



Santee-Lynches Workforce Development Board Meeting
Via Zoom
Tuesday, October 25, 2022 - 5:00 PM

MINUTES

Members Present:

Clarendon- Robert Edwards
Kershaw – John Hornsby, Berri Outlaw, Virginia Pryor
Sumter – Calvin Hastie Sr. (Vice-Chairman), Debra Young, Kanzora Robinson, Dr. Joshua Castleberry, Dr. Vanessa Canty, Brian Reilly

Members Absent:

Clarendon – Tiffany Myers(excused), Mike Murrow(excused)
Kershaw – Celeste Taylor, Jeff Burgess, Teresa Justice
Lee- George General, Charles Hayes
Sumter – Janice Poplin, Chairman(excused), Gail Lemmon(excused), Bobby Anderson, Sam Lowery

Staff Present:

Dennis Cyphers, SLRCOG Executive Director
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:

Wylondria Jefferson, SCDEW Labor Market Information Outreach Coordinator
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

1. Welcome and Call to Order

Vice Chairman Calvin Hastie, Sr. called the Santee-Lynches Workforce Development Board of Directors' (WDB) Meeting to order at 5:00 PM. A quorum was present.

2. Invocation/Pledge of Allegiance

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

3. Introduction of Guests

Mr. Esmonde Levy, SLRCOG Workforce Development Manager introduced staff and guests. He also introduced a new Board Members, Mr. Robert Edwards, Site Manager, Cummins-Meritor for rejoining the Board along with special guest Ms. Wylondria Jefferson, the new SCDEW Labor Market Information Outreach Coordinator.

4. Adoption of Agenda

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

5. Approval of Previous Meeting Minutes – August 23, 2022

Vice Chairman Hastie entertained a motion to approve the Workforce Development Board (WDB) Meeting Minutes of August 23, 2022. **A motion was made by Mr. John Hornsby and seconded by Ms. Debra Young.** There being no discussion, Vice-Chairman Hastie called for the vote. **All were in favor and the motion passed unanimously.**

6. Special Presentation - Labor Market Information

Ms. Wylondria Jefferson, SCDEW Outreach Coordinator, presented Labor Market Information (LMI) Data for the Santee-Lynches Workforce Development Area (WDA).

Ms. Jefferson explained to the Board the purpose of her presentation is to provide a brief overview of data for the Santee-Lynches Workforce Area on industry hires, turnover, wages, and projections which can be helpful for schools, curriculum, teachers, and students to plan accordingly on what is needed for their future. Ms. Jefferson stated that this information shared in the presentation was collected from Occupational Projections known as Occupational Employment Wage Statistics (OEWS) 2020-2030.

Top Occupational Openings (July 2022):

Ms. Jefferson identified the top 20 occupations that are currently hiring within the Santee-Lynches Area. She expressed to the Board that this information is shared to inspire the youth on a brighter outlook on their future such as:

<u>Occupation Name</u>	<u>Job Openings</u>
Laborers and Freight, Stock, and Material Movers, Hand (53-7062)	62
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (41-4012)	52
Heavy and Tractor-Trailer Truck Drivers (53-3032)	50
Production Workers, All Other (51-9199)	46
Food Service Managers (11-9051)	43
Cashiers (41-2011)	42
Maintenance and Repair Workers, General (49-9071)	41
Managers, All Other (11-9199)	40
Janitors and Cleaners, Except Maids and Housekeeping Cleaners (37-2011)	38
First-Line Supervisors of Food Preparation and Serving Workers (35-1012)	36
Medical and Health Services Managers (11-9111)	34
Licensed Practical and Licensed Vocational Nurses (29-2061)	32
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (43-6014)	30
Automotive Service Technicians and Mechanics (49-3023)	27
Merchandise Displayers and Window Trimmers (27-1026)	27
First-Line Supervisors of Production and Operating Workers (51-1011)	26

Of these occupations listed, the TOP 4 Job Openings in the Santee-Lynches Area are Registered Nurses (137), Retail Salesperson (131), First-Line Supervisors (101), and Customer Service Representatives (97)

Ms. Jefferson shared statistics on New Hires by Industry:

TOP 4 New Hire Industries are Retail Trade (2,190), Food Service (2,016), Waste Management/Administrative (1,422) and Health Care (993).

Ms. Jefferson shared statistics on Turnover Industries. She expressed that this is based on movement due to higher pay and due to the growing economy. She explained that this data is constantly changing on a daily basis.

TOP 4 Turnover Industries in the Santee-Lynches Area are Accommodation and Food Services (15.8%), Waste Management (14.7%), Arts, Entertainment, and Recreation (14%), and Retail Trade (11.7%).

Next, she shared the Average Annual Wage by Industry. Of the top wages of Santee-Lynches Area, the top 4 Industries being:

Management Companies and Enterprises \$89,492; Finance and Insurance \$83,148; Mining, Quarrying, and Oil-Gas Extraction \$75,660, and Utilities \$74,516. She expressed to the Board that these industries will catch the eye of many young and old.

Vice Chairman Hastie asked what jobs are available in Agriculture, Forestry, Fishing, and Hunting. Ms. Jefferson identified farming, forestry gaming, policy and procedure hunting seasons, or licenses. Afterwards, Mr. Hastie asked about the Information Industry. She identified this as telemarketing jobs.

Age of Workers by Industry - Ms. Jefferson identified that within the Manufacturing industry in the Santee-Lynches Workforce Area, there are more individuals working ages 45-54 due to the younger generation not keeping employment long term due to low wages and generational influences.

The TOP 2 Industries that are heavily worked across age ranges in the Santee-Lynches Workforce Area are:
Retail Trade (Mostly Ages 14-65+ ranging from 432-1,823)
Manufacturing (Higher Ages 45-54 with 2,442 Workers)

Labor Market Projections - Next, Ms. Jefferson presented the Labor Market Projections of the Santee-Lynches Region. She further explained that the occupations listed on the presentation are projected to increase on all levels.

Santee-Lynches Occupation	2018 Estimated Employment	2028 Projected Employment	Percent Change	Replace	Growth	Total	Average Salary
Veterinary Assistants and Laboratory Animal Caretakers	13	19	46				\$ 27,722
Physician Assistants	43	59	37				\$ 99,876
Paralegals and Legal Assistants	141	188	33				\$ 40,924
Substance Abuse, Behavioral Disorder, and Mental Health Coun	29	38	31				\$ 38,210
Phlebotomists	59	77	31				\$ 33,851
Nurse Practitioners	102	133	30				\$ 103,039
Management Analysts	338	439	30				\$ 89,382
Market Research Analysts and Marketing Specialists	146	185	27				\$ 58,511
Financial Managers	195	246	26				\$ 113,086
Mechanical Engineers	66	83	26				\$ 82,598
Tax Preparers	24	30	25				\$ 30,009
Plumbers, Pipefitters, and Steamfitters	256	319	25				\$ 46,079
Cooks, Restaurant	641	796	24				\$ 26,660
Medical Assistants	352	433	23				\$ 32,863
Industrial Engineers	211	259	23				\$ 86,836
First-Line Supervisors of Landscaping, Lawn Service, and Gro	73	89	22				\$ 39,900
Personal Financial Advisors	64	78	22				\$ 92,331
Security and Fire Alarm Systems Installers	55	67	22				\$ 43,398
Medical and Health Services Managers	190	231	22				\$ 111,814
Architectural and Engineering Managers	51	62	22				\$ 123,474

Labor Market Projection (Declining Industries)- Afterwards, Ms. Jefferson presented the Labor Market Declining Occupations. She identified the top four occupations that are declining in the Santee-Lynches Area as:

Logging Equipment Operators (decreased 25%)

Switchboard Operators, Including Answering Service (decreased 22%)

Data Entry Keyes (decreased 14%)

Executive Secretaries and Executive Administrative Assistant (decreased 14%)

Ms. Jefferson further explained that they work diligently to assist youth and many others to provide them a pathway to pursue occupations that may require Bachelor's, Master's, and/or Doctorate Degrees. Information for these individuals can be discovered at their local SC Works in Sumter or Camden locations to get further assistance.

Dr. Castleberry shared with the Board that a degree is not required to pursue a registered nurse career.

Mr. Berri Outlaw asked if the General and Operations Manager wage based on jobs requiring a bachelor's degree or more. Ms. Jefferson confirmed that this occupation does require a bachelor's degree. However, she further explained that those that may pursue the General and Operations Manager wage without that required degree may have a different level of pay.

Vice-Chairman Hastie expressed to Ms. Jefferson that the Board has found ways to encourage the youth that are not interested in attending a four-year or two-year institute to work in Manufacturing.

After sharing this Ms. Jefferson explained to Vice-Chairman Hastie and Board that they should share options so that the youth can base their career path on their interest. Mr. Jackson also highlighted to the Board that SC Works does provide this report during every meeting with the most updated insight on top occupations of the region.

Last, Ms. Jefferson provided QR Codes for KEY LMI Connections for further information.

Vice-Chairman Hastie asked Ms. Jefferson if she heard of a group called "Clean Slate". He brought to the Board's attention that this group assists young men and women released from prison to get a fresh start in life. He mentioned that Eric Gamble is the director for the program.

Mr. Outlaw explained that SC Works has the Federal Bonding Program which is an insurance policy that covers employers when they hire someone with a criminal record.

7. Executive Director's Report – None

8. Reports (For Information Only)

SC Works Operator Report

Mr. Ray Jackson, Operations Manager, Eckerd Connects presented the SC Works Center Report for the July 1, 2022-September 30, 2022.

Mr. Jackson highlighted that September was Workforce Development Month. During the entire month of September, they hosted the following Workshops and Hiring Events throughout the Region:

Hosted Workshops:

Job Searching After Justice Involvement

Labor Market Information (LMI)
Resume Workshop
Cover Letter Workshop
Virtual Employer Workshop

Hiring Events:

Sumter County Job Fair
Suominen
Giant Resource Recovery (GRR)
Wise Staffing
Georgia Federal State Shipping Point Inspection

Staff also facilitated the Turbeville Correctional Institution Graduation

Chart 1: Santee-Lynches Region Job Placements

Mr. Jackson highlights that the region has placed into employment 17% compared to previous years. Currently, they sit at 263+ Job Placements to date (October).

Chart 2: Sumter County Job Fair

Next, Mr. Jackson shared the data they have collected on all Job Seekers/Employers that were a part of the Sumter County Job Fair held on September 7th. Mr. Jackson further explained that Employers hired 4 individuals that attended on site.

Employers Registered: 64	Hired on Site: 4	Unemployed: 87
Employers attended: 55	Applications/Resumes: 308	Employed: 66
Job Seekers attended: 153	Good Prospects: 184	Veterans: 17

Mr. Jackson stated that once more data is collected from the employers that attended, the data will be updated with insight on their hiring rates.

Chart 3: Back to Work

Mr. Berri Outlaw explained the Back to Work Program as a Intensive Boot Camp to provide workshops that help increase self-sufficiency through Soft Skills. This Year, they have partnered with Turbeville Correctional Institution which they had 19 individuals that graduated from the program and were set to be released within 30 days of graduation. He stated that Staff will follow up with these individuals for 90 days to check for employment placement and case management opportunities. Mr. Outlaw stated that they also had partnerships with SC Thrive and Safe Federal Credit Union helped with these workshops.

Chart 4: Labor Force, Employment, and Unemployment Distribution Table I

Mr. Jackson identified the Santee-Lynches Workforce Area as #4 of 12 Regions that lead in Civilian Labor Force - 88,726, Number Employed - 85,338, Number Unemployed - 3,388, and Unemployment Rate - 3.8% for August 2022.

Chart 5: Labor Force, Employment, and Unemployment Distribution Table II

Afterwards, Mr. Jackson presented the ranks of counties throughout the state for Labor Force, Employment, and Unemployment Distribution for August 2022. Specifically for the region:

<u>Rank</u>	<u>Area</u>	<u>Civilian Labor Force</u>	<u>Number Employed</u>	<u>Number Unemployed</u>	<u>Unemployment Rate</u>
#10	Lee	6,366	6,048	318	5.0%
#16	Clarendon	12,289	11,780	509	4.1%
#17	Sumter	41,003	39,408	1,595	3.9%
#27	Kershaw	29,068	28,102	966	3.3%

Chart 6: Area Profile for Santee-Lynches, SC (Number of Unemployed per Job Openings Distribution Table)

Next, Mr. Jackson highlighted that the Santee-Lynches Workforce Area ranks #1 for Unemployed - 3,388, Job Openings - 4,986, and Number of Unemployed per Job Opening - 0.68 in the State's Area Profile.

WIOA Adult, Dislocated Worker & Youth Services Reports

Mr. Ray Jackson presented the WIOA Adult, Dislocated Worker & Youth Performance Reports for July 1, 2022, through September 30, 2022, on behalf of Ms. Deidra Smalls, Area Manager.

Adult/DW Program Report

Chart 1: Total Active Enrollments

New Enrollments: 24

Actual - 86

Goal - 192

Chart 2: Occupational Skills Training:

Received Training - 33

Transportation & Healthcare Sector

- CDL
- Clinical Medical Assistant
- Patient Care Technician

Chart 3: Performance Outcomes Update

Credentials	Adult/DW - 24
Measurable Skills Gain	Adult/DW - 88

Adult Program Highlight

Ashley Hall

Ms. Ashley Hall came to the SC Works Camden Center in April of this year looking for assistance with career guidance and training. Ms. Hall was employed as a Receiver at Food Lion in Bishopville for 10 years and needed a career that would allow her to support herself and her daughter. Ms. Hall always wanted to obtain her CDL license. She attended CDL Training on the weekends at Palmetto Training while working full-time during the week. Ms. Hall completed training and obtained her CDL License on July 22, 2022. Ms. Hall secured full-time employment with Cal-Maine Foods Inc. in Bethune SC on October 3, 2022. Ms. Hall's starting salary is \$52,000 per year with benefits.

Youth Program Report

Chart 1: Total Active Enrollments

New - 14

Actual - 29

Goal - 105

Chart 2: Occupational Skills Training

Received Training - 12

Transportation & Healthcare Sector

- Certified Nursing Assistant
- Phlebotomy
- CDL

Chart 3: Performance Outcomes Update

Credentials	Youth - 12
Measurable Skills Gain	Youth - 37

Chart 4: Performance Outcomes Update

WEX/OJT: 2
Resumes Created: 7
Career Smart: 7
Adult Education: 1

Youth Program Highlight

Jah'moni Goodley

Mr. Jah'moni Goodley came to the SC Works Camden Center in January of this year to inquire about training opportunities. He was working part time at City Gear as a Sales Associate and was interested in CDL Training. Jah'moni wanted to obtain education and skills that would lead to a full-time career. Mr. Goodley started CDL Training at Palmetto Training on July 5, 2022. Two weeks into training Jah'moni experienced a family tragedy. He could have given up, but he persevered and completed his training. Jah'moni obtained his CDL Class A License on September 21, 2022. Mr. Goodley is currently looking for a CDL Driver position and hopes to obtain employment soon. Mr. Goodley is excited about his future career in the transportation industry.

• **Financial Report**

Mr. Esmonde Levy, Workforce Development Manager presented the Financial Report for PY 2022 through 09/30/2022.

Chart 1: Percent Expended

Eckerd Adult – 15.16%
Eckerd DW – 14.05%
Eckerd Youth – 19.46%

Chart 2: Eckerd Adult Total

Eckerd spent \$48,518 of \$320,000 (15.16% expended) with a remaining balance of \$271,482.

Chart 3: Eckerd Adult Total Trend

July - \$13,870
August - \$15,829
September - \$18,820

Chart 4: Eckerd DW Total

Eckerd spent \$14,048 of \$100,000 (14.05% expended) with a remaining balance of \$85,952.

Chart 5: Eckerd DW Total Trend

July - \$4,211
August - \$3,884
September - \$5,954

Chart 6: Eckerd Youth Total

Eckerd spent \$77,834 of \$400,000 (19.46% expended) with a balance of \$322,166.

Chart 7: Eckerd Youth Total Trend

July - \$17,872
August - \$12,121
September - \$47,841

Chart 8: Resiliency Total

Eckerd spent \$162,158 of \$288,812 (56.15% expended) with a balance of \$126,654.

9. Other Business

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

Mr. Levy expressed to the Board that the recognition for Past Board Chair and Vice-Chair will be postponed

until the next meeting due to neither being in attendance.

10. Chairman's Comments

11. Adjourn

The Santee-Lynches Workforce Development Board Meeting adjourned at 5:50 PM.

Recorded By,

A handwritten signature in black ink that reads "Kourtney Page". The script is cursive and fluid.

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