



Santee-Lynches Workforce Development Board Meeting

Via Zoom

Tuesday, May 24, 2022 - 5:00 PM

MINUTES

Members Present:

Clarendon- Kayla Padgett

Kershaw – John Hornsby, Renee Baker, Berri Outlaw

Lee – George General (Chairman), Annette Karlinsky

Sumter – Calvin Hastie Sr., Bobby Anderson (Vice-Chairman), Debra Young, Gail Lemmon, Kanzora Robinson, Brian Reilly

Members Absent:

Clarendon – Mike Morrow(excused)

Kershaw - Teresa Justice, Jeff Burgess (excused), Celeste Taylor

Sumter – Janice Poplin (excused), Sam Lowery, Dr. Vanessa Canty

Staff Present:

Areatha Clark, Interim Executive Director and Chief, Workforce Development

Esmonde Levy, Workforce Development Manager

Kourtney Page, SLRCOG Administrative Assistant I-PR

Guests:

Deidre Smalls, Area Manager of Eckerd Connects, Workforce Development

Renee Alexander, Eckerd Connects, Workforce Development

Melissa Rodgers, SC Department of Employment and Workforce (SCDEW)

1. Welcome and Call to Order

Chairman George General called the Santee-Lynches Workforce Development Board of Directors' (WDB) Meeting to order at 5:03 PM. A quorum was present.

2. Invocation/Pledge of Allegiance

Mr. Calvin Hastie, Sr. provided the invocation followed by the Pledge of Allegiance.

3. Introduction of Guests

Ms. Areatha Clark, Deputy Executive Director and Workforce Development Chief, introduced guests including Ms. Deidre Smalls, the new Eckerd Connects Area Manager. She also introduced a new Board Member, Ms. Kanzora Robinson, the President and Labor Representative for the NAPFE (National alliance of postal and federal employees) at SCDOC.

4. Adoption of Revised Agenda

Chairman General entertained a motion to approve the agenda. **A motion was made by Ms. Debra Young 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.**

5. Approval of Previous Meeting Minutes – March 22, 2022

Chairman General entertained a motion to approve the Workforce Development Board (WDB) Meeting Minutes of March 22, 2022. **A motion was made by Mr. Calvin Hastie, Sr. and seconded by Ms. Annette Karlinsky.** There being no discussion, Chairman General called for the vote. **All were in favor and the motion passed unanimously.**

7. Reports

Youth Committee Report

The Youth Committee Report was presented by Youth Committee Chair, Mr. Calvin Hastie, Sr. Mr. Hastie shared with the Board that they will be starting their annual Youth Program called Family Fun in the Park on June 9th in the South Sumter Park. This event will teach children how to play tennis, golf, softball, and art. Mr. Hastie further explained that they have plans to expand the program with \$10,000 granted by the City. The Hype Program has donated \$50,000 to start a hype program in the South Sumter Gym for about forty children in that area. This program will require them to hire people from that community to work in the program. Mr. Barney Gadson will be managing this program, which will be a plus in that area.

Mr. Hastie began to announce the different festivities that are taking place during the upcoming weekend leading up to Memorial Day. He expressed to the Board the importance of being aware of the activities taking place in the City of Sumter and Sumter County.

Afterwards, Mr. Hastie made a recommendation and motion to extend the Eckerd Youth contract for an additional year. Vice-Chairman, Bobbie Anderson seconded the motion. There being no discussion, Mr. Hastie called for the vote. **All were in favor and the motion passed unanimously.**

SC Works Committee Report

The SC Works Committee Report was presented by SC Works Committee Chair, Mr. Bobby Anderson. **Vice-Chairman Bobby Anderson made a recommendation and motion to approve the Eckerd WIOA Adult/Dislocated Worker and SC Works Operator contracts. Ms. Debra Young seconded the motion for Eckerd's WIOA Adult/Dislocated Worker Contract and Mr. John Hornsby seconded the motion for SC Works Operator contract.** There being no discussion, Chairman General called for the vote. **All were in favor and the motion passed unanimously.**

SC Works Operator Report

The SC Works Operator Report was presented by Ms. Deidre Smalls, Eckerd Connects Area Manager.

Ms. Smalls shared with the Board that on May 11th, Ray Jackson along with a few members of the COG Executive Staff attended the official grand opening of the GE Appliances Plant in Camden, SC. This plant will be manufacturing water heaters. During the construction and preparation of launch, more than 50 team leaders and maintenance employees completed more than 5,700 hours of mechatronics, robotics, and welding training at Central Carolina. This plant will employ 140 individuals with opportunity for growth.

Next, Ms. Smalls provided information from the VOS Greeter (the number of customers visiting the center).

- Ms. Smalls informed the board that the decline in several areas at the SC Works Centers was affected by the number of individuals receiving unemployment insurance last fiscal year vs. now - most of those individuals are no longer receiving that form of income.

Summary Report -Region/LWIA: Santee-Lynches	7/01/20 – 4/30/2021 Previous PY	7/01/21- 4/30/2022 Current PY
Total number of Individuals that Registered	4,599	784
Total number of Individuals that Logged In	10,984	4,599
Total number of Distinct Individuals Receiving Services	23,536	201,299
Total number of Services Provided to Individuals	1,167,976	547,193
Total number of Internal Job Orders Created (Region)	1,475	1,521
Total number of Internal Job Referrals Created (Statewide)	36,879	14,555
Total number of Services Provided Employers	3,564	3,863

Area Profile for Santee-Lynches SC

As of March 2022, the Santee-Lynches Region's unemployment rate was 3.7%, which is lower than the national rate of 3.8%. Ms. Smalls further explained that in the previous year, Santee-Lynches' unemployment rate was 4.8%, which has dropped this year due to individuals returning back to work. Based on the number of unemployed tracked in the Santee-Lynches Region, Ms. Smalls expressed to the Board that there is greater opportunity to connect with those individuals.

Area Profile for Santee-Lynches, SC

Area Labor Force, Employment and Unemployment Data Table

The unemployment rate for the Santee-Lynches was 3.7% as of March 2022. The regional unemployment rate was lower than the national rate of 3.8%. One year earlier, in March 2021, the unemployment rate in the Santee-Lynches was 4.8%.

Area	Civilian Labor Force	Number Employed	Number Unemployed	Unemployment Rate
South Carolina	2,397,684	2,318,251	79,433	3.3%
Santee-Lynches	90,350	86,976	3,374	3.7%
Sumter	42,447	40,828	1,619	3.8%
Kershaw	29,184	28,245	939	3.2%
Clarendon	12,151	11,654	497	4.1%
Lee	6,568	6,249	319	4.9%

Source: Bureau of Labor Statistics, SC Dept of Employment & Workforce

Area Labor Force, Employment and Unemployment Data

Santee-Lynches Region ranks #4 of 12 with a 3.7% unemployment rate.

Area Labor Force, Employment and Unemployment Data

Rank	Area	Civilian Labor Force	Number Employed	Number Unemployed	Unemployment Rate
1	Waccamaw	187,577	179,523	8,054	4.3%
2	Rowe/Dee	152,078	145,893	6,185	4.1%
3	Lower Savannah	130,191	124,829	5,362	4.1%
4	Santee-Lynches	90,350	86,976	3,374	3.7%
5	Catawba	207,429	200,166	7,263	3.5%
6	Upstate	195,029	188,503	6,526	3.3%
7	Upper Savannah	111,890	108,183	3,707	3.3%
8	Midlands	355,447	344,423	11,024	3.1%
9	Lowcountry	114,448	110,913	3,535	3.1%
10	Worklink	185,140	179,726	5,414	2.9%
11	Triad	405,374	393,687	11,687	2.9%
12	Greenville	262,737	255,429	7,308	2.8%

Source: Bureau of Labor Statistics, SC Dept of Employment & Workforce

Ms. Smalls shared an overview of the highest number of job openings in the region. The top three are in the healthcare profession, which they have seen an increase in requests for healthcare trainings and programs.

Employers by Number of Job Openings

This section shows the employers with the highest number of job openings advertised online in Santee-Lynches, SC on May 9, 2022

Rank	Employer Name	Job Openings
1	Medical University of South Carolina	124
2	Prisma Health	116
3	McLeod Health	59
4	Advance Auto Parts, Inc.	58
5	Zaxby's	53
6	Kershaw County School District	47
7	Food Lion	41
8	City of Sumter, SC	36
9	Agile Defense, Inc.	32
10	Lee County School District	32

Source: Bureau of Labor Statistics, SC Dept of Employment & Workforce

Education Level of Jobs and Candidates:

Ms. Smalls expressed that this report shows an overview of educational levels required for employment within the Santee-Lynches region.

Education Level of Jobs and Candidates

This section shows the minimum level of education requested by employers on job openings advertised online, as well as the educational attainment of potential candidates in the workforce system that are looking for jobs in Santee-Lynches, SC on May 9, 2022. There were 2495 job openings advertised online that did not specify a minimum education requirement.

Rank	Education Level	Job Openings	Percentage of Job Openings	Potential Candidates	Percentage of Potential Candidates
1	No Minimum Education Requirement	22	2.76%	0	N/A
2	Less than High School	0	N/A	747	4.81%
3	High School Diploma or Equivalent	194	6.79%	6,650	42.83%
4	2 Years of College or a Technical or Vocational School	1	0.03%	0	N/A
5	Vocational School Certificate	5	0.17%	1,346	8.67%
6	Associate's Degree	17	0.59%	1,604	10.33%
7	Bachelor's Degree	67	2.34%	1,892	12.19%
8	Master's Degree	1	0.03%	718	4.63%
9	Doctorate Degree	0	N/A	71	0.46%
10	Specialized Degree (e.g. MD, DDS)	0	N/A	48	0.31%
11	Not Specified	2,495	87.27%	0	N/A

Source: Bureau of Labor Statistics, SC Dept of Employment & Workforce

Santee-Lynches Job Placements:

In terms of job placements, Ms. Smalls shared that our area has 27 placements this month. They are expecting the numbers to increase. This number reflects on individuals participating in non WIOA services. She stated that Berri Outlaw and his team are working diligently to resume hiring events and other services to develop more job placements.

WIOA Adult, Dislocated Worker, & Youth Performance Report

Ms. Deidre Smalls presented the July 1, 2021-April 30, 2022, WIOA Adult, Dislocated Worker, & Youth Performance Report.

WIOA Adult Program

As of today, they have a total 147 new Adult enrollees and 11 new Dislocated Workers.

Total Served for the year, that includes the carryover numbers from last program year is 216 Adult and 23 Dislocated Workers.

Occupational Skills Training

This program year, they had 85 Adults to receive training and 7 Dislocated Workers.

There were over 100 credentials earned in which 92 were Adults and 8 of them were Dislocated Workers.

Vice-Chairman Anderson asked how many of those individuals that earned credentials went to work. Ms. Areatha Clark stated that an average of 90% or more of those individuals with earned credentials do go on to employment in areas in which they were trained. Ms. Smalls offered to provide such information to the Board at a later date.

Performance Outcomes Update

The Adult/Dislocated Workers has a count of 100 credentials and 268 measurable skills gained.

Adult Program Highlight

Mr. Frank Green

Mr. Green entered the WIOA Adult program on December 29, 2021. He was employed as a cashier for a local convenience store averaging \$330 per week. Mr. Green had the desire to become a truck driver. He started training with Palmetto Training Inc. on February 21, 2022. He successfully completed training and obtained his CDL Class A License on April 11, 2022. Mr. Green secured full-time employment with TLX Trucking within a week of obtaining his CDL License. He is currently making \$600 per week during orientation and training. Upon his successful completion of orientation, Mr. Green will earn 27% of each load. Mr. Green expressed that the WIOA Program has been life changing and he is excited about his future earning potentials and his ability to support his family.

Youth Program Report

Total actual enrollments for the year were 82 of the set goal of 145.

Ms. Smalls explained that they are currently working with a group of teachers from Manning High and East Clarendon High schools to host an orientation to the graduating seniors that don't have a career path after high school on Wednesday, May 25th. She stated that they are going to work diligently to ensure their goal is met by the end of the program year.

Occupational Skills Training

Next, Ms. Smalls shared the following data on youth:

- Received Training- 24
- Credentials Earned- 48
- Top 5 Training Programs include: CDL, Manufacturing, Certified Nursing Assistant, Medical Administrative Assistant and Phlebotomy

Performance Outcomes Update

- Credentials- 48
- Measurable Skills Gains- 144
- Placements- 108
- WEX/OJT- 13
- Resumes Created- 43
- Career Smart- 26
- Adult Education- 7

Ms. Smalls elaborated to the Board that the numbers will continue to increase as they recruit more youth for their program.

Youth Program Highlight

Ms. Katie Adams

Ms. Adams was enrolled into the WIOA Program on March 28, 2022. She was a high school dropout with a 9th grade education. As a parenting youth, Ms. Adams worked full-time and attended night classes twice a week

at Lee County Adult Education. On May 9th, Ms. Adams passed her final exam and obtained her GED. She will be graduating on May 26th and is eager to enroll into the Patient Care Technician Program. Ms. Adams has a strong determination to make a better life for her and her family.

Financial Report:

Mr. Esmonde Levy provided the Financial Report for PY'21 through April 30, 2022:

Chart 1: Program 2021 Percent Expended

The Eckerd Adult expended 63.38% while Eckerd DW expended 46.81% and Eckerd Youth expended 58.36%.

Chart 2: Program Year 2021 Eckerd Adult Total (including transfers):

Eckerd spent \$311,246 of \$491,066 (63% expended) with a remaining balance of \$179,820.

Chart 3: Eckerd Adult Monthly Expenditures:

July-\$17,816; August-\$32,512; September-\$14,472; October-\$37,885; November-\$20,083; December-\$33,464; January-\$17,426; February-\$19,448; March-\$73,975; April-\$44,326

Mr. Levy further explained that the spike of expenditures in March was due to tuition fees coming in.

Chart 4: Program Year 2021 Eckerd DW Total (including transfers):

Eckerd spent \$97,792 of \$208,933 (46% expended) with a remaining balance of \$111,141.

Chart 5: Eckerd DW Monthly Expenditures:

July-\$7,612; August-\$10,495; September-\$12,483; October-\$11,651; November-\$9,479; December-\$8,942; January-\$9,676; February-\$9,605; March-\$9,494; April-\$8,355

Mr. Levy further explained to the Board that throughout the region, we provide services to more Adults than Dislocated Workers. Based on the large number of Adults we serve in the region the agency has to make transfers across Adult and DW funding. Ms. Clark asked Mr. Levy to explain to the new members the definition of a Dislocated Worker.

Chart 6: Program Year 2021 Eckerd Youth Total

Eckerd spent \$245,111 of \$420,000 (58% expended) with a balance of \$174,889.

Chart 7: Eckerd Youth Monthly Expenditures:

July-\$29,945; August-\$24,166; September-\$20,948; October-\$31,946; November-\$27,903; December-\$29,787; January-\$22,492; February-\$16,669; March-\$23,905; April-\$17,350.

Transfer of Dislocated Worker Funds to Adult

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 transfer:

Transfer of PY '21 Funds Dislocated Worker to Adult

	Adult	Dislocated Worker
Transfer to Dislocated Worker to Adult	+174,598	-174,598

In response, a motion was made by Mr. Bobby Anderson, and seconded by Ms. Annette Karlinsky to transfer \$174,598 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.

**Chart 8: WIOA Program Allotments for Program Year
(Summary of the WIOA Adult, Youth, and Dislocated Worker Allocations)**

Mr. Levy shared a chart on WIOA Program Allotments for Program Years 2020, 2021 and what's anticipated for 2022. He further explained that due to a decrease in funding for our region, the agency and Eckerd must meet on budget discussions.

Fund Stream	2020 Total	2021 Total	2022 Total	2022 vs 2021	Change %
Total Allotment Received	\$35,295,609	\$31,984,359	\$29,091,331	-\$2,893,028	-9.05%
Percent Allocated to Local Areas	79%	79%	79%		
Total Allocated to Local Areas	\$27,860,927	\$25,246,741	\$22,960,677	-\$2,286,064	-9.05%
Santee-Lynches	\$1,672,857	\$1,310,871	\$1,162,690	-\$148,181	-11.30%
Santee Lynches % of Total Allocated to Local Areas	6.00%	5.19%	5.06%	-0.13%	-2.47%

Ms. Clark stated that a conservative budget will be presented at the next Workforce Development Board Meeting. She further discussed that the funding over the course of three years (shown in the chart above) has steadily decreased. This has a huge impact on our region, which is mostly made up of multiple rural counties. Moving forward, they have to develop the best plan to maximize the usage of funds taking into consideration the budget cuts.

Chairman General asked what the impact of the budget cut is. Ms. Clark stated that they are unsure at this time as the budget for next year hasn't been developed yet. She expresses that this could affect the number of people they serve. However, they did receive a resiliency grant a few months back and have set aside approximately \$150,000 in training costs that should assist with offsetting the budget cuts in WIOA.

Vice-Chairman Anderson asked what formula the State uses to calculate the amount of funding distributed per region. Ms. Clark stated that they look at a combination of factors within each region, to include the unemployment rate, population, etc. She encourages the staff to track every barrier that individuals have that impact them finding jobs.

8. Other Business

SC Works Certification Standards

Ms. Clark shared with the Board that every three years, the SC Works Centers have to be certified based on the federal and state standards. The center must be measured based on effectiveness, customer satisfaction, physical and programmatic accessibility, and continuous improvement. The SC Works Committee will play an important role in the assessment process to assist with re-certifying our Comprehensive and Affiliate SC Works Centers. The Recertification of our centers will be brought before the Board at its next meeting in June.

Committee to Elect Chairman and Vice-Chairman

Ms. Clark stated that it is time to establish a committee to assist with the election of a new Chairman and Vice-Chairman of the Workforce Development Board for next program year. Each county was asked to have one representative. The following individuals volunteered to serve on this committee:

Sumter County- Calvin Hastie, Sr.; Lee County- Annette Karlinsky; Clarendon County- Debra Young; and Kershaw County- John Hornsby

Recruitment of Board Members to Serve on Youth Committee or SC Works Committee

Ms. Clark sent a plea out to the Board to consider joining either the Youth Committee or the SC Works Committee. Participation on the committees have dwindled and new members are needed. An email will be sent out with information on both committees to the Board.

Debra Young expressed her interest in signing up for the SC Works Committee.

9. Chairman's Comments

Chairman General thanked the Board for attending and encouraged the Board members interested in being elected as Chairman or Vice-Chairman and how much of a reward it is.

10. Adjourn

The Santee-Lynches Workforce Development Board Meeting adjourned at 5:45PM.

Recorded By,

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

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