



Santee-Lynches Workforce Development Board Meeting
Via Zoom
Tuesday, October 26, 2021 - 5:00 PM

MINUTES

Members Present:

Kershaw – John Hornsby, Renee Baker, Teresa Oelze, Berri Outlaw
Lee – George General (Chairman), Annette Karlinsky,
Sumter – Calvin Hastie, Sr., Janice Poplin, Debra Young, Dr. Vanessa Canty, Gail Lemmon, Sam Lowery

Members Absent:

Clarendon – Kayla Padgett(excused), Robert “Bob” Edwards
Lee- Zina Wright
Kershaw - Teresa Justice
Sumter - Bobby Anderson (Vice-Chairman), Jerome Robinson(excused), Ashton Elmore (excused),

Staff Present:

Christopher McKinney, SLRCOG CEO/Executive Director
Areatha Clark, Deputy Executive Director and Chief, Workforce Development
Esmonde Levy, Workforce Development Manager
Freda Amerson, Workforce Development Operations Coordinator
Steve Berger, Business Services Lead
Kourtney Page, SLRCOG Administrative Assistant I-PR

Guests:

Ray Jackson, Eckerd Connects - Workforce Development
Kal Kunkel, Eckerd Connects – Workforce Development
Renee Alexander, Eckerd Connects, Workforce Development
Melissa Rodgers, SC Department of Employment and Workforce (SCDEW)
Brenda Gardner, SC Department of Commerce
Michelle Paczynski, SC Department of Employment and Workforce (SCDEW)
Dr. Penelope Martin-Knox, Superintendent of Sumter County School District

1. Welcome and Call to Order

Chairman George General called the Santee-Lynches Workforce Development Board of Directors’ (WDB) Meeting to order at 5:05 PM. A quorum was present.

2. Invocation/Pledge of Allegiance

Mr. Ray Jackson provided the invocation and Chairman General led the Pledge of Allegiance.

3. Introduction of Guests

Ms. Areatha Clark, Deputy Executive Director and Workforce Development Chief, introduces guests and staff. She also introduced a new Board Member, Mr. Berri Outlaw, the new Regional Manager for the SC Department

of Employment and Workforce for the Santee-Lynches Region. Ms. Clark later welcomed Dr. Penelope Martin-Knox, Superintendent of Sumter County School District, as a guest to the meeting.

4. Adoption of Revised Agenda

Chairman General entertained a motion to approve the revised agenda. **A motion was made by Ms. Debra Young and seconded by Ms. Janice Poplin.** There being no discussion, Chairman General called for the vote. **All were in favor and the motion passed unanimously.**

5. Approval of Previous Meeting Minutes – August 24, 2021

Chairman General entertained a motion to approve the Workforce Development Board (WDB) Meeting Minutes of August 24, 2021. **A motion was made by Ms. Janice Poplin and seconded by Mr. Calvin Hastie, Sr.** There being no discussion, Chairman General called for the vote. **All were in favor and the motion passed unanimously.**

6. Executive Director's Report

Santee-Lynches Regional COG's Executive Director, Mr. Christopher McKinney began his report by acknowledging the board members for being cooperative and dedicated to this board and region to help make a difference. He highlighted that the Far UV-UVC project is finally in action. This technology is designed to kill germs and disinfect students from COVID-19 and other pathogens such as the flu, etc. when students exit the buses and anything within a certain distance of it, will be disinfected. Mr. McKinney stated that these systems are scheduled to be placed on buses by Thursday.

Mr. Hastie asked if all buses in the state or region will receive this system. Mr. McKinney clarified that this will be placed only on buses in our region. Ms. Teresa Oelze asked whether this project will be highlighted in the Sumter Item and/or other newspapers. Mr. McKinney confirmed that this project will be highlighted in the local newspaper(s), and pictures will be taken as well.

7. Special Presentation: Regional Workforce/Education Update

Santee-Lynches Regional Workforce Advisor, Ms. Brenda Gardner provided an update on the SC Commerce's workforce division regarding projects and events that are happening in the region. She described the presentation to be an update due to COVID and will inform the board on the number of programs they will have soon.

The information below is a compiled snapshot of data provided by the SC Department of Commerce for the 3rd Quarter of 2021.

Santee-Lynches Regional Workforce Snapshot (Q3 2021)		
Clarendon, Kershaw, Lee, and Sumter Counties		
Total Employment	88,639	
Unemployment Rate (September 2021)	3.7%	
Adult 18-64 Years	133,178	
2019-2020 Public High School	9,347	
Postsecondary Credit Enrollment	6,762	
Top Industries (Q2 2021)		
Industry	Employed	% of Total Employment
Health Care & Social Assistance	11,078	16%

Ms. Gardner elaborated on the Healthcare sector being the leading industry for employment. Retail & Manufacturing is tied as second followed by accommodation/food services.

Top Industries (Q2 2021)		
Industry	Employed	% of Total Employment
Healthcare & Social Assistance	11,078	16%
Retail Trade	9,931	14%
Manufacturing	9,778	14%
Accommodation & Food Services	5,859	8%
Educational Services	5,424	8%
Public Administration	4,964	7%

Ms. Gardner expressed how the data consists of important numbers the board needs to focus on. She stated that the data is from a year ago, but COVID came into effect. USC of Sumter & Morris College's enrollment numbers have decreased. Next, Ms. Gardner reported on the Technical Colleges. She stated that the report mirrors the percentage for the healthcare field with 23% of degrees being awarded in this field. However, there is gap between the workforce and what the Technical College completion numbers are. This gap is primarily due to the liberal arts and general studies majors with students transferring to 4-year institutions and there is no 1-on-1 exchange with those students.

Santee-Lynches Region Education Snapshot (2019-2020)		
Public & Independent Universities and Colleges Enrollment		
Fall 2019 Enrollment (2,272)		
Institution		Credit Enrollment
USC- Sumter		1,578
Morris College		694
2019-2020 Public/Independent Colleges and Universities Degrees Awarded (232)		
Program	Degrees	% of Awarded
Liberal A/S, General Studies & Humanities	136	59%
Law Enforcement, Firefighting & Related	18	8%
Business, Management, Marketing Related	16	7%
Social Sciences	16	7%

Technical College(s)		
Fall 2019 Enrollment- Credit (4,490) & Corporate and Community Education (CE) Programs		
Institution	Credit Enrollment	Credit Enrollment
Central Carolina Technical College	4,490	1,329
2019-2020 Public/Independent Colleges and Universities Degrees Awarded (232)		
Program	# of Credentials	% of Awarded
Health Professions & Related Programs	156	23%
Liberal A/S, General Studies & Humanities	130	19%
Engineering Tech and Engineering-Related	96	14%
Business, Management, and Related	71	11%
Precision Production	51	8%

Ms. Gardner presented information on High School CTE Certifications Awarded. She shared that OSHA is the most popular certification awarded followed by the EmployABILITY Soft Skills Program. Ms. Gardner described the EmployABILITY Soft Skills program as a great tool that school districts are using to teach

students soft skills through a combination of online and in person learning that consists of practice and demonstrations in activities. Once the program is completed, the instructor would certify that the student met the requirements, demonstrated, and practiced these soft skills for students to receive the certification. She continued by stating this program was designed by Microburst and continues to be a strong element of high school certifications awarded.

Public High Schools		
2019-2020 Career and Technical Education (CTE) Student Course Enrollment (8,474)		
CTE Student Cluster	Enrollment	% of CTE Enrollment
Business, Management & Admin	2,076	24%
Information Technology	1,460	17%
Health Science	840	10%
Ag, Food & Natural Resources	799	9%
Human Services/Family & Consumer Sciences	735	9%

High School CTE Certifications Awarded (915)		
Certification Focus	Total Certs Earned	% of Awarded
Osha-10**	321	35%
Microburst EmployABILITY Soft Skills	157	17%
Health Science	153	17%
Transportation, Distribution & Logistics (TDL)	92	10%
Manufacturing	76	8%

Ms. Gardner provided information on the latest snapshot event called SC Days. It is a virtual career exploration event for High School students that was created to reach out to the students during the pandemic. This event turned out to be very successful; particularly in our region which 1/3 of our students attended. They will continue to partner with Tallo and SC Future Makers to continue SC Days. Last year, they covered six different career clusters. This year the focus will be IT and Cybersecurity. The event is scheduled for February 24, 2022. The focus on IT & Cybersecurity is due to the momentum building in our community to promote this as a career choice. Their target school grade is 9th graders.

Ms. Gardner explained that they are trying to host an in-person manufacturing expo for 8th graders this school year. This is the year they will need to choose their first career cluster. She stated that they have scheduled this for in-person but will be prepared to host it as virtual. She acknowledged Thompson, Coca-Cola, and Boeing for participating last year. They prepared experiments and activities which the kids had the opportunity to take home and complete. The Kershaw Expo is scheduled for April 1, 2022.

Lastly, Ms. Gardner shared information on the Emerging Leaders program, which is an event that occurs each month up until May 2022. This consists of rising juniors of Sumter and Lee counties who meet monthly to discuss community issues and meet professionals in the field. These students will also receive credit from USC-Sumter for their participation and serve on boards/committees of our community (such as Youth Committee). Ms. Kiara Davis joined the Youth Committee at its October meeting and will be serving on the committee for the remainder of the school year.

Ms. Gardner again shared with the Board the upcoming events that will be held in the Spring of 2022:

SC Days-February 24, 2022Sumter/Lee Manufacturing Expo-March 25, 2022
Kershaw Expo- April 1, 2022
Emerging Leaders (2021-22 School Year)

8. Reports (Information Only)

SC Works Operator and Program Services Reports:

Mr. Ray Jackson provided the SC Works Center and Program Reports.

He provided information from the VOS Greeter (the number of customers visiting the center).

- 3,639 total number of customers served and 124 were identified as veterans.

Summary Report -Region/LWIA: Santee-Lynches	7/1/2021 – 9/30/2021
Total number of Individuals that Registered	275
Total number of Individuals that Logged In	4,361
Total number of Distinct Individuals Receiving Services	13,596
Total number of Internal Job Orders Created (Region)	456
Total number of Internal Job Referrals Created (Statewide)	6,433
Total number of Services Provided Employers	876

Mr. Jackson provided information on overall job placements for 2021. He noted that the report didn't capture placement information for the full quarter of July – September. However, he is working with staff to gain those placements that were missed.

Month	2021
January	100
February	94
March	108
April	92
May	96
June	192
July	30
August	
September	45
Total	757

Also provided was information on hiring events held July 1 – September 30th:

- Total Hiring Events – 20
- Job Seekers attending events – 97
- Total Hired – 62 (Ollie's)

Next, Mr. Jackson provided Unemployment Rates as of September 2021. These numbers were just reported:

- South Carolina 3.3%
- Santee-Lynches Region – 3.7%
- Sumter County – 3.8%
- Clarendon County – 3.9%
- Kershaw County – 3.1%
- Lee County – 4.8%

The following Enrollment information was presented for the Adult and Dislocated Worker programs:

July 1, 2021, to September 30, 2021			
	Active	Follow Up	Total
Sumter Center	32	163	195
Camden Center	10	59	69
Total	42	222	264
	Carry Over		Total
Sumter Center	59	153	212
Camden Center	10	51	61
Total	69	204	273
Grand Total	111		
	Total w/ Priority	Total Served	Percentage
Adult/DW Low Income	90	110	82%
SNAP Recipient	38	110	35%
Basic Skills Deficient	14	110	13%
	PY 21'		
Credential Attained	35		
Measurable Skills Gained	43		

Adult Program Highlight

Mr. Jackson shared the Success Story for the Adult program: Tawn Oliver-Worked at Green's nursing home for 15 years as a Med Tech and supervisor, and always wanted to be a Medical Assistant (MA). When the company was being sold, she took that as a sign to go after this opportunity. After completing training, Ms. Oliver-Atkins completed a MA Internship at McLeod's Cardiology in Sumter in July. In September, she obtained full-time employment at Jeters and Skinner Family Practice (McLeod). Ms. Oliver-Atkins also participated in the Santee Lynches S.T.E.P program during and received \$500 towards her rent to assist her while in training.

Next, Mr. Jackson provided Participant Training Data from 7/1/2021 to 9/30/2021.

Type	Count
Classroom Training	64
On the job training	7
Total	71

Training Program	Count
Truck Driver CDL	22
Nursing Assistant Program	13
Medical Administrative Assistant-Certificate	7
Phlebotomy	11
EKG	3
Manufacturing	1
Clinical Medical Assistant	6

Mr. Jackson provided the Youth Enrollment Update for the first quarter from July 1 to September 28, 2021. He expressed how they do have some ground to make up with the Actual Enrollments and are implementing efforts to increase enrollments through an Enrollment Blitz.

Youth Total Active Enrollments	
Actual	54
Goal	145

Enrollment Update
New Enrollments: 10
Carryover: 44

Performance Outcomes Update 1 st Quarter 2021 July 1 -September 28, 2021		
WEX/OJT	4	Youth Active WEX: 4 Active OJT: 0
Resumes Created	9	
Career Smart	8	
Adult Ed Enrollments	5	
Credentials	12	
Measurable Skills Gain	47	
GED & HS Diploma	0	
Placements	74	

Youth Success Story

Mr. Jackson shared the Success Story for Youth program: Shyhiem White is a Clarendon County youth with great manners and desire to learn more about the construction and manufacturing field. Shyhiem didn't have a really good start and made a serious error in his WEX. However, through much remorse and corrective steps, he turned himself around and committed to doing the right thing, or in his words, "I'm going to do right." He did the legwork to be selected for scholarship programs at CCTC and FDTC, which showed his level of commitment. Mr. White obtained Forklift Certification with CCTC, obtained a MIG Welding Certification with FDTC on September 16th, attended the Fatherhood Coalition Job Fair on September 24th, interviewed with Santa Cruz on September 28th, and was hired that same day. Humility, commitment, communication skills, maturity, and extra hard work helped Shyhiem to succeed!

Chairman General reflected on the Training Data and asked if the 22-enrollment for truck driving is normal or low during this current time. Mr. Jackson explained that this is normal and that they are striving to increase

these numbers. Considering the shortage in the trucking industry, they were expecting higher results but there are a few individuals that are interested in the program. Most positions for trucking are over the road driving, which is where individuals often lose interest.

Financial Report:

Mr. Esmonde Levy provided the Financial Report for PY'21 through September 30, 2021:

Chart 1: Program Year 2021 Eckerd Adult Total (including transfers):

Eckerd spent \$64,800 of \$280,000 (23% expended) with a remaining balance of \$215,200.

Chart 2: Eckerd Adult Monthly Expenditures:

July \$17,816; August-\$32,512; September \$14,472.

Chart 3: Program Year 2021 Eckerd DW Total (including transfers):

Eckerd spent \$30,370 (7% expended) with a remaining balance of \$389,630.

Chart 4: Eckerd DW Monthly Expenditures:

July-\$7,612; August-\$10,495; September-\$12,263.

Chart 5: Rapid Response Eckerd Dislocated Worker Total

Eckerd spent \$42,337 of \$100,000 of the Rapid Response Dislocated Worker budget leaving a balance of \$57,663 (42% expended). [Grant ends December 30, 2021]

Mr. Levy stated that staff are keeping track of and monitoring the expenditures of regular DW and Rapid Response DW to ensure that the funds are spent.

Chart 6: Program Year 2021 Eckerd Youth Total

Eckerd spent \$75,059 of \$420,000 (18% expended) with a balance of \$344,941.

Chart 7: Eckerd Youth Monthly Expenditures:

July-\$29,945; August-\$24,166; September-\$20,948

9. Other Business

Dislocated Worker to Adult Transfers

Mr. Levy stated as a reminder that we continue to serve more Adults than Dislocated Workers. As a result, staff is seeking approval of the following two transfers:

Transfer of PY '20 Funds Dislocated Worker to Adult

	Adult	Dislocated Worker
PY'20 Transfer of Dislocated Worker to Adult	+\$170,000	-\$170,000

Transfer of PY '21 Funds Dislocated Worker to Adult

	Adult	Dislocated Worker
PY'21 Transfer of Dislocated Worker to Adult	+\$30,000	-\$30,000

Chairman General asked Mr. Levy to describe what a DW is to those who are new to the board. Mr. Levy explained that Dislocated Workers are individuals who have skills and have lost their job due to no fault of their own. Ms. Clark further explained this may include individuals losing their job due to a layoff, plant closure or being long-term unemployed. Many individuals come into the centers after being laid-off due to COVID and staff are hopeful to be able to serve these individuals through the DW Program because they are chronically long-term unemployed.

Chairman General asked if that currently we don't use as much DW funding because the need is not as great due to the current situation. Ms. Clark confirmed that the pandemic has played a part with this, but they are still struggling with getting individuals to come into the centers to take advantage of the services provided. She explained that they are working closely with Eckerd to create a campaign to target dislocated Workers to help increase traffic to the centers. Dr. Canty asked if there are any stipulations for receiving the funds. Ms. Clark explained that funds do not go to the individuals directly. The recipients must turn in timesheets, meet with a career coach on a regular basis, attend class and do their best in the class then seek a job in their field after they complete the training.

With no further discussion, a motion was made by Ms. Teresa Oelze, and seconded by Ms. Debra Young to transfer \$170,000 in PY'20 Dislocated Worker Funds to the Adult program and \$30,000 in PY'21 Dislocated Worker Funds to the Adult program. There being no discussion, Chairman General called for the vote. All were in favor and the motion passed unanimously.

Ms. Oelze asked if there's an update on when the board will meet in person. Ms. Clark responds that they are carefully monitoring the numbers. At this time, the numbers are decreasing, however staff is also seeking a location that is large enough to allow for members and staff to social distance.

Chairman General asked if we are looking at a potential impact of individuals not getting the vaccine facing potential unemployment. Ms. Clark stated that staff at our SC Works center are ready to assist customers if there is an increase in traffic. Mr. Berri Outlaw added that they are not currently seeing a lot of businesses, other than healthcare, implementing this requirement for individuals to be vaccinated. However, they are expecting federal guidelines (need to monitor) on this issue and expectations are that there will be an uptick in unemployment.

Executive Director, Mr. Christopher McKinney further explained what the S.T.E.P. program Ms. Oliver-Atkins had participated in. This program gives recipients a "hand-up" instead of a "hand out".

Mr. Calvin Hastie, Sr. expressed concern of growing numbers of homeless people in the area. He encouraged the Board to share ideas of ways we can resolve this issue in our region. Chairman General stated that he will have someone contact Mr. Hastie on a program that provides meals and temporary rooms available in a building in Bishopville. Services will also include financial and employment assistance. Ms. Annette Karlinsky asked if Mr. General had heard of the severe weather shelter that's opening in Bishopville. The CEO of Coca-Cola has donated \$42,000 for the purchase of a building, which they will have a grand opening to raise money. In addition to that, the Coca-Cola plant does a community cookout monthly to provide lunch and target the homeless in Bishopville. Chairman General stated he will have the representative in Bishopville to contact her as well to

get further information. Mr. Jackson added that SC Works provides services to Veterans and participates in other community programs to contribute resources for those individuals.

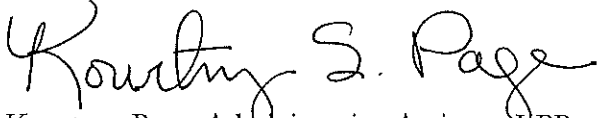
10. Chairman's Comments

Chairman General thanked the Board for attending and being engaged.

11. Adjourn

There being no further business, the Santee-Lynches Workforce Development Board Meeting adjourned at 5:56PM.

Recorded By,

A handwritten signature in black ink that reads "Kourtney S. Page". The signature is written in a cursive, flowing style.

Kourtney Page, Administrative Assistant I-PR
Santee-Lynches Regional Council of Governments