



**SANTEE-LYNCHES WORKFORCE DEVELOPMENT BOARD  
SC WORKS COMMITTEE MEETING  
Tuesday, March 19, 2019 - 8:30 AM  
SC WORKS SUMTER  
31 E. CALHOUN STREET  
SUMTER, SC 29150**

**MINUTES**

**Members Present:**

Bobby Anderson, Chairman, Nicole Gardner, John Hornsby, Janice Poplin, Stewart Kidd

**Members Absent:**

Annette Karlinsky, George General (excused)

**Workforce Development Staff Present:**

Areatha Clark, Workforce Development Chief  
Esmonde Levy, Workforce Development Manager  
Freda Amerson, Workforce Development Coordinator  
April Barr, SC Works Case Manager  
Steve Berger, Business Services Lead

**Guests:**

Ray Jackson, SC Works Operator/Center Manager, Eckerd Connects-Workforce Development  
Brian Rauschenbach, Project Manager, Sumter Economic Development Board

**I. Welcome:**

Mr. Bobby Anderson, Chairman, welcomed the committee members and called the Santee-Lynch Workforce Development Board's SC Works Committee Meeting to order at 8:32 AM. A quorum was present.

**II. Approval of Minutes (M):**

Chairman Bobby Anderson called for a motion to approve the minutes from January 15, 2019. A Motion was made by Ms. Janice Poplin and seconded by Mr. John Hornsby. There were no revisions to the minutes; all were in favor and the Motion passed unanimously.

**III. SC Works Performance Update:**

Ms. Areatha Clark, Workforce Development Chief, reviewed the SC Works Performance Report for Program Year 2018 (July 1, 2018 – March 15, 2019). A comparison review was completed for the

same period for PY'17 and PY'18.

She reported that enrollments have increased from this time last year. OJT enrollments decreased. However, the amount of funding reimbursed to employers increased because they are paying higher wages. Training dollars are continuing to be spent for customers needing these services. Supportive service dollars are continually being utilized because we are forced to send most customers out of the region to Columbia or Florence for training; except for truck driver training, which is local. It was reported that Central Carolina is considering becoming an eligible training provider again. This would allow for more training to be provided locally, which would impact of level of supportive services needed.

Work experience contracts have also increased. It was noted that Eaton had five students in the Machine Tool (CNC) program, and all have been permanently hired just within their second semester of school. They work 12-hour shifts (36 hours total) on weekends, which allows them to go to school full-time during the week. This partnership continues with Central Carolina due to the need expressed by employers in the region. Other employers participating in the initiative include BD, Mancor, Caterpillar and Manchester Fluid Power. The next group of participants start the new semester in August 2019.

In reference to OJT, we've now collaborated with Avanta in Clarendon County and Hengst in Kershaw County. Kaydon in Sumter County continues to be active in the program as well. We have less contracts this program, but the contracts are paying more money. Wages are much higher than before, which explains why more funds are being spent. On another positive note, the contracts start at an agreed wage and then during the program some of the participants have received an increase in their salary. It's beneficial for both the employer and trainee.

	<b>Program Year 2017 (July 1, 2017 – June 30, 2018) Reporting Period thru 3/15/2018</b>	<b>Program Year 2018 (July 1, 2018 – June 30, 2019) Reporting Period thru 3/15/2019</b>
<b>SC Works # of WIOA Participants Served</b>		
Carryover Participants	<b>81</b>	<b>89 – Clarendon: 7, Sumter: 63, Kershaw: 10, Lee: 3, Other: 6</b>
New Participants Enrolled	<b>256</b>	<b>254 – Sumter/Clarendon: 204, Kershaw/Lee: 50</b>
<b>Total Served (Active)</b>	<b>337</b>	<b>343</b>
<b>SC Works Training and Supportive Service Dollars</b>		
Training Dollars Spent	<b>\$210,926</b>	<b>\$272,213</b>
	Kershaw/Lee Counties - \$39,765 Clarendon/Sumter Counties - \$171,161	Kershaw/Lee Counties - \$51,787 Clarendon/Sumter Counties - \$220,426
Supportive Services Dollars Spent	<b>\$60,372</b>	<b>\$82,984</b>
	Kershaw/Lee Counties - \$20,239 Clarendon/Sumter Counties - \$40,133	Kershaw/Lee Counties - \$13,694 Clarendon/Sumter Counties - \$69,290
# of Participants Receiving Training and/or Supportive Services	<b>122</b>	<b>141</b>
	Kershaw/Lee Counties – 37 Clarendon/Sumter Counties - 85	Kershaw/Lee Counties – 31 Clarendon/Sumter Counties - 110
<b>Work Experience (WE) Contracts Dollars</b>	<b>\$25,080</b>	<b>\$57,960</b>
<b>WE Contracts</b>	<b>8</b>	<b>12</b>
<b>On-the-Job (OJT) Training Dollars</b>	<b>\$70,946</b>	<b>\$71,313</b>
<b>OJT Contracts</b>	<b>32</b>	<b>26</b>

#### **IV. Financial Report**

Mr. Esmonde Levy provided a financial update for SC Works Expenditures for PY'18 (July 1, 2018 – June 30, 2019) through February 28, 2019:

##### **Chart 1: Program Year 2019 Adult Financial Data as of February 28, 2019**

- SC Works spent \$302,080 of \$500,000
- SC Works Operator spent \$51,540 of \$80,075
- SC Works A/E spent \$24,487 of \$97,240

Mr. Levy reported that \$250,000 was transferred from the adult funding stream to the dislocated worker funding stream. He explained that the state gives us the authority to make 100% transfer from adult to DW, if needed. The operator grant has exceeded projected expenditures through this period, but it's being monitored as the year progresses.

##### **Chart 2: Program Year 2018 Dislocated Worker Financial Data as of February 28, 2019**

- SC Works spent \$349,898 of \$400,000
- SC Works Operator spent \$21,898 of \$34,318
- SC Works A/E spent \$19,738 of \$83,350

#### **V. SC Works Operator Report**

Mr. Ray Jackson provided the SC Works Operator report (January 1, 2019 – February 28, 2019):

- January 2019 unemployment rate for South Carolina was 3.6% with 4.8% in Clarendon County, 3.6% in Kershaw County, 4.7% in Lee County, and 4.0% in Sumter County.
- 3430 distinct customers received services; 4,332 total services were provided
- Overall job placements for 2019 year to date was 185
- In the Santee-Lynches Region, the target is 88 placements per month:
  - January - 94
  - February - 91

Mr. Jackson reported that the Rapid Response team provided services to three companies that are closing or experiencing layoffs. Kmart had 80 employees who were impacted, and SC Works did orientation with that group. Eleven of those employees were full time and have filed for unemployment. The others were part-time, and some have been able to find employment with other companies. Invista is eliminating a line that will impact 62 employees. However, nothing has transpired yet under the Warn Act, although a 60-day notice has been provided to employees. Victoria's Secret closed March 18th with 11 employees impacted. Services were offered, but they declined orientation sessions for their employees.

Mr. Jackson updated the committee on the VOS Greeter system, a digital kiosk that services customers visiting the center. It gives a real-time traffic report by the hour, office location, staff assisting, visit reason, and day of the week. We are the pilot for the state, being only one of two areas utilizing the program. It is successfully working and is further being adjusted to be more beneficial. Data from the kiosk was shared with the committee.

A report was also provided on the Ready-to-Work: Disability Workforce Solution Series being provided by Able South Carolina. This is a great training for employers to learn tips for employing individuals with disabilities. Several companies attended the “How Reasonable are Reasonable Accommodations?” workshop held on February 28<sup>th</sup>. Future workshops in the series include: “Disability Sensitivity and Etiquette in the Workplace” (May 2<sup>nd</sup>), “Accessibility Planning for Business” (September 12<sup>th</sup>) and “Accessing Employer Resources” (November 14<sup>th</sup>).

Mr. Jackson also reported on the Back-to-Work program. This was the second graduating class. It has been very successful with 17 participants in this 6-week class. Most came to the graduation on February 21<sup>st</sup>, with Howie Owens, Downtown Development Manager and Assistant to the City Manager for the City of Sumter, as the guest speaker. Mr. Jackson furthered indicated there is 30, 60, and 90-day follow-up to monitor their progress and offer any other services that are needed for them to succeed.

Next, Mr. Jackson reported on the Second Quarter WIOA and Partners Training that was held on March 7, 2019. This was a required training session for all SC Works Partners. Sumter County Fire Department provided training on fire safety and performed a fire drill. Able South Carolina provided training on digital resources that are available for those with disabilities, primarily on the staff’s perspective. Mr. Jackson updated staff on policies and procedures while covering the EAP (Emergency Action Plan) and an update on the VOS Greeter system. Staff/Partners conducted presentations on their respected programs and services.

A Job Fair was held at Chestnut Oaks/Crosswell Elementary on March 12, 2019 with 22 employers and 248 job seekers attending. This was a partnership with Thompson Industrial who is a business partner with the two named schools. Mrs. Janice Poplin commended Mr. Ray Jackson and Ms. Nicole Gardner on the event being well organized, resulting in a successful turnout.

## **VI. Other Business**

Mr. Brian Rauschenbach asked questions in reference to WorkKeys being transitioned over to WIN and the process for profiling. He inquired if there was still assistance with profiling for companies. Ms. Clark responded yes; assistance was available for WIN profiling. She stated it was important for employers to know WorkKeys is not the same as WIN, but that they were similar and that profiling services could be provided on site. Mr. Rauschenbach expressed his concern was meeting with new, incoming manufacturers and them not being familiar with the process of WorkKeys and/or WIN. Ms. Clark stated that information could be provided by the staff to help educate employers on these services. She added that although WIN is offered as a free service. WorkKeys does still exist but at a cost.

Mr. Rauschenbach stated that several employees with BD and Eaton, roughly 700 between the two plants, are close to retirement and it’s important to get these employees adequately replaced. Committee members agreed this information needs to be shared with the business community and school boards to start training and recruiting potential employees.

It was discussed that committee members will contact high school officials to set up a forum for such discussions. Mr. Rauschenbach agreed to assist.

## **VII. Adjournment**

The meeting was adjourned at 9:20 AM.

Recorded By,

Freda Amerson, Workforce Development Coordinator