



Santee-Lynch Workforce Development Board Meeting
Via Zoom
Tuesday, August 23, 2022 - 5:00 PM

MINUTES

Members Present:

Clarendon- Tiffany Myers
Kershaw – Celeste Taylor, John Hornsby, Berri Outlaw, Virginia Pryor
Lee – Annette Karlinsky
Sumter – Janice Poplin (Chairman), Calvin Hastie Sr. (Vice-Chairman), Debra Young, Gail Lemmon, Kanzora Robinson, Joshua Castleberry

Members Absent:

Clarendon – Mike Morrow
Kershaw - Teresa Justice (excused), Jeff Burgess
Lee- George General
Sumter – Brian Reilly (excused), Bobby Anderson, Sam Lowery, Dr. Vanessa Canty

Staff Present:

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

Guests:

Ray Jackson, Operations Manager, Eckerd Connects, Workforce Development
Renee Alexander, Eckerd Connects, Workforce Development
Brenda Gardner, SC Department of Commerce
Caitlin Brazell, SC Department of Employment and Workforce (SCDEW)

1. Welcome and Call to Order

Chairman Janice Poplin called the Santee-Lynch Workforce Development Board of Directors' (WDB) Meeting to order at 5:04 PM. A quorum was present.

2. Invocation/Pledge of Allegiance

Chairman Poplin provided the invocation and led the Pledge of Allegiance.

3. Introduction of Guests

Ms. Areatha Clark, Deputy Executive Director, and Workforce Development Chief introduced staff and guests. She also introduced a new Board Members, Ms. Virginia Pryor, the new Human Resource Manager, at Denka America and Dr. Joshua Castleberry, Dean of Workforce Development & Environmental Training at Central Carolina Technical College.

4. Adoption of Agenda

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

5. Approval of Previous Meeting Minutes – June 21, 2022

Chairman Poplin entertained a motion to approve the Workforce Development Board (WDB) Meeting Minutes of June 21, 2022. **A motion was made by Ms. Debra Young 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.**

6. Special Presentation- Comprehensive Economic Development Strategy (CEDS) 2022-2027

Mr. Dennis Cyphers, Executive Director, presented the Comprehensive Economic Development Strategy (CEDS) for 2022-2027. He explained to the Board that CEDs is implemented over a 5-year cycle, and it provides an opportunity to assess progress and to make appropriate adjustments in order to improve projected returns on previous public investments. CEDS sets up strategies for us to find ways to fund it. In an economic environment with limited public resources for investment or regional willingness to engage in the planning process we can help our communities to adapt to whatever economic conditions we might encounter. CEDS also provides techniques and new strategies as we work together through the planning process to develop the study. The CEDS is performance based and helps to region defend against negative economic impacts such as sector job losses due to global competitive pressure or a pandemic and it also helps us to identify opportunities and gaps in employment that we should be working towards. The current CEDS period will end in 2027. This study is also used by regional economic development districts – Santee-Lynches is one of those districts and we use it to leverage both technical and financial economic development assistance from the Federal Government. EDA uses our CEDS a lot as the foundation for some of the grants that we apply for and having our goals and objectives in line for what we need in our community is very important. The CEDS study is also an operations action plan that is updated annually. Staff will come back to this Board annually to ask for input. Especially with the numbers coming off the pandemic, we may see a complete rework of the plan next year.

He shared with the Board the Regional Gross Domestic Product (GDP) for 2021 was \$7,050,791,000 which represents a 9.8% expansion. In general, an average for the region is about 3.55%. However, coming off of the pandemic we saw a tremendous increase in GDP after everything went stagnant compared to only .2% GDP growth in 2020. Mr. Cyphers explained he does not expect to see this large of an increase again next year but does show positive movement back into our economy.

Next Mr. Cyphers identified the Regional Employment Trends: As of 2022Q1, the total employment for the Santee-Lynches Region was 71,510, which is an increase of about 2.9%. However, as of June 2022, the unemployment rate for the region sits at 3.9% which is down 1% compared to June of 2021, which is a strong identifier for us.

Mr. Cyphers shared with the Board the Industry Snapshot for 2022Q1. He identified the largest sector in the region to be Health Care and Social Assistance with 10,961 workers. The next largest sectors are Retail Trade with 10,594 workers, and Manufacturing with 9,981 workers. Mr. Cyphers expressed that Retail Trade has moved up from being 5th on the list in the last five years and we may see continuous growth in that sector.

Next, Mr. Cyphers provided an Occupation Snapshot for 2022 Q1. The chart showed where our top employment is, where our highest wages are at and the best 5 year forecast as put together by Jobs EQ, which is a national organization that draws in this data. As shown in the chart most employment is in Office and Administrative Support, Production, Sales and other related occupations. Highest wages is in Management, Healthcare, and Legal occupations with Life Physical and Social Sciences. Best 5-year employment forecast includes Food Prep and Serving Related, Healthcare Support with Computer and Mathematics at the bottom.

To conclude his presentation, Mr. Cyphers provided the Board the Selected CEDs Workforce and Education Development Objectives for the 2022-2027.

Progress Indicators include Per Capita Income, Poverty Level, Median Household Income, Labor Force Participation Rate, Percentage of Population with Associates Degree or Higher and Percent of Public High School Students from Prior

Year Graduating Class Enrolled in 2- or 4-Year College Pursuing Diploma or Certificate. Historically in the past, we've found in the past that these numbers of strong identifiers that show us the ending metrics of growth and if we are moving in the right direction. Clarendon County's numbers were highlighted as they just went through a consolidation, which means that their numbers will likely change and will be updated in the annual review process. It was also pointed out that the previous baseline numbers used in 2017-2022 for the previous CEDS that there was a higher graduation rate of individuals enrolled in the 2- or 4-year college and we're trying to find out if the pandemic slowed down the number of graduates entering college.

Mr. Cyphers shared the objectives of Goal #1: Workforce and Education Development (Grow our Skilled Workforce and Expand Educational Attainment)

Objective 1.A- Enable Employers to find qualified prospective employees

- Conducting both current and future labor and skills needs assessments for interested industries
- Conducting "hire-me" events for industries seeking large numbers of new employees
- Developing employment expos to connect candidates to employers in specific fields
- Marketing employment opportunities to family members of personnel currently assigned to region military installations
- Attracting talented individuals to the region by expanding marketing and recruitment activities to neighboring regions and statewide colleges

Objective 1.B- Enable jobseekers to maximize their employability

- Developing employment expos to connect candidates to employers in specific fields
- Expanding internship and apprenticeship opportunities
- Expanding On-The-Job (OJT) training through the Workforce Innovation Opportunity Act (WIOA) and supplemental sources encouraging employers to hire candidates and train them for positions.

Objective 1.C- Enhance preparation of students for today's and tomorrow's workplace

- Establishing Manufacturing and Technology Expos targeted at middle and high school students in each county
- Reinforcing working partnerships between educational providers and businesses to emphasize the skills necessary for the workplace
- Providing soft skills training, career exploration field studies, and job shadow opportunities for students at middle and high school levels
- Reviewing curriculum alignment between K-12 and post-secondary offerings
- Supporting Science, Technology, Engineering, and Mathematics (STEM) clubs, camps, and extracurricular activities designed to increase the excitement of young people in STEM fields
- Marketing skilled trade education and professions as attractive career opportunities

Objective 1.D- Provide opportunities for region's high school graduates to pursue higher education.

- Identifying resources to improve and/or expand facilities at the region's public institutions of higher education
- Fostering partnerships with private sector institutions to enable employees to pursue additional education while employed
- Central Carolina Technical College introduced the Central Carolina Scholars scholarship initiative. CCTC affords students an opportunity to complete their first two years of college tuition-free. It is a valuable economic development tool for existing and new industries and will afford expanded higher education opportunities to students in the Santee-Lynches Region
- The Program is available to high school students in the graduating classes of 2020-2024.

7. Reports (For Information Only)

• SC Works Operator Report

Mr. Ray Jackson, Operations Manager, Eckerd Connects presented the SC Works Center Report for the 2021-22 Program Year.

Chart 1: Santee-Lynches Region VOS Greeter (Date Range: 07/01/2021- 06/30/2022)

Mr. Jackson shared a recap of last year's Santee-Lynches VOS Greeter Report.

Individuals - 11, 838
Veterans - 486

Mr. Jackson shared with the Board that the VOS Greeter report identifies the number of visitors visiting the centers last program year. Of the 11,838 that visited the SC Works Centers, 486 of those individuals were identified as veterans.

Chart 2: Employment and Unemployment Data by Local Workforce Area

Mr. Jackson reported to the Board the unemployment rate for Santee-Lynches Region a 3.9%; which was the 4th highest in the state.

Chart 3: Santee-Lynches Region Job Placements

Mr. Jackson identified to the Board that the Region has 205 job placements so far in the 2022. He stated that in looking at the data for Job Placements calculated for the entire State of South Carolina, job placements totaled 1,105 and Santee-Lynches placed approximately 18% of that entire Job Placement count for the state.

Chart 4: Santee-Lynches Region VOS Greeter (Date Range: 07/01/2022- 07/31/2022)

Next, Mr. Jackson shared the current Program Year VOS Greeter Report for the SC Works Centers for the month of July.

Individuals - 789
Veterans – 24

It was noted that the SC Works Online Services System was down from June 26th – July 11th.

Chart 5: SC Works Online Workshops

Mr. Jackson discussed with the Board that they are starting back with the Online Virtual Workshops for the month of August across all SC Works Centers in the state.

Afterwards, he discussed the significance of the upcoming Sumter County Job Fair to be held September 7th from 9am – 1pm. Mr. Steve Berger, SLRCOG Business Lead added that this is the first time a corporate business is helping to fund this event. He extended a special thanks to SKF Corporation for their partnership. He also mentioned to the Board that they are expecting around 60 employers to be a part of the Sumter County Job Fair.

• SC Works Adult Dislocated Worker & Youth Performance Reports July 1, 2022 - July 31, 2022

Mr. Ray Jackson presented the SC Works Adult Dislocated Worker & Youth Performance Reports on behalf of Ms. Dedra Smalls, Area Manager.

Chart 1: Total Active Enrollments

New Enrollments: 10
PY 21' Carry-In: 128

Chart 2: Occupational Skills Training: July 1, 2022 - July 31, 2022

Received Training- 17

Transportation & Healthcare Sector

- CDL
- Patient Care Technician
- Medical Assistant

Chart 3: Performance Outcomes Update

Credentials	Adult/DW- 7
Measurable Skills Gain	Adult/DW- 20

Adult Program Highlight

Donnie June

Mr. Donnie June entered the WIOA Adult program on April 14, 2022. Mr. June was unemployed and seeking a new career path. Donnie started training with Palmetto Training Inc. on May 16, 2022. He successfully completed the CDL training and obtained his Class A License on July 19, 2022. Mr. June secured full-time employment with Burgess-Brogdon LLC in Sumter SC on July 23, 2022. His starting salary is \$51,000 per year with benefits. *“WIOA is a great program, you must apply yourself, stay consistent and have the will to want to do it.” – Donnie June*

Youth Program Report

July 1, 2022 - July 31, 2022

Chart 1: Total Active Enrollments

New - 4

Actual (Carryover + new) - 40

Goal [for the year] - 105

Chart 2: Occupational Skills Training: July 1, 2022 - July 31, 2022

Received Training - 4

Transportation & Healthcare Sector

- Certified Nursing Assistant
- Phlebotomy
- CDL

Dr. Joshua Castleberry asked Mr. Jackson to identify training providers that provide the training for Phlebotomy, CDL, and CNA. Mr. Jackson stated that Palmetto Training provides CDL Training, Professional Development Training and Lugoff and Professional Medical Training in Florence provides Phlebotomy and CAN training. Ms. Clark expressed to Dr. Castleberry that she appreciated him asking the question as staff will be contacting him to partner with Central Carolina to help provide these services as well.

Chart 3: Performance Outcomes Update

Credentials	Youth- 2
Measurable Skills Gain	Youth- 4

Chart 4: Performance Outcomes Update

Youth

WEX/OJT: 0

Resumes Created: 4

Career Smart: 4

Adult Education: 0

Youth Program Highlight

D'Shanti Dunham

Ms. D'Shanti Dunham enrolled into the WIOA Youth Program on March 30, 2022. Ms. Dunham, a high school graduate, was working part-time as a cashier at Wendy's in Camden, SC. D'Shanti was interested in obtaining training in the medical field. After working with her Career Coach, Ms. Dunham decided that she wanted to pursue the Patient Care Technician Program that began in April. She successfully completed CNA and Phlebotomy training, Clinical Rotations, and obtained

her CNA State License and National Phlebotomy Certification. In September, D'Shanti will begin her final class, EKG Training at Professional Development & Training Services in Lugoff, SC.

- **Financial Report**

Mr. Esmonde Levy, Workforce Manager presented the Year End Review Financial Report for PY 2021 through 06/30/2022.

Chart 1: PY 2021 Percent Expended

Eckerd Adult - 91.52%

Eckerd DW - 55%

Eckerd Youth - 68.07%

Chart 2: Eckerd Adult Total

Eckerd spent \$449,413 of \$491,066 (91.52% expended) with a remaining balance of \$41,653.

Chart 3: Eckerd DW Total

Eckerd spent \$114,924 of \$208,933 (55% expended) with a remaining balance of \$94,009.

Chart 4: Eckerd Youth Total

Eckerd spent \$285,876 of \$420,000 (68.07% expended) with a balance of \$134,124.

Mr. Levy next presented the Financial Report for PY 2022 through 07/31/2022.

Chart 1: Percent Expended

Eckerd Adult - 4.33%

Eckerd DW - 4.21%

Eckerd Youth - 4.47%

Mr. Levy explained that the percent expended of around 4% is normal due to it being the beginning of the program year.

Chart 2: Eckerd Adult Total

Eckerd spent \$13,870 of \$320,000 (4.33% expended) with a balance of \$306,130.

Chart 3: Eckerd DW Total

Eckerd spent \$4,211 of \$100,000 (4.21% expended) with a balance of \$95,789.

Chart 4: Eckerd Youth Total

Eckerd spent \$17,872 of \$400,000 (4.47% expended) with a balance of \$382,128.

Chart 5: Resiliency Total

Eckerd spent \$101,843 of \$288,812 (35.26% expended) with a balance of \$186,969.

Mr. Levy mentioned to the Board that this resilience funding began December 2021, and they have until May 2023 to utilize the funding. He also stated that this funding has served to be a great help due to budget cuts.

8. Other Business

- **Recognition of Past Board Chairman and Vice Chairman**

Ms. Areatha Clark requested to the Board to postpone presenting Plaques of Recognition for the past Chairman and Vice-Chairman to the next Workforce Development Board Meeting due to recipients not being in attendance.

Ms. Clark opened the floor for Ms. Brenda Gardner of SC Department of Commerce to announce the eSTEAM Sumter Festival. Ms. Gardner was elated to share insight for the eSTEAM Sumter Festival Event held on October 1st from 10AM

- 2PM in Downtown Sumter. She mentioned that all information on the festival can be found on the website: www.esteamsunter.com During her announcement, she identified the silver sponsors on the website that will be a part of this event. Chairman Poplin asked Ms. Gardner how many individuals they are expecting to be in attendance. Ms. Gardner expressed that they are not sure at this time. Ms. Gardner also explained to the Board that there will be food trucks at the festival. Everything will be free of charge except the Food Trucks. Mr. Hastie asked Ms. Gardner to provide the cost for Food Trucks to sign up to be a part of the festival. Ms. Gardner agreed to provide him more information via email.

- **Election of Chairman for Remainder of PY 22'**

Ms. Clark expressed to the Board that the Officers Search Committee will need to regroup to re-elect a new Chairman at the end of the year due to Chairman Poplin retiring from her position at Thompson Construction Group. Chairman Thompson has agreed assist in any capacity possible to ensure a smooth transition.

9. Chairman's Comments

Chairman Poplin had no Chairman Comments to share with the Workforce Development Board. She thanked them for their participation.

10. Adjourn

The Santee-Lynches Workforce Development Board Meeting adjourned at 5:47 PM.

Recorded By,



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