



Santee-Lynches Workforce Development Board Meeting
Tuesday, November 19, 2019 - 5:00 PM
Central Carolina Technical College
Advanced Manufacturing Technology Training Center
853 Broad Street, Room A101
Sumter, SC 29150

MINUTES

Members Present:

Clarendon – Robert Edwards
Kershaw – Nicole Gardner, Stewart Kidd, Teresa Oelze
Lee – Annette Karlinsky, Zina Wright
Sumter – Bobby Anderson (Vice-Chairman), Ashton Elmore, Sam Lowery, Sharon Teigue, Debra Young

Members Absent:

Clarendon –Christine Edwards (Excused), Richmond Jones (Excused)
Kershaw – Renee Baker (Excused), John Hornsby (Excused), Teresa Justice
Lee – George General (Chairman) (Excused)
Sumter – Calvin Hastie, Sr. (Excused), Janice Poplin (Excused), Jerome Robinson, Elizabeth Williams (Excused)

Staff Present:

Christopher McKinney, SLRCOG Executive Director
Areatha Clark, Workforce Development Chief
Esmonde Levy, Workforce Development Manager
Freda Amerson, Workforce Development Coordinator
Steve Berger, SC Works Business Services Lead
Angela Jacobs, Chief, Office Administration

Guests:

Amanda Wagner, Eckerd Connects – Workforce Development
Caroline Rogerson, Eckerd Connects – Workforce Development
April Barr, Eckerd Connects – Workforce Development
Ray Jackson, SC Works Operator, Eckerd Connects - Workforce Development
Melissa Rodgers, SC Department of Employment and Workforce (SCDEW)
Tedra Giles, Hastie Law Firm
Barbara Mosley, Regional Deputy Director, Telamon Corporation

1. Welcome and Call to Order

The Santee-Lynches Workforce Development Board of Directors' (WDB) Meeting was called to order by Vice-Chairman Bobby Anderson at 5:10 PM. A quorum was present.

2. Invocation/Pledge of Allegiance

Vice-Chairman Anderson provided the invocation and led the Pledge of Allegiance.

3. Introduction of Guests

Ms. Areatha Clark, Workforce Development Chief, introduced staff and guests.

4. Adoption of Agenda

Vice-Chairman Anderson entertained a Motion to approve the Agenda. **A motion was made by Mr. Bob Edwards and seconded by Mr. Sam Lowery.** There being no discussion, Vice-Chairman Anderson called for the vote. **All were in favor and the motion passed unanimously.**

5. Approval of Previous Meeting Minutes – October 22, 2019

Vice-Chairman Anderson entertained a Motion to approve the Workforce Development Board (WDB) Meeting Minutes of October 22, 2019. **A motion was made by Ms. Sharon Teigue 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. Executive Director's Report

Mr. Christopher McKinney announced Ms. Areatha Clark has been appointed as the new Deputy Director for the Santee-Lynches Regional COG, this is in addition to her duties as Chief of Workforce Development.

7. Special Presentation

Ms. Sharon Teigue, Director, Sumter County Adult Education began her presentation by stating the Sumter County Adult Education building in Sumter was the first time in South Carolina to have a building built from the ground up for the exclusive use of adult education. Ms. Teigue shared several locations they are at on a regular basis and they go out to a lot of businesses and industry. The program at the Sumter/Lee Regional Detention Center prepares the inmates to take the WIN test and they are tested onsite at Sumter County Adult Education. They also have a carpentry class that is offered to prepare them for the workforce when they are released. Ms. Teigue explained a part of WIOA requires Adult Ed to provide reading, writing, and arithmetic but also to prepare the students for the workplace. Ms. Teigue then stated they will collaborate with anyone that is willing to participate. Ms. Teigue further stated with the Eckerd staff on board she has been seeing good results, which has not happened in the past. She explained they are working in all four counties working with the students (tutoring, help in preparing resumes, placing them in jobs, etc).

Ms. Teigue explained every student in adult education must take the Test for Adult Basic Education (TABE). This is a diagnostic test used to determine a person's skill level in reading and math. This will help place the student according to those levels. After approximately 40 hours of instruction, the student is tested again and hopefully will move through the system. Ms. Teigue stated about half of the students from Sumter County come in with a 5th Grade reading level. She further explained they have two computer labs and do a lot with technology which is a requirement from the State Department.

Ms. Teigue went on to explain they try and get the students involved in the community, such as Purple Day which is Rely for Life and Red Day is for the Heart Association, blood drives, and cleaning up their community. This gives the students a chance to interact with their community and make contacts, which may help them with employment in the long run. Ms. Teigue went on to explain they have English as a Second Language (ESL) program which have students from over 20 countries. Ms. Teigue indicated they have a literacy extravaganza at different housing developments, which provides books for parents to read to their children. She then indicated they have a café where the Special Education students run it. They have had two Special Education students to find employment from working at the Café. One student works at the school district in food services and the other works at a nursing home in food services. Ms. Teigue then talked about the GED Bootcamp. She further explained they graduate approximately 100 students a year. She said they do a lot of different things to honor the students; every one to two months they recognize their achievements. She also explained they try and get young adults in to talk with the students to encourage them and explain the importance of post-secondary education. Ms. Teigue indicated they have classes that are open to the public: writing for law enforcement, OSHA, and computer classes. They also have a robotics club where students come in to build robots. Sumter Adult Education partners with provides services in over 60 different places in Sumter.

8. Reports

Youth Report and WIOA Adult and Dislocated Worker Programs Program Update

Ms. Caroline Rogerson Eckerd Connects - Workforce Development, reported on their Youth Performance for PY19 through October 31, 2019. The Youth program is at 68% of its enrollment rate with a goal of 145 participants to be enrolled. As of November 2019, they have enrolled 99 participants.

Ms. Rogerson also reported staff for the Adult program have met 25% of their enrollment rate with a goal of 325 participants. Dislocated Workers is at 22% with a goal of 50 participants. Performance Outcomes reviewed for Adult and Dislocated Workers: 43 participants have entered training and currently 29 participants are active, 13 Credentials attained, and 13 Measurable Skills gained. She then reported the Performance Outcomes for Youth: 52 participants have entered training and currently 17 participants are active, 31 Credentials attained, 57 Placements, and 14 participants who have participated in Work Experience opportunities and 6 participants that are currently active.

Ms. Rogerson shared an adult success story: Mr. Craig Andrews had not used his CDL in a couple of years when attempting to gain employment, therefore employers were requesting that he take a refresher course before he could be hired. He was last employed at Timberland Equipment, earning \$15/hour. Mr. Andrews came to the WIOA program requesting assistance with taking a CDL refresher course in order to gain the opportunity to obtain skills necessary for permanent, sufficient employment as a Truck Driver. Due to his previous experience as a Truck Driver, he successfully completed the refresher course within a week at Palmetto Training Inc. in Sumter, SC, effective September 9, 2019. He was immediately hired by Ash Craft as a Truck Driver with a salary of \$30/hour.

Ms. Rogerson then shared a youth success story: Brandi Haley has always had a dream of working with animals. The last two months she has been working with the Second Chance Animal Shelter as a Work Experience. Ms. Haley felt like going to college was not an option. She has had to work to stay fed and have a roof over her head. In the past, she couldn't pursue her dream but with the help of this program, it can happen. Every day is a struggle to make it to her work experience because she doesn't have transportation, however, she makes it happen

every day because she wants it so bad. Life hasn't given her many opportunities, but she makes sure this one counts by giving it her all. She sees success in her future thanks to the much-needed help from this great program.

SC Works Operator Report

Mr. Ray Jackson provided the SC Works Operator report for PY'19 through October 31, 2019. Mr. Jackson provided an overview of the first quarter:

Mr. Jackson reported that SC Works has a new slogan, Your Next Step. He continued that SC Works is currently running three different outreach campaigns: radio, postcards, and Motor Vehicle Network (MVN) ads. Postcards will be mailed via Every Door Direct Mail to 5,124 residents in the rural areas of Clarendon, Kershaw, Lee and Sumter Counties. Mr. Jackson stated SC Works helps individuals find jobs for the unemployed or underemployed, job training, transportation, resume preparation, and interview preparation. He then shared a screenshot of the DMV Ad that was completed. In Sumter, it is anticipated that 132,049 potential customers will see the ad on an annual basis and 71,253 in Camden. A copy of the postcard was also shared.

He then reported on Rapid Reemployment Response. EDM Americas in Lugoff have announced it will be closing October 31, 2019 and will impact twenty (20) employees. A Group Information Session was held on October 29, 2019. GE/Haier America in Camden has scheduled four Group Information Sessions and four On-Site Services for the 180 employees that are being laid off. Eighty of those are temporary employees who have transitioned back to the temp agency for another placement. On October 19, 2019 Midland's MidTech LLC in Sumter laid off five (5) employees and on November 1, 2019, On Site Services were provided to ACS/Treleoni in Manning.

SC Works Outreach events:

- October 23, Ragin Preparatory Christian Academy - Sumter
- October 29, Paxville CDC – Resource & Job Fair - Paxville
- November 2, Restoration World Ministry – Elliott
- November 6 & 7, Resource Fair - GE/Haier/CCTC-Kershaw County Economic Development – Camden

Scheduled Outreach events:

- November 12, Wateree River Correctional
- November 21, Lee Correctional
- November 21, Turbeville Correctional

Mr. Jackson also provided a job placements comparison for October 2018 which was 98 and 2019 was 98 placements.

In conclusion, Mr. Jackson provided Unemployment Rate information for the State and the Santee-Lynches region:

- September 2019 unemployment rate for the Santee-Lynches region was 2.2%, South Carolina was 2.9% with 2.5% in Clarendon County, 2.0% in Kershaw County, 3.0% in Lee County, and 2.1% in Sumter County.

Financial Report

Mr. Esmonde Levy provided the financial update for Adult, Dislocated Worker, and Youth Expenditures for PY'19 through October 2019. Mr. Levy briefly explained how the monthly goal is calculated to ensure the required expenditure rates are met by the end of the program year.

Mr. Levy provided a month to month comparison of expenditures for each of the funding streams:

Chart 1: Program Year 2019 Eckerd Adult Financial Data

July 2019 - \$17,279.11

August 2019 - \$38,422.38

September 2019 - \$39,224.36

October 2019 - \$68,885.95

He reported 38.10% of funds have been expended to date.

Chart 2: Program Year 2019 Eckerd Dislocated Worker Financial Data

July 2019 - \$9,621.77

August 2019 - \$4,463.13

September 2019 - \$3,325.09

October 2019 - \$4,248.14

He reported 6.77% of funds have been expended to date. The projected expenditure rate is 29.33%. Mr. Levy briefly explained why Dislocated Worker expenditures are low at this point in the year. He added that funds can be transferred at a later date to help shore up this funding stream.

Chart 3: Program Year 2019 Eckerd Youth Financial Data

July 2019 - \$33,409.69

August 2019 - \$52,541.66

September 2019 - \$33,041.11

October 2019 - \$61,025.95

He reported 36% of funds have been expended to date.

Chart 4: Program Year 2019 SC Works Operator Financial Data

Adult & Dislocated Program – 30.94% (\$40,221.82) expended

Chart 5: Program Year 2019 Santee-Lynches Administrative Entity

Adult, Dislocated Worker and Youth – 37.52% (\$105,555.37) expended

9. Local Area Update

Santee-Lynches PY'18 Update

Ms. Areatha Clark explained we receive a report each quarter from the State, which gives us an idea of how we are doing programmatically in terms of enrollments and expenditures. The State Workforce Development

Board and the US Department of Labor also have an expectation for each funding stream: 70% of available WIOA funds will be expended in the program year.

Ms. Clark highlighted a few areas of the actual report. For example: Santee-Lynches' Fund Utilization Rate for Adult was 75% expended in PY'18, Dislocated Worker was 72% expended, and Youth was 92% expended.

Ms. Clark then explained the obligation rate is based on allocated funds received in the current year and does not include any carryover funds. At least 80% of the program portion of the current year's allocation must be obligated by the end of the program year. Ms. Clark further explained we may obligate 100% of the funding but we cannot expend 100%. There must be funding available to carryover to operate in the first quarter of the new fiscal year until the new allocation is received from the State.

A participant cost rate is now being measured at the State level for each local area. Thirty percent 30% of program funds must be spent on participants. The participant cost rate is evaluated annually and is based on program expenditures of both carryover and new funds.

Ms. Clark then added the State have finalized the new Performance Measures for WIOA. The assessment below reflects performance for the five measures across programs (Adult, DW and Youth) and indicators. Please note that an LWDA must meet performance in all three ways as identified below:

- Having an Overall Program Score (across all negotiated indicators) of at least 90% for the Adult, DW and Youth programs.
- Having an Overall Indicator Score (across Adult, DW and Youth programs) of at least 90% for each one of the negotiated indicators.
- Having an individual indicator percentage of at least 50%. Please keep in mind that the individual indicator percentage affects both the Overall Program Score and the Overall Indicator Score. A local area could pass an individual indicator with 50% but fail both the Overall Program Score and the Overall Indicator Score. It is suggested that local areas strive for greater than 90% of their negotiated goal per individual indicator.

Ms. Clark stated the Santee-Lynches LWDA met all performance measures for PY'18. [See chart on file for additional information]

PY'19 State Financial and Programmatic Monitoring

Ms. Clark reported SCDEW programmatically and financially monitored the local area October 2 – 4, 2019 and there were no findings. Ms. Clark thanked staff for doing a good job. Mr. McKinney added, the expenditure rates that were met included the additional funding received from the other local areas in June. He continued the additional money was obligated and a significant portion spent within 30 days; the remaining portion was carried into the first quarter of the fiscal year.

10. Chairman's Comments

Vice-Chairman Anderson thanked everyone for attending.

11. **Adjourn**

There being no further business, the Santee-Lynches Workforce Development Board Meeting was adjourned at 6:04 PM.

Recorded By,

Becky Minegar, Administrative Assistant II
Santee-Lynches Regional Council of Governments