



Santee-Lynches Workforce Development Board Meeting
Via Zoom
Tuesday, October 27, 2020 - 5:00 PM

MINUTES

Members Present:

Clarendon County – Kayla Padgett
Kershaw – Nicole Gardner, John Hornsby, Stewart Kidd, Teresa Oelze
Lee – George General (Chairman), Annette Karlinsky, Zina Wright
Sumter – Bobby Anderson (Vice-Chairman), Calvin Hastie, Sr., Janice Poplin, Sharon Teigue, Elizabeth Williams, Debra Young

Members Absent:

Clarendon – Robert Edwards, Christine Edwards (Excused)
Kershaw – Renee Baker (Excused), Teresa Justice
Sumter – Ashton Elmore (Excused), Sam Lowery, Jerome Robinson

Staff Present:

Christopher McKinney, SLRCOG Executive Director
Areatha Clark, Deputy Executive Director and Workforce Development Chief
Esmonde Levy, Workforce Development Manager
Freda Amerson, Workforce Development Coordinator
Steve Berger, SC Works Business Services Lead
Becky Minegar, SLRCOG Administrative Assistant II

Guests:

Caroline Rogerson, Eckerd Connects – Workforce Development
April Barr, Eckerd Connects – Workforce Development
Ray Jackson, SC Works Operator, Eckerd Connects - Workforce Development
Michell Carr, SC Department of Employment and Workforce (SCDEW)
Summary Rigby, SC Vocational Rehabilitation
Brenda Gardner, SC Department of Commerce

1. Welcome and Call to Order

The Santee-Lynches Workforce Development Board of Directors' (WDB) Meeting was called to order by Chairman George General at 5:03 PM. A quorum was present.

2. Invocation/Pledge of Allegiance

Mr. Calvin Hastie, Sr. provided the invocation and Chairman General led the Pledge of Allegiance.

3. Introduction of Guests

Ms. Areatha Clark, Deputy Executive Director and Workforce Development Chief, introduced the new board member, Ms. Kayla Padgett, Human Resources Supervisor at Meritor, guests, and staff.

4. Adoption of Revised Agenda

Chairman General entertained a motion to approve the revised Agenda. **A motion was made by Ms. Sharon Teigue and seconded by Mr. Bobby Anderson.** There being no discussion, Chairman General called for the vote. **All were in favor and the motion passed unanimously.**

5. Approval of Previous Meeting Minutes – August 25, 2020

Chairman General entertained a motion to approve the Workforce Development Board (WDB) Meeting Minutes of August 25, 2020. **A motion was made by Ms. Sharon Teigue and seconded by Mr. Bobby Anderson.** 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 highlighted collaboration in leadership. He compared job placements the Santee-Lynches region contributed to State totals for SC Works Centers in Sumter and Camden:

- 2018 – overall average 8.37%
- 2019 – overall average 10.59%
- 3rd Quarter of 2020 – overall average 50% of the entire state

Mr. McKinney stated this accomplishment is commendable on all parts. Mr. McKinney highlighted Ms. Areatha Clark, Mr. Ray Jackson, and Ms. Nicole Gardner for being collaborative in leadership and the leadership of their staff.

7. Reports

Youth Report and WIOA Adult and Dislocated Worker Programs Program Update

Ms. Caroline Rogerson Eckerd Connects - Workforce Development, reported on their Performance for PY'20 through September 30, 2020 for all programs.

She reported Enrollments for Adult, Dislocated Worker, and Youth:

- Adult – Total active enrollments - 112 participants with a goal of 325 participants (34% of goal achieved)
- Dislocated Worker – Total active enrollments - 35 participants with a goal of 50 participants (70% of goal achieved)
- Youth – Total active enrollments - 71 participants with a goal of 145 participants (49% of goal achieved)

She next reported on Performance Outcomes as of September 30, 2020:

Adult and Dislocated Worker:

- 66 participants entered training with 38 of those participants currently active
- 37 participants have earned credentials
- 11 participants have engaged in the On-The-Job Training Program, with 9 currently active

Youth:

- 24 participants entered training with 11 of those participants currently active
- 23 participants have earned credentials
- 12 participants have engaged in Work Experience, with 4 currently active

Ms. Rogerson then shared an adult success story: Amina McCants was laid off from her previous employer, Prisma Health, as a medical records clerk during their statewide layoff. She came to the WIOA program in March 2020 seeking the skills to maintain full time employment. She completed Certified Nursing Assistant and Phlebotomy training and is currently attending EKG Technician training. Amina has passed her national certification for CNA and Phlebotomy. She has been an excellent student per the training provider and has recently been offered a position back at her previous employer, Prisma Health Tuomey, with a salary increase.

Ms. Rogerson highlighted four WEX2Work Youth participants: Quinesha Rhames and Tyler Harvin interned at Caterpillar and have transitioned to Continental Tire, Dynasha Williams interned at Caris Healthcare and has accepted a full time position at SCDHEC, and Ashley House interned at SC Works and has been hired by Eckerd Connects as the Workforce Operations Assistant at SC Works in Sumter.

Mr. Rogerson shared a youth success story: Danielle Fulks came to the WIOA program seeking assistance in securing employment as a civilian. She is currently in the Army Reserves but on a work experience at Caterpillar. Danielle has displayed great work ethic and aptitude for logistics and manufacturing. Her supervisors have praised her work and maturity and believe she is one of the best participants to come along in quite a while. When asked where she sees herself in 2 years, she said, “Hopefully in a supervisory position at one of the plants in the area.” Danielle will be attending Central Carolina Technical College beginning in October to complete Logistics Technician training through WIOA to obtain a certification as a certified logistics technician, certified logistics associate, and forklift operator, as well as receive training in OSHA and LEAN/Kaizen.

Mr. McKinney highlighted Eckerd, Ms. Areatha Clark and her staff as well as SCDEW staff on a job well done. Ms. Clark and her staff have worked with Eckerd to find ways to meet their goals during the pandemic. He stated they have seen a turnaround and are collaborating at another level and coming up with creative ways to solve difficult challenges. He further stated it has been a pleasure to watch and observe and see the outcomes.

SC Works Operator Report

Mr. Ray Jackson provided the SC Works Operator report thru September 30, 2020. Mr. Jackson gave a two-month comparison of individuals who checked into the VOS Greeter: August – 964 individuals and September – 1,215.

Mr. Jackson then provided a two-month comparison of services provided:

August 2020 Summary	Total	September 2020 Summary	Total
Total number of Individuals that Registered	<u>565</u>	Total number of Individuals that Registered	<u>505</u>
Total number of Individuals that Logged In	<u>3,993</u>	Total number of Individuals that Logged In	<u>3,691</u>
Total number of Distinct Individuals Receiving Services	<u>5,290</u>	Total number of Distinct Individuals Receiving Services	<u>4,803</u>
Total number of Internal Job Orders Created	<u>107</u>	Total number of Internal Job Orders Created	<u>111</u>
Total number of Services Provided Employers	<u>491</u>	Total number of Services Provided Employers	<u>177</u>

He reviewed the Unemployment Rates through September 2020:

- South Carolina – 5.1%
- Santee-Lynches Region – 5.1%
- Sumter County – 5.6%
- Clarendon County – 5.3%
- Kershaw County – 4.0%
- Lee County – 6.3%

Mr. Jackson reported there were 94 job placements in September.

He then provided a graph on employment for Santee-Lynches, Four Quarter Moving Average from 2008 – 2020: For Q1 of 2020, 72,752 people were employed at the end of the first quarter and 70,826 for the second quarter. This graph will help us to understand the impact of COVID-19 in the region moving forward.

A discussion followed regarding where are the jobs and are employers operating at full capacity? Mr. Jackson stated most jobs are in manufacturing and health care. Ms. Padgett stated Meritor is operating at 75% capacity and should be at full capacity by the end of the year, which seems to be the common theme throughout the Clarendon County industrial park. Chairman General stated the health care field has just now opened to full capacity.

Mr. Jackson next reported the Sumter Mini Job Fair, featuring the manufacturing sector, held on Friday, September 18th, at the SC Works Center in Sumter produced the following results:

- ✓ Four companies participating- Meritor, Color-Fi, Pilgrim's Pride and Santa Cruz
- ✓ 50 Job Seekers attending
- ✓ 108 Applications/Resumes received

Mr. Jackson stated SC Works has the capacity to provide services virtually, to include soft skills workshops and virtual hiring events.

Financial Report

Mr. Esmonde Levy provided the financial update for Adult, Dislocated Worker, and Youth Expenditures for PY'20 through September 30, 2020.

Chart 1: Program Year 2020 Eckerd Adult Total:

Eckerd spent \$143,635.17 of \$300,000.00 (contract amount) of the Adult contract leaving a balance of 156,364.83 (48% expended).

Chart 2: Eckerd Adult Monthly Trends

July 2020 – \$60,777.05

August 2020 – \$40,677.86

September 2020 – 42,180.26

Mr. Levy stated the monthly trend is down from the beginning of the year and that is due to tuition being paid.

Chart 3: Program Year 2020 Eckerd Dislocated Worker Total

Eckerd spent \$81,261.39 of \$450,000 (contract amount) of the Dislocated Worker contract leaving a balance of \$368,738.61 (18% expended).

Chart 4: Eckerd Dislocated Worker Monthly Trends

July 2020 - \$29,491.22

August - \$25,342.68

September - \$26,427.49

Chart 5: Program Year 2020 Eckerd Youth Total

Eckerd spent \$130,919.07 of \$460,000.00 (contract amount) with a balance of \$329,080.93 (28% expended).

Chart 6: Eckerd Dislocated Worker Monthly Trends

July 2020 - \$24,628.16

August 2020 - \$50,692.35

September 2020 - \$55,598.56

Mr. Levy stated the upturn in the trend line is because of Work Experience and tuition being paid.

8. Committee Reports

Youth Committee

Mr. Calvin Hastie, Chairman, provided the Youth Committee Report. He stated in addition to the committee hearing the report provided earlier by Eckerd, the committee also discussed getting more youth participation on the committee. There were several youth in attendance at the last meeting who came to observe the process. Ms. Areatha Clark added that a parent and a current WIOA Youth participant have joined the Youth Committee.

SC Work Committee

Mr. Bobby Anderson, Chairman provided the SC Works Committee Report. He stated in addition what has already been reported, SC Works is on target to meeting their goals and can anticipate doing a transfer between Dislocated Worker and Adult funds in the very near future to cover the costs of serving more adults.

9. Other Business

New Eligible Training Provider Programs (M)

Ms. Clark stated training has not stopped and staff have seen a good number of individuals who are interested in training. An increase has also been seen in the number of new training providers. At this time, we are considering additional programs that will help fill open positions that exist in the Santee-Lynches region and outlying counties. Ms. Clark presented to the board for approval: Kinetic Potential, offering Project Management I: Introduction (\$4,000) and Cybersecurity I: Introduction to IT and Cybersecurity (\$4,000).

A motion was made by Ms. Teresa Oelze and seconded by Ms. Annette Karlinsky to add Kinetic Potential and its proposed programs to the WIOA Eligible Training Provider List for Santee-Lynches.

A discussion ensued concerning the location of the program, Greenville, SC. Ms. Clark stated these would be online classes. Further discussion ensued concerning the potential for jobs in our region. Ms. Clark stated individuals in Kershaw County could benefit from these training programs and find full time employment in Columbia and Florence in these fields; as well as individuals willing to travel. Other board members interjected that there are many cybersecurity jobs in manufacturing and within the local school districts. Chairman General suggested looking at Morris College for Cybersecurity training.

There being no further discussion, Chairman General called for the vote. All were in favor and the motion passed unanimously.

Education and Workforce Update

Ms. Brenda Gardner provided an update on initiatives that are going on in the State and SC Commerce. Ms. Gardner started by introducing a new initiative called Be Pro Be Proud, which is a public/private partnership between SC DEW, SC Commerce, and the Associated Industries of South Carolina. This initiative is intended to address workforce challenges. Ms. Gardner explained currently 24% of currently skilled professionals are at or near retirement age and need to have initiatives to address job opportunities that will inspire youth. She continued the Associated Industries of South Carolina, which is a five-member organization: State Chamber of Commerce, Trucking Association, Carolina's AGC, Home Builders Association and the Forestry Association created Be Pro Be Proud. The main feature is a semi-truck that is outfitted with technology and hands on experience for students to learn about several different careers. It is designed to promote solid careers that are available to students that they may not know about. She stated the semi-truck is available for the public and schools. The truck is scheduled to visit Kershaw County in December. A discussion ensued concerning the technical colleges offering the programs throughout the state. Ms. Gardener stated the website offers links to the technical colleges and jobs opportunities. She added during COVID-19 they are taking extra precautions; disinfecting and fewer students are allowed on the truck at one time.

Ms. Gardner provided an update on the 8th Grade Manufacturing Expo for Sumter/Lee County – currently waiting on a decision for 2021; however, Kershaw County will be providing an industry video format that will be sent to educators to share in the classrooms. Clarendon County is still uncertain at this time.

Ms. Gardner then spoke about the Emerging Leaders Program, which provides high school juniors a monthly program on how to be better leaders in the community and the academic side through USC Sumter. In their senior year of high school, they serve on a board or committee in the community. For the 2019-2020 school year, they had to end the year virtually, but took the graduation to the students at their home. She added one of the students will be joining the Youth Committee.

10. Chairman's Comments

Chairman General thanked Ms. Clark and staff for all the good work.

Mr. McKinney added SCDEW completed their annual monitoring of local WIOA programs. There were only 2 minor findings which were corrected immediately. Mr. McKinney added in the three years that he has been with Santee-Lynches, this is the best report thus far. Chairman General requested the official report be shared once it has been received.

11. Adjourn

There being no further business, the Santee-Lynches Workforce Development Board Meeting was adjourned at 5:51 PM.

Recorded by,

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