



# EMPOWERING JOBSEEKERS

Preparing low-skilled workers for high-demand jobs.





**SUCCEED**  
south carolina

# EMPOWERING JOBSEEKERS

Preparing low-skilled workers for high-demand jobs.

**Goal:** Provide an opportunity for low-skilled workers to become certified for high-demand jobs, leading to long term employment.

**Finding the Candidates:** Potential candidates will be recruited through state workforce partners such as SC Works, Adult Ed, DSS, Voc Rehab, as well as other local workforce partners, through promotion of training programs and employment opportunities in high-demand jobs. Regional businesses will be engaged through the use of their company name in recruiting candidates, their willingness to give first consideration of hiring certified graduates and participation in speed interviewing events.

**Training Eligibility:** Candidates will be screened by DEW staff against the following criteria for training in designated high-demand jobs.

#### Training Eligibility Criteria

- Lacks industry required occupational certification
- Has industry specific work experience or equivalent but lacks industry required occupational certificate
- Minimum Silver WorkKeys score
- Pass background check and drug test
- Willingness to pay back tuition fees once employed

If a potential candidate does not meet the criteria, “safety net” options will be provided to upgrade their potential in the workforce pipeline.

Adult Ed → GED

Voc Rehab → Accommodations for Disabilities

SC Works Centers → WorkKeys Training, Employability Preparations

**Pay it Forward Grants:** Candidates who meet the criteria will receive grants from the state to pay for certification training. Once the candidate becomes gainfully employed, the individual will be required to pay back the state.

**Certification Training:** The South Carolina Technical College System will provide industry or employer specific training to meet the demand.

**Job-readiness Assistance:** During training, candidates will receive assistance from DEW with building and posting their resumes and interviewing techniques. A final resume will be required as a capstone project for successful program completion.

**Matching with Supporting Businesses:** Upon successful completion of certification requirements, a hiring event will occur to match employers with graduates by hosting “speed interviews.”

Businesses select from the designated pool of trained, job-ready candidates. They have a two-week priority window to hire the graduate. If they choose to relinquish their priority status, these candidates will be moved into the larger pool of trained jobseekers and referred to recruiting businesses in the region.



**BUSINESSES NEED  
SKILLED WORKERS**



**DEW PROVIDES  
BUSINESS FUNDING  
FOR TRAINING**

**BUSINESS & TECH  
COLLEGE COLLABORATE  
TO DESIGN &  
IMPLEMENT TRAINING**



**INDIVIDUALS ARE  
TRAINED BASED ON  
BUSINESS NEED**

**BUSINESS  
HIRES &  
PROMOTES  
TRAINED  
WORKERS**

# DRIVING BUSINESS GROWTH

Providing businesses with  
trained individuals.





# DRIVING BUSINESS GROWTH

Providing Businesses with Trained Individuals

**Goal:** Provide an opportunity for businesses that do not meet the criteria for other state-funded training programs (ie: readySC) to be reimbursed for specialized training programs.

**Finding Businesses:** Regional businesses will learn of this more specialized training process through state and community marketing campaigns with targeted outreach to businesses who historically have struggled to fill open positions.

**Eligibility:** Businesses, or a consortium of businesses, will be considered based upon the following criteria:

- Wages offered are equal to or greater than the average for the occupation in the region
- Projected cost for training, to include average cost per trainee
- Current tax status
- Lack of eligibility for other state-funded programs (readySC)
- Economic impact on the local community

**Specialized Training:** Once approved, businesses will work closely with the technical colleges to develop and implement a specialized training program.

**Tracking Program Success:** DEW will utilize real-time data, feedback from businesses, technical colleges and wage records, to track the following measures:

- Number of training completers
- Number of completers who became employed
- Number of completers who retained employment
- Average wages

## Succeed SC Funding:

Train up to 1,500 job seekers @ \$2,000 per training.	\$3,000,000
Reimburse on up to 3,750 individuals in specialized training @ \$2,000 per training.	\$7,500,000
<b>Total Amount</b>	<b>\$10,500,000</b>