



**Santee-Lynch SC Works Committee Meeting**  
**Via Zoom**  
**Tuesday, November 15, 2022 – 8:30AM**

**MINUTES**

**Members Present:**

Kershaw – John Hornsby, Berri Outlaw

Lee – George General

Sumter – Bobby Anderson (Chairman), Janice Poplin, Deborah Young

**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:**

Ray Jackson, SC Works Operator/Center Manager, Eckerd Connects, Workforce Development

**1. Welcome and Call to Order**

Chairman Anderson called the Santee-Lynch SC Works Committee Meeting to order at 8:31AM. A quorum was present.

**2. Adoption of Agenda**

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

**3. Approval of Previous Meeting Minutes – September 13, 2022**

Chairman Anderson entertained a motion to approve the SC Works Committee Meeting Minutes of September 13, 2022. **A motion was made by Mr. John Hornsby and seconded by Ms. Janice Poplin.** There being no discussion, Chairman Anderson called for the vote. **All were in favor and the motion passed unanimously.**

**4. SC Works Operator Report**

Mr. Ray Jackson, **One-Stop Manager/SC Works** Manager for Eckerd Connects, presented the SC Works Operator Report for July 1, 2022 through October 31, 2022.

**Chart 1: Santee-Lynch Workshops and Hiring Events October**

Mr. Jackson highlighted the following region workshops and hiring events that occurred in October.

### **Workshops**

- ☐ Federal Bonding/WOTC
- ☐ Job Search After Justice Involved
- ☐ Conducting Job Searches in SC Works
- ☐ Resume Workshop
- ☐ Cover Letter Workshop
- ☐ Virtual Employer Workshop
- ☐ Applying to State Positions
- ☐ Basic Computer Skills

### **Hiring Events**

- ☐ Palmetto Food Service (4)
- ☐ Suominen
- ☐ SEJ Service
- ☐ Kelly Education
- ☐ Wise Staffing
- ☐ Onin Staffing

Mr. Jackson shared with the Committee that during the month of events, Kelly Education returned every week and hired an average of eight people per visit for this program. Chairman Anderson asked Mr. Jackson to identify SEJ Service. Mr. Jackson responded that SEJ Service provides operating services to many different facilities such as cleaning services, warehousing, forklift, etc.

### **Chart 2: Santee-Lynches Region Job Placements**

Mr. Jackson shared with the Committee that they are making progress in capturing placements. The total for the region is 297 of 1708 statewide which calculates the region at 17.39%.

Chairman Anderson asked Mr. Jackson and his team to identify the other issues besides COVID that has affected our placements over the last three years. Mr. Berri Outlaw responded that they have received some information from employers, but some do not provide the information. He mentioned that the data presented to the Committee is revised by the Department of Labor and this part of the research is gradual and critical to gather in real-time, but they still try. Chairman Anderson expressed to Mr. Outlaw and the Committee that this is an ongoing problem for the agency. He suggested to SC Works Staff that more specific information will need to be gathered on how to better improve the job placements of the region. Mr. Outlaw responded that as far as his staff, they can reach out to the employers which is a complicated process due to some employers refusing to disclose employment information. The information that they are able to retrieve from other employers is then submitted to the Labor Market Information Department. Mr. Jackson commented that this data is also what is presented by SCDEW. Mr. Outlaw further explained to the Committee that part of the issue is that DEW staffing is limited, and they are currently recruiting new hires. Chairman Anderson responded that he is not faulting the centers for this issue but suspected that this issue is occurring from the state level. Chairman Anderson asked Mr. Outlaw to share with the Committee how many staff members are currently at the SC Works Centers. Mr. Outlaw identified that the SC Works Centers combined have six employees. Over the course of a year, the SC Works Centers have experienced a large turnover in employees. However, they are currently in the process of onboarding three new individuals. All onboarding packets are now being reviewed by HR. He added that the best way to increase our region's job placements will be to get business owners to participate in submitting the data needed for the SC Labor Market. Chairman Anderson expressed that feedback should be shared on the state level and a list of industries that are not participating in this process, should be identified. He added that local feedback has been shared with him that businesses do not utilize the services from the center because they don't get helpful information. Chairman Anderson expressed that he wants to ensure that the Committee is doing their part to assist with addressing this issue.

**Chart 3: Santee-Lynches Labor Force, Employment and Unemployment Distribution Table (Regions)**

Mr. Jackson shared with the Committee that the Santee-Lynches Region is ranked #3 in the State for the following categories:

**Civilian Labor Force - 88,400**

**Number Employed - 85,281**

**Number Unemployed - 3,159**

**Unemployment Rate - 3.6%**

**Chart 4: Santee-Lynches Labor Force, Employment, and Unemployment Distribution Table (Counties)**

Next, Mr. Jackson shared with the Committee Clarendon, Kershaw, Sumter, and Lee Counties' Ranks across the entire State for the following categories:

<u>Rank</u>	<u>Area</u>	<u>Civilian Labor Force</u>	<u>Number Employed</u>	<u>Number Unemployed</u>	<u>Unemployment Rate</u>	<u>Preliminary</u>
10	Lee	6,315	6,029	286	4.5%	Yes
14	Clarendon	12,229	11,762	467	3.8%	Yes
15	Sumter	40,860	39,358	1,502	3.7%	Yes
28	Kershaw	29,036	28,132	904	3.1%	Yes

**Chart 5: Layoff-Closure**

Mr. Jackson identified the Layoff/Closures:

Color-Fi located at 320 Neely Street, Sumter, SC. This closure occurred on October 28, 2022, impacting 108 employees.

Aaron Mills- Lugoff, South Carolina

The layoff occurred on October 14, 2022 and impacted 11 employees. The reason for the layoff was due to economic conditions.

Santa Cruz Nutritional, Sumter, SC 29154 laid off 155 employees on July 29, 2022.

TB Kawashima- Lugoff, South Carolina

This closure occurred on March 31, 2022 and affected 22 employees. The reason for the closure was a business decision.

Chairman Anderson asked Mr. Jackson if there was a form provided to those individuals laid off to see what skills they have to assist in finding them a job. Mr. Jackson responded that they did not have a form, however, they are reaching out to those individuals to assist them.

**Chart 6: Upcoming Events:**

Mr. Outlaw informed the Committee that SCDEW facilitates the REP Program (Rural Employer Project Program). This program is designed for individuals that visit centers in their first week of unemployment with an appointment to meet with a DEW staff member. Mr. Outlaw stated that this program also requires these individuals to follow through with any interviews and job offers to avoid losing unemployment benefits. Individuals are provided soft skill training to assist them with the employment process.

Mr. Jackson shared information on upcoming visits from the following State Agencies: SC Department of Social Services and SC Department of Education (Adult Education).

## 5. SC Works (WIOA) Performance Update

Mr. Ray Jackson presented the SC Works WIOA Performance Update Report for July 1, 2022, through October 31, 2022, on Ms. Deidre Smalls' behalf.

### Chart 1: Total Active Enrollments (7/1/22-10/31/22)

New - 35

Actual - 97

Goal - 192

### Chart 2: Occupational Skills Training

Received Training- 37

Transportation & Healthcare Sector

- CDL
- Clinical Medical Assistant
- Patient Care Technician

### Chart 3: Performance Outcomes Update

Credentials	31
Measurable Skills Gain	115

After reviewing the Performance Outcome data provided, Chairman Anderson asked if the individuals that are laid off could be moved into our dislocated worker pool. Mr. Jackson responded yes.

### 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.

#### **Kendra Garrard**

Ms. Kendra Garrard is a high school graduate and a single parent. Kendra was interested in obtaining training in the truck driving field. After working with her Career Coach, Ms. Garrard decided that she wanted to pursue truck driving training that began in May. Ms. Garrard successfully completed her truck driving training and obtained her Commercial Driver's License. On October 17th, Ms. Garrard secured fulltime employment with Maverick Transportation as a CDL driver, she will be starting out making \$65,000.00 a year with benefits.

## 6. Financial Report

Mr. Esmonde Levy, Workforce Manager, presented the Year End Review Financial Report for PY 2022 through October 31, 2022.

### Chart 1: Percent Expended

Eckerd Adult – 20.62%

Eckerd DW – 19.49%

### **Chart 2: Eckerd Adult Total**

Eckerd has expended \$65,993 of \$320,000 (20.62% expended) with a remaining balance of \$254,007.

### **Chart 3: Eckerd Adult Total Trend**

Jul-22: \$13,870  
Aug-22: \$15,829  
Sep-22: \$18,820  
Oct-22: \$17,475

### **Chart 3: Eckerd DW Total**

Eckerd has expended \$19,485 of \$100,000 (19.49% expended) with a remaining balance of \$80,515.

### **Chart 1: Eckerd DW Total Trend**

Jul-22: \$4,211  
Aug-22: \$3,884  
Sep-22: \$5,954  
Oct-22: \$5,437

### **Chart 5: Resiliency Total**

Eckerd has expended \$196,200 of \$288,812 (67.9% expended) with a balance of \$92,612.

## **7. Other Business**

### **a. Other Discussion Topics by Committee Members**

Chairman Anderson opened the floor to the Committee to share their thoughts and concerns on anything asked or discussed during the meeting. Mr. Levy asked Mr. Outlaw was there a template in place for them to use on a routine basis when reaching out to the businesses. Mr. Outlaw explained that the process is handled in two different ways.

- 1) Workforce Specialists reach out to the individuals referred and the business consultant reach out to the employer to gather information on whether an individual was hired. A referral list is also sent to the employers for their response.
- 2) Follow up with employers on the backend within 30, 60 and 90 days to request a list of individuals hired.

Mr. Outlaw expressed to the Committee that this has been their issue due to employers not wanting to share this information that they consider private. He added that the former business consultant, Mr. Steve Hampton, had the connections with most of these employers and did not experience what Mr. Outlaw and his staff are encountering now. He expressed that they are in the process of rebuilding these relationships.

Ms. Young asked will it be suitable for Mr. Outlaw and his team, in the process of developing the relationships, to make it an expectation for employers to report back. Mr. Outlaw responded that they try to make that expectation of the employers, but they can't deny them services if the information is not granted. He added that the Enhancement Program is what they use to reach out to the employers in advance to get a list of referrals. Many will agree but don't follow through with the request.

Ms. Poplin asked Mr. Outlaw what information is asked of employers that they are refusing to provide the information. Mr. Outlaw stated that they ask for the name of the new hire and an identifier such as last four

digits of social security number (which they avoid) or birth date. Chairman Anderson stated that he does not understand why employers are not willing to provide this information based on what is asked. He also asked Mr. Outlaw if there would be a possibility for the people we referred, to have them report back as an expectation. Chairman Anderson expressed that those people that were referred to him by the center never called. Mr. Outlaw expressed that this issue is now with individuals being able to self-refer themselves, and he will only be able to focus on what he is assigned to do. He expressed that partnerships need to be rebuilt.

Mr. Jackson asked during orientation if it is stated that businesses are required to report their numbers. Mr. Outlaw stated that he is not sure, however, they do encourage them to report this information. Chairman Anderson stated that there is a glitch in the system and that they have had greater results with the traditional way rather than electronically. Ms. Poplin suggested that Mr. Outlaw contact the region with the best system that we can use to improve our process. Chairman Anderson also suggested to Mr. Outlaw and his team to reach out to the State for assistance. He expressed that he is not faulting the staff, but the State model is not working and for the agency to not overlook the small businesses that need employees.

#### **8. Adjourn**

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

The SC Works Committee Meeting adjourned at 9:30 AM.

Recorded By,

*Kourtney Page*

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