

Workforce Development Incentives Guide Greenville, South Carolina



GREENVILLE WORKS

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Greenville Works is a partnership of local, state, and federal organizations working together to help new and existing businesses in Greenville meet their workforce and business growth needs. For more information, log on to www.greenvilleworks.com or contact John Baker at john@greenvilleworks.com.

AdvanceSC

Website: www.advancesc.org

Manufacturing Competitiveness Fund

MCF grants encourage companies to continue to make investments within the Duke Energy South Carolina service area or to consider the region as the place to consolidate their manufacturing operations. Recognizing the community value in retaining existing manufacturing in the area, this program provides financial assistance to manufacturers for investment in energy-related projects that improve productivity, improve reliability, increase cost control and efficiency, or reduce environmental impacts.

Contact: ContactUs@duke-energy.com

American Association of Retired Persons (AARP)

Website: <http://www.aarpworksearch.org>

AARP Foundation WorkSearch

WorkSearch offers employers incentives through the One-the-Job Experience (OJE) program. With OJE, employers are matched with qualified job candidates. *WorkSearch* pays wages and workers' compensation for an agreed-upon training period—usually two-to-four weeks. *WorkSearch* pays workers directly, according to the salary employers are offering for the position. It is understood that candidates who successfully complete the training will be hired.

Contact: Joe Perry
Project Director
(864) 467-3325
scgreenvil@aol.com

Apprenticeship Carolina

Website: www.ApprenticeshipCarolina.com

Apprenticeship Carolina™, a division of the South Carolina Technical College System, works to ensure all employers in South Carolina have access to the information and technical assistance they need to create demand-driven registered apprenticeship programs. Apprenticeship consultants are available, **at no charge to employers**, to guide companies through the registered apprenticeship development process from initial information to full recognition in the national Registered Apprenticeship System. By registering an apprenticeship program in South Carolina, companies are eligible for up to \$4000 in tax credit per apprentice.

Contact: Brad Neese
(803) 896-5376
neese@sctechsystem.edu

The Enterprise Zone/ Rural Development Act (E-Zone)

The Corporate & Career Development Division of Greenville Tech administers the Enterprise Zone Program, a tax incentive training program for Greenville County. E-Zone enables companies engaged in manufacturing, processing, and technology intensive facilities to claim up to a 50% tax rebate for job-related training coordinated by Greenville Tech.

Contact: Jane Johnson
Program Coordinator
(864) 250-8050
Main: (864) 250-8800
Jane.Johnson@gvltec.edu

Goodwill Industries of the Upstate/Midlands, SC

Website: www.goodwillsc.org

Goodwill Job Connection

Goodwill Job Connections matches employers with job seekers. Services available to employers at no cost include: space for on-site interviews, basic pre-screening of applicants, organized job fairs, recruiting of job applicants, posting job openings, and quality referrals. Area Job Connection locations include Anderson, Berea, Greenville, Greer, Powdersville and Simpsonville.

Contact: Melanie Gearhart
Job Connection Manager
(864) 351-0119
mgearhart@goodwillsc.org

Senior Community Service Employment Program (SCSEP)

The Senior Community Service Employment Program (SCSEP) is a community service and paid job training program for older workers. It was authorized by Congress in Title V of the Older Americans Act of 1985 to provide subsidized, part-time job training for low-income persons 55 years of age or older. The SCSEP program can provide additional manpower to your organization. SCSEP host agencies (Non-Profit employers with 501 (C) 3 status and public agencies) provide training to the participant and Goodwill provides the participant a training stipend. Our participants are matched to the work of your agency and provide the help you need while gaining skills to help them reenter the workforce.

Contact: Amalie Lipstreu
Program Manager
(864) 351-0130
alipstreu@goodwillsc.org

Greenville Area Development Corporation (GADC)

Website: www.greenvilleeconomicdevelopment.com/incentives.php

GADC assists new and expanding companies in growing or relocating to Greenville County, providing economic development resources, site location assistance, custom research, and serving as a liaison with local and state government and the Greenville business community. New and growing existing employers are eligible for state and county tax incentives.

Contact: Kevin Landmesser
(864) 235-2008
klandmesser@greenvillecounty.org

Greenville Chamber

Website: www.greenvillechamber.org

NationJob Online Employment Listing

Website: www.nationjob.com/greenville/

Chamber members have access to free or deeply discounted employment posting services on NationJob, the number one community based job network in the U.S. with 20 years of experience connecting job seekers, employers, communities and industries. NationJob's value-added services include a network of industry job sites, custom job sites, community job sites, cross-postings to other sites on the web, and PJ Scout.

Contact: Michele Brinn
VP, Workforce Development and Education
(864) 239-3727
mbrinn@greenvillechamber.org

Manufacturing Plant Managers Group

The roundtable provides a forum for area plant managers and other manufacturing staff to address issues impacting their facility's operational competitiveness. Meetings, held the 2nd Wednesday of the month from 12:30 to 1:30 pm., provide timely topics, top quality speakers and actionable "take-aways" as well as a hot lunch. Participation in the group is strictly limited to leaders in the manufacturing sector who are members of the Greenville Chamber.

Contact: Hank Hyatt
VP, Economic Development
(864) 239-2714
hhyatt@greenvillechamber.org

Talent Attraction Assistance & Retention Program

This program offers assistance to employers that are interested in attracting high-level talent but may need some assistance in selling the community. A variety of services and materials are available, including print and online tools as well as limited in-person assistance for certain projects.

Contact: Hank Hyatt
VP, Economic Development
(864) 239-2714
hhyatt@greenvillechamber.org

Greenville County Redevelopment Authority

Website: www.gcra-sc.org/programs/economic-development.html

Economic Development and Revolving Loan Fund Plan

This loan program is designed to spur economic development activities and promote opportunities for employment in five participating municipalities and commercial corridors. The program provides funds to small existing and emerging businesses.

Contact: Rashida Jeffers
GCRA Community Development Planner
(864) 242-9801, ext. 120

Greenville Works

Website: www.greenvilleworks.com

Business Retention and Expansion Program

Greenville Works conducts regular visits to businesses in manufacturing, logistics, headquarters and administrative operations, health care, and customer service to understand current workforce needs and future requirements. Greenville Works leverages its relationships to assist businesses in addressing issue areas such as supply chain, public policy, infrastructure, and workforce.

Contact: John Baker
Executive Director
(864) 350-0867
john@greenvilleworks.com

Industry Partnership Meetings

Greenville Works facilitates industry partnerships in advanced manufacturing, aerospace and aviation, life sciences, chemicals manufacturing, and transportation manufacturing to implement strategic workforce development gains and business growth.

Contact: John Baker
Executive Director
(864) 350-0867
john@greenvilleworks.com

Transportation Manufacturing Workforce Partnership

Using the National Fund for Workforce Solutions model, Greenville Works coordinates a career pipeline in transportation manufacturing by working with businesses and training providers to 1) identify skills gaps, 2) deliver effective training, and 3) provide opportunities for employment, advancement, and/or continued education.

Contact: Laura Harmon
Project Director
(864) 250-6715
laura@greenvilleworks.com

Michelin Business Loans

Website: www.michelindevelopment.us/upstate/

Michelin Development provides loans of \$10,000 and up to new start-up, small and medium sized companies. The focus of the Upstate, South Carolina program is socially and economically disadvantaged businesses.

Michelin Development is focused on creating quality, sustainable jobs by offering low interest loans.

Contact: (864) 458-6038
inquiries@michelindevelopment.us

SC Department of Social Services (DSS) – Greenville County

Website: dss.sc.gov

Family Independence Program (FIP) Tax Credit

Employers receive a tiered monthly tax credit for each new full-time employee who is a FIP stipend recipient.

Contact: Brenda C. McCullough
Program Coordinator, Family Independence
(864) 467-7989
brenda.mccullough@dss.sc.gov

Verlinda Moore
Job Developer
(864) 467-7884
verlinda.moore@dss.sc.gov

Welfare-to-Work (WtW) Tax Credit

WtW is a federal income tax credit for employers who hire long-term FIP recipients.

Contact: Brenda C. McCullough
Program Coordinator, Family Independence
(864) 467-7989
brenda.mccullough@dss.sc.gov

Verlinda Moore
Job Developer
(864) 467-7884
verlinda.moore@dss.sc.gov

SC Works - Greenville

Website: www.scworks.org and www.greenvillewib.com

Incumbent Worker Training (IWT)

IWT provides resources and reimbursements for businesses to train currently-employed workers in an effort to keep businesses and workers competitive. IWT grants are generally open for application annually each spring but may fluctuate based on funding.

Contact: SC Works Business Services
(864) 467-3620
info@greenvillecounty.org

On-the-Job Training (OJT)

OJT enables businesses to reduce training costs for Workforce Investment Act (WIA)-eligible workers by reimbursing up to 50% to 75% of the gross wages paid to *each* eligible worker during the first three months of employment.

Contact: SC Works Business Services
(864) 467-3620
info@greenvillecounty.org

Work Experience (WE)

Work experience is a planned, structured learning experience for WIA-eligible trainees. Minimum wage training stipends are paid to the trainee by WIA for the duration of a 12-week training period, thereby supplementing employer-paid wages.

Contact: SC Works Business Services
(864) 467-3620
info@greenvillecounty.org

WorkKeys® Job Profiles & Skills Assessments

Job profiles are conducted by an ACT-trained facilitator who works collaboratively with employers to complete a thorough analysis of one or more jobs. **Skills Assessments** are conducted by ACT-trained proctors that administer one or more WorkKeys® assessments to existing and/or prospective employees. Skills assessments may include applied mathematics, reading for information, locating information, and a host of other communication, problem solving, and interpersonal skill sets.

By matching job profile information with individual scores on the WorkKeys® skills assessments, employers can make reliable decisions about hiring, training, and program development needs.

Job profiles may be conducted at no charge or at a reduced cost to the employer depending on state funding. Fees to conduct skills assessments vary based on employer requirements.

Contact: SC Works Business Services
(864) 467-3620
info@greenvillecounty.org

Federal Bonding Program

Website: www.bonds4jobs.com

A simple incentive program that provides free bonds for businesses that hires employees who have been or may be refused commercial bond coverage. Bonding takes effect right after an applicant's first day of work, covers up to \$5,000, and self-terminates in six months or can be extended by the employer

Contact: Camille Fallaw
Bonding Services Coordinator (State)
(803) 737-2593
cfallaw@dew.sc.gov

Kathy Stanton
Federal Bond Program Coordinator (Greenville County)
(864) 242-2216
kstanton@dew.sc.org

Job Accommodation Network (JAN)

Website: www.askjan.org

JAN provides free consulting services to companies interested in hiring individuals with disabilities. Services include one-on-one consultation about all aspects of job accommodations, including the accommodation process, accommodation ideas, product vendors, referral to other resources, and ADA compliance assistance.

Contact: Kathy Stanton
(864) 242-2216
kstanton@dew.sc.gov

Veterans Program

Website: www.dew.sc.gov

The Veterans Program specializes in matching employer needs with veterans making the transition from military to civilian work.

Contact: Stan Dixon
Veterans Services Supervisor
(864) 467-3323
sdixon@dew.sc.gov

Work Opportunity Tax Credit (WOTC)

WOTC is a federally-funded tax credit program for employers to hire individuals with barriers to employment. There are nine categories of workers that qualify. Employers receive a tiered tax credit for hiring employees based on the number of working hours.

Contact: Kathy Stanton
(864) 242-2216
kstanton@dew.sc.gov

SC Manufacturing Extension Partnership (SCMEP)

Website: www.scmep.org

SCMEP offers a competitiveness review of the company at no cost and will make recommendations for improvement. Resources can be provided to help implement the recommendations for a fee.

Contact: Larry Jolly
Regional Vice President
(864) 288-5687 x209 office
(864) 901-5330 cell
ljolly@scmep.org

SC Occupational Safety and Health Administration (OSHA)

Website: www.scosha.llronline.com

Free Consultations

Employers may receive a free consultation service to help them recognize and correct safety and health hazards and improve their safety and health programs.

Contact: Office of OSHA Voluntary Programs

(803) 896-7744
jessuph@llr.sc.gov

Free Safety Training

Employers may receive free onsite training to help them recognize and correct safety and health hazards and improve their safety and health programs.

Contact: Office of OSHA Voluntary Programs
(803) 896-7744
jessuph@llr.sc.gov

Palmetto Star Voluntary Protection Program

A Palmetto Star site is one that has proven it is able to function independently of OSHA and is self-sufficient in its ability to control hazards at the worksite.

Contact: Office of OSHA Voluntary Programs
(803) 896-7744
jessuph@llr.sc.gov

Safety and Health Recognition Program (SHARP)

SHARP provides recognition to qualified employers who exceed the requirements of the Occupational Safety and Health Act of 1970 in providing their workers a safe and healthy worksite.

Contact: Office of OSHA Voluntary Programs
(803) 896-7744
jessuph@llr.sc.gov

Free Training Classes

OSHA provides free training programs and presentations designed to reduce or eliminate safety and health hazards in the workplace, and are available to employers in both the public and private sectors.

Contact: Van Henson
Training & Education Supervisor
(803) 896-7769
van.henson@llr.sc.gov

readySC

Website: www.sctechsystem.com

readySC provides tailor-made recruiting, screening, and training to qualifying companies in new and expanding industries in South Carolina at virtually no cost.

Contact: Johanna Gunter
Area Director, readySC
Division of Economic Development &
Workforce Competitiveness
(864) 250-8375
Business Cell: (864) 341-9254
gunterj@sctechsystem.edu

SC Vocational Rehabilitation Department (SCVRD)

Website: www.scvrd.net

SCVRD trains people with disabilities to maximize their potential. Employers may earn tax credits for hiring SCVRD workers. Work training incentives are available for employers.

Contact: Peter Foley
Business Development Team Leader
(864) 879-9428
Business Cell: (864) 414-9287
pfoley@scvrd.state.sc.us

Southeastern Trade Adjustment Assistance Center (SETAAC)

Website: setaac.org

The SETAAC program will pay for half of an employer's cost of business and engineering consulting services (up to \$75,000 for \$150,000 of total consulting costs) if the employer's sales and employment are down as a result of imports.

Contact: Andy Helm
(706) 400-9529
Main: (404) 894-6787
andy.helm@innovate.gatech.edu