



Upstate Workforce Board Meeting Minutes

March 8, 2021 - 8:30 a.m.

Spartanburg Community College – Terhune Building, Room 109

Board Members Present

Mr. Curtis Anderson
Mr. Bill Brasington
Mr. Wade Ballard
Ms. Erin Black
Ms. Anne Brock-Trail
Mr. Jay Coffey
Mr. Jim Cook

Mr. Wayne Gregory
Ms. Betty Guzzo
Mr. Craig Jacobs (Virtual)
Mr. Marion Littlejohn
Ms. Cherie Pressley
Mr. David Wall

UWB Staff Present

Ms. Ann Angermeier
Mr. Brent Bishop
Ms. Nikoya Shaw

Guests Present

Ms. Rochelle Brown (Virtual)
Ms. Johnnie-Lynn Crosby
Ms. Helen Merriweather
Ms. Lynn Nodine
Ms. Melissa Rodgers (Virtual)
Mr. Warren Snead
Mr. Douglas Stephenson

Board Members Absent

Mr. Robbie Faucett
Mr. Tony Henderson
Mr. Carter Smith
Mr. Evander Thomas
Ms. Jennie Thomas

Welcome

Mr. Wade Ballard, Chairman of the Board, called the meeting to order at 8:37 a.m. Mr. Ballard opened the floor to Dr. Michael Mikota to welcome the group to the Spartanburg Community College (SCC) Campus.

Approval of Meeting Minutes

The minutes of the January 11, 2021 meeting were reviewed. *Mr. Jim Cook made a motion to accept the minutes as written. Mr. Wayne Gregory seconded the motion. There were no abstentions and the motion carried.*

One Stop Committee Report

Mr. Jim Cook, One Stop Committee Member, gave the report in the absence of Mr. Robbie Faucett, Committee Chair and noted that the committee met virtually via Zoom on February 24, 2021 and the meeting was called to order at 12:06 pm. He shared that the committee went into executive session for discussion. There were no voting items during that time. During the regular committee meeting, Mr. Cook informed the group that Mr. Brent Bishop, UWB CFO, presented and reviewed the Equus budget report through January 2021 and noted that the budget is tracking well. He shared that Mr. Bishop gave a summary of additional grants. Mr. Cook noted that Ms. Ann Angermeier, UWB Executive Director, shared that there are local funds

available for companies who need help and asked that the committee reach out with any business leads. Mr. Cook reported that Mr. Doug Stephenson, SC Works Project Director, reviewed the Dashboard and Just in Time Reports for January 2021. Mr. Cook shared that Ms. Dana Wood, UWB Associate Director, expressed performance concerns. He said that Ms. Wood reviewed the final performance data for quarter two and highlighted the areas of concern. Mr. Cook shared that Ms. Wood requested permission to utilize \$19,125 in current classroom training dollars for additional local Incumbent Worker Training (IWT). Mr. Cook presented the recommendation on behalf of the committee, ***all board members were in favor. There were no abstentions and the motion carried.*** Mr. Cook shared that there were updates to the Supportive Services Policy that include the ability to purchase LinkedIn Premium accounts for jobseekers as necessary. The board held discussion on how impactful LinkedIn will be for those looking to interact through the learning space and use of the training components that are offered. ***All board members were in favor of updating the supportive services policy to include LinkedIn Premium. There were no abstentions and the motion carried.*** With no questions, the report was concluded.

IWT Application Presentation

Ms. Johnnie-Lynn Crosby, SC Works Greater Upstate Regional Business Solutions Director, shared that she received three additional Incumbent Worker Training (IWT) applications. She informed the board that she has already scored the companies. Ms. Crosby shared that applications were submitted by Green River Log Cabins, Magna, and Sun Surveillance. She reported that there is \$20,800 remaining in regular IWT funds.

Ms. Crosby informed the board that Green River Log Cabin requested \$12,150 for standard work documentation training and would be fully funded since they submitted their application first. She reported that Sun Surveillance would be partially funded at \$8,401 for operations system training. Ms. Crosby discussed the type of production each company does and shared that Sun Surveillance is a great re-entry partner, they have a low turnover rate, and they have a great recruitment model. She shared that Magna requested \$16,372 and noted that Magna's request is for High-Performance Work Teams to provide opportunities and to find quality training for engineer supervisors as a lay-off aversion strategy. She shared that this training would combine with training workers on new equipment to prevent layoffs. Ms. Crosby informed the board that business matches are required for all three applicants. She reported that Magna would be required to match 50 percent since they have over 100 employees, while Green River Log Cabins and Sun Surveillance would be required to match 10 percent since they employ less than 50 individuals. There were no additional questions regarding the applications. ***All board members were in favor of approving the IWT applications. There were no abstentions and the motion carried.***

Youth Committee Report

Ms. Cherie Pressley, Youth Committee member, reported in the absence of Mr. Evander Thomas, Youth Committee Chair and noted that the committee met virtually via Zoom on February 16, 2021. She also noted that the meeting was called to order at 3:31 pm and Mr. Thomas welcomed everyone in attendance. Ms. Pressley reported that Mr. Bishop reviewed the January youth program budget report with the committee and noted that the budget is tracking well especially with Work-Based Learning. She also reported that Mr. Bishop presented the ACHIEVE budget modification to the committee in which they approved a recommendation to the board for \$13,522 to be freed up from various line items and moved to the Work-Based Learning line item. ***All board members were in favor of the ACHIEVE budget modification. There were no abstentions and the***

motion carried. Ms. Pressley reported that the ACHIEVE program has 10 students enrolled for online Google Classroom or essential education and are still seeing students in-person in the morning and afternoon. She reported that Ms. Helen Merriweather, ACHIEVE Director, shared that students are taking a CellBotics course to gain a credential and meet the Credential Attainment for performance. Ms. Pressley shared that Live Fridays are starting and highlighted that students can directly communicate with employers in a chat setting and that 25 companies are participating this year due to COVID. She shared that Ms. Wood asked the committee for volunteers to help operate the booth on FAFSA and make referrals to SC Works for tuition assistance. Ms. Pressley reported that Ms. Wood shared the Quarter 2 performance with the committee and highlighted that there are more areas where the set measures were not met. She noted that Ms. Wood highlighted the metrics for employment and measurable skills gains were low for youth. With no questions, the report was concluded.

Disabilities Committee Report

Mr. Bishop gave the Disabilities Committee Report in the absence of Ms. Jennie Thomas, Disabilities Committee Chair. Mr. Bishop shared that the meeting was held virtually on February 19, 2021. Ms. Jennie Thomas called the meeting to order at 8:35 am and welcomed committee members. Mr. Bishop reported that Ms. Thomas shared that she believed the virtual Educator Event, in partnership with the school counselors, went well and that Ms. Wood shared that 88 people participated in the event. He reported that Ms. Wood shared information from Ms. Jackie Taylor, SC Department of Employment and Workforce (SC DEW) Priority Populations Coordinator, and information from Workforce GPS who is offering eLearning modules regarding disabilities. Mr. Bishop reported that Ms. Wood lead a discussion regarding the accessibility of the virtual platforms being used by SC Works Greater Upstate. She asked the committee if there are any best practices to share with staff to ensure they are inclusive and accommodating of disabilities while using virtual platforms. Mr. Bishop reported that Ms. Lisa Thomas, committee member, shared that she reached out to her school director to provide driver's education training for students with intellectual disabilities and the group discussed the topic. With no questions, the report was concluded.

Executive Committee Report

Mr. Ballard reported on behalf of the Executive Committee and noted that the committee met virtually via Zoom on February 22, 2021 and the meeting was called to order at 8:32 am. Mr. Ballard stated that Ms. Angermeier shared the January budget report for the UWB office and that there was an increase in a couple of items due to a longevity salary increase and a new computer for Ms. Nikoya Shaw, UWB Community Impact Director. Mr. Ballard said that Ms. Angermeier shared the final Quarter 2 performance with the committee, and she stated that most workforce boards are failing measures statewide and nationally due to COVID. She shared that the UI issues have given the SC Works name a bad reputation and they may need to look at alternative/additional branding locally to increase traffic. He reported that Ms. Angermeier informed the committee that she will be giving a presentation to the state SC Works Management Committee explaining why the participant cost rate of 30% was not met. She stated that we were at 29.18% for PY20. Mr. Ballard also reported that Ms. Angermeier shared that Mr. Stephenson, and his staff are brainstorming ways to increase outreach in the community. She shared a few items that the SC Works staff came up with and the committee held a discussion. With no questions, the report was concluded.

Update from Executive Director

Ms. Angermeier shared that she is working with community organizations to host FAFSA events at local churches or community spaces in Cherokee and Union Counties. She shared that she has the support of Ms. Cherie Pressley, SC Department of Commerce Upstate Workforce Advisor, and Spartanburg Academic Movement (SAM). She is also working with KNOW (2) to build support in Cherokee County. She shared that she is looking to connect with community leaders to host FAFSA workshops for Union County high school students. Ms. Angermeier updated the board that the STEM Summer Camp in Union is moving forward. She shared that students would have an especially tough time this year combating the summer slide with the ground they may have lost due to virtual schooling and the pandemic. She informed the board that she is looking to make the program available to 25 students. The program will be held at Sims Middle School but would also be open to students from Jonesville Middle School. Ms. Angermeier gave an overview of the three-week program which includes tours of local companies and a STEM component in which students program robots.

Ms. Angermeier shared that work is still being done with Commute with Enterprise to provide transportation in rural communities. She shared that she is working with Katherine O'Neill, OneSpartanburg Chief Economic Development Officer. Ms. Angermeier gave an overview of the transportation program which would provide a rental car for carpooling service. There would be a lead driver and around 5 individuals would be able to commute to work or school. She expressed that the key is getting creative with transporting residents in rural communities who want to work. She shared that there would be further development on this program.

Adjournment

With no other business or discussion, the meeting was adjourned at 9: 32 a.m.

Next meeting date: May 17, 2021