



GREENVILLE COLLABORATIVE FOR *Workforce Development*



The Greenville Collaborative for Workforce Development (GCWD) is a community-based partnership that seeks to strengthen the financial stability of our region by investing in Greenville's low-income, under-skilled workforce to address skill shortages in industries critical to South Carolina's economic health. Currently, more than a third of American workers do not possess the skills necessary to compete in a global economy. At the same time, employers need workers with competitive skills so that local communities may prosper. Such gaps between the skill sets adults have and the skill sets employers require threaten our regional competitiveness and further the disparity between those with and those without education and skills.



To address the skills gap that exists in Greenville today, several organizations came together in 2008 to form a Greenville Collaborative. The participating organizations include the Greenville Chamber, Greenville County Workforce Development, Greenville County Workforce Investment Board, Greenville Technical College, Goodwill Industries of Upstate / Midlands of SC, Greenville ESC One-Stop Center, Sunbelt Human Advancement Resources, Inc., and the

United Way of Greenville County. The Greenville Collaborative pooled their expertise with that of economic development organizations, industry associations, employers, and public policy organizations to become well-versed in understanding the needs of Greenville's employers and under-skilled workers.

In response to employers' and under-skilled workers' needs, the Greenville Collaborative created GCWD, a skills development initiative to equip under-skilled members of our community's workforce with the knowledge and confidence they need for in-demand job enhancement and future, long-term success. Through GCWD, employers gain well trained workers who possess the critical skills needed for their success, and workers progress up career ladders, enhancing their financial stability.

GCWD seeks to accomplish the following:

- Under-skilled workers develop in-demand, marketable skills
- Workers find and retain employment with sustainable salaries, benefits, and career ladders
- Valued employers in growth industries find and retain skilled workers
- Capacity and resources for education and skills training are enhanced
- Public policies that improve economic opportunity are promoted and secured.

¹ Under-skilled workforce = low-income, unemployed and underemployed adults of working age with less than two years of post-secondary education

² The National Association of Workforce Solutions. (2007). Workforce Partnerships. Retrieved 9/25/08 from http://www.nfwsolutions.org/workforce_partnership_model.html

A National Model

GCWD is built upon a nationally recognized sector-based employment model, supported by the National Fund for Workforce Solutions (NFWS). The model establishes a Funder Collaborative to secure and direct funds toward mutually selected workforce projects and to monitor their progress. Workforce projects are carried out by Workforce Partnerships, which are comprised of businesses and providers of education, employment training, and supportive services. The NFWS model requires that clearly communicated outcome measurement goals be attained. The result is a well-trained workforce that is suitable to fill the critical skill needs of area employers in entry-level positions and beyond. The NFWS model includes strong public policy and capacity building components to further develop opportunities for under-skilled workers.



Guiding Principles

GCWD is guided by ten key principles to accomplish its goals. They are:

1. Co-investment concept for funding and oversight
2. Collaboration with philanthropic efforts, employers, government, and community organizations
3. A dual customer approach: under-skilled workers' and employers' needs are addressed
4. Creation of career pathways into sustainable employment
5. Focused efforts on regional sectors and clusters of industry
6. Implementation of the nation's best practices and cutting-edge strategies
7. Results-oriented programs with measurable outcomes
8. Smart growth of partnerships and programs to build upon successes
9. Long-term effort to build capacity and infrastructure
10. Support of systems change and public policy improvement

Employer and Philanthropic Involvement

GCWD seeks to include the participation of valued employers working in the area's growth industries. Likewise, philanthropic support of local efforts to address Greenville's critical employment skill gaps is required. We invite your inquiries as we develop GCWD to improve the financial stability of under-skilled workers, valued employers and the entire community.

For more information, contact:

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