

We need your help!

It is time for our four-year plan development. Per the US Department of Labor, we must complete a workforce development plan for our three-county area (Cherokee, Spartanburg, Union) every four years. When we embark on this planning, we invite several individuals from many organizations to participate in reviewing each of the five areas of the plan. You are receiving this invitation as we think your input is very valuable for Section IV of the plan.

Due to COVID-19 and for your safety, we plan to hold our meeting virtually using Zoom.



We certainly hope you will seriously consider helping with this planning process. When we developed the last plan, participants added so much to the process and added a lot of great information.

The plan sections are as follows:

- Section I: Workforce and Economic Analysis
- Section II: Strategic Vision and Goals
- Section III: Local Area Partnerships and Investment Strategies
- Section IV: Program Design and Evaluation
- Section V: Operations and Compliance

Later: You will soon receive an email with a date and time for a Zoom meeting. All you need to do is accept the meeting and add it to your calendar. We will send you data ahead of the meeting so you may review.

We thank you in advance for your consideration of this important task.

Wade Ballard, Esq.
Board Chairman

Ann Angermeier
Executive Director

Ann Angermeier

From: Ann Angermeier
Sent: Thursday, August 6, 2020 4:35 PM
To: Doris Pearson
Subject: FW: 4 Year Workforce Development Plan
Attachments: C-5 Memo to All Sec IV.docx

Please email to Hon. Tim Spencer and Hon. Tracy McDaniel. Thank you!

From: Ann Angermeier
Sent: Thursday, August 6, 2020 4:33 PM
To: Stevenlong@schouse.gov; josiahmagnuson@schouse.gov; scotttalley@scsenate.gov; Betty Guzzo <guzzo1309@charter.net>; Erin Black <ECBlack@spart7.org>; Wayne Gregory (gwgregory65@gmail.com) <gwgregory65@gmail.com>; Pressley, Cherie <cpressley@sccommerce.com>; aagoudavi@dew.sc.gov; Eric McAbee <elmcabee@dew.sc.gov>; NODINE, MARSHA <MNODINE@USCUPSTATE.EDU>; Janis Hendrickson <jhendrickson@uscupstate.edu>; fwilkins@dew.sc.gov; bsalter@scworksgreaterupstate.com; csparrow@able-sc.org; semory@goodwillsc.org; Frank Hart (fhart@countyofunion.com) <fhart@countyofunion.com>; bwalker@spartanburgcounty.org; Dana Wood <wood@upstateworkforceboard.org>; Brent Bishop (bishop@upstateworkforceboard.org) <bishop@upstateworkforceboard.org>; Nikoya Shaw <shaw@upstateworkforceboard.org>; mlynch@spartanburgcounty.org; snapier@srhs.com; Jean P. Blackley <jpb921@att.net>; BuddyWaters <waters1149@msn.com>; Dwayne Hatchett (dhatchett@spartanburgchamber.com) <dhatchett@spartanburgchamber.com>
Subject: 4 Year Workforce Development Plan

Please find attached a memo regarding the 4 Year Workforce Plan. I hope you are open to the review of the plan. More information to follow.

Thank you,

Ann Angermeier

Ann Angermeier

From: Ann Angermeier
Sent: Friday, August 14, 2020 11:33 AM
To: Doris Pearson
Subject: FW: 4 Year Workforce Development Plan
Attachments: Final Attachment B - Local Plan.docx

Please send to the Hon. Tim Spencer and the Hon. Tracy McDaniel. Thank you.

From: Ann Angermeier
Sent: Friday, August 14, 2020 11:32 AM
To: Stevenlong@schouse.gov; josiahmagnuson@schouse.gov; scotttalley@scsenate.gov; Betty Guzzo <guzzo1309@charter.net>; Erin Black <ECBlack@spart7.org>; Wayne Gregory (gwgregory65@gmail.com) <gwgregory65@gmail.com>; Pressley, Cherie <cpressley@sccommerce.com>; aagoudavi@dew.sc.gov; Eric McAbee <elmcabee@dew.sc.gov>; NODINE, MARSHA <MNODINE@USCUPSTATE.EDU>; Janis Hendrickson <jhendrickson@uscupstate.edu>; fwilkins@dew.sc.gov; bsalter@scworksgreaterupstate.com; csparrow@able-sc.org; semory@goodwillsc.org; Frank Hart (fhart@countyofunion.com) <fhart@countyofunion.com>; bwalker@spartanburgcounty.org; Dana Wood <wood@upstateworkforceboard.org>; 'Brent Bishop (bishop@upstateworkforceboard.org)' <bishop@upstateworkforceboard.org>; Nikoya Shaw <shaw@upstateworkforceboard.org>; mlynch@spartanburgcounty.org; snapier@srhs.com; Jean P. Blackley <jpb921@att.net>; BuddyWaters <waters1149@msn.com>; Dwayne Hatchett (dhatchett@spartanburgchamber.com) <dhatchett@spartanburgchamber.com>
Subject: RE: 4 Year Workforce Development Plan

Happy Friday to All –

Attached is the Upstate Workforce Board Draft Four Year Plan. I am attaching all sections, but you are only being asked to review Section IV. Section IV starts on page 40 and ends on page 57. All links in the document should take you to the information referenced. Section V has not been completed. You certainly may review the plan in its entirety, but due to the length, we have split up the sections for review to make it easier to digest.

The Zoom meeting information is below. The meeting is next Friday, August 21 at 11:00 A.M. If you cannot attend the Zoom meeting, feel free to send any comments or questions to me via email angermeier@upstateworkforceboard.org.

Thank you!
Ann Angermeier
Executive Director
Upstate Workforce Board

Join Zoom Meeting
<https://us02web.zoom.us/j/88236794547>

Meeting ID: 882 3679 4547
One tap mobile
+16468769923,,88236794547#

Dial by your location

Ann Angermeier

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Sent: Friday, August 14, 2020 11:32 AM
To: Stevenlong@schouse.gov; josiahmagnuson@schouse.gov; scotttalley@scsenate.gov; Betty Guzzo; Erin Black; Wayne Gregory (gwgregory65@gmail.com); Pressley, Cherie; aagoudavi@dew.sc.gov; Eric McAbee; NODINE, MARSHA; Janis Hendrickson; fwilkins@dew.sc.gov; bsalter@scworksgreaterupstate.com; csparrow@able-sc.org; semory@goodwillsc.org; Frank Hart (fhart@countyofunion.com); bwalker@spartanburgcounty.org; Dana Wood; 'Brent Bishop (bishop@upstateworkforceboard.org)'; Nikoya Shaw; mlynch@spartanburgcounty.org; snapier@srhs.com; Jean P. Blackley ; BuddyWaters; Dwayne Hatchett (dhatchett@spartanburgchamber.com)
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Find your local number: <https://us02web.zoom.us/j/kbeELG3THw>

Nikoya Shaw

From: Ann Angermeier
Sent: Friday, August 14, 2020 11:32 AM
To: Stevenlong@schouse.gov; josiahmagnuson@schouse.gov; scotttalley@scsenate.gov; Betty Guzzo; Erin Black; Wayne Gregory (gwgregory65@gmail.com); Pressley, Cherie; aagoudavi@dew.sc.gov; Eric McAbee; NODINE, MARSHA; Janis Hendrickson; fwilkins@dew.sc.gov; bsalter@scworksgreaterupstate.com; csparrow@able-sc.org; semory@goodwillsc.org; Frank Hart (fhart@countyofunion.com); bwalker@spartanburgcounty.org; Dana Wood; Brent Bishop; Nikoya Shaw; mlynch@spartanburgcounty.org; snapier@srhs.com; Jean P. Blackley ; BuddyWaters; Dwayne Hatchett (dhatchett@spartanburgchamber.com)
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Thank you!
Ann Angermeier
Executive Director
Upstate Workforce Board

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Ann Angermeier

Subject: FW: My comments and questions on Section IV

-----Original Message-----

From: Elizabeth Guzzo [mailto:guzzo1309@charter.net]
Sent: Tuesday, August 18, 2020 11:41 AM
To: Ann Angermeier <angermeier@upstateworkforceboard.org>
Subject: Re: My comments and questions on Section IV

Thanks Ann. Lou still working from home but he is trashing my office☹️.
With the meds he takes the cancer is not advancing. We are keeping it low key until a vaccine. You be careful too!
Regards,

Betty Guzzo

Sent from my iPhone

> On Aug 17, 2020, at 4:14 PM, Ann Angermeier <angermeier@upstateworkforceboard.org> wrote:
>
> Thank you very much.
>
> In South Carolina, as long as one person is knowledgeable of the recording, both do not need to be. In other works, I can record you and me talking without you knowing it, but someone else cannot record you and me talking. So as long as our shopper knows, the staff person he is speaking with does not have to know.
>
> Rescare/Arbor changed the name of the workforce development branch of their company to Equus.....all else is the same.
>
> NCCER is a national certification that is recognized by most any company <https://www.nccer.org/workforce-development-programs/credentials-registry>
>
> I hope your husband is doing ok. I had no idea he had leukemia.
>
> Ann
>
> -----Original Message-----
> From: Elizabeth Guzzo [mailto:guzzo1309@charter.net]
> Sent: Monday, August 17, 2020 2:13 PM
> To: Ann Angermeier <angermeier@upstateworkforceboard.org>
> Subject: My comments and questions on Section IV
>
> Overall review completed today. Have a few comments questions for you:
>
> 1. Could give example of what is "very specific assistance" would help reader focus more.
> Also never asked if secret shopper program recording was legal?
> Great job from Business Services on Virtual Job Fair. I support MORE use of technology as we go forward to help reduce/eliminate travel costs.

Suggestions for Section IV: Program Design and Evaluation

p. 2—second paragraph “formerly” to “formally”???

p. 2-- ☐ “Youth programs developed student packets with instructions for students to work from home much like the K-12 schools have done. Youth program staff stay in touch with the students via phone and email to ensure that they are staying on task and were available during regular hours for participant questions/assistance. Zoom meetings to offer instruction were hosted. They have also asked students to take online workshops offered by SC Works. The students have access to The Academy from Equus Workforce Solutions.”

p. 9—second paragraph “HIPPA” to “HIPAA”??

p. 9—second paragraph

“The Adult Education partner places a staff member at the site of ACHIEVE. She serves as one of two GED instructors for the program.

p. 10—paragraph 4 Ann, I’ll tell you how we do it, but if you need to leave the wording as is about the functional level, that’s fine. We do give the TABE once they enroll and try to obtain level gains, but the real way we know if they are ready to take the GED is through the GED Ready. Not sure if you want to add the part about Adult Eds that I added in that’s underlined.

Tutoring & study skills leading to the completion of the GED: ACHIEVE provides GED instructional training and basic skills upgrading for high school dropouts or those lacking basic skills. Students receive classroom and individualized instruction in reading, writing, math, science and social study skills. Those on a GED track continue until they achieve a functional grade level high enough to take the GED exam. Once that level is attained, ACHIEVE schedules them for the GED exam. If the student fails any part of the GED, they continue in the classroom until they are ready to retake the GED. GED instruction is held four days per week for four hours per day. Morning and afternoon classes are offered. Additionally, ACHIEVE partners with Cherokee and Union County Adult Education to provide their students with comprehensive career readiness while students work on their GED/HSD through the Adult Ed programs in each county.

p. 11—Element 8 This is no issue, just thought you might want to add we specifically use United Way to financially mentor our youth. We have had several to be mentored for a period of time and have one that’s almost been 12 months now. You can add/not add...whatever you want.

p. 12—Element 11 Again, no issue, just thought you may want to mention Carolina Foothills Federal Credit Union who offers financial literacy IN-KIND as well as financial counseling as follow-up to the classes.

p. 13—second paragraph “AHIEVE” to “ACHIEVE”...just a typo, I know.

This is all. The report looks/reads very well. I know it’s taking lots of effort and time on your part. Thanks for asking for input. You can use as much as nor none of what I added. You know what’s best on how much to include. ~Helen~

