

**Greenville County Workforce Investment Board  
Self-Assessment Survey**

The South Carolina LWIB standards have been adopted by the State Workforce Investment Board (SWIB) with the expectation that local WIBs will become familiar with the standards and make internal determinations of how the Greenville County WIB is doing compared with the standards. The self-assessment survey is to be used to assist the Greenville County WIB in deciding where staff and other resources need to be placed to ensure the maximum potential for meeting the standards. In addition to the rating tool, please use the *Supporting Bullets* sections to provide narratives on accomplishments compared with each standard to help organize your information.

Use a five point scale as explained below to rate your responses:

- 1 = No action has been taken against this supporting standard
- 2 = Minimal action has been taken
- 3 = There is movement in the right direction but meeting the supporting standard will take some additional work.
- 4 = Most actions have been completed; meeting the supporting standard will take minimal additional work.
- 5 = Full action has been taken, and the Greenville County WIB feels confident it can meet this supporting standard.

**LOCAL WIB STANDARDS**

**I. Strategic Planning – the Greenville County WIB has a clear strategic plan that goes beyond meeting the minimum WIA metrics.**

A. The Greenville County WIB has a strategic plan covering at least a five year period that outlines and establishes its goals and actions and includes:	Rating (1 – 5)
1. A comprehensive local labor market analysis	<b>4</b>
Supporting Bullets: <b>Co-sponsored the production of the Market Street Study in 2005; annual plan updates provides Labor Market Information on employment projections, unemployment rates, layoff statistics. In 2008 SCDOC completed a comprehensive Labor Market Analysis for us which assisted us with developing our strategic plan and objectives.</b>	
2. Community input	<b>3</b>
Supporting Bullets: <b>Plan public notices are placed in SCBO and on the WIB’s web site to seek input from the community. The Greenville WIB also seeks input from major stakeholders and has communicated the final plan and goals to them to maintain buy-in.</b>	
3. Feedback to the community	<b>3</b>
Supporting Bullets: <b>Feedback, if any, is made through Board meetings and by use of the WIB’s website.</b>	
4. Alignment with the SWIB’s Plan	<b>3</b>
Supporting Bullets: <b>Progress is underway for the WIB to become a leading advocate for innovative, coordinated workforce policy. With the recent chartering of the Greenville Works, more dialogue and partnership between the economic and education partners is occurring. More attention and focus has also been given to strengthening our non-traditional access points.</b>	
5. Metrics for Success	<b>2</b>

Supporting Bullets: <b>Currently our metrics are the WIA Common Measures but we are working on developing standards that goes beyond WIA performance requirements.</b>	
6. Elements that address the needs of all business – small, medium, large	<b>4</b>
Supporting Bullets: <b>The formation of the Greenville Works, Business Retention and Expansion Program (BREP), and the incumbent worker training grants</b>	
7. Annual updates, at a minimum, to keep the plan current	<b>3</b>
Supporting Bullets: <b>Meet DOC Requirements annually</b>	

	Rating (1 – 5)
B. The Greenville County WIB has completed a publicly available and widely disseminated workforce report, which includes an up-to-date analysis of workforce and labor market issues for its area, and has translated the issues into key workforce themes that can be understood by the general public.	<b>2</b>
Supporting Bullets: <b>In progress</b>	
C. The Greenville County WIB has sought input on its strategic plan and goals from major stakeholders and has communicated the final plan and goals to them to maintain buy-in.	<b>3</b>
Supporting Bullets: <b>Input is sought from the WIB; public notice placed in the newspaper and website indicating the plan is complete and available for review and comment</b>	
D. There is evidence of Greenville County WIB collaboration with stakeholders that can help advance the strategic direction.	<b>3</b>
Supporting Bullets: <b>Greenville Works, BREP, United Way and LMI Project</b>	

**II. Resource Alignment – the Greenville County WIB has aligned relevant resources such as local workforce, education, economic development programs and initiatives to develop solutions to the unique workforce challenges facing the area.**

	Rating (1 – 5)
A. The Greenville County WIB set its strategic direction and mapped relevant local workforce resources against key workforce challenges identified in the strategic plan.	<b>2</b>
Supporting Bullets: <b>In progress</b>	
B. The Greenville County WIB coordinates, aligns, and leverages resources from other partners in the workforce system as well as local and regional educational institutions; e.g., technical colleges, the state university system, private universities, local school boards and career and technical education programs, that can support its strategic direction.	<b>4</b>
Supporting Bullets: <b>Greenville Works, One-Stop Partners, Regional Education Centers</b>	
C. Non-WIA resources, including private sector, foundation and other public sources, are leveraged by the Greenville County WIB to support local initiatives and strategic direction.	<b>3</b>
Supporting Bullets: <b>In progress</b>	

**III. Support of a Quality One-Stop System – the Greenville County WIB ensures that its South Carolina One-Stop system provides excellent and fully accessible services to both employers and job seekers.**

None at this time. A One-Stop chartering process is being developed and will be used as the supporting standard. The following elements are provided as indicators of actions the Greenville County WIB might consider in the interim to be positioned to meet the chartering criteria.	Rating (1 – 5)
Supporting Bullets: N/A- awaiting further instruction from SC Department of Commerce	
A. The South Carolina One-Stop system fits into the Greenville County WIB’s overall strategic plan to address the area’s human capital needs.	<b>3</b>
Supporting Bullets: <b>Continually making progress each year on engaging partners to make overall community impact.</b>	
B. The Greenville County WIB has successfully chartered all of its South Carolina One-Stop System locations.	<b>3</b>
Supporting Bullets: <b>Still awaiting certification criteria from DOC</b>	
C. The Greenville County WIB ensures the South Carolina One-Stop system operators are fully informed of the priorities of the Greenville County WIB and monitors the operators on a regular basis to ensure that staff are being educated and trained to fulfill the requirements of the Greenville County WIB.	<b>3</b>

**IV. Support for Youth – the Greenville County WIB has established a youth strategy that includes an analysis of the needs of the area’s youth population in general, aligns with the local labor market analysis and the state’s EEDA and K-16 priorities, and has taken action to implement a relevant strategy for youth in the area. Such action may be to act as a convener for local stakeholders or to identify a key focus area that will make a measurable difference for all youth or selected segments of the youth population.**

	Rating (1 – 5)
A. The Greenville County WIB’s Youth Council has a comprehensive strategic plan that aligns with both the Greenville County WIB’s and the State’s strategic plan.	<b>2</b>
Supporting Bullets: <b>In progress with the Youth Council</b>	
B. The Greenville County WIB’s Youth Council articulates its youth strategy to local education providers, youth services provider(s), and other potential partners and stakeholders, and has a working plan to advance the strategy in the area.	<b>2</b>
Supporting Bullets: <b>A new plan will enhance this area</b>	
C. The Greenville County WIB’s Youth Council and its youth service providers ensure that youth programs under their control partner with private sector businesses and other entities to encourage a variety of work experience and learning opportunities.	<b>2</b>
Supporting Bullets: <b>Many of our ARRA SYEP’s are working with a variety of worksites including those with the private sector.</b>	

D. The Greenville County WIB’s Youth Council uses the WIA youth funds it oversees to leverage other funding to achieve broader impact on the local workforce investment area’s youth population.	<b>3</b>
Supporting Bullets: <b>Leverage assistance of other youth service providers, grant/tuition assistance programs.</b>	

**V. Funding Oversight – The Greenville County WIB ensures that local funding decisions reflect the priorities outlined in its strategic plan.**

	Rating (1 – 5)
A. The Greenville County WIB is knowledgeable of all options for investing available funds and makes strategic decisions for their use.	<b>3</b>
Supporting Bullets: <b>Strategy will assist in researching investment compliance.</b>	
B. The Greenville County WIB is involved in the process to allocate available funds, and other monies when appropriate, in accordance with its and the State WIB’s strategic direction.	<b>3</b>
Supporting Bullets: <b>Annual budget approval process, special initiatives and contracts</b>	
C. The Greenville County WIB receives appropriate feedback on financial investments to ensure its strategic direction is followed and funds are being properly expended.	<b>2</b>
Supporting Bullets: <b>Room for improvement in this area</b>	
D. The Greenville County WIB leverages and influences other workforce investment streams outside of funds it controls.	<b>3</b>
Supporting Bullets: <b>More leverage is needed here.</b>	

**VI. Fiscal and Performance Accountability – The Greenville County WIB maintains sound fiscal and performance practices and achieves its required outcomes. NOTE: For this standard, the Department of Commerce will review appropriate records and provide data to all local WIBs so that there is a common timeframe and data set that all local areas are working from. As part of the initial self-assessment, local WIBs should review the most recent data available in the two supporting standards areas. The Greenville County WIB has met the following requirements:**

	Rating (1 – 5)
A. Has met the requirements of the common performance measures.	<b>5</b>
Supporting Bullets: <b>We have met or exceeded the common measures for the past year</b>	
B. Has resolved all outstanding audit exceptions and/or other monitoring issues, has a plan in place to resolve them, or has an appropriate appeal in process.	<b>3</b>
Supporting Bullets: <b>Ongoing process it seems but we are on track with resolving outstanding issues, if any.</b>	