



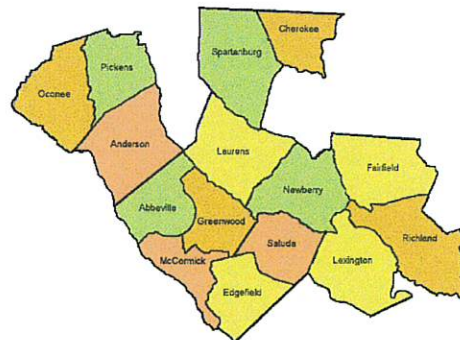
# GLEAMNS Human Resources Commission, Inc.

237 N. HOSPITAL STREET, GREENWOOD, SC 29646  
 PHONE: 864-223-8434  
[WWW.GLEAMNSHRC.ORG](http://WWW.GLEAMNSHRC.ORG)

## Who Are We



- ▶ In response to the "War on Poverty," GLEAMNS HRC was chartered as a private, nonprofit organization in 1966.
- ▶ GLEAMNS is one of 1,000-plus Community Action Agencies across the country via the Community Action Network.
- ▶ GLEAMNS provides a variety of comprehensive services designed to help low-income families and individuals achieve and maintain self-sufficiency.
- ▶ GLEAMNS serves 15 counties, but the service area can vary by program.



## What We Do



Our programs and services include:

- ▶ Community Services (Energy Assistance, Rent, Education, Transportation, and Youth Services)
- ▶ Early Head Start/EHS Child Care Partnership
- ▶ Head Start
- ▶ Weatherization
- ▶ Workforce Development (WIOA)
- ▶ GLEAMNS Dr. Benjamin E. Mays Historic Preservation Site

Through our bundled-services approach, we are able to better align families with appropriate services targeted to help them develop and maintain self-sufficiency.

## Federal Income Guidelines



### 2022 Federal Poverty Guidelines

Persons in Family or Household	100%		CSBG 200%		LIHEAP 150%		Weatherization 200%	
	100% Annual	100% Monthly	200% Annual	200% Monthly	150% Annual	150% Monthly	200% Annual	200% Monthly
1	\$13,590	\$1,132.50	\$27,180	\$2,265.00	\$20,385	\$1,698.75	\$27,180	\$2,265.00
2	\$18,310	\$1,525.83	\$36,620	\$3,051.67	\$27,465	\$2,288.75	\$36,620	\$3,051.67
3	\$23,030	\$1,919.17	\$46,060	\$3,838.33	\$34,545	\$2,878.75	\$46,060	\$3,838.33
4	\$27,750	\$2,312.50	\$55,500	\$4,625.00	\$41,625	\$3,468.75	\$55,500	\$4,625.00
5	\$32,470	\$2,705.83	\$64,940	\$5,411.67	\$48,705	\$4,058.75	\$64,940	\$5,411.67
6	\$37,190	\$3,099.17	\$74,380	\$6,198.33	\$55,785	\$4,648.75	\$74,380	\$6,198.33
7	\$41,910	\$3,492.50	\$83,820	\$6,985.00	\$62,865	\$5,238.75	\$83,820	\$6,985.00
8	\$46,630	\$3,885.83	\$93,260	\$7,771.67	\$69,945	\$5,828.75	\$93,260	\$7,771.67
For each additional person, add	\$4,720	\$393.33	\$9,440	\$786.67	\$7,080	\$590	\$9,440	\$786.67

The Federal Register notice for the 2022 Poverty Guidelines was published January 21, 2022. HHS poverty guidelines may be referenced at <https://aspe.hhs.gov/poverty-guidelines>.



## New and Enhanced Services



### CSBG CARES

- RENTAL AND MORTGAGE ASSISTANCE
- AWARDS UP TO \$5,000.00
- EMERGENCY NO LONGER REQUIRED (PAST DUE NOTICE ACCEPTABLE)
- RECEIVE SERVICES UP TO 4 TIMES UNTIL SEPTEMBER 30, 2022

### LIHEAP ARPA

- ENERGY AND FUEL ASSISTANCE
- AWARDS UP TO \$2,500 UNTIL SEPTEMBER 30, 2022
- UNLIMITED NUMBER OF SERVICES, CUSTOMER MUST PRESENT A BILL AT THE TIME OF ASSESSMENT

### LIHWAP

- WATER AND SEWER ASSISTANCE
- AWARDS UP TO EXACT BILL AMOUNTS UNTIL SEPTEMBER 30, 2023
- UNLIMITED NUMBER OF SERVICES, CUSTOMER MUST PRESENT A BILL AT THE TIME OF ASSESSMENT

## COVID-19 EMERGENCY KITS



- Toilet Paper (10 rolls)
- Paper Towels (10 roll)
- N95 Face Masks (1 Box and 10 regular face masks )
- Disinfectant Wipes (1 pack and/or container)
- Hand Sanitizer (One 16.9-ounce bottle)
- Latex-free Gloves (10 pairs)
- Pulse Oximeter
- Lysol (1 Can)



## DOCUMENTS NEEDED FOR ASSISTANCE



- Current South Carolina ID or Driver's License  
*Address must match address utility company has*
- Social Security cards for each household member  
*Must be legible*
- Current electric/utility bill
- Documentation of total household income for the past 30 days,  
including application date for everyone in the household
- SNAP (Food Stamp Print Out)
- Child support print out  
*Get day of appointment or access online*

## THE END



## GLEAMNS Human Resources Commission, Inc.



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# HIDDEN WORKERS

## New Entrants

- 2,200 high school graduates each year
- Technical college graduates
- Four-year colleges
- Advantage: May not have to bid up wages. New workers do not have bad habits learned from other jobs.
- Strategies: Coop jobs, internships, on-campus recruiting

## Career Changers

- Hospitality industry
- Advantage: Knows food, maybe seeking high wages and more stability
- Strategies: Targeted database messaging

## Existing Workers

- Automotive industry fluctuations
- Those in un-airconditioned buildings
- Workers seeking better shifts/closer commutes
- Advantage: Already knows manufacturing
- Strategies: Targeted database messaging, evening, or weekend job fairs, social media

## Not in Labor Force

- Returning veterans
- Caregivers
- Individuals with poor work histories
- Those with disabilities
- Possible former offenders
- Advantage: May not have to bid up wages. May foster longevity
- Strategies: Have inclusive hiring practices, use community partners





## Upper Savannah Occupational Projections

The following results represent a ranking of projected employment in sectors based on the combined relative effects of three standardized (Z-Scores), highly predictive variables-- % of workforce, 2018 Upper Savannah median wage, and projected % change.

Weighted Variable Index Score = 39.33 (Z-Score Percent of Workforce) + 33.33 (Z-Score 2018 Upper Savannah median wage) + 27.33 (Z-Score projected % change)

Color Codes: ■ 4th Quartile ■ 3rd Quartile ■ 2nd Quartile ■ 1st Quartile

EMPLOYMENT SECTOR	Weighted Rank	Unweighted (original) Rank	Base Employment	Projected Employment	Numeric Change	Percent Change	Annual Exits	Annual Transfers	Annual Total Openings	2018 Upper Savannah Avg. Wage	2018 Upper Savannah Median Wage	Percent of Workforce	Z-Score Projected % Change	Z-Score 2018 Upper Savannah Median Wage	Z-Score % of Workforce	Weighted Variable Index Score
Production Occupations	1	7	19220	20070	850	4.4	854	1426	2365	\$16.58	\$15.45	20.18%	-0.3822	-0.4862	3.1674	97.9255
Healthcare Practitioners and Technical Occupations	2	1	4832	5483	651	13.5	135	136	336	\$34.44	\$28.42	5.07%	0.8234	0.9974	0.0565	57.9736
Architects and Engineering Occupations	3	3	1594	1797	203	12.7	42	77	139	\$35.99	\$35.77	1.67%	0.7262	1.1381	-0.4435	55.3034
Management Occupations	4	2	6780	6430	-350	-5.2	260	238	463	\$44.05	\$37.98	7.12%	-1.6584	2.0910	0.4777	43.1567
Office and Administrative Support Occupations	5	10	12017	12617	600	5.0	626	746	1432	\$16.03	\$15.06	12.62%	-0.3062	-0.5308	1.6100	37.2611
Transportation and Material Moving Occupations	6	5	6595	7654	1059	16.1	346	525	977	\$14.74	\$12.80	6.03%	1.1485	-0.7893	0.4377	22.8425
Education, Training, and Library Occupations	7	4	5088	5623	535	10.5	226	217	497	\$21.73	\$21.29	5.34%	0.4291	0.1818	0.1119	22.1892
Life, Physical, and Social Science Occupations	8	12	368	405	37	10.1	10	24	38	\$31.49	\$29.91	0.39%	0.3678	1.1678	-0.9086	13.2414
Business and Financial Operations Occupations	9	6	2048	2255	207	10.1	63	128	212	\$27.45	\$25.84	2.15%	0.3758	0.7022	-0.5453	12.2788
Computer and Mathematical Occupations	10	9	532	593	61	11.5	10	27	43	\$29.49	\$27.33	0.56%	0.5570	0.8727	-0.8731	9.9696
Construction and Extraction Occupations	11	8	3092	3415	323	10.5	113	216	361	\$18.27	\$14.81	3.25%	0.4211	-0.3306	-0.3196	-12.0834
Food Preparation and Serving Related Occupations	12	11	5871	6554	683	11.6	445	560	1073	\$9.89	\$8.99	6.16%	0.5783	-1.2251	0.2812	-13.9699
Sales and Related Occupations	13	14	6861	7188	327	4.8	461	562	1056	\$15.61	\$10.52	7.20%	-0.3355	-1.0558	0.4952	-24.6948
Legal Occupations	14	13	260	290	30	11.5	7	12	22	\$22.75	\$18.62	0.27%	0.5663	-0.1236	-0.9319	-25.2966
Building and Grounds Cleaning and Maintenance Occupations	15	17	3270	3626	356	10.9	212	219	467	\$11.41	\$10.47	3.43%	0.4797	-1.0558	-0.2811	-33.1999
Protective Service Occupations	16	15	2271	2371	100	4.4	86	110	206	\$18.02	\$17.19	2.38%	-0.3848	-0.2871	-0.4971	-39.6441
Personal Care and Service Occupations	17	16	2851	3068	237	8.4	226	202	452	\$11.56	\$10.47	2.97%	0.1440	-1.0558	-0.3760	-46.04832
Art, Design, Entertainment, Sports, and Media Occupations	18	19	721	753	32	4.4	32	43	78	\$17.82	\$15.72	0.76%	-0.3795	-0.6553	-0.8323	-58.2839
Farming, Fishing, and Forestry Occupations	19	18	2587	2156	-431	-16.7	87	266	310	\$17.33	\$15.67	2.72%	-3.1905	-0.4610	-0.4288	-119.4309



We are working to expand what is on the eligible training providers list in our area based on job postings and what employers are looking for. Green is already on the approved area providers list. Yellow is on the list for another area of the state, and we can quickly work to get those added. Red is currently not on the list for South Carolina.

Certification	Job Postings
OSHA Forklift Certification	41
Manufacturing Certification	29
CDL Class A	9
Welding Certification	3
Emergency Medical Technician (EMT)	1
Six Sigma Certification	11
Six Sigma Green Belt Certification	10
IT Infrastructure Library (ITIL) Certification	7
Six Sigma Black Belt Certification	6
SHRM Certified Professional (SHRM-CP)	4
Six Sigma Master Black Belt	3
Project Management Professional (PMP)	3
Cisco Certified Network Associate (CCNA)	2
Certified Network Administrator	1
Certified A+ Technician	1
Certified in Production and Inventory Management (CPIM)	16
Certified Quality Engineer (CQE)	12
American Society For Quality (ASQ) Certification	12
Certified Quality Auditor (CQA)	8
Project Management Certification	7
Certified Supply Chain Professional (CSCP)	7
Certified Quality Technician (CQT)	4
Certified Manager of Quality Organizational Excellence (CMQ/OE)	4