



**Santee-Lynches Workforce Development Board Meeting**  
**Tuesday, January 28, 2020 - 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, Christine Edwards  
Kershaw – Renee Baker, Nicole Gardner, John Hornsby, Teresa Oelze  
Lee – Annette Karlinsky, George General (Chairman), Zina Wright  
Sumter – Bobby Anderson (Vice-Chairman), Janice Poplin, Sharon Teigue

**Members Absent:**

Clarendon – Richmond Jones (Excused)  
Kershaw – Teresa Justice (Excused), Stewart Kidd (Excused)  
Sumter – Ashton Elmore (Excused), Calvin Hastie, Sr. (Excused), Sam Lowery, Jerome Robinson, Elizabeth Williams (Excused), Debra Young (Excused)

**Staff Present:**

Christopher McKinney, SLRCOG Executive Director  
Areatha Clark, Deputy Executive Director and Workforce Development Chief  
Esmonde Levy, Workforce Development Manager  
Steve Berger, SC Works Business Services Lead  
Becky Minegar, SLRCOG Administrative Assistant  
Dennis Cypers, SLRCOG Government Services Chief  
Sylvia Frierson, SLRCOG Government Services Project Manager

**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  
Michelle Carr, SC Department of Employment and Workforce (SCDEW)  
Sharon Vaughn, Telamon Corporation  
Brenda Golden, Regional Workforce Advisor, SC Department of Commerce  
Hunter Dominy, Alice Drive Baptist Church

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 5:07 PM. A quorum was present.

2. **Invocation/Pledge of Allegiance**

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

3. **Introduction of Guests**

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

4. **Adoption of Agenda**

Chairman General entertained a Motion to approve the Agenda. **A motion was made by Mr. Bob Edwards and seconded by Ms. Sharon Teigue.** 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 – November 19, 2019**

Chairman General entertained a Motion to approve the Workforce Development Board (WDB) Meeting Minutes of November 19, 2019. **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 expressed the exemplary partnership between Ms. Areatha Clark, her staff and the Eckerd Connects Workforce Development staff. He then shared information on a proposed partnership with the Sumter County Sheriff's Office called the Ink2Work Program. This program will be designed for inmates to refurbish old ink cartridges, which will in turn teach the inmates the necessary manufacturing skills, which will enable them to become self-sufficient. These skills are transferable to society upon release and will help reduce the rate of recidivism. The Ink2Work Program will fund a job program that provides marketable job skills. The revenue generated from the sale of these refurbished ink cartridges goes to support this program, the Sumter County Sheriff's Department and Santee-Lynches Regional Council of Governments. Additionally, inmates will receive a wage while in the program. The skills training and experience the inmates receive from the program will help to secure successful employment upon release, as employment is a major element in successful re-entry into society.

Mr. McKinney briefly discussed that SCDOT does not have enough workers to build/repair our roads in South Carolina and we are looking to partner with companies to train SCDOT workers using the WIOA funds.

7. **Special Presentation**

**Faith-Based/Workforce Development Partnership Opportunity**

Mr. Esmonde Levy began the presentation by stating that we are looking for ways to be more innovative in providing services and one of those ways is to look how we can partner with faith-based organizations. Alice Drive Baptist Church reached out to the Santee-Lynches Regional COG to determine what services are being provided to the community. The first initial meeting included members from Alice Drive Baptist Church,

Workforce Development, SC Works, and Government Services staff to brainstorm the needs in the region and how we can partnership.

Mr. Hunter Dominy, Alice Drive Baptist Church, presented information on programs that they offer to the community. He explained Alice Drive has a Benevolence Fund, which is funding designated to help people in time of crisis or need. However, the challenge they have faced is individuals relying on this assistance long-term. What is needed is to effectively help people break the cycle of poor choices. He further explained Alice Drive has a HELPS Ministry which is a team of volunteers who completes building projects and miscellaneous housework around the Sumter area.

Mr. Dominy stated there are four problems Alice Drive Baptist Church currently faces:

1. Cycle of dependency – continued asking for assistance with bills, food, etc.
2. Lack of accountability – no way to follow up with these people to see if any life changes are made
3. Undetectable results – no way to measure whether our time and resources are beneficial
4. Instant gratification – we satisfy only the immediate need

He further stated they want to give a hand up not a handout. Alice Drive Baptist Church is looking for ways to recreate and rebrand their program in a way that will lift people out of a poverty mindset and give them self-sustainability. In order to accomplish this, they need a better infrastructure that encourages a life change in the people that seek their help. They want their resources to be used as investments, not donations. They want to build and/or partner with an organization(s) that takes a person from the poverty mentality to self-sustainability.

Mr. Ray Jackson, SC Works Operator, stated they are very excited about this initiative. He added that the first step of the process would be referrals to SC Works. Once the referral is received SC Works will do an orientation and an assessment for the client. The appropriate SC Works Partner (WIOA, etc.) will provide case management, training, supportive services, and employment services based on the customer's assessment and needs. He also stated if SC Works cannot provide the service, they have partnering agencies such as Adult Education, Vocational Rehabilitation, Department of Social Services, and others to provide additional services. Mr. Jackson then emphasized the ability to track these participants to show outcomes.

Mr. Dennis Cyphers reported that Government Services and the Santee-Lynches Tenant Empowerment Program (S.T.E.P.) are the sustainability portion of this partnership. This program has been developed as a self-sufficiency program to offer housing rental assistance to eligible residents. The individual must be 24 years of age or older, military veteran, married, have at least one dependent child, or in the Santee-Lynches Regional Re-entry program, enrolled at an institute of higher education or an approved workforce training program, and must meet HUD income requirements for assistance. This is another arm of process that will equip these individuals with becoming self-sufficient.

In conclusion, Mr. Levy summarized how this partnership could be successful: SC Works will provide infrastructure, professional skills, a highly trained team and network of partners; Alice Drive will provide mentors, frontline conversation/vetting, volunteers, network and community connections; and S.T.E.P will educate, elevate, and sustain.

Ms. Areatha Clark encouraged board members that are involved in a faith-based organization to contact staff if they wish to be a part of this great partnership.

Mr. Levy and Mr. Dominy added the mentorship portion is very significant and feel like this program will see tremendous success.

## **8. Reports**

### **Youth Report and WIOA Adult and Dislocated Worker Programs Program Update**

Ms. Amanda Wagner Eckerd Connects - Workforce Development, reported on their Youth Performance for PY'19 through December 31, 2019. The Youth program is at 77% of its enrollment rate with a goal of 145 participants to be enrolled. As of December 2019, they have enrolled 112 participants.

Ms. Wagner also reported staff for the Adult and Dislocated Worker program have met 33% (106 participants) of their enrollment rate with a goal of 325 participants. Dislocated Workers is at 36% (18 participants) with a goal of 50 participants. Performance Outcomes reviewed for Adult and Dislocated Workers: 59 participants have entered training and currently 24 participants are active, 26 Credentials attained, and 3 On-The-Job Training. She then reported the Performance Outcomes for Youth: 54 participants have entered training and currently 8 participants are active, 60 Credentials attained, and 16 participants who have participated in Work Experience opportunities with 5 participants that are currently active.

Ms. Wagner shared an adult success story: Drenita Montgomery is an Adult WIOA participant that came to the program seeking assistance in occupational skills training in order to obtain gainful employment. She attended the Certified Medical Assistant Program at Professional Medical Training Center in Florence, SC beginning in October 2018. Over the past year in training, Drenita has shown determination and perseverance in order to be successful in her chosen career path, as she required assistance to overcome an auditory barrier. She is partially deaf, which made it necessary for her to learn to use and effectively utilize a different type of stethoscope than what is typically taught in training. She successfully completed the yearlong training in November 2019 and sat for her CMA National Certification Exam a month later. Drenita is now a Certified Medical Assistant and is working for Select Laboratories in Manning, SC. Ms. April Barr added Drenita is now employed with MUSC

Ms. Rogerson then shared a youth success story: Autumn Wells is a 21-year-old, Clarendon County Adult Education GED graduate that came to the WIOA youth program seeking assistance with securing full time, stable employment. She did not have any prior occupational skills training and her work history is very sporadic. She is currently maintaining full time employment at Walmart while attending ARC welding training at Florence Darlington Technical College. She began ARC Welding in November 2019 and will be complete in February 2020. Autumn's instructors have provided feedback to her career coach on her work ethic and dedication to mastering this trade, stating that she is always the first one there and stays late each night to gain more practice. When asked why she was interested in welding training, Autumn stated, "I want to do something people think girls can't do. It is a rewarding career where I can make good money, and so far, I'm doing pretty good at it." We see a bright future for Autumn and are proud to have her represent the WIOA youth & young adult program.

Ms. Wagner continued with the Mid-Year Review: 6 participants achieved their High School Credential, 19 participants who have either engaged in Work Experience or On-The-Job Training, 113 participants who have gone to training, and 85 participants who have been certified.

Ms. Wagner added their plans for the year ahead. After having a productive meeting with Ms. Clark and the Workforce Development staff, they have come up with an enrollment plan which will streamline the enrollment process for customers, targeted information sessions – “Train for Change”, and increased outreach with workshops, social media, and community contact. Ms. Wagner shared their financial plan. Increased enrollemnts will naturally result in increased expenditures, orienting new staff to training providers (i.e. site visits, program specific information), and increased outreach.

### **SC Works Operator Report**

Mr. Ray Jackson provided the SC Works Operator report for PY19 through December 31, 2019. Mr. Jackson reported SC Works had 10,175 VOS Greeter visitors with 1,371 new registered job seekers, 344 employers served, 1,751 partner referrals, 51 hiring events with 389 attendees, 382 placements, customer satisfaction rating was 99.8%, 91 participants have taken the WIN test, 314 Rapid Response Services impacted, 249 workshop attendees, they held jobs fairs in Paxville, Lee County, and Greeter Pee Dee Reentry Job Fair and Expo and a 2.9% unemployment rate.

He then reported on the Back to Work program which is a job readiness boot camp designed to enhance the life skills and soft skills of job seekers who are transitioning back into the workforce.

SC Works is continuing to have on the floor hiring events, orientations, outreach, and workshops. Mr. Jackson then stated in partnership with Thompson Industrial the Crosswell Drive/Chestnut Oaks Community Job Fair will be April 28, 2020. Other outreach events include Paxville and meeting with Amazon to partner with SC Works

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

- December 2019 unemployment rate for the Santee-Lynches region was 2.9%, South Carolina was 2.4% with 3.3% in Clarendon County, 2.4% in Kershaw County, 4.0% in Lee County, and 3.0% in Sumter County.

### **Financial Report**

Mr. Esmonde Levy provided the financial update for Adult, Dislocated Worker, and Youth Expenditures for PY19 through December 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  
November 2019 - \$59,627.21  
December 2019 - \$25,366.21

He reported 57.86% 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  
November 2019 - \$3,084.04  
December 2019 - \$2,685.34

He reported 8.57% of funds have been expended to date. Mr. Levy briefly explained why Adult and Dislocated Worker expenditures are low at this point in the year. He added local workforce Development Boards (LWDBs) may transfer up to one hundred percent (100%) of a Program Year allocation between WIOA Title 1B Adult and Dislocated Worker Employment and Training Programs upon written approval of the Governor. No funds may be transferred between the Youth Program and the Adult and/or Dislocated Worker programs. LWDBs may transfer up to one hundred percent (100%) of Administration back to the originating program funds in all three programs (Adult, Dislocated Worker and Youth). This amount cannot exceed the original ten percent (10%) designated as Administration.

**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  
November 2019 - \$39,393.38  
December 2019 - \$38,264.58

He reported 51.54% of funds have been expended to date.

**Chart 4: Program Year 2019 SC Works Operator Financial Data**

Adult & Dislocated Program – 44.97% (\$58,460.31) expended

**Chart 5: Program Year 2019 Santee-Lynches Administrative Entity**

Adult, Dislocated Worker and Youth – 61.54% (\$173,161.12) expended

Mr. Levy then provided an update on Incumbent Worker Training (IWT). The Incumbent Worker Training (IWT) Program provides funding to help cover the costs of training needed to retain a competitive workforce. Such training is meant to assist with expansion, new technology, retooling, new services/product lines, and/or new organizational structuring, or to be used as part of a layoff aversion strategy. IWT is funded by the Federal Workforce Innovation and Opportunity Act (WIOA). Employers share in the cost of training their incumbent

workers with minimum contributions. Ms. Clark added each company has a different need for their employees. Mr. levy stated a total of \$122,369 was awarded and to date \$48,329 has been spent which leaves a balance of \$74,039. He than stated these companies have until May 30,2020 to expend the funding.

**9. Chairman's Comments**

Chairman General thanked everyone for attending and reminded all to get their Flu shots.

**10. Adjourn**

There being no further business, the Santee-Lynches Workforce Development Board Meeting was adjourned at 6:07 PM.

Recorded by,

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