

SC WORKS

UPPER SAVANNAH WORKFORCE BOARD

3:30 pm, Monday, August 7, 2022

Upper Savannah Council of Governments

430 Helix Road, Greenwood, SC

In person, with video option

Members Attending In Person: John Calhoun, Stephen Taylor, Darron Wilson, Roy Lowe, Chad Ulmer

Members Participating Virtually: Candi Lalonde, Ann Blanton, Betty Carol Jones, Roberta Kinard, Susan Godwin, Catina Ross, Shelby Reed, Julie Bagwell

Members Absent: Scott Coleman, Teresa Stover, Kelli Fewox, Dale Cullum, Debbie Walling, Taiese Kidd.

Staff Attending: Ann Skinner, Willie Matthews, Linda Lagroon

Guests: Eckerd Connects: Kal Kunkle, Renee Alexander, JT Parnell Kimbearly Smith, Charles Camp; Department of Employment and Workforce, Melissa Rodgers; Index-Journal: Damian Dominguez; Greenwood County Economic Development: Billy Ray Morgan; Pat Crawford, Upstate Workforce Development Board: Ryan Collins

- Call to Order: Roy Lowe - In the absence of the chair, Roy Lowe welcomed board members and guests and called the meeting to order.
- Approval of Minutes – Roy reminded board members that the minutes were posted on the board's website, upperscworks.com under the Workforce System/Board tab. A link was sent with the agenda. He asked if there were any corrections. There were none. Darron Wilson made a motion seconded by John Calhoun to approve the minutes. The motion passed unanimously.
- Roll Call – Linda Lagroon called the roll and counted those attending in person and those listed as logged in via the Zoom link.
- Introduction of New Member: Susan Godwin, Graphic Packaging International. Ann Skinner said that Ms. Godwin represents Newberry manufacturers. She is active in the Newberry County workforce development committee.
- Outstanding Workforce Development Professional: Patricia Z. Crawford – Pat was recognized for her career with workforce development with Austin Wilkes, the Greenwood Pathways House and with SC Works. Ann Skinner told the board that Pat has a unique skill in encouraging those who need additional assistance. Twelve Outstanding Workforce Development Professionals are being recognized in Columbia at the SC Workforce Symposium headlined by Government McMaster.

- Strategic Plan Recap- Ann Skinner passed out the executive summary of the plan. She said that at each board meeting, members are briefed on progress. This quarter's meeting touches on Goal One: Expanding free basic career services as measured by increasing center traffic; Goal Two, Increase awareness of high wage jobs by communicating with high school students and Goal Five: Promoting and Investing in training by promoting sector strategies and reviewing list of in-demand occupations.
- Sector Strategies: Regional Industry Led Initiatives to Strengthen Manufacturing and Logistics, Ryan Collins, Partnership Facilitator SC Works Greater Upstate – Ryan shared that 14 counties in the northwest section of South Carolina have formed the Link Upstate Region. Together the workforce board and affiliated training providers listen to employers to address problems. The most significant sector is manufacturing. The world knows Greer as the North American manufacturing headquarters of BMW. Together advanced manufacturing accounts for one fifth of the region's jobs and accounts for an even greater share of it total payroll since manufacturing pays higher than average wages. The region got a state grant to further develop the manufacturing partnership and to consider adding three additional sectors. In addition to having regional meetings, the sector strategy team is looking to have county mini events to gather grassroot input.
- Review of Occupations on Scholarship List – Willie Matthews reminded the board that training funded though the Workforce Innovation and Opportunity Act must lead to in-demand jobs. The board maintains a scholarship list of approved training, primarily occupations which support manufacturing or skilled healthcare (see below.) Willie said the board had a request from Tri County Technical College to add Fiber Optic Technician to the list. Willie said that internet installation is a growing business and technicians start at \$24 to \$25 an hour after a three-week class.

Upper Savannah Eligible Training Provider's List

A+ Certification	Machine Tool
Accounting	Mechanical Engineering
Automotive Tech	Mechatronics
Building Construction	Nursing (LPN and RN)
Building Inspector	Occupational Therapy Assistant
Business	Paramedic
Cardiovascular Tech	Patient Care Technician
Certified Medical Assistant	PC Tech
Electrical Maintenance	Physical Therapy Assistant
Electronic Engineering	Production Planning
Emergency Medical Tech 1, 2	Purchasing
Engineering Graphics	Radiologic Tech
Heavy Equipment Operator	SC Manufacturing Certificate
HVAC	Total Quality Management
Industrial Electronics	Truck Driver Training
Inventory Control	Welding

Willie asked the board for input and the consensus was there is strong demand for technicians and that businesses need internet to thrive. Darron Wilson made the motion to add Fiber Optic Technician and John Calhoun seconded. The motion passed unanimously.

- Career Showcases – Youth Career Exploration – Shelby Dominick Reed, SCDEW Regional Workforce Advisor. Shelby shared that more than two thousand eighth grade students will participate in field trips to learn about area careers. The Lakelands Career Showcase allows students from Abbeville, Edgefield, Greenwood, McCormick and Saluda Counties to see demonstrations and talk with employers and PTC faculty and students. A similar event will be offered for Laurens and Newberry students in November. A new initiative is the Upper Savannah Invitational: Building Construction event which will allow high school students to demonstrate their problem solving and carpentry skills and compete for prizes.
- Adult, Dislocated Worker and Youth Status Update, Demonstration of Job Seeker Phone Application – JT Parnell, Area Manager, Eckerd Connects – JT said that Eckerd has nearly finished hiring staff. Career Counselors have started enrolling new Adult and Dislocated Worker clients. A new tool (a phone application designed to keep job seekers organized and motivated) was demonstrated.
- Operator Report, Charles Camp distributed the operator report which showed that more than a thousand visits were made during the month of July. See graph on following page.

Center Traffic Counts:	July, 2023
Greenwood	521
Laurens	249
Edgefield	20
Abbeville	15
McCormick	17
Newberry	270
Saluda	12
Center Traffic (Total Customer Count):	1,104
Orientation Attendance:	58
Hiring Events: (See tab for back-up)	1
Number of Referrals	24
Soft Skills Activities	2

Charles shared he is working on building attendance by contacting gatekeeper organizations, hosting events such as job fairs and posting on social media.

- Preliminary Performance and Final Report on Participant Cost Rate – Ann said that the federal government has fifteen performance goals for local areas. The state workforce board has seven additional financial goals. So far it appears the area has met performance for the 15 goals associated with client outcomes.

PROJECTED PERFORMANCE FOR YEAR ENDING JUNE 30,2023										
	ADULT			DISLOCATED WORKER			YOUTH			
	Goal	Actual	% of Goal	Goal	Actual	% of Goal	Goal	Actual	% of Goal	
EE 2Q	77.8%	75.0%	96.4%	80.1%	87.5%	1.092385	73.2%	58.7%	80.2%	95.3%
E 4Q	74.0%	78.6%	106.2%	84.5%	80.5%	0.952663	75.6%	68.5%	90.6%	97.4%
Wages	\$ 5,800	\$ 6,567	113.2%	\$ 7,695	\$ 9,132	1.186745	\$ 3,622	\$ 4,354	120.2%	117.4%
Credential	66.0%	62.5%	94.7%	63.1%	77.8%	1.232964	72.1%	65.6%	91.0%	103.0%
MSG	55.2%	49.5%	89.7%	57.1%	56.3%	0.985989	52.8%	50.8%	96.2%	94.8%
			99.9%			109%			95.6%	101.50%
Financial Measure:										
Spend at least 30% of adult and youth program funds on direct client costs (such as tuition and supportive services.										
As of end of May we were at 39%.										

Ann said last year the local area failed one financial goal – We missed the participant cost rate goal by less than half of a percent. By the end of the financial year, June 30, 2023 Upper Savannah exceeded the rate.

- **Funding Opportunity: Invest in Incumbent Worker Training or Tuition –** Ann explained the state workforce board is allowing local areas to request additional funding for training. She said she thought that an employer was going to make a request for Incumbent Worker Training which was outside of established procedures and would require board approval. The request was not received so Ann said the board could use the money for tuition which would not require a vote. We can train an additional sixteen clients to be welders or truck drivers if we request money for classroom training.
- **Adjustment to Priority of Services Policy –** Willie shared that the state requires 75% of all clients served with adult funding be classified either as low income (have family income below poverty level or receive public benefits such as SNAP/ Food Stamps) or have low basic skills (score lower than 9th grade level on a standardized test or lack a high school diploma.) Area board can make policies to designate who will be served with the remaining 25% of slots. Some do first come first serve. Others have set policies. Willie said that Upper Savannah ensures that it meets strategic goals by reserving slots for 1) applicants who have poor work history (not currently working full time, has not kept a job for eighteen months within the last three year) and 2) applicant is seeking training (which can be completed within a year or less) for a medical career. Willie said there is value in maintaining those two locally defined priorities, but such a narrow definition could result in disallowed costs if it was discovered later that a client did not meet any of the criteria. Willie said he would welcome a motion that Upper Savannah be allowed to make exceptions to allow client who does not meet the state or local criteria on a case-by-case basis so that if a client was determined eligible erroneously the client could continue to be served. A motion was made by Darron Wilson and seconded by Steven Taylor. The motion passed unanimously.
- Ann said that the next meeting would have some new members. Ann Blanton, former chair, from Laurens has served for 16 years and will be rolling off.
- Roy thanked all attendees and concluded the meeting.

Next Scheduled Workforce Board Meeting: November 6, 2023, 3:30 pm

Submitted

Ann Skinner

Workforce Development Director