



SANTEE-LYNCHES
WORKFORCE DEVELOPMENT BOARD MEETING
Tuesday, January 24, 2023 - 5:00PM
Via Zoom

MINUTES

Members Present via Zoom:

Calvin Hastie (Vice-Chairman), Dr. Vanessa Canty, Gail Lemmon, John Hornsby, Tiffany Myers, Bobby Anderson, Mike Murrow, Debra Young, Brian Reilly, Berri Outlaw, Robert Edwards, Jeff Burgess, George General, Kanzora Robinson

Members Absent:

Charles Hayes (excused), Dr. Joshua Castleberry (excused), Celeste Taylor, Virginia Pryor, Teresa Justice, Samuel Lowery

Workforce Development Staff Present:

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

Guests:

Ray Jackson, One-Stop Operator/Center Manager, Eckerd Connects-Workforce Development
Deidre Smalls, Area Manager, Eckerd Connects-Workforce Development
Caitlin Brazell, SC Department of Employment and Workforce (SCDEW)
Demeterius Smith, Apprenticeship Consultant - Apprenticeship Carolina

I. Welcome and Call to Order

Vice-Chairman Calvin Hastie called the Santee-Lynch Workforce Development Board of Directors Meeting to order at 5:00PM. A quorum was present.

II. Invocation/Pledge of Allegiance

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

III. Introduction of Guests

Ms. Areatha Clark, Deputy Executive Director, and Workforce Development Chief introduced staff and guests. Recognition was given to Vice-Chairman Hastie for serving as Interim Chairman of the Board. Ms. Clark also introduced the special guest from Apprenticeship Carolina, Mr. Demetrius Smith, Apprenticeship Consultant.

IV. Approval of Agenda – (M)

Vice-Chairman Hastie called for a motion to approve the minutes. **A motion was made by Mr. Bobby Anderson and seconded by Ms. Debra Young.** There being no discussion, Chairman Hastie called for the vote. **All were in favor and the motion passed unanimously.**

V. Approval of Minutes- December 6, 2022 (M)

Vice-Chairman Hastie called for a motion to approve the minutes of December 6, 2022. **A motion was made by Ms. Debra Young and seconded by Mr. Robert Edwards.** There being no discussion, Chairman Hastie called for the vote. **All were in favor and the motion passed unanimously.**

VI. Special Presentation- Apprenticeship Carolina

Mr. Demeterius Smith, Apprenticeship Consultant for Apprenticeship Carolina presented information about what Apprenticeship Carolina is about and how they can be an assistance to the region.

Slide 1: SC Technical College System-Organizational Structure

Mr. Smith identified that Apprenticeship Carolina is a Division of the SC Technical College System. He also identified that Central Carolina Technical College is a part of the division. Mr. Smith explained that Apprenticeship Carolina was under ReadySC but later became its own division.

Slide 2: Our Mission

Mr. Smith identified the mission of Apprenticeship Carolina is to Lead South Carolina in registered apprenticeship programs that help businesses and communities thrive economically. Through innovation, partnerships, and a spirit of excellence, Apprenticeship Carolina catalyzes the promotion of registered youth, adult, and pre-apprenticeships. Apprenticeship Carolina is also a resource to help employers create, maintain, and maximize the use of these programs. Apprenticeship Carolina is committed to creating and strengthening career pathways that enrich and enhance South Carolina's existing and future workforce.

Slide 3: The Context of Apprenticeship in 2007

Mr. Smith shared with the Board how the development of Apprenticeship Carolina came about. In 2007, The Context of Apprenticeship data exhibited that South Carolina fell last of our neighboring states with only 800 apprentices. He expressed that this report prioritized the need for South Carolina Apprenticeship to recruit many other apprentices. This has led to a phenomenal growth in South Carolina, which is now one of the top 10 states of apprentices in the nation.

Slide 4: Phenomenal Growth

Mr. Smith shared with the Board the statistics of 15 and half years of growth in each category for the state:

Apprentices - 43,915 apprentices (56x growth)

Programs - 941 Programs (9x growth)

Youth - 279 Programs (55x growth)

Slide 6: What is a Registered Apprenticeship Program?

A registered apprenticeship program is an opportunity to earn while you learn in a structured environment.

- A registered apprenticeship program starts with a job. Apprentices are employed and paid while they learn.
- A registered apprenticeship program combines on-the-job training from a seasoned mentor with job-related education in classroom setting.

- A registered apprenticeship program flexibly trains to industry specifications.
- A registered apprenticeship program includes a wage progression as apprentices learn and master new skills.
- A registered apprenticeship program is registered with U.S. Department of Labor and leads to a nationally recognized credential.

The Earn While You Learn Model components that lead to a certified, skilled workforce are:

- Job-Related Education
- On-the-Job Mentoring
- Scalable Wage Progression

Mr. Smith explained to the Board that once the individual is hired on and progresses in the apprenticeship, employers are required to grant the individual at least one pay raise. However, the number of raises granted after the initial increase, is at the discretion of the employer based upon the individual's work performance.

Slide 7: Apprenticeship Benefits

The key benefit of an Apprenticeship is that it creates a highly skilled workforce. It also provides a state tax credit to employers. It also ensures structured training and remains in-house. Mr. Smith also highlighted that the program also benefits employers because it increases retention rates and productivity.

Slide 8: State Tax Credit

Mr. Smith identified reinforced that benefit for employers of \$1,000 in state tax credit granted per apprentice per year for up to four years.

Slide 9: ROI Study

An Apprenticeship Program study conducted by the Darla Moore School of Business provided data on how efficient the program producing \$1.41 return on investment, a net positive return-on-investment in five years, longer average tenure among employees, net benefits for all industries (manufacturing experienced the highest net benefit) and net benefit increases in subsequent years.

Slide 10: Targeted Industry Clusters

Over 1,000 occupations can be part of an apprenticeship program. Innovative outreach into targeted industry clusters has made South Carolina a national model for its broad range of programs. Of those occupations, industry clusters that the program mainly focuses on are:

- Advanced Manufacturing
- Construction Technologies
- Energy & Utilities
- Healthcare
- Information Technology
- Tourism & Service Industries
- Transportation Distribution & Logistics

Slide 11: Apprenticeship Carolina wins big with USDOL grant awards!

Mr. Smith identified the costs of apprenticeship: wage and education. He announced to t that South Carolina was awarded over \$11 million dollars in combined grant funding to help mainly with educational costs, but also supportive services.

Slide 12: Youth Apprenticeship Carolina SC Technical College System

Mr. Smith provided the Youth Apprenticeship side of the Apprenticeship Program. It provides South Carolina high school students the unique opportunity to earn while they learn by combining curriculum with critical on the job training at local businesses. Students can earn income while earning a national credential at the same time as their high school diploma. Mr. Smith expressed to the Board that youth that are enrolled in high school 16 years or older are eligible. Employers can do this for current youth employed or new hires. He also expressed that Apprenticeship Carolina strives to target youth so that they can get in the workforce early.

Slide 13: Youth Apprenticeship: By the Numbers

There are currently 279 companies registered with a youth program. Of those 279 companies, 38 counties have a registered youth apprenticeship program. Mr. Smith expressed that the program is striving to have all counties participating in the youth apprenticeship program.

Vice-Chairman Hastie asked Mr. Smith to explain how this program is received in South Carolina now. Smith explained that this depends on the area of the state due to efficacy or restarting. He explained that South Carolina has become number one in the region and is in the top 10 on the national level.

Vice-Chairman Hastie asked for Mr. Smith's insight of the Santee-Lynches Region. Mr. Smith explained that the Santee-Lynches Region is identified as being in the reignite/restart phase. However, there are several employers that participate in the Apprenticeship Program, but the numbers could be better.

Mr. Bobby Anderson asked Mr. Smith to explain where Apprenticeship Carolina currently stands on apprenticeships. Mr. Smith identified that the state has at least 44,000 apprenticeships and over a 1,000 trades. Mr. Anderson asked Mr. Smith to identify the process for the program for students. Mr. Smith stated that the programs are employer driven. However, apprenticeship counselors sit with employers to ensure needs are met. Mr. Anderson asked Mr. Smith if it is required that the apprentices are required to be paid a certain wage. Mr. Smith responded that the apprenticeship program requires employers to pay employees at least minimum wage. Wages are covered by workers comp depending on if the individual is a youth or adult. Youth are typically covered by insurance of the High school while adults are covered by the employer as a regular employee.

Ms. Clark stated that she will share Mr. Smith's presentation with all Board Members once the meeting is adjourned.

VII. Executive Director's Report

- None

VIII. Reports

SC Works Operator Report

Mr. Ray Jackson, One-Stop Manager presents the SC Works Operator Report July 1, 2022, through December 31, 2022.

Before beginning his presentation, Mr. Jackson informed the Board that the SC Works Integrated Service Business Team has met with Mr. Smith on how they can get engaged with developing the Apprenticeship Program.

Chart 1: Santee-Lynches Summary Total

VOS Greeter: Individuals -5,794; Of those individuals, 211 were veterans.

Total number of Distinct Individuals Receiving Services	4,742
Total number of Individuals that Registered	625
Total number of Internal Job Orders Created	870
Total number of Internal Job Referrals	15,675
Total number of Services Provided Employers	5,222
Total number of Services Provided to Individuals	260,197

Chart 2: Labor Force Employment and Unemployment Distribution Table for November 2022

South Carolina Overall:

Civilian Labor - 2,386,185

Number Employed - 2,308,936

Number Unemployed - 77,249

Unemployment Rate - 3.2%

Preliminary - Yes

Santee-Lynches Regional Counties					Prelim. Yes
	Current Labor Force	Number Employed	Number Unemployed	Unemployment Rate	
Lee	6,213	5,939	274	4.4%	
Clarendon	11,546	11,114	432	3.7%	
Sumter	40,496	39,081	1,415	3.5%	
Kershaw	28,602	27,803	799	2.8%	

Santee-Lynches Region Ranks #2 out of 12 Areas across the state for the following data:

Civilian Labor Force - 86,857

Number Employed - 83,937

Number Unemployed - 2,920

Unemployment Rate - 3.4%

Preliminary - Yes

Chart 3: Month of December Highlights

Mr. Jackson highlighted the SC Works Workshops and Hiring Events hosted throughout the month:

SC Works Workshop- Santee-Lynches hosted the Job Searching After Justice Involvement, Labor Market Information, Virtual Employer, Cover letter, and Resume Workshops.

Hiring Events- SC Works Camden/Sumter hosted the Suominen, SEJ Services, and SC Stay Hiring Events. Mr. Jackson stated that they are gaining more Hiring Event Opportunities, and they are booked the entire month of February 2023.

Chart 4: Top 15 Employers with the most Job Openings.

Rank	Employer Name	Job Openings
1	Prisma Health	148
2	McLeod Health	65
3	Medical University of South Carolina	62
4	Thompson Construction Group, Inc.	50
5	Kershaw Medical Center	44
6	City of Sumter, SC	35
7	Agile Defense, Inc.	34
8	Lee County School District	31
9	Amedisys, Inc.	29
10	Kershaw County School District	29
11	McDonald's Corporation	29
12	CVS Health	28
13	Morris College	28
14	Sonic Corp.	24
15	Vibra Healthcare, LLC.	23

Chart 5: Hot Jobs (January 2nd -January 6th)

Mr. Jackson explained that the Hot Jobs provide a wide range of employment opportunities for individuals visiting the SC Works Centers.

Chart 6: January 2023 Online Workshops Calendar

Mr. Jackson informed the Board that January 2023 Workshops are coming to an end this Friday, January 27th. SC Works will be hosting more Online Workshops beginning in March 2023.

Chart 7: Free Law Talk

Mr. Jackson encouraged the Board to promote this event and share from our Social Media Platforms. The last two Free Law Talk Sessions will be Special Education - Wednesday, March 22nd 5:30-6:30PM and Credit Card Debt - Wednesday, May 24th 5:30-6:30PM.

WIOA Adult, Dislocated Worker, Youth Services Report

Ms. Deidre Smalls presented the WIOA Adult, Dislocated Worker and Youth Report for July 1, 2022, through December 31, 2022.

Chart 1: Total Active Adult/Dislocated Worker Enrollments

New - 59 Actual -119 Goal-192 (38% remaining)

Chart 2: Occupational Skills Training

Received Training - 52 (13 were employed)

Training provided primarily in the Transportation & Healthcare Sectors: CDL, Clinical Medical Assistant, Patient Care Technician

Chart 3: Performance Outcomes Update (Adult/DW)

Credentials - 53 Measurable Skills Gain - 177

Adult Program Highlight

Mr. Dorian McElveen came into the SC Works Sumter Center in April of 2022 seeking assistance with employment and training. Mr. McElveen was unemployed and needed a career that would allow him to support his family. Dorian attended Palmetto Training Truck Driving School in Sumter and obtained his CDL Class A license. Mr. McElveen started his own business, Tru2IT Transportation LLC. Mr. McElveen reported averaging \$3200.00 per load. The highest reported earnings per load

was \$7000.00. Mr. McElveen is excited about his earning potential and the ability to provide for his family.

Chart 4: Total Active Youth Enrollments

New - 24 Actual - 39 Goal – 105 (63% remaining)

Ms. Smalls shared with the Board that the team is working with local high schools such as North Central and Camden High Schools to host orientations with high schoolers that don't have a post-graduation plan. They also reconnected with Roads of Independence (ROI) to host office hours.

Chart 5: Occupational Skills Training

Received Training - 16 (3 obtained employment; 1-enrolled in the military)

Training provided primarily in the Transportation & Healthcare Sector- Certified Nurse Assistant, Phlebotomy, CDL

Chart 6: Performance Outcomes Update (Youth)

Credentials - 23

Measurable Skills Gain - 61

WEX/OJT - 5

Resumes Created - 22

Career Smart - 24

Adult Education - 5

Youth Program Highlight

Olivia Coward enrolled in the youth program in October 2022. Ms. Coward, a high school graduate, was unemployed and heard about our program through a family member. She was interested in obtaining training in the medical field and after meeting with her Career Coach, decided to pursue the Patient Care Technician program in November through Professional Development & Training Services in Lugoff, SC. She has successfully completed her CNA training and obtained her CNA state license. On January 10th, she began Phlebotomy training and is doing very well in training. Olivia is well on her way to a rewarding career.

Financial Report

Mr. Esmonde Levy, Workforce Manager, presents the Financial Report for the PY 2022 through 12/31/2022.

Chart 1: Percent Expended

Eckerd Adult - 35.22%

Eckerd DW - 31.87%

Eckerd Youth - 35.57%

Chart 2: Eckerd Adult Total

Eckerd has expended \$112,689 of \$320,000 (35.22% expended) with a remaining balance of \$207,311.

Chart 3: Eckerd Adult Total

Jul-22: \$13,870

Aug-22: \$15,829

Sep-22: \$18,820

Oct-22: \$17,475

Nov-22: \$17,853

Dec-22: \$28,843

Chart 4: Eckerd DW Total

Eckerd has expended \$31,867 of \$100,000 (31.87% expended) with a remaining balance of \$68,133.

Chart 5: Eckerd DW Total

Jul-22: \$4,211
Aug-22: \$3,884
Sep-22: \$5,954
Oct-22: \$5,437
Nov-22: \$6,260
Dec-22: \$6,121

Chart 6: Eckerd Youth Total

Eckerd has expended \$142,266 of \$400,000 (35.57% expended) with a remaining balance of \$257,734.

Chart 7: Eckerd Youth Total

Jul-22: \$17,872
Aug-22: \$12,121
Sep-22: \$47,841
Oct-22: \$20,460
Nov-22: \$23,210
Dec-22: \$20,761

Chart 8: Resiliency Total

Eckerd has expended \$241,241 of \$288,812 (83.5% expended) with a remaining balance of \$47,598. Mr. Levy explained that the Resiliency Fund is used to support the Adult Program. Vice- Chairman Hastie asked Mr. Levy to identify if this funding is a state or grant funding. Ms. Esmonde identified the Resiliency Fund as a state grant.

IX. Other Business/Committee Discussion

New Eligible Training Provider Programs

WIOA Eligible Training Provider Programs
Board Approval – January 2023

160 Driving Academy*	Columbia, SC	Class A CDL	\$4595
Kershaw County Adult Education	Camden, SC	Webpage Design/Development	\$905
New Horizons Computer Learning*	Tampa, FL	Prep for CompTIA A+	\$2495
		Prep for CompTIA Network	\$2495
		Prep for CompTIA Security+	\$2495
		Prep for CISCO CCNA	\$2495
		Cyber Security IT Professional	\$5995
Palmetto Medical Computer Learning*	Columbia, SC	CMAA	\$2531
		Medical Billing and Coding	\$3042
Second Chance Job Center*	Mt. Pleasant, SC	Pre-Apprenticeship Carpentry	\$5700
		Pre-Apprenticeship Electrical	\$5700
		Pre-Apprenticeship Plumbing	\$5700
		Pre-Apprenticeship Masonry	\$5700
		Pre-Apprenticeship Basic HVAC	\$5700
		Pre-Apprenticeship Mfg.	\$5700
		Pre-Apprenticeship Welding	\$5700

*New Provider

Ms. Clark explained that it is by law, designed by Department of Labor, that all Training Providers must be on the eligible training provider list prior to the agency spending training funds with them. The list shared consists of a list of current providers and new providers that are offering more training opportunities. Ms. Clark requested approval for adding these new programs and new training providers to the Santee-Lynches Eligible Training Provider List. She also stated that the list provided does consist of new providers with new opportunities. Ms. Clark further explained that additional options such as this will help sustain their current participants to avoid extended wait times to begin training programs and travel.

Vice-Chairman Calvin Hastie called for a motion to approve the new proposed Eligible Training Provider Programs and providers presented for the local WIOA Eligible Training Provider List. A motion was made by Mr. Bobby Anderson and seconded by Mr. Robert Edwards. There being no discussion, Chairman Hastie called for the vote. **All were in favor and the motion passed unanimously.**

Mr. Bobby Anderson expressed to the Board that the Second Chance Job Center is offering training programs that are not currently offered in our area. He stated that this will be helpful in our area to support those small businesses that are in desperate need of employment and there aren't training programs for some of the jobs. He asked Ms. Clark what the Board's charge is and what guidelines are provided by the state. He shared his concern with challenging the school district to develop programs/efforts to help prepare our youth for the Workforce. Ms. Clark stated that their partnership with Ms. Brenda Gardner with the Regional Education Center has helped to provide soft skills information for every classroom in the region and other connections within the school system. This has enabled Ms. Smalls to connect with career and guidance counselors to recruit students upon their graduation. Ms. Clark expressed that they are working to bring the new Sumter County School District Superintendent on the Board to fill the slot that is vacant.

Ms. Clark indicated that she would send information on what the Board is charged with. Chairman Hastie suggested to Ms. Clark to invite Dr. William Wright, Jr., the Sumter School District Superintendent as guest at our next board meeting. After Mr. Hastie's encounter with Superintendent Wright at the Sumter Chamber Retreat, he stated that Dr. Wright expressed his interest in knowing what is needed in the community.

X. Chairman's Comments

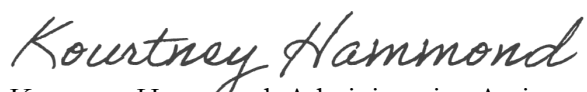
Chairman Hastie mentioned to Ms. Clark and her team to extend an invitation to the Workforce Development Board on any events that are being held throughout the community. Ms. Clark confirmed to do and also extended the invitation for the Board members to visit the SC Works Centers to shadow their services and processes.

Chairman Hastie also encouraged the Board members to attend his court hearings on Thursdays for a firsthand view on the troubled youth in the community.

XI. Adjournment

The meeting was adjourned at 6:04PM.

Recorded by,



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