

State of South Carolina
Workforce Innovation and Opportunity Act

Local Workforce Development Area Subsequent Designation Petition

This Petition must be used by any entity requesting subsequent designation as a Local Workforce Development Area pursuant to Public Law 113-128, the Workforce Innovation and Opportunity Act (WIOA).

Section I. Petitioning Jurisdiction(s)

A. Designation as a Workforce Development Area is requested for the following county(ies).

Richland

Lexington

Fairfield

B. Specify the name of the proposed Workforce Development Area.

Midlands

C. List the names of the chief elected officials (CEOs) representing the units of general local government on whose behalf this petition is being submitted.

<u>County</u>	<u>Name</u>
Richland	Jesica Mackey
Lexington	Beth Carrigg
Fairfield	Douglas Pauley

D. List the name, title, mailing address, telephone number, fax number and e-mail address of the primary contact person regarding this petition.

Name:	Tammy Beagen
Title:	Director
Mailing Address:	100 Executive Center Drive
	Suite 218
	Columbia, SC 29210
Telephone Number:	(803) 744-1670 x303
Fax Number:	n/a
E-Mail Address:	tbeagen@midlandsworkforce.org

Section II. Consortium Agreement

If the local area includes more than one unit of general local government, the chief elected officials must negotiate a consortium agreement in order to establish a workforce development area to deliver WIOA funded services. Such agreement must be included as an attachment to this subsequent designation petition.

Section III. Existing Workforce Area

A. In the tables below, provide the final WIOA performance data for each of the last two (2) consecutive years.

Program Year 2023 (July 1, 2023 – June 30, 2024)							
Performance Measure		Employment Rate Q2	Employment Rate Q4	Median Earnings	Credential Rate	Measurable Skill Gains	Overall Program Score
Title I Adult	Goal	77.1	79	\$6600	54.5	55.2	111.1
	Actual	79.1	76.5	\$8526	64.8	59.5	
	% of Goal	102.6	96.8	129.2	118.9	107.8	
Title I DW	Goal	82.8	83.7	\$8258	66.2	57.1	108.0
	Actual	87.5	85.7	\$8728	77.8	62.1	
	% of Goal	105.7	102.4	105.7	117.5	108.8	
Title I Youth	Goal	82.6	78.9	\$4241	65.0	52.8	111.2
	Actual	75.2	80.0	\$6007	66.7	63.1	
	% of Goal	91.0	101.4	141.6	102.6	119.5	
Overall Indicator Score		99.8	100.2	125.5	113.0	112.0	

Program Year 2022 (July 1, 2022 – June 30, 2023)							
Performance Measure		Employment Rate Q2	Employment Rate Q4	Median Earnings	Credential Rate	Measurable Skill Gains	Overall Program Score
Title I Adult	Goal	77.1	79.0	\$6600	54.5	55.2	109.1
	Actual	75.5	76.4	\$7182	67.5	65.3	
	% of Goal	97.9	96.7	108.8	123.9	118.3	
Title I DW	Goal	85.8	83.7	\$8258	66.2	57.1	108.4
	Actual	76.3	80.3	\$9143	59.6	87.5	
	% of Goal	92.1	95.9	110.7	90.0	153.2	
Title I Youth	Goal	82.6	78.9	\$4241	65.0	52.8	115.2
	Actual	80.3	83.4	\$6496	54.7	71.7	
	% of Goal	97.2	105.7	153.2	84.2	135.8	
Overall Indicator Score		95.8	99.5	124.2	99.3	135.8	

For each measure, the US Department of Labor defines performance as follows:

- Meets performance =
 - Individual Indicator Score—50% of goal for each individual measure
 - Overall Indicator Score—90% of goal for overall individual measure
 - Overall Program Score—90% of goal for overall program performance
- Does not meet performance =
 - Individual Indicator Score—less than 50% of goal for an individual measure
 - Overall Indicator Score—less than 90% of overall individual measure
 - Overall Program Score—less than 90% of overall program performance

If any measure was not met in either program year, address the reasons, corrective action measures taken, and current status.

N/A

B. Address fiscal integrity regarding funds provided under WIOA.

Has the Secretary made a formal determination, during either of the last 2 consecutive years, that WIOA funds provided to the area were misexpended due to willful disregard of the requirements of the provision involved, gross negligence, or failure to comply with accepted standards of administration?

No

Section IV. Local Board Information

Using Attachment A, provide a list of local board members, to include composition categories and contact information.

Section V. Grant Recipient/Fiscal Agent

Using Attachment B, designate the grant recipient/fiscal agent for the area. Signature of the lead official is required. Signatures of each chief elected official are also required. The use of electronic signatures is permissible.

Section VI. Public Comment

Attach documentation that public input was solicited and provide all comments received.

Submit Petition to WorkforceSupport@dew.sc.gov by 5:00 p.m., October 31, 2024.

WIOA Local Workforce Development Board Membership

Total Seats 24

Seats Occupied

24

Seats Vacant

0

Business (per Section 107(b)(2)(A))				
No.	Name	Affiliation and Title	Contact Phone and Email	Address
1	Jimmy Burroughs	Fairfield Property, Realtor	(803) 936-3870 ccwinnsboro@truvista.net	3531 US Hwy 321 N Winnsboro, SC 29180
2	Danielle Diaz	Apex Tool Group, HR Manager	(800) 845-5629 Danielle.diaz@apextoolgroup.com	670 Industrial Drive Lexington, SC 29072
3	Jennifer Hathcock	Hitachi Rail, HR Manager	(803) 532-4432 Jennifer.hathcock@hitachirail.com	645 Russell St Batesburg-Leesville, SC 29006
4	Carl Kennedy	Element TV Company, LP, Vice President Human Resources	(803) 815-1400 Carl.K@elementtv.com	PO Box 581 Winnsboro, SC 29180
5	Michelle Kershaw	Humanitcs, LLC, Owner	(803) 546-6659 Monk3300@gmail.com	4210 Handelwood Court Columbia, SC 29206
6	Cecilia Kusnirak	Global Tissue Group, Human Resources Manager	(304) 886-7751 barnwelltissueapplications@gmail.com	239 Battery Creek Dr Gaston, SC 29053
7	Laura McKinney	First Community Bank, Community Development Officer	(803) 951-0570 lmckinney@firstcommunitysc.com	2830 Sunset Blvd West Columbia, SC 29169
8	Kevin McNerney	Colite, Executive Vice President	(803) 212-8569 kmcnerney@colite.com	5 Technology Circle Columbia, SC 29205
9	Ritchie Monteith	Blanchard Machinery, Training and Development Manager	(803) 718-2403 jmonteith@blanchardmachinery.com	3151 Charleston Hwy West Columbia, SC 29172
10	Reggie Murphy	Keller Williams Realty, Broker in Charge	(803) 348-1699 regmurph@bellsouth.net	701 Cornhill Rd Columbia, SC 29210
11	Harry Plexico, Jr	Intertape Polymer Group, Plant Management	(803) 348-7404 hplexico@hotmail.com	PO Box 654 White Rock, SC 29177
12	Michael Ray	Training Concepts, Sr Account Manager	(803) 765-9070 Michael@trainingconcepts.com	250 Berryhill Rd Ste 502 Columbia, SC 29210
13	Sheena Thompson	Mark Anthony Brewing, People Operations Business Partner	(803) 917-9184 sthompson@markanthony.com	3160 Shop Road Columbia, SC 29209
14	Jami Turner	Lexington Medical Center, Assistant Director Business Partner	(803) 791-2357 jturner@lexhealth.org	2720 Sunset Blvd West Columbia, SC 29169

Not Less Than 20% (per Section 107(b)(2)(B))				
No.	Name	Affiliation and Title	Contact Phone and Email	Address
1	Ben Mauldin	SC Youth Advocate, Transportation Coordinator	(803) 779-5500 benjmauldin@gmail.com	140 Stoneridge Dr Suite 350 Columbia, SC 29210
2	Tim Miller	Walker White, Program Director (Apprenticeship)	(803) 691-0918 tmiller@walker-white.com	7402 Fairfield Road Columbia, SC 29203
3	David Prigge	Lexington/Richland School District Five Career & Technical Education Director	(803) 735-3332 dprigge@lexrich5.org	6671 St Andrews Rd Columbia, SC 29212
4	Laura Reeder	SC Teachers Association, Member Associate	(803) 767-8684 Lfreeder@gmail.com	111 Huffstetler Street Columbia, SC 29210
5	Debra Stripling	Communication Workers Association 3706, President	(803) 807-0083 debrastripling@bellsouth.net	PO Box 2508 West Columbia, SC 29171

Education & Training (per Section 107(b)(2)(C))				
No.	Name	Affiliation and Title	Contact Phone and Email	Address
1	Bobby Cunningham	Richland County School District Two Adult Education Director	(803) 736-8787 bcunningham@richland2.org	750 Old Clemson Rd Columbia, SC 29229
2	Lauren Holland	Midlands Technical College, Vice Provost for Corp & Cont. Education	(803) 691-3880 HollandL@midlandstech.edu	PO Box 2408 Columbia, SC 29202

Governmental, Economic, and Community Development (per Section 107(b)(2)(D))				
No.	Name	Affiliation and Title	Contact Phone and Email	Address
1	Donna Earley	SC Commission for the Blind, Administrative Coordinator	(803) 898-1049 Donna.earley@sccb.sc.gov	1430 Confederate Avenue Columbia, SC 29201
2	Jeff Ruble	Richland County Director, Economic Development	(803) 576-1368 Ruble.jeffrey@richlandcountysc.gov	1201 Main St Ste 910 Columbia, SC 29201
3	Fabian Zalewa	SC Dept of Employment & Workforce Area Manager	(803) 737-4365 fzalewa@dew.sc.gov	PO Box 995 Columbia SC 29202

Others as Chief-Elected Officials Determine Appropriate (per Section 107(b)(2)(E))

No.	Name	Affiliation and Title	Contact Phone and Email	Address
1				
2				
3				

Denote multiple representation with an asterisk (*).

Total Number of Seats Filled	24
Number of Seats Filled Representing Business	14
Percentage of Seats Filled Representing Business	58.3%
Number of Seats Filled Representing Not Less than 20%	5
Percentage of Seats Filled Representing Not Less than 20%	20.8%
Number of Seats Filled Representing Education & Training	2
Number of Seats Filled Representing Gov't, Economic & Comm. Dev.	3
Number of Seats Filled Representing Others by Chief Elected Officials	0

Midlands Local Workforce Development Area

Designation of Grant Recipient/Fiscal Agent

The Chief Elected Officials of the Midlands Local Workforce Development Area hereby designate Central Midlands Council of Governments as the grant recipient and fiscal agent pursuant to the Workforce Innovation and Opportunity Act (WIOA).

While WIOA permits the local Chief Elected Officials (CEOs) to designate an entity to serve on their behalf as grant recipient and fiscal agent, the CEOs understand that this designation does not relieve them of their liability for any misuse of grant funds. The use of electronic signatures is permissible.

<u>County</u>	<u>Authorized Signature</u>	<u>Date</u>
Richland		
Lexington		
Fairfield		

As the authorized signatory official of Central Midlands Council of Governments, I accept the responsibilities as WIOA grant recipient and fiscal agent for the Midlands Workforce Development Area.

D. Britt Poole, Executive Director

Name and Title

Signature

Date

MIDLANDS WORKFORCE DEVELOPMENT AREA INTERLOCAL CONSORTIUM AGREEMENT

This Agreement is mutually reached among the following parties: Elected Officials of Fairfield, Lexington and Richland Counties; Midlands Workforce Development Board; and Central Midlands Council of Governments.

WHEREAS, the State of South Carolina Workforce Development Board, pursuant to Public Law 113-128, the Workforce Innovation and Opportunity Act (WIOA), has designated the Midlands Workforce Development Area (MWDA) to include Fairfield, Lexington and Richland Counties; and

WHEREAS, the Midlands Workforce Development Area has a local Workforce Development Board, the Midlands Workforce Development Board (hereinafter, MWDB) established in accordance with WIOA criteria at section 107 (b) (1) (2) (3) (4) (5) (6) of the Workforce Innovation and Opportunity Act of 2014;

Now, therefore, the respective county councils, the MWDB and the Central Midlands Council of Governments (hereinafter, CMCOG) enter into the following agreement for the provision of programs and services authorized by WIOA;

1. Purpose. MWDB, a workforce development planning entity, will implement and carry out the provisions of the Workforce Innovation and Opportunity Act for Fairfield, Lexington, and Richland counties and such other workforce initiatives as may result from cooperative and collaborative relationships fostered by MWDB in carrying out its responsibilities for workforce development in the Midlands Workforce Development Area.

2. Consortium Structure. The parties to this agreement concur to an equitable delineation of responsibility, duty, and partnership with regard to the implementation and execution of WIOA. This partnership includes selection of the fiscal agent and administrative entity for the purposes of oversight, management, and operation of Adult, Dislocated Worker, and Youth activities, as well as the One-Stop delivery system.

3. Designation of Chief Local Elected Official (CLEO). The CLEO is the Chief Local Elected Official selected among the consortium of Local Elected Officials and represents the Local Elected Officials in the Workforce Development Area. The CLEO shall be a rotating position, serving a term of one (1) year, to be filled by a consortium member County Council Chair on a rotating basis. The service order for CLEO shall be by alphabetical order of the county name. To avoid any conflict of interest (actual or perceived), the CLEO shall not serve as the highest ranking officer on any Board or other entity that governs the fiscal agent or service delivery provider(s). The CLEO shall be the designated authority to execute documents, agreements, transactions, make decisions and execute time sensitive issues.

4. **Fiscal Agent.** All funds allocated by the Governor to any of the MWDA counties, under the Workforce Innovation and Opportunity Act shall be received by CMCOG as the fiscal agent of the grant recipient and disbursed as provided in Attachment A to this agreement and in accordance with state and federal WIOA requirements and conditions.
5. **Administrative Entity.** CMCOG will serve as Administrative Entity and carry out the functions described in Attachment A to the agreement.
6. **Liability.** In accordance with WIOA the Local Elected Officials of the Consortium counties retain financial liability for the MWDA even when designating the Administrative Entity as the fiscal agent for WIOA funds. Fiscal responsibilities will be allocated among the Consortium counties based on the ratio of funds received each year through the Act.
7. **Board Appointment.** The parties to this agreement shall establish and maintain a Local Workforce Development Board in accordance with federal and state guidelines. The WDB shall be comprised of the mandatory partners and maintain a majority of membership by business representatives from the private sector, as identified in WIOA. Appointments to the board will be conducted by the respective counties in accordance with the accepted processes and guidelines generally followed for board, commission or other service positions. To maintain consistency and effectiveness of leadership, the service term of seats on the board shall expire on a staggered or alternating basis.
8. **Amendments.** This interlocal consortium agreement is dynamic in nature, and can be modified or amended, if the need arises and the respective signatories agree.
9. **Duration.** Subject to its execution by all parties, the agreement shall become effective and continue indefinitely; unless it is amended or terminated under the terms of this document.
10. **Termination.** Any County that is part of this agreement may withdraw from it rendering it null and void by giving 180 calendar days written notice prior to the end of the then existing program year. The same conditions for termination of the agreement shall apply to CMCOG and the MWDB.

Signed for and on behalf of:

FAIRFIELD COUNTY

By: _____
Its: Chairman

Date: _____

LEXINGTON COUNTY

By: _____
Its: Chairman

Date: _____

RICHLAND COUNTY

By: _____
Its: Chairman

Date: _____

MIDLANDS WORKFORCE DEVELOPMENT BOARD

By: _____
Its: Chairman

Date: _____

CENTRAL MIDLANDS COUNCIL OF GOVERNMENTS

By: _____
Its: Executive Director

Date: _____

ATTACHMENT A

ROLES AND RESPONSIBILITIES

CHIEF LOCAL ELECTED OFFICIALS (CLEO), MWDB, FISCAL AGENT AND ADMINISTRATIVE ENTITY

I. Role of Midlands Workforce Area Chief Elected Officials (CLEOs)

CLEOs shall be responsible for:

- A. **Fiscal Liability:** In accordance with WIOA, the Local Elected Officials of the Consortium counties retain financial liability for the MWDA (even when designating the Administrative Entity as the fiscal agent for) WIOA funds. Fiscal responsibilities will be allocated among the Consortium counties based on the ratio of funds received each year through the Act **(Ref. Item 6)**.
- B. **Local Grant Recipient/Fiscal Agent Selection:** All funds allocated by the Governor to any of the MWDA counties, under the Workforce Innovation and Opportunity Act shall be received by CMCOG as the fiscal agent of the grant recipient and disbursed as provided in Attachment A to this agreement and in accordance with state and federal WIOA requirements and conditions **(Ref Items 4, 5)**.
- C. **Appointment of MWDB members:** The MWDB will be comprised of membership in Accordance with WIOA Sec. 107, and compliance with criteria established by the Governor, and State Workforce Development Board (SWDB).

Appointments to the board will be conducted by the respective counties in accordance with the accepted processes and guidelines generally followed for board, commission or other service positions. To maintain consistency and effectiveness of leadership, the service term of seats on the board shall expire on a staggered or alternating basis **(Ref Item 7)**.
- D. **Designation of Chief Elected Official (CLEO).** The CLEO is the Chief Local Elected Official selected among the consortium of Local Elected Officials and representing the Local Elected Officials in the Workforce Development Area. The CLEO shall be a rotating position, serving a term of one (1) year, to be filled by a consortium member County Council Chair on a rotating basis. The service order for CLEO shall be by alphabetical order of the county name. To avoid any conflict of interest (actual or perceived), the CLEO shall not serve as the highest ranking officer on any Board or other entity that governs the fiscal agent or service delivery provider(s). The CLEO shall be the designated authority to execute documents, agreements, transactions, make decisions and execute time sensitive issues **(Ref. Item 3)**.

II. Role of the MWDB

MWDB (in partnership with CLEO) shall be responsible for:

- A. Approving policies and providing oversight of WIOA-funded and other workforce-funded activities in the three-county workforce development area;
- B. Providing oversight of the day-to-day operation of the Workforce Development system, and ensure that all activities comply with the provisions of the Act, MWDB policies and directives, federal state and county regulations to include:
 - 1. Implementing Board workforce system policies and directives;
 - 2. Maintaining a management information system;
 - 3. Providing monthly programmatic and financial reports;
 - 4. Implementing customer grievance procedures as established by MWDB and CMCOG;
 - 5. Implementing Board approved procedures to ensure appropriate conduct and performance of programs and services;
 - 6. Conducting monitoring and providing technical assistance to promote and enhance optimal performance; and
 - 7. Providing technical assistance to service providers as required.
- C. Developing and modifying the five-year local workforce development plan and conducting oversight of the One-Stop system, WIOA-funded Adult, Dislocated Worker, and Youth employment and training activities;
- D. Selecting of Director and staff to serve the MWDB in compliance with the Administrative Entities policies and applicable available to work criteria, as well as within the means of MWDB budget. Additionally, this shall include determination of staff location, movement, replacement and/or termination of the staff that serve under the periphery of the MWDB Staff within the policies and criteria of the Administrative Entity;
- E. Coordinating workforce development activities with economic development strategies and cultivating employer linkages by promoting private sector involvement in the workforce development system through effective connecting, brokering, leveraging and partnership-building activities;
- F. Selecting operators and providers of WIOA services in the MWDA in accordance with the provisions of WIOA sections inclusive of One-Stop Operators, Youth providers, eligible providers of training services and eligible providers of career services;
- G. Developing a budget for the purpose of carrying out Board activities including an annual budget and any required modifications thereto for the Administrative Entity's

MWDB staff, in accordance with WIOA section 107(d)(12) (A); and forwarding this budget to the CMCOG Board for adoption;

- H. Ensuring that all contracts with service providers establish clear goals and obligations in unambiguous terms;
- I. Negotiating and reaching agreement on local performance measures with the chief elected officials and the Governor;
- J. Designate and maintain standing committees for planning, operation, management, etc., in accordance with WIOA that include:
 - 1. Operation and management of the One-Stop delivery system;
 - 2. Youth services;
 - 3. Services to individuals with disabilities.
- K. Scheduling and staffing all board and committee meetings; and
- L. Attending federal, state and local meetings, conferences and training as needed.

III. Role of the Administrative Entity and Fiscal Agent: Central Midlands Council of Governments

- A. Support activities of the MWDB and carry out WIOA grant requirements and policy directives, including;
 - 1. Staying abreast of and keeping MWDB apprised of federal and state policy directives and pending changes;
 - 2. Providing information regarding anticipated and pending legislation;
 - 3. Ensuring compliance with federal, state and local directives, as required by WIOA; and
 - 4. Attending federal, state and local meetings, conferences and training as needed
- B. Utilization of contracting system which includes:
 - 1. Employing an MWDB-approved system for the award and monitoring of contracts with eligible service providers, said contracts containing acceptable standards for ensuring accountability and ensuring the CMCOG Executive Director's approval, by signature, as designated agent for MWDB, of each MWDB contract;
 - 2. Acting with due diligence to monitor the implementation of the contracts, including carrying out appropriate fiscal monitoring activities (including audits) at regular intervals;
 - 3. Taking prompt and appropriate corrective action upon notice of violations of the Act or the implementing of regulations with all contracts;

4. Ensuring that all contracts for services approved by MWDB are competitively procured in accordance with CMCOG requirements; and
 5. Implementing contract type, terms, and specifications as approved by MWDB.
-
- C. Ensure the appropriate use and management of the funds provided under WIOA subtitle B for the activities and system and for workforce development activities, ensure the appropriate use, management, and investment of funds to maximize performance outcomes under section 116 (ref: WIOA sec 107 (d))
 - D. Receipt and accountability for all Workforce Innovation & Opportunity Act funds;
 - E. Establishment and maintenance of a financial management system;
 - F. Providing monthly financial reports;
 - G. Establishment and maintenance of procurement and contracting system;
 - H. Processing payment and reimbursements authorized by duly enacted board-approved policies;
 - I. Monitoring and reporting as required to the MWDB, local elected officials, state, CMCOG, and US Department of Labor; and
 - J. Engaging and selecting an auditor to audit all funds as required by the Act.