

SC WORKS

UPPER SAVANNAH

**Upper Savannah Workforce Development Board Meeting
Piedmont Technical College
James C Self Conference Center Room 102-C
620 North Emerald Road
Greenwood, South Carolina
Monday, November 4, 2019
Meeting: 4:00 PM**

Members Present: Ann Blanton, Taiese Kidd, James Tisdale, Houston Matthews, Doris Watson, Shunna V. Jeter, Roy Lowe, Kassie Burton, Darron Wilson, Betty Carol Jones, Theresa Stover, Debbie Walling, Camilla Haigler, and Zebbie Goude-lock

Members Absent: Scott Coleman, Julie Bagwell, Glenn Herlong, Dale Callum, Jesse Sibert, Scott Cain, and Kevin Crouch

Staff Present: Ann Skinner, Billy Morgan, and Linda Lagroon

Guest: Mr. Daniel Ellzey, Melissa A. Rodgers, Diana Goldwire, Mark Hendricks, SC DEW; SheVonne Randle, Eckerd Workforce Development; Katie Craven and Ursula McFadden, GLEAMNS; Samuel Leaman III, USCOG; Matt Wiggins, SC Department of Commerce; and Lynn Hall, Rescare

Welcome and Call to Order

Chair Ann Blanton welcomed members and guests. The meeting was called to order.

Approval of Minutes for September 2019: <https://upperscworks.com/workforce-system/board-minutes/>

Ms. Blanton reminded members that minutes are emailed along with the meeting agenda. They are also archived on-line. She asked for a vote to approve the minutes. It was made by Houston Matthews and seconded by James Tisdale. The minutes were adopted unanimously as submitted.

Introduction of New Members and Guests

The Chair introduced two new members: Debbie Walling from Lonza and Camilla Haigler from Valmont. (Another new member, Theresa Stover from Edgefield County Health Care came in after the introductions.)

Update from State Administrative Unit: Mr. Daniel Ellzey, SCDEW Executive Director

Mr. Ellzey thanked the Board for the invitation to speak. He said he took the leadership role when unemployment is at a historical low. He is pleased that claims are down and the unemployment insurance reserve is healthy. He said the challenge for SCDEW and the partner agencies is to help employers fill vacancies. On paper it looks plausible. There are 63,000 unemployed individuals and 64,000 job openings. Mr. Ellzey said some of those unemployed do not meet current hiring requirements because they lack experience, are perceived to have poor work ethics, have a criminal background or are unable to pass a drug test.

Mr. Ellzey said he has been a part of two initiatives. Drawing on his days as an employment attorney, he has worked with a Scotsman pilot program to identify potential workers who are within a bicycle's ride from the plant who are not working and to offer them pre-employment classes. The goal is to reduce barriers for potential workers to enlarge the company's labor pool. The second initiative was started by Nephron Pharmaceuticals. The midlands area firm needed to quickly add capacity. It reached out to teachers looking for part-time work and was able to find skilled workers who were looking for flexible schedules and for work which pays more than minimum wage. Nephron uses a phone application to allow workers to sign up for mini shifts.

Mr. Ellzey said that with the looming retirement of baby boomers, that both the workforce system and employers will have to be more flexible about recruitment strategies.

Regular Reports

Usage Reports: Ms. McFadden distributed the usage report which shows traffic in the center and the utilization of key services. She noted that it was the first quarter, and it is hard to tell from just that report if the area is on-track. She assured members that traffic was good considering few people are unemployed. She drew members' attention to the last line of the sheet – referrals. That statistic counts how many customers are told about an additional service that they might benefit from such as adult education, services from Vocational Rehabilitation or expungement. Last year the area was at just over 200 for the year, but the board set a goal of 2,000. Ursula said the centers are not yet on the pace to make such an improvement, but are significantly higher than last year.

Year End Performance: Linda Lagroon briefed the Board on the Program Year 2018 4th Quarter Performance Summary for Rolling 4 Quarters. Upper Savannah exceeded all individual program measures, overall indicator scores, and overall program scores. The Measurable Skill Gains performance measure is a new measure and is being reviewed for baseline measures in the future.

Layoff Activities and Hiring Events – Billy Morgan

Layoff Activities:

- Continental located in Fountain Inn – 40 individuals will be affected; Job Fairs planned for November 5 and November 6; Planned last day is December 13; Career Coach (SCWOS and UI Accounts) and Resume Clinics are planned
- Georgia Pacific located in McCormick – 98 individuals will be affected; Rapid Response meeting with employees not set-up yet; Planned last day is December 21

- United Sporting Company (Ellet Bros) – 20 individuals will be affected
- 6 Fred's Stores – a total of 50 individuals were affected

Job Fair at Piedmont Technical College, Tuesday, October 29 from 10am-1pm:

- 90 employers registered
- About 600 Jobseekers participated: 391 public and 200 Piedmont Technical College students
- Positive Feedback from Job Seekers and Employers
- Monitoring feedback – 21 employers have completed survey

Expenditure Update: Ann Skinner was asked to brief members on last year's expenditures. Ann distributed a letter that she sent on behalf of the Board to the State Workforce Board. To fulfill its mission, the Board receives about \$1.5 million annually. The money is to operate centers, reduce barriers to employment and to train job seekers. Ideally the area would spend nearly all of its money allowing it to serve as many job seekers as possible. Ann said that there are practical reasons to not spend all money because there is a lag getting new money and gaps have occurred when contractors were forced to furlough staff. Ann said that the area also spends money wisely to get the best return on investment and is not tempted just to spend money because it is available.

The letter details that the Upper Savannah area narrowly missed two key state-imposed goals. First, the area spent 78% of available adult funding but just spent 64% of dislocated worker funding. Ann said when viewed together the area exceeded the 70% expenditure requirement. Ann said the gap was due to the difficulty finding and serving laid off workers. The other goal was to ensure than 30% of funds spent by the adult and dislocated worker programs were spent on client costs (tuition, books, transportation costs, etc.) Ann said that the area was at 29.33%. The letter details the efforts made to cut non client cots. Ann said that the contract procurement was done to reduce duplication and overhead. Ms. Skinner said that the executive committee had reviewed and approved the plan, but she wanted the entire Board to have a copy of the correspondence.

2020 Workforce Plan and Coordination with High School Needs Assessment – Ann Skinner and Matt Wiggins, Department of Commerce

Matt Wiggins was asked to share efforts to shape high school Career and Technical Education offerings to match local workforce needs. He said that school districts and Piedmont Technical College gets funding from a federal Perkins grant and that this year recipients are being asked to coordinate with workforce boards and economic development agencies to show that proposed training is consistent with local needs. Ms. Skinner said that she is coordinating with Matt to develop a survey which will be distributed to businesses and asked board members to be on the lookout for the survey. A handout showing future labor market demand for types of occupations was distributed. Ann called members' attention to needs in healthcare and manufacturing.

Summary of 2019 Procurement Process, Criteria and Recommendation for Executive Committee – Ann Skinner

Ms. Skinner was called on to discuss the procurement process and to share the recommendations from the Executive Committee. Ann started by saying the area has had two good contractors for more than

two years. Eckerd Workforce Solutions provides services for low-income adults and dislocated workers (those who have been laid off). GLEAMNS is the SC Works Center operator and offers employment services for youth. Both contractors meet performance goals. The only complaint is that enrollment is lower than expected but that was true for both contractors.

Ann said that contracts could have been extended one more year, but the area needed to reduce overhead. Ms. Skinner reminded the Board that they voted on the application criteria at the last meeting. She passed around the scoring rubric. Ann said at the last meeting the conflict of interest policy was distributed and individuals were asked to disclose any possible conflicts.

The request for proposal was issued and advertised. Four organizations attended the bidders conference and four submitted proposals. Staff read the proposals and found all to be responsive. The executive committee was convened, and six of the seven members participated. Ann said that all of the proposals had merit, but ultimately the scoring panel selected the organization which had the most detailed plans to achieve the board's vision. GLEAMNS Human Resources Commissions received the most points. Ann passed out the scoring summary.

Chair Ann Blanton asked for a motion and a second for the recommendation. James Tisdale and Houston Mathews made the motion and provided the second. Prior to the vote, Shunna Vance Jeter and Zebbie Goudelock noted that they abstained and left the room. The motion passed unanimously.

Other business

Ann Blanton noted that long-time member Jessie Sibert was not able to attend because of illness.

Members discussed the new meeting time. The general consensus was that an earlier time was appreciated and resulted in better participation.

Chair Blanton called the meeting to conclusion and reminded members that the next scheduled meeting will be Monday, February 4, 2020 at 4:00 pm, at Upper Savannah, 430 Helix Road.

There being no further business, the meeting was adjourned.

Respectfully submitted by



Ann Skinner

Workforce Development Director