportation and Warehousing	9,363	12,150	2,787	29.77	2.64
Educational Services	28,261	30,811	2,550	9.02	0.87
Construction	16,130	18,194	2,064	12.80	1.21
Professional, Scientific, and Technical Services	10,882	12,327	1,445	13.28	1.25
Real Estate and Rental and Leasing	6,586	7,812	1,226	18.62	1.72
Arts, Entertainment, and Recreation	7,436	8,284	848	11.40	1.09
Other Services (except Government)	18,190	19,023	833	4.58	0.45
Manufacturing	37,542	38,273	731	1.95	0.19
Finance and Insurance	9,089	9,712	623	6.85	0.67
Wholesale Trade	3,985	4,604	619	15.53	1.45
Management of Companies and Enterprises	2,364	2,709	345	14.59	1.37
Information	3,600	3,745	145	4.03	0.40
Utilities	682	686	4	0.59	0.06
Mining	179	175	-4	-2.23	-0.23
Agriculture, Forestry, Fishing and Hunting	6,471	5,707	-764	-11.81	-1.25

Source: S.C. Department of Employment & Workforce - Industry Projections

~~Educational Attainment data indicates that approximately 11.49% of persons 25 years of age and older have received less than a high school diploma while 34.45% have graduated from high school. Approximately 20.82% have received some college education and 8.35% have received their Associate's Degree. Graduate trends for the region reflect more residents with a Bachelor's Degree (12.19%) than any other higher level post-secondary degree (6.60%).~~

~~Educational Attainment~~
~~*(Population 25 Years and Older)*~~

~~*Source: U.S. Census Bureau, American Community Survey - 2013 5-Year Estimates*~~

~~Barriers~~

~~The Pee Dee Region has many residents who face one or more barriers to employment. Different population groups may need more tailored services to address their training and employment needs.~~

~~Data shows that 7,519 individuals were released in SC in 2019 and approximately 21.23% of those were in the Pee Dee WIOA Region. In the state, the average age of an inmate was 39 years old, 49% did not have a HS/GED.~~

~~EX-Offenders~~	
~~Pee Dee WIOA Region~~	~~1,596~~
~~State Total~~	~~7,519~~
~~% of state total~~	~~21.23%~~

~~Source: SC Department of Corrections~~

~~At 12%, the Pee Dee Region holds a large percentage of people with disabilities and the highest labor force participation rates (LFPR) for individuals with disabilities at 3.1%. Also, for the 5-17 year old range, cognitive abilities hold the highest percentages. Mobility (ambulatory difficulty) is the highest percentage for all regions in the 18-64 year- old range.~~

~~Disability~~			
	~~**Pee Dee Total**~~	~~**With a Disability**~~	~~**Percent with a Disability**~~
~~Total Civilian Noninstitutionalized Population~~	~~1,008,789~~	~~119,983~~	~~12%~~

~~Source: American Community Survey 2014-2018~~

~~Data shows that 188,411 people in the Pee Dee Region have incomes below the poverty level. The Pee Dee region represents 25.1% of SC's population who live in poverty.~~

~~Poverty~~			
	~~Pee Dee WIOA Region~~	~~SC Total~~	~~% of Population~~
~~Income in the past 12 months below poverty level:~~	~~188,411~~	~~751,907~~	~~25.1%~~

~~Source: American Community Survey 2014-2018~~

~~Approximately 28% of SC's homeless population are located in the Pee Dee Region. Data also shows that the majority of the 1153 homeless individuals are males. 68% of these individuals are unsheltered and 39% are adults with a substance abuse disorder. This is a very difficult group to reach since they often do not have any means of transportation, communication (ex. Cell phone) or permanent address where they can be reached.~~

~~Homeless (January 2019)~~	
~~Pee Dee WIOA Region~~	~~1,153~~
~~South Carolina~~	~~4,172~~
~~% of state's homeless~~	~~27.6%~~

~~The data was collected by US Interagency Council of Homelessness~~

END OF OLD DATA

- **An analysis of workforce development activities in the region, including available education and training opportunities. This analysis must indicate the strengths and weaknesses of workforce development activities necessary to address the education and skill needs of job seekers, including individuals with barriers to employment, and the employment needs of employers in the region.**

Strengths

A strength of the region's workforce development activities is the many collaborations in place to help individuals with barriers to find employment that will lead to a self-sufficient wage.

For example, for ex-offenders, WIOA in Georgetown County has a partnership with the Georgetown Re-Entry Program. SCDEW has a partnership with SC Department of Corrections that allows Workforce Consultants to visit Palmer Pre-Release Center in Florence County, Lee Correctional Institution in Lee County and Evans Correctional Facility in Marlboro County on a monthly basis to provide workforce services to incarcerated individuals prior to re-entry. Such services include ~~assistance with resumes and applications,~~ an introduction to WIOA, SCWOS and federal bonding. ~~Ex-offenders who have gone through a vigorous training program through the prison system have then been enrolled in WIOA where they have been on a Work Experience and then rolled over into an On-the-Job Training opportunity. Many of these ex-offenders have been successfully hired and are doing well.~~ The inmates are informed of the SC Works System and center locations across the state, so that when they are released, they are aware and can visit the center of their choice. Staff from SC Works Sumter and Camden Centers continue to provide services to inmates at SC Correctional Facilities in Bishopville and Turbeville. DJJ is a partner on the boards' Youth Committees and its members offer expertise and collaboration on serving youth offenders.

In 2016, Northeastern Technical College (NETC) and Evans Correctional Facility applied and were approved for the Second Chance Initiative with the US Department of Education. In December 2019, five (5) inmates graduated with their associate's degrees in business marketing. On August 9, 2022, nine more inmates graduated with workforce certificates in business and industrial technology. The Second Chance Initiative allows these schools to offer Pell grants to people incarcerated in state or

federal prisons, mostly targeting inmates who are likely to be released within five years. NETC instructors travel to the facility to work with the inmates. NETC encourages these inmates to stay in the community and take local jobs. President Kyle Wagner says that the college has worked with local industries to provide opportunities for the inmates after they are released. Research shows that access to postsecondary education in prison can reduce recidivism by up to 48% which is the rate in which those convicted of a crime returns to prison. Due to the success of the pilot program, funding eligibility will expand in 2023 to include incarcerated individuals throughout South Carolina.

One way that the region is assisting *individuals with disabilities* is through the Disabilities Committees created under the WIOA federal law. These committees are made up of Workforce Development Board Members and other experts in the community such as Vocational Rehab, Disabilities and Special Needs and other officials. In February 2020, the Disabilities Committee of the Pee Dee Workforce Development Board held a Job & Resource Fair. Twenty employers and vendors and sixty-six individuals attended the Expo. In November, 2022, the committee hosted another hiring event and with 22 employers and vendors and 82 job seekers attended. Also, Vocational Rehabilitation is an active, vibrant partner in each local area, providing professional services to this population, to include job readiness training centers, comprehensive evaluation centers, substance abuse treatment centers and staff that serves clients at various itinerant sites such as SC Works, local high schools, and community mental health centers. SC Commission for the Blind offers individualized services for the blind and visually impaired and businesses that hire these individuals throughout the region. The Santee-Lynches Workforce Development Board received a $53,090 grant from Able SC in 2018. One objective of this grant was to create greater job access and opportunities for individuals with disabilities by promoting and advocating for workplace inclusion. These efforts help to facilitate independence for both youth and adult persons with disabilities. It also had an objective of increasing employer knowledge of the facts concerning people with disabilities and combating potential negative attitudes towards those with disabilities. Quarterly training sessions were held for regional employers, SC Works staff and all partner agencies. Local employers commended the training and the information provided and expressed interest in continuing the training sessions on a regular basis. ~~There has been~~ During the 2019 Program Year, there was an 8% increase in the number of individuals served with disabilities through the WIOA over the previous year. Santee-Lynches continues to serve individuals with disabilities through the Workforce Innovation Opportunity Act, but at a lower percentage rate than the previous years. This is due in part to serving fewer customers in the centers due to budget cuts and the pandemic. Moving forward, potentially quarterly or bi-annual training sessions will be facilitated, partnering with Able SC to continue the momentum of educating staff and employers to provide better opportunities for individuals with disabilities.

Several new collaborations have taken place following the Covid-19 pandemic to bring additional funding to the region to help individuals with barriers find employment. Of course, the Governor's Emergency Education Relief (GEER) fund is allowing the technical colleges in the region to support students in short term training programs in in demand occupations. In January, 2021, the Pee Dee Regional Council of Governments received an H-1B Rural Healthcare Grant of $2.27 million from the US Department of Labor to serve 350 unemployed, underemployed and/or incumbent workers. (Upper Savannah Council of Governments is a partner serving 100 of the 350 to become EMTs and Paramedics.) The grant is to address the shortage of rural healthcare workers in occupations directly

impacting patient care- Certified Nursing Assistants (CNA), Phlebotomists, Pharmacy Technicians, Certified Medical Assistants (CMA), Licensed Practical Nurses (LPN) and Registered Nurses (RN). The employer partner for the grant is McLeod Health which has hospitals and physicians' practices throughout the greater Pee Dee Region. The technical colleges in the Greater Pee Dee Region are providing training to H-1B recruits. The grant expires in 01/2025.

Collaborations have been formed with public agencies such as the Department of Social Services, as well as private, non-profit organizations to help create employability skills boot camps that involve workshops, assessments, mock interviewing and referrals to other partner agencies that may be able to help those who are *low income*. Low income is defined as an annual income less than 200 percent of the federal poverty level. DSS is a viable partner and provides employment and training services to recipients of SNAP and TANF, such as resume assistance, soft skills development, job search assistance and referrals to employers and partner organizations. ~~Project Hope is especially helpful in the Pee Dee WIOA Region as it provides funding for training and employment in the allied health field for low-income individuals, veterans, and youth aging out of foster care.~~

To assist the *homeless*, agencies have come together to provide housing, basic needs, employability skills training which eventually lead to a job. Partnering together has proven to be a successful means to helping homeless individuals gain employment. In the Pee Dee Workforce Development Area, the Courtney McGinnis Graham Community Shelter and Lighthouse Ministries serve as catalysts to accomplish this collaboration for supportive service needs in Florence County. ~~The possibility of placing technology in the locations where homeless individuals, including homeless veterans, can access SC Works Online Services is being explored.~~

As noted, data indicates that in the region, approximately ~~18~~ 10% of persons 25 years of age and older have received less than a high school diploma while roughly ~~34%~~ 23% have graduated from high school. Individuals without a HSD/GED are encouraged to enroll in Adult Education. Localized Adult Education programs offer online, on-site, and blended approaches to instruction for adult students with a broad range of literacy, numeracy, and language learning levels. Unfortunately, many individuals with a high school diploma are tested to be *basic skills deficient*, and there are many opportunities available through Adult Education for upgrading, which in many cases is coupled with development and certifications in areas of WIN academic skills' and WIN Essential Soft Skills. Adult Education instructional and testing services are also available to local employers to promote workforce literacy.

Five technical colleges are located in the Pee Dee WIOA Region (Northeastern, Florence-Darlington, Horry Georgetown, Central Carolina and Williamsburg) and along with the adult educations in each county, we have many institutions available to provide the necessary and required training to address the education and skill needs of job seekers. The Southeastern Institute of Manufacturing & Technology (SiMT), at FDTC, offers current, quality programs to employers in the Advanced Manufacturing sector, a key sector for the region. Its reputation extends beyond the region and state. The Central Carolina Advanced Manufacturing Technology Training Center in Sumter County houses mechatronics labs, robotics, computer sciences training programs. Central Carolina Technical College also has a Health Sciences Center that targets training in the healthcare field, to include licensed

practical and registered nurses. Horry Georgetown Technical College has opened two new advanced manufacturing centers to house programs designed to fit the needs of industrial companies such as Mercedes, Boeing, Peddinghause and Conbraco. The new buildings house equipment for machine tool technology, welding and advanced welding, robotics, mechatronics, and other types of programs. The necessary supportive services designed to eliminate barriers to employment are in place and each local area has entered into memorandums of understanding with various partner agencies to facilitate job seeker access to those services. In addition, collaborative agreements are in place between employers and technical college institutions that allows for clinical training opportunities, etc. to be conducted at employer worksites to ensure that the proper training is provided to meet employer demands.

A tremendous strength for economic development in the Pee Dee Region is the opening of Inland Port Dillon in 2018. It is located on I-95 near the North Carolina/South Carolina border and is positioned within the 3,400-acre Carolinas I-95 Mega Industrial Site. The Inland Port offers importers and exporters in the Eastern Carolinas area an exciting new option. Using CSX rail to/from the Dillon market gives cargo owners the ability to control costs with maximum flexibility and minimal inland truck miles. According to a 2019 Economic Impact Study conducted by the Darla Moore School of Business, the SC Ports Authority delivers $63.4 billion economic impact annually in South Carolina touching 1 in 10 SC jobs. In the Pee Dee, the port's economic impact is $7.1 billion, touching 25,275 jobs and providing labor income of $1.4 billion. The placement of the Inland Port in the Pee Dee Region will bring economic growth and opportunities for more strategic alliances.

Also, Business Partner Meetings are held in all three of the local areas which connect employers and workforce agencies, i.e., WIOA, SC Works, Vocational Rehab, technical colleges, DSS, etc. These meetings are designed to enable some of the workforce agencies to provide information to employers on the types of services available to them such as OJTs, Work Experience, internships, apprenticeships and more; as well as provide them a pool of applicants qualified for open positions.

Weaknesses

Although, there are opportunities available in each local area to provide education and training opportunities, address the education and skill needs of job seekers and the employment needs of employers, more conversation is needed on how to replicate some of these programs regionally. The three local areas are aware of this and have started discussing how to "regionalize" some of these programs.

~~There is a~~ A weakness ~~looming~~ affecting the entire workforce system is that training providers are resistant ~~regarding the resistance of training providers~~ to track and report performance outcomes of its training programs as required by WIOA. ~~Thus far,~~ The US Department of Labor ~~has provided~~ did not issue a waiver ~~that allows~~ allowing training providers on the Eligible Training Provider List (ETPL), www.scpath.org, an exemption. ~~Many of the technical colleges in South Carolina have expressed their concern and likelihood not to list their programs on www.scpath.org if a waiver is not provided in the~~

~~future.~~ Except for Northeastern Technical College (NETC), Horry-Georgetown Technical College and Williamsburg Technical College (WTC), all other technical colleges have opted out. This will have a major effect on the availability of occupational skills trainings for WIOA participants. The Pee Dee Region ~~will make~~ has made it a priority to strengthen its work-based learning opportunities as well as seek additional partnerships with private training providers who are able to meet reporting requirements in the coming year. ~~so as to circumvent the detriment of the pending situation.~~

COVID-19 brought havoc to the State of South Carolina's economy beginning in mid-March 2020. The State's unemployment rate went from a low of 3.2% in March to 12.1% in April 2020. Much of the Pee Dee WIOA Region's workforce was out of work between March 21st and April 25th of 2020, as many businesses were forced to lay off or furlough workers. During the pandemic, a core SC Works partner, the SC Department of Employment and Workforce, paid out nearly $4 billion in a combination of state and federal unemployment benefits. SC Works Centers in the Pee Dee WIOA Region closed to the public for a period but continued to provide services virtually. Currently, in-person appointments are available, and the virtual menu of services is extensive.

Unfortunately, PY '21 WIOA Title I allocations were reduced in each of the local areas in the Greater Pee Dee Region. The reductions will affect both the operations and delivery of workforce services in the rural region.

3. A description of plans for the development and implementation or expansion of sector initiatives for in-demand industry sectors or occupations for the region. Regions should consider:

- **Current in-demand industry sectors and occupations within the region;**
- **The status of regional collaboration in support of the sector initiatives;**
- **Current sector-based partnerships within the region;**
- **Data-driven sector priorities within the region;**
- **The extent of business involvement in current initiatives; and**
- **Potential public-private partnerships in the region to support sector strategies.**

The healthcare sector has been identified as the primary targeted industry based on the following factors:

- Analysis of the Pee Dee Region data report, which documented significant job growth, occupations that would be attainable by the targeted populations of the agencies, and needs of employers in the region;
- Prevalence of healthcare as a demand industry in all parts of the region. Health care is one of the top three industry sectors ~~the only industry~~ with growth in all three local workforce areas. Other industries identified are more prevalent in some areas than others and are very concentrated in singular parts of the region, e.g. Hospitality;
- Initial validation by healthcare representative on Local Boards;
- Technical colleges' validation of the demand for healthcare training in the region; and

- All three local workforce areas' validation of healthcare growth and demand across the region.

Much progress has been made by the Region to develop the Pee Dee Region Healthcare Partnership. The Region, in collaboration with Genz Consulting launched its sector partnership on October 8, 2019, with nearly 40 healthcare leaders at its initial launch meeting. At that time, the group identified four areas of priority, around which action teams were established:

1. **Develop the Workforce Pipeline.** Several themes emerged throughout the conversation focused on developing the workforce pipeline:

a. **Understand workforce pipeline supply and demand.** The team discussed the need to understand workforce demand for critical occupations across the region's health care sector. They also noted the need to understand the supply from education programs to fill the demand. Critical occupations noted include RNs, Med Lab Technologists, Substance use Disorder Counselor and Licensed Addiction Consoler, and clinical staff. Understanding the pipeline supply and demand will allow healthcare providers and educators to build the workforce pipeline collaboratively.

b. **Develop quality clinical staff.** There is a need to increase quality staff across the region, especially in rural areas. One specific action noted is the need to increase funding for faculty to increase in enrollment in clinical programs. This would result in high- quality clinical staff in hard to staff rural areas.

2. **Advocacy.** An opportunity to use a joint health care voice to advocate for needed policy changes and regulatory barriers.
3. **Community Education.** The team discussed community education as a gap and opportunity to empower individuals to participate in their own health management. The team identified the need to increase knowledge about the type of care and resources available in order to increase primary care use and decrease ED use.
4. **Integrate care delivery across the continuum.** The team discussed the need to coordinate care across the continuum of providers in the region to ensure patients are receiving the right type of care and services and reduce ED visits. The team identified the first step to inventory what existing workgroups, partnerships, and efforts are underway to integrate delivery.

A second meeting of the full healthcare partnership was held on March 12, 2020, right as the initial COVID-19 cases were reported for the State of South Carolina. Healthcare leaders have been, understandably, preoccupied with addressing the intricacies of this pandemic, however the partnership did convene via video conference on July 23rd, 2020 to discuss how Covid-19 had impacted their organizations. The meeting attendance was much lower than expected, but the call initiated changes to the Action Items. The partnership decided to change the focus to 1) Workforce (this has been discussed at every meeting) and 2) Communication efforts between hospitals to other medical offices relating to policy changes in patient visits, and out-patient procedures. All other previous Action Items were placed on hold. ~~The partnership agreed to seek further information from the Workforce Committee and to email a questionnaire regarding communication chains between~~

~~organizations. The Workforce Committee is currently developing ideas to present to the full partnership scheduled on October 22, 2020 this meeting will likely be done via video conference. The public partners remain sensitive to partnership needs and have been able to connect with them long enough to discern that, especially during this pandemic, priority actions may change.~~ Going forward, local leaders have discussed smaller partnerships which would likely include the local areas first. After the local area sector has become re-established then the PeeDee region will look for expansion opportunities. We look forward to continuing to strategize with them to meet their needs in Program Year ~~2020~~ 2022 and subsequent years. The H-1B Rural Healthcare Grant from USDOL was explored to assist the partnership's healthcare employers with their workforce issues and McLeod Health was the only employer that agreed to partner for the grant.

Current in-demand industry sectors and occupations that are common across the Pee Dee Region include primarily healthcare, second advanced/diversified manufacturing, with the possibility of exploring the Hospitality Industry.

Collaboration is significant and ongoing between the technical colleges and the local areas. Creating a region-wide partnership will be a goal within the first year of regional planning. In addition, partnerships and collaboration with the hospital system have begun in the Santee-Lynches Local Area and can be expanded at a regional level. Surveys of this type can be replicated across the region and action plans will be developed to ensure that a pipeline of workers is being trained to meet the employers' needs.

An exciting new program in the Waccamaw Local Area that helped lay the groundwork to support sector strategies, was Manufacturing Day in October 2020 in Williamsburg County. This was an effort to promote one of the regions' in-demand industries with a two-fold purpose. First, it was important to change the perception many people have of manufacturing being a "dirty" and "uncomfortable work environment" by showcasing what modern manufacturing REALLY looks like and that this type of career pays a living wage. Second, employers have expressed to IBST members that they have the means to expand and grow but their main concern is workforce; they need workers. Educators of the Williamsburg County School District were brought in to tour local manufacturing businesses so that they could convey to their students the many different and exciting facets of the industry to pique their interest.

In October, 2021, a consortium of five local workforce areas was formed to make application for a US Economic Development Administration's (EDA) Good Jobs Challenge Grant. Pee Dee, Santee Lynches and Waccamaw Local Workforce Development Areas were a part of the consortium. The task was daunting, but under the leadership of BCD Council of Governments, the application was submitted in February, 2022. The grant would have allowed for the strengthening of the Pee Dee Region's existing sectoral partnership in the high-demand field of healthcare, the development of a new diversified manufacturing sector partnership and a transportation, distribution & logistics sectoral partnership. Preparation for the grant prompted communication with local employers, economic developers and

training partners to understand the critical workforce needs in the selected sectors. Unfortunately, only 32 of the 509 applications submitted to EDA were funded, however, there was great value in the exercise of working together and gathering evidence of the shared needs across in-demand industry sectors and occupations within the region.

In the Santee-Lynches Local Area, Education Summits have been held to bring together Economic Development entities, WIOA, SC Department of Commerce and non-profit organizations to discuss the future workforce. It was noted that now a time to shift the focus inward and really zero in on our number one asset: our people. This has provided opportunities for the local area to work more strategically and cohesively to develop a regional plan to elevate career and workforce readiness levels within the local area. The Post-Education Summit Steering Team created continues to seek strategies to address employers' short-term hiring needs; document, analyze, and publish regular data on local hiring trends, employer skill requirements and labor supply; strengthen education alignment to promote a pipeline of skilled workers; create enthusiasm for local career opportunities & provide roadmap for accessing them and leverage private dollars to bring in more state and federal funds. This partnership, as well as, its efforts to locate and leverage private dollars for workforce projects, will serve as a model for the region in identifying potential public-private partnerships that will support sector strategies.

Finally, there are multiple foundations throughout the region that are either rooted in the healthcare sector and/or are interested in the improvement of life in the region. These entities and others like them may be approached to partner and support sector strategies that are developed. For example, CareFirst Carolina is the supporting foundation of CareSouth Carolina Inc. and is dedicated to providing and improving access to health and support services to those who need them most. It serves Chesterfield, Darlington, Dillon, Lee and Marlboro Counties. Over the past few years, it has worked with local community partners to establish transportation routes in Darlington, Marlboro and Dillon Counties that allow citizens to access community resources and employment opportunities. Also, The Marion County Healthcare Foundation's mission is to aid, support, manage, conduct and provide healthcare services, promote health and wellness and improve the quality of life in Marion County and surrounding communities. In 2020, the Healthcare Foundation granted the Pee Dee Workforce Development Board $200,000 to renovate space within the newly designated Marion Workforce Development Center and relocate the SC Works Marion Center. ~~The Local Area has met with the architect for the project and expects the new center to open in PY'20.~~ Unfortunately, following Covid-19, the bids received for the project were double the amount awarded and the Pee Dee declined the original grant amid concerns that operational funds would not be available to support a new building project. In October of 2022, SCDEW released the Engage, Build, Serve (EBS) Grant which allowed the local area to request IWT funds to help the healthcare industry train and upskill their existing employees. Tidelands Health is expected to use these funds to train 42 employees who will then become Certified Medical Assistants.

4. A description of 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, when appropriate. Regions should consider:

- **Existing service delivery strategies that will be expanded, streamlined, or eliminated;**
- **New service strategies necessary to address regional education and training needs;**
- **Strategies to address geographic advantages;**
- **Approaches to improve services to individuals with disabilities, veterans, youth in or aged out of the foster care system, offenders, or other hard-to-serve populations;**
- **Strategies to connect the unemployed with work-based learning opportunities; and**
- **Strategies to integrate existing regional planning efforts among core partners.**

An existing service delivery strategy that has been regionalized is the Integrated Business Services Team (IBST). The Regional Team maximizes the purpose of integrating by reducing duplication, ensuring that employers have a single, coordinated point of contact and ensuring services are delivered efficiently. The Regional Team collaborates to share job openings and employer outreach ideas. For the past several years, the Business Services Teams from each LWDA have worked together to host the Pee Dee Reentry Job Fair. In PY'19, the Job Fair and Expo took place on September 26, 2019, at Central Carolina Technical College Advanced Manufacturing Technology Training Center. The Pee Dee LWDA ~~is~~ was scheduled to host the PY'20 Job Fair in Florence, however, due to COVID-19, the event ~~will look differently than in the past. Virtual or drive through platforms will be considered.~~ did not take place.

Another innovative service strategy that may be expanded within the Region, is a partnership with Success Training Institute (STI) for soft skills training and work experience. During COVID-19, the Pee Dee LWDA piloted a program with STI to provide soft skills training and work experience for 25 young adults. STI's platform can be accessed by students through their mobile devices. This factor alone made it a viable option for students in rural areas like the Pee Dee Region, especially when stay-at-home orders were in place and local employers were not hiring but laying off. The platform includes pre and post assessments, individualized learning plans and curriculum around the fourteen elements, to include leadership skills, entrepreneurial skills, workforce preparation and financial literacy. The participants also participated in work experience opportunities in the areas of basic coding and website design. The LWDA Administrators have invited STI to present its program offerings to them in the coming months. COVID-19 resulted in the need for innovative ways to engage youth and adults in training and education activities. STI is still a viable option to accomplish the delivery of soft skills and work experience.

An examination of the Eligible Training Provider List (ETPL) of each local area in the region reflects that the region's education and training needs are similar and that the geographic makeup and size of the region is advantageous to its citizens. WIOA participants are crossing the "borders" on a regular basis as they may travel to a technical college outside of their local area because a college in an adjacent area offers a curriculum that is most appropriate or a schedule that is more conducive to the participant's life schedule and graduation plan. New service strategies may be developed among the

regional educational entities as they are introduced to the regional approach promoted by WIOA. As participants have the need to travel throughout the region to their particular training venue, the need for transportation services increases. This need may be a catalyst for a regional transportation strategy as it is communicated to transportation providers that routes are needed that can "transfer" students from one local area's bus route to a route in another county or local area.

Veterans are an extremely important customer to the workforce system and to the region, especially as Shaw Air Force Base is located here, Myrtle Beach Air Force Base closed in the 1990s and Myrtle Beach is a very popular retirement destination. Also, the largest military base in the world, Fort Bragg, is located across the state border in Fayetteville, NC and the Pee Dee Region is adjacent to NC. New strategies may develop as best practices to reaching and serving this population can be shared among veteran specialists. SCDEW's Veteran staff, Veterans Business and Workforce Consultants, are co-located in the SC Works Centers in the Region and are an integral part of business services.

In February 2020, the Pee Dee Region participated in the 2nd Annual Pathways to Possibilities (P2P), a regional collaboration of workforce development partners, businesses, educational institutions and economic developers for middle school students to explore various career pathways through a hands-on learning approach. P2P is an interactive, hands-on career expo designed to help 8th graders link their passions to a paycheck. Professionals from 19 career pathways (aligned with the national and state department of education) engaged the students with hands-on activities in their various fields. They also shared what life is like in their jobs and the training and education that is required. In the end, over 8,000 8th graders from eight counties across the Pee Dee region attended this two-day event. Students spent two hours exploring their careers of interest and engaging with professionals who actually work in those careers. The P2P event is planned for February 2022 and students from the Region will participate again.

A strategy to serve young adults in Williamsburg County, Job Readiness Boot Camp, is a best practice that is under consideration for regionalization. The youth developed resumes, worked on interviewing skills, participated in a customer service training and problem-solving activities. The activity culminated in a work experience opportunity for the youth participants. Providing work-based learning opportunities for youth is the best way to teach employability skills, teamwork, and soft skills and regionalization promotes the discovery of strategies that can be replicated. The "internal" GED Incentive Program in the Pee Dee Area has resulted in over 600 GED's since 2008 and 800 since 2010. WIOA students attending Adult Education for high school equivalency training and testing are also eligible to receive incentive payments. This is another program that can be easily replicated in the region. The software that is central to the success of the program is Aztec Learning Systems and a regional licensing agreement may be explored.

Adult Education is a core WIOA partner. Within the region, Adult Ed is participating in the SC Works Centers at varying levels. The priority of services policy that includes priority to individuals with basic skills deficiency increases the need for increased coordination with Adult Education. In the Waccamaw and Santee Lynches Local Areas, Adult Education provides services on-site three days a week in a center. Each center, its customers and the workforce system would benefit from a replication of this

practice. This approach will be touted at partner meetings and as other Adult Educations learn of the benefits of partnering to this degree, more such arrangements may result. In the Pee Dee and Santee-Lynches Local Areas, several WIOA youth contractors have co-located at Adult Education sites and both partners benefit from the arrangement- TABE testing and post-testing is easily accessible and the availability of work experience opportunities and WIOA incentives can motivate students. For PY'22, some Adult Educations have received additional funding from the State Department of Education to increase their visibility in the comprehensive centers. For SC Works Florence and SC Works Sumter, this means that two days a week a representative will be in the center to provide career readiness assessments and make/receive referrals. For SC Works Conway, an Adult Education representative provides services five days each week. Also, Vocational Rehabilitation is a core WIOA partner. Like Adult Education's role in the centers, VR provides services in the centers across the region on a varying basis and there are certainly times that the services VR is providing are not conducive to delivery in the center environment. In Waccamaw, a VR representative serves in the center once a week. WIOA provides the stimulus for strategic conversations to take place about sharing resources and most efficiently serving shared customers. Partnerships in one local area may be perfectly replicated in another local area and the customer will be the main benefactor.

Georgetown Jobs Connection is a "one stop jobs program" that combines the assets of the non-profit agencies in the Georgetown community led by Helping Hands, A Father's Place, Goodwill, and the Waccamaw Local Area. This program gives those in poverty (specifically the unemployed and the underemployed) a "hand up" toward achieving independent productive lives. Participants in the program undergo a week-long Boot Camp in which they participate in employability skills development activities. They are ~~WorkKeys~~/WIN tested and take a Career Interest Inventory that assists in their selection of a career path. Participants are then routed towards the entity that can best assist them with employment attainment, be it WIOA, VR, or other entities that can best meet their needs. This model of public/non-profit partnership can be replicated throughout the region.

5. A description of any administrative cost arrangements that currently exist or that will be established within the region, including the pooling of funds for administrative costs, as appropriate. Regions should consider:

- **Current or proposed resource leveraging agreements; and**
- **The establishment of a process to evaluate cost sharing arrangements.**

Currently, no administrative cost arrangements exist between the three local areas of the region. However, as a result of the planning process and the Sector Strategy planning, the local areas would consider pooling administrative costs to:

- Hire a consultant to facilitate the development of future Workforce Board Strategic Plan(s) and/or a Regional Plan. A consultant may also be helpful in assisting the region to implement facets of the Regional Plan currently under development. Due to funding limitations, a consultant may no longer be a consideration.
- Accomplish Workforce Development Board training. The region could split the costs of the consultant, venue costs, and travel expenses of board members.
- Facilitate the achievement of One Stop Certification Standards for all centers in the region.
- Procure IT services or supplies for the SC Works Centers in the region.

- Secure a Public Relations firm to manage the content of its social media platforms
- The LWDA Administrators continue to have discussions about regionalism as a cost savings measure.

Certainly, once a decision is made to share administrative costs in some manner, a process will be established to evaluate the cost sharing arrangements. Standardized procurement procedures would be used in the selection of consultants, facilitators and/or trainers.

6. A description of how transportation, access to childcare or other supportive services are coordinated within the region, as appropriate. Regions should consider:

- **How the provision of transportation or other supportive services could be enhanced regionally;**
- **What organizations currently provide or could provide supportive services; and**
- **Establishing a process to promote coordination of the delivery of supportive services.**

The provision of transportation and other supportive services might be better coordinated and enhanced through a regional agreement with transportation providers (e.g. transportation authorities) and other providers of support services (e.g. department of social service offices, etc.). This option will be investigated. Currently, the Regional Transportation Authorities (RTAs) provide limited coverage, primarily in the larger metropolitan areas or from rural areas to technical colleges, such as Florence-Darlington, Central Carolina and Williamsburg Technical Colleges, USC Sumter and Morris College. Recently, the CareFirst Carolina Foundation has rallied communities in the Pee Dee LWDA to financially support local routes in communities such as Bennettsville, Cheraw, Dillon and Hartsville. These routes are connecting citizens in the rural communities to resources and jobs and these partnerships are proving to be very successful. Waccamaw Local Area is negotiating with RTA to provide transit from a centralized point to a busy industrial park. In the Pee Dee Local Area, a couple of the Adult Educations have cooperative arrangements with RTAs for their students. In addition to free rides to the Adult Education sites, as a result of being enrolled in Adult Education, the students can access the system and travel throughout the metro area. Due to the scarcity of public transportation resources, there are many private transportation companies and some community action agencies providing limited transportation services to their clients. Just as WIOA provides supportive services and/or training costs to its clients, Department of Social Services (DSS) and Vocational Rehabilitation do, as well. Co-enrollment of participants in multiple programs allows for the sharing of resources as one entity may cover training costs and another federal/state program covers the supportive services costs, or vice versa.

An opportunity that would enhance the provision of transportation services in the region would be arrangements with faith-based organizations to utilize their buses/vans during the week when many sit idle. Churches may be interested in serving their communities in this way. Of course, faith-based organizations could also be approached to provide other supportive services such as meals, access to clothes closets, food closets, etc. Churches are aware of needs in their communities but may not know how to get involved. Marketing plans and materials and MOUs could be shared between the local areas.

The region will investigate the establishment of a process to promote the coordination of the delivery of supportive services. Efforts would most likely have to be initiated locally to gain buy-in and support. Regional meetings would then be coordinated to bring the various agencies together to develop and implement a regional approach to providing such services. A regional process would certainly be assisted by a shared participant management system which would allow core partners and others invested in the lives of the participants to know where there may be gaps of services. The region is active in sharing SCWOS with core partners and securing access for staff.

7. A description of how workforce development services are coordinated with economic development services and providers within the region. Regions should consider:

- **Current economic development organizations engaged in regional planning; and**
- **Education and training providers involved with economic development.**

Within the Pee Dee Region, there are several examples of workforce development services coordinating with economic development services and providers within the region:

On July 13, 2016, Sumter Economic Development, The Link, and Team Sumter hosted an Education Summit. Team Sumter is a catchphrase for all of the agencies (Economic Development, Workforce Development, Education, Private Business and Industry, etc.) who have to come together to expand the education and workforce systems in Sumter County. The Link is Sumter and Lee County's Economic Development Entities combined. Going forward, a Post-Education Summit Steering Team has been formed of these same partners with the goal to address employers' short-term hiring needs; document, analyze, and publish regular data on local hiring trends, employer skill requirements and labor supply; strengthen education alignment to promote a pipeline of skilled workers; create enthusiasm for local career opportunities & provide roadmap for accessing them and leverage private dollars to bring in more state and federal funds. The Sumter Link, along with Educational Entities, Industries, Economic and Community Developers and STEM Organizations now hosts an annual eSTEAM event that brings together enthusiasts in Science, Technology, Engineering, Arts, and Math. The purpose is to expose participants to advances and opportunities in these ever-growing areas. eSTEAM endorses STEAM related careers and advancements in Sumter and surrounding counties and showcases STEAM exhibits and areas of interest for K-12 and secondary education, Cultivate experiences that promote modern manufacturing while incorporating the arts.

- NESA- The Pee Dee and Waccamaw Local Areas are partners with Northeastern Strategic Alliance (NESA), a regional economic development organization that serves a nine-county region in the northeast corner of South Carolina. NESA's primary objective is to significantly enhance the quality of life for residents of the region by creating additional jobs and capital investment within the existing industry base, recruiting new companies and expanding tourism-related development. NESA is often called upon to partner on various workforce projects, including grant writing, providing LMI and region-specific data regarding workforce, industry and county data. In

PY'21, a NESA staffer was appointed to the Pee Dee Workforce Development Board and he recently became the Youth Committee Chairperson.

- Three Councils of Governments (COGs) administer the WIOA programs in the Region- Santee-Lynches, Pee Dee and Waccamaw. COGs are quasi-governmental agencies, created by legislation in 1969, that foster inter-governmental cooperation and innovative partnerships for the communities within the regions they serve. They are a link between county governments, municipalities and residents. In other words, at their core, they are "regional", and their focus is on the economic development of their subsequent service area. Some of the broad activities that they are involved in include Planning, Workforce Development and Economic Development, to include the Community Development Block Grant (CDBG) program and US Department of Economic Development Administration (EDA) programs. It is often that COG staff from different departments are working on aspects of the same project, therefore, coordinating economic development activities and ensuring that all applicable organizations in the community are at the table. One way that Pee Dee and Santee-Lynches Local Areas ensure that economic development organizations have hands-on involvement in workforce efforts is by inviting the county economic development directors to participate on a committee to review Incumbent Worker Funds (IWT) applications. This relationship has served both local areas well over the years and keeps the organizations aware of the Boards' purpose and goal to provide business services that will strengthen the available industry and new industry prospects. Economic Development directors also assist with the promotion and outreach of the IWT program to employers in need of such funding. Also, on each Workforce Development Board, economic development agencies are vital members. These entities are able to add important information to the discussion about the local labor market, needs of current employers and the desires of prospective employers. As the Pee Dee Region's Workforce Boards engage in strategic planning efforts, Economic Development organizations will be invited to participate and offer their expertise.

- Also in the Santee-Lynches Local Area, partnerships have been fostered with economic development partners and chambers of commerce to where information is funneled to these representatives on a regular basis, and they in turn distribute the local area's information and promote our services to their clients and members. This is a great partnership that fosters outreach and educates communities in the region on the workforce services available to them.

- iMPACT is an acronym for "**I**gniting **M**arion's **P**ower: **A**ttaining **C**ountywide **T**ransformation." iMPACT is a grass roots economic development effort that Marion County, in the Pee Dee Local Area, has embraced to bring economic prosperity to a county that historically has the highest unemployment figures in the state. It consists of individuals volunteering from across the spectrum of county and regional concerned citizens: SC Works, WDB, colleges, the faith-based community, county elected officials, the mayor and councilpersons. Many of the members of iMPACT have been actively involved in Long Term Recovery Groups formed as a result of Hurricanes Matthew and Florence. The Leadership Team recently met to resume its focus on future economic development opportunities. Each of the local areas in the region partners with

Department of Commerce's Regional Workforce Advisors (RWA) to educate students, parents and industries about career clusters, lucrative career opportunities available to students with associates degrees and certificates from technical colleges. Also, in the Santee-Lynches area, Health and Manufacturing Careers Expo were held for middle and high school students to learn about viable careers in both fields. Advanced Manufacturing/STEM Expos have also been sponsored in the region by RWAs.

- The local technical colleges are excellent partners in Economic Development activities, particularly the Continuing Education divisions, as these divisions are working hand-in-hand with the local industry and are best suited to promptly develop trainings that meet their immediate needs. With the colleges, the local areas may co-sponsor Job Fairs, Student Success Days, meetings and surveys of employers, WIN profiling and testing services, etc. The Southeastern Institute of Manufacturing & Technology (SiMT), at FDTC, offers current, quality programs to employers in the Advanced Manufacturing sector, a key sector for the region and SiMT is a critical partner in economic development activities in the region. In August 2020, Northeastern Technical College and Harbor Freight Tools, Dillon County's largest employer, partnered to bring a new Warehouse Logistics Training Center to Marlboro County. The Center will provide training to 80-120 students annually. Harbor Freight donated inventory, equipment and software to stage a replica of their warehouses. Students will be placed in a realistic work environment and exposed to the processes and flow of materials they will encounter while employed. After completing the program, graduates will possess the skills they need to enter the workforce at Harbor Freight immediately through a paid internship program. The entire region benefits when education partners are directly involved in economic efforts. Apprenticeship Carolina is an Economic Development partner and is very respondent to the region's call to meet with local employers about establishing apprenticeships in their businesses and share about the cost savings benefits offered by the State and through WIOA.

- Often education and training providers, such as the technical colleges, readySC, and SC Works Business Services Consultants are at the table with economic development organizations when they are working to secure a new company to the local area or region or to assist an existing company with an expansion. These providers are able to provide information on the various training programs currently available to meet the needs of the company, as well as, to obtain information from employers in order to develop training curricula/programs that may not exist but will be needed to meet the demands of said employers.

8. A description of the region's plan regarding coordination of local performance negotiations. Each local area will continue to negotiate performance goals with the state and will remain ultimately responsible for ensuring performance meets or exceeds the agreed upon goals.

Each local area will continue to negotiate performance goals with the State and will remain ultimately responsible for ensuring performance meets or exceeds the agreed upon goals. If the State requires that the region coordinates its local performance standards, every effort will be made to comply. Certainly, each of the local areas can learn from one another regarding strategies and efforts to meet or exceed its own local standards and this conversation will take place among the local areas.

Regional Plan Signatures

Local Workforce Development Boards:

_____ Workforce Development Board
_____, Chair

_____ _____
Signature Date

Santee-Lynches Workforce Development Board

George General, Board Chairman

_____ _____
Signature Date

_____ Workforce Development Board
_____, Chair

_____ _____
Signature Date

_____ Workforce Development Board
_____, Chair

_____ _____
Signature Date

Local Grant Recipient Signatory Officials:

_____ Workforce Development Area

_____, _____
Name Title

_____ _____
Signature Date

Santee-Lynches Workforce Development Area

Christopher H. McKinney, CEO/Executive Director
Name Title

_____ _____
Signature Date

_____ Workforce Development Area
_____, _____
Name Title

_____ _____
Signature Date

_____ Workforce Development Area
_____, _____
Name Title

_____ _____
Signature Date