

**SANTEE-LYNCHES**  
**WORKFORCE INVESTMENT BOARD MEETING**  
**Monday, November 21, 2011 - 6:00 PM**  
**Santee-Lynches Regional COG**  
**36 West Liberty Street, Sumter SC 29150**

**MINUTES**

**Members Present:**

Clarendon – John Tindal, Dan Yount

Kershaw – Ed Garrison, John Hornsby, Craig Smith

Lee – Thaddeus Dickey, Troy Santoscoy

Sumter – Virginia (Ginny) Dority (Chairman), Bobby Anderson, Jeannine Gamble, Dr. Tim Hardee, Hyacinth Kinley, George Kosinski, Rick Levy, David Merchant, Joe Perry, Sharon Teigue, Gerald Vaughn, Anita White

**Members Absent:**

Clarendon – Beverly Moberg (Excused)

Kershaw – Mike Bunch (Excused), Dr. James Coleman (Excused), Dean Riddle (Excused)

Lee – Dr. Cleo Richardson (Excused)

Sumter – Rob Fauvie (Excused), Donald Witherspoon

**Staff Present:**

Gwen Davis, Interim SC Works (One-Stop) Operations Director; Areatha Clark, Interim Workforce Development A/E Director; Hope Turner, Workforce Development Finance Coordinator; Donna Thames, Workforce Development Administrative Assistant; Brenda Golden, Workforce Development Youth Director; Bruce Mills, Santee-Lynches Research Analyst; Qualisha Belton, Sumter SC Works (One-Stop) Site Manager; Pamela Williams Camden SC Works (One-Stop) Site Manager; Charley Boulware, Sumter SC Works (One-Stop) Job Developer

**Guests:**

Abby Linden, Local Operations Coordinator, SCDEW; Eugene Baten, CEO, Sumter County; Renee Shelton, Sumter SCDEW; Mary Ann Sewell, PYC – Youth

**I. Welcome and Call to Order:**

The Santee-Lynches Workforce Investment Board of Directors Meeting was called to order by Chairman Ginny Dority at 6:02 PM. She welcomed everyone to the meeting and led the Pledge of Allegiance. Ms. Areatha Clark introduced the guests. (A quorum was present at the meeting).

### **Approval of Minutes: (M)**

Chairman Dority entertained a Motion to approve the Workforce Investment Board (WIB) Meeting Minutes of October 11, 2011. **A motion was made by Ms. Sharon Teigue and seconded by Ms. Hyacinth Kinley.** Chairman Dority asked if there was any discussion. There being none, Chairman Dority called for a vote. **All were in favor and the motion passed unanimously.**

### **II. Committee Report:**

Executive Committee Chairman Ginny Dority explained that the Executive Committee met on November 7<sup>th</sup> and conducted a conference call with Ms. Gretchen Kirby of Mathematica Policy Research, who is heading up the USDOL Pilot Study, and others regarding this Study. After the conference call the Executive Committee voted not to participate in the Study. Today by email, Chairman Dority was informed that Ms. Areatha Clark received a phone call from Ms. Mary Jo Schmick, Local Operations Manager with SCDEW. After receiving the WIB's Agenda, Ms. Schmick informed Ms. Clark that the WIB does not have the option of not participating in the USDOL Pilot Study. The WIB voted on January 18, 2011 to accept the invitation for our region to become a Pilot Study Site; and it is not an option now to retract that motion.

Mr. Dan Yount questioned if there was another way to stop the participation in the Pilot Study? Chairman Dority responded that according to the contract in Columbia, the WIB must participate. Mr. Yount responded that he was at the January WIB Meeting when the Pilot Study was presented by Mathematica and he was not in favor of it then.

Mr. Rick Levy suggested that the Executive Committee contact Ms. Mary Jo Schmick in Columbia regarding the WIB's concerns. He added that at the Executive Committee Meeting on November 7<sup>th</sup> via a conference call with Mathematica, the Executive Committee Members learned new information that raised concerns. Mr. Levy provided a brief overview of his understanding of the Pilot Study. The purpose of the study is to assess the effectiveness of the core, intensive and training services provided to Adults and Dislocated Workers. Other WIBs are involved nationally in this study. Eligible customers coming into the SC Works (One-Stop) facilities will be randomly assigned to three groups: Core Services only, Core and Intensive Services or full services to include training, regardless of the needs and qualifications of the customer.

Mr. Craig Smith added that the WIB will be paid \$33,000 to participate in the Pilot Study and he then explained that 8% of the Customers coming into the SC Works (One-Stop) Facilities will only receive Core Services, while another 8% will receive Core and Intensive Services and the remaining 84% will receive training. The participants are locked in for a one year period in this Study.

Ms. Sharon Teigue responded that all of this information was explained at the January 2011 Meeting and reminded the WIB Members that this was not new information. Dr. Hardee stated that he voted against the Study at the January Meeting.

Mr. Rick Levy added that during the conference call with Mathematica, he asked if our region could benchmark with other regions participating in the study and was informed that there is no opportunity for benchmarking because of the privacy act.

Ms. Areatha Clark asked Ms. Abby Linden of SCDEW if she would like to comment, but Ms. Linden declined and stated that the WIB Members would need to contact Ms. Schmick. Chairman Dority requested that Ms. Schmick contact her, Rick Levy or Craig Smith.

### **III. Program Year 11 Modification**

Ms. Areatha Clark informed the WIB that the Program Year 2011 Plan Modification (emailed to the entire WIB this afternoon) is due by November 30, 2011 to the state. This is a standard document that is required of all local areas in the State annually. Typically the staff prepares the document and the WIB Chairman signs the document. However, since the WIB and Staff are trying to be more transparent, Staff wanted the WIB to have the opportunity to review the document in advance of submittal. She further explained that the document includes “Plans and Goals” for Program Year 11, as well as, leveraging resources and how to handle challenges encountered. Ms. Clark stated that a motion is required to authorize the WIB Chairman to sign the document and Staff to submit the Plan Modification to the State by November 30, 2011.

**A motion was made by Mr. Thaddeus Dickey and seconded by Ms. Sharon Teigue to authorize the WIB Chairman to sign the document and Staff to submit the Plan Modification to the State by November 30, 2011.** Chairman Dority asked if there were any discussion.

Mr. Rick Levy stated that the WIB only received the Plan Mod late this afternoon and asked if the vote could be done by email to allow the WIB Members time to review the document. Ms. Clark replied that the vote could be done by email. Mr. Levy suggested that Staff request a vote prior to the Thanksgiving holidays.

**Therefore the motion was rescinded** and the vote will take place by email to authorize the WIB Chairman to sign the document and Staff to submit the Plan to the State by the required date.

### **IV. 2010-2015 SLWIB Strategic Plan – Assignment Update.**

Ms. Areatha Clark reminded the WIB Members that the Strategic Plan had recently been revised and Staff was asked to make assignment to each of the strategies to provide ownership of each one. (A copy of the Strategic Plan was emailed to the WIB Members with Assignments added only as a guideline). Based on the timeline, the WIB can move forward and stay on target with the Strategic Plan. Mr. Rick Levy added that a year ago, the WIB was cited on the plan for not taking ownership. He reminded the WIB that all items are not due now. This is a 5-year plan and the workload has been spread out. Mr. Levy asked for volunteers for Section 3 and suggested that under Section 3.2.2 that Chairman Dority and Ms. Clark be assigned. Ms. Clark responded that our region has benchmarked with other areas (i.e the Pee Dee Region) in the past. It was suggested that under Section 3.1.2 that the Executive Committee and Staff be assigned.

There was discussion on what was being asked of the WIB Members and how the strategies were going to be measured. Mr. Rick Levy explained that he and Ms. Clark are asking for volunteers to oversee each strategy, do research, or whatever steps needed to see that the strategic plan is executed. Mr. Dan Yount asked if there are metrics on what other WIBs were doing and how our WIB may improve. He then asked what we were trying to improve and Mr. Levy stated “performance.” Mr. Levy added that the WIB needs to reach out to other stakeholders in our community. Dr. Hardee added that there may be “something” that other regions are doing that our region may want to try. If we have a weakness, we may want to measure and see what other regions are doing as a means for correcting the weakness. Mr. Bobby Anderson added that the State should be providing this to our regions. Mr. Levy suggested that maybe someone should go to the State. Ms. Abby Linden volunteered.

Section 3.2.1 was discussed and Mr. Levy suggested that a quick cock pit design is needed, so that the WIB is not consumed with data. Ms. Clark added that at the debriefing session with the State last Thursday, November 17<sup>th</sup>, communicating at all levels was discussed. The WIB needs to help develop the design to make it the simplest for WIB Members to understand. Mr. Levy suggested that the WIB take control and advise the Staff on what the WIB would like to see at the Board Meetings. Let’s work together and possibly benchmark with other regions.

Mr. Gerald Vaughn asked whether Santee-Lynches received credit if a client comes into the One-Stop and is referred to a job not in our four county region. Ms. Clark responded “yes”. Mr. Craig Smith added that the WIB focuses on the WIA side, but there is also the DEW side, which is the Wagner-Peyser and credit is also received if a customer is placed in employment outside of the region.

Mr. Yount complimented the WIB on the great discussion, but stated that when he looks at the charts, he wants to see evidence of the unemployment rate decreasing. How are we accomplishing this? Are we improving, staying the same or going in the wrong direction?

Again there was a call for Volunteers on Strategic Plan.

Under Section 3.1.2 – the Executive Committee and Staff were assigned.

Under Section 3.2.1 – Bobby Anderson, Hyacinth Kinley and Sharon Teigue volunteered.

Under Section 3.2.1 – WIB Chairman Dority and Ms. Areatha Clark were assigned.

Under Section 3.2.3 – Dr. Tim Hardee, Mr. Rick Levy and Mr. Dan Yount volunteered.

Under Section 2.1.1 – Mr. Bruce Mills was assigned.

## **V. State of the Workforce Report -- 2011**

Mr. Bruce Mills, Santee-Lynches Research Analyst, presented a Power Point presentation on the State of the Workforce Report -- 2011. [The State of the Workforce Report 2011 was mailed to the WIB three weeks ago]. A copy of the presentation was included in the Board Packets at tonight’s meeting.

Power Point Slides discussed:

- State of the Workforce Report – 2011 – A study of issues and needs shaping employment in the Santee-Lynches Region.
- Who has been affected locally by the Great Recession?
  - 1 in 3 with less than a high school diploma/GED
  - 1 in 4.7 with a high school diploma/GED
  - 1 in 6 with an Associate Degree (Occupational Program)
  - 1 in 9.2 with Bachelor's Degree or more
- Education and the 21<sup>st</sup> Century Economy – (We must find ways to move more of our students, especially minorities and students from disadvantaged backgrounds, into educational opportunities after high school).
- County & State Public School graduation rate estimates.
- Two-Year average of students reading on grade level.
- ACT composite scores – (Three-year average – 2009-2011)
- Low achievement yields college remediation
- Central Carolina Technical College enrollment
- Percentage of students enrolling in college, other postsecondary, or military in first fall term after expected high school completion date.
- Conclusions – People need to know 2 things:
  - In today's economy, some higher education is essential for economic success and a high quality of life.
  - It's possible for me and people like me to be highly educated.
- Solution for necessary Culture Change:
  - Communications – people to people interactions – are the only possible vehicle for success.

Mr. John Tindal encouraged great discussion during the power Point Presentation. The following are the highlights from the discussion:

- Where are the available jobs? Mr. Mills responded that there are more jobs in healthcare. Most jobs require post-secondary credentials to work with machines, technology.
- Helping kids read and helping parents understand that the first four years of the child's life is so important for them to learn. By the time the kids get to school, if they are behind, it affects them for the rest of their life according to statistics.
- Working with day care programs and parents on teaching children at an early age.
- It was discussed that WIA cannot spend money at this level, but all WIB Members were encouraged to get the information out.
- These kids are our future workforce.
- ACT scores versus the SAT scores.
- There is too much college remediation --- students do not test high enough for college classes.
- Are the School Districts sending students to the Career Centers?
- Communicate that EDUCATION matters...
- Establishing an annual meeting with Education and the private sector to discuss what needs to be done to get kids into post secondary education.

- If students are encouraged to continue their education, where are the jobs once they graduate?
- Mr. John Tindal ended the discussion by stating that the information provided was good data.

## **VI. Economic Forecast Service Consultant**

Mr. Bruce Mills gave a brief background to the WIB regarding the Economic Forecast Service Consultant and reminded the WIB that a motion was approved at the August 18<sup>th</sup> WIB Meeting to approve the release of a Request for Proposal (RFP) for Economic Forecasting Program Services for a one-year contract period. The RFP was advertised and one proposal was received. Mr. Mills noted that this is not unusual since the RFP called for a Consultant with a PhD in Economics or its equivalent. The proposal received was from the BB&T Center for Economic and Community Development at Coastal Carolina University. A Rating and Ranking Committee has reviewed the proposal, which received an average score of 81. (The Rating and Ranking Team Members were appointed by WIB Chairman Dority). Mr. Mills added that a formal interview has been held with Coastal Carolina University and all questions were answered. He read the following: A recommendation in the form of a motion is brought forth to the WIB to extend a one-year service contract in the amount of \$6,500 (paid for in 4 quarterly installments) to the BB&T Center for Economic and Community Development at Coastal Carolina University to perform quarterly regional economic forecasting.

**A motion was made by Mr. Bobby Anderson and seconded by Mr. John Tindal.** Chairman Dority asked if there was any discussion. There being none, Chairman Dority called for the vote. **All were in favor and the motion passed unanimously.**

Mr. Mills noted that the traditional purpose of this service is to help key business leaders in the region more clearly understand the overall economy from the international level down to the local level in a fact-based, neutral manner. A short “Workforce Program Topic Briefing” (about 10 minutes) will be added at the end of the Quarterly Economic Forecast Meetings on an experimentation basis. This topic briefing will educate the group of key business leaders, which consists of many of the bigger bankers, residential and commercial Realtors, county economic developers, Shaw representatives, and others, on new and important programs or focus areas that the Santee-Lynches Workforce Development Department is undertaking to bridge workforce gaps and improve the supply of skilled workers to business and industry. (Examples of these topic briefings might be Ms. Brenda Golden discussing the Personal Pathways to Success program that intentionally links middle and high school students to specific career tracks and programs of study. Another briefing could be the WIB’s Healthcare Industry Partnership Group that is working to identify and improve training for the healthcare industry. Mr. Mills explained that the purpose of these topic briefings would be to help educate this group of influential business leaders in the region on key areas related to workforce development that they could in turn share with others in their circle of influence. In turn, this could generate more important conversations and communications

that we need at this time to spread the workforce message and work toward improving the workforce.

## **VII. Recommendation from the Rating and Ranking Committee for a New One-Stop Operator.**

Chairman Dority reported that the Rating and Ranking Committee met and reported their scores on Friday, November 18<sup>th</sup> for a new One-Stop Operator to be effective January 2, 2012. Five proposals were received. (Arbor d/b/a/ Rescare Workforce Services, Henkels & McCoy, Inc., Kaiser Group, Inc., Providence Community Services d/b/a Ross Innovative Employment Solutions and Wateree Community Actions).

Chairman Dority requested that the scores for each proposal be read. Ms. Thames read the scores as requested.

**A recommendation in the form of a motion is brought forth to the WIB from the Rating and Ranking Committee to accept the proposal from the Kaiser Group, who had the highest average aggregate score, as the New SC Works (One-Stop) Operator beginning January 1, 2012. The motion was seconded by Mr. John Tindal.** Chairman Dority asked if there was any discussion. Mr. Thaddeus Dickey asked how this would affect the One-Stop Staff beginning on January 1<sup>st</sup>, 2012. There was discussion that the Kaiser Group was the consultant for the One-Stop and they are familiar with the Staff and processes in place, but it will be up to the Kaiser Group as to the future employment of current employees. It was stated that the contract with the Kaiser Group is for a six-month period with the possibility of extensions.

**Mr. Rick Levy amended the motion by adding that a recommendation will need to be sent to the CEOs for their approval. The amended recommendation was seconded by Mr. Bobby Anderson.**

Chairman Dority called for the vote on the amendment to the motion. **All were in favor and the motion passed unanimously.**

Chairman Dority then called for the vote on the original motion as amended. **All were in favor and the motion passed unanimously.**

## **VIII. Other Business**

Chairman Dority asked if there was any other business. Mr. Bobby Anderson stated that at the Joint Meeting on November 10<sup>th</sup> with the CEOs and the WIB, it was announced by Chairman Dority that an investigation was under way. He asked “where are we with the investigation”? Ms. Dority responded that on November 1<sup>st</sup> the invitation was emailed to the WIB for a joint meeting with the Consortium Members. She called Mr. Dwight Stewart on November 3<sup>rd</sup> and asked about the purpose of the meeting. As stated by Chairman Dority the response she received was that the CEOs were moving forward. On November 4<sup>th</sup>, Chairman Dority stated that she sent a letter to Dr. Helen Parker with the USDOL with concerns from the WIB’s August 18<sup>th</sup> meeting. On November 10<sup>th</sup>, Chairman Dority stated that she along with other WIB Members attended the Joint Meeting

and Mr. Dwight Stewart read the Roles and Responsibilities Agreement to them. Then Chairman Dority informed those not in attendance at the November 10<sup>th</sup> Meeting that she was advised not to sign the Roles and Responsibilities Agreement until after the investigation was over. She added that the CEOs had allowed up to 30 days for the WIB to sign the agreement.

Mr. Anderson then asked Chairman Dority who was doing the investigation and she responded that the USDOL was handling the investigation. He then stated that he had concerns with Chairman Dority calling for an investigation and the WIB not being aware of the action. He added that he thought the WIB should have voted on this. Chairman Dority responded that she as an individual called the USDOL herself, not on behalf of the WIB. Mr. Anderson's response was "why was the Roles and Responsibilities Agreement not signed if you were personally asking for the investigation"? He reminded Chairman Dority that she was representing the WIB when she was instructed not to sign any documents until the investigation was completed. Mr. Anderson again added that she was taking a big step as the WIB Chairman in calling for an investigation without the WIB's knowledge. Chairman Dority responded that she tried to get answers locally by email and phone calls and was unsuccessful. Mr. Anderson responded that contacting the DOL was out of line and asked what was in the WIB's By-Laws regarding the duties of the WIB Chairman. He stated that such actions need to be stopped. Mr. Anderson stated that he moved that the WIB not allow this action to happen again. Mr. Ed Garrison asked if the investigation has already started. Chairman Dority responded that the State is being investigated also.

Mr. Rick Levy added that Members of the Board did not like what was going on and Chairman Dority in his opinion was working with empowerment from the instructions given at the August 18<sup>th</sup> Meeting. Mr. Thaddeus Dickey re-emphasized some of Mr. Anderson's concerns. Mr. Levy responded that DOL has a duty to carry out once they are contacted. Mr. Anderson stated that this needs to stop and we need to move forward. Ms. Sharon Teigue replied that Board Members left the August Meeting empowering Chairman Dority.

Again there was discussion on whether other WIB Members knew of the investigation. Mr. Anderson added that he was under the impression that the WIB would authorize Chairman Dority to sign the Roles and Responsibilities Agreement. He reminded the WIB that they (the WIB) work for the CEOs and Chairman Dority responded that the COG works for the WIB. Mr. Anderson's response was "No" the COG works for the CEOs. Chairman Dority informed the WIB that at the Joint Meeting two additional revisions were added to the Roles and Responsibilities Agreement per the State's recommendations and the agreement could not have been signed at that time.

Mr. Thaddeus Dickey added that as a WIB, we should concentrate on getting people employed! Ms. Jeannine Gamble added that she had taken time and read the document prior to the meeting with the CEOs and felt lost when there was mention of the investigation. She added that in her opinion the WIB Members should have been notified. They were not questioning the leadership! We thought we were coming to a meeting to vote on a document, but then learned about an investigation. She as a member did not wish to be blindsided. Chairman Dority responded that she thought the meeting was regarding the WIB's concerns and added that their concerns were not discussed.

Mr. Dan Yount asked Chairman Dority if she took actions as an individual and contacted DOL or as the WIB Chairman. The WIB in spirit agree, but the action was taken one step further. He then asked if the WIB needs to review the concerns. Mr. Bobby Anderson and Mr. Thaddeus Dickey both agreed that it is a “moot point” now. Mr. Yount replied “is the WIB waiting on the DOL reply for the WIB or for Chairman Dority?”

Mr. Bobby Anderson again responded that the agreement should have been signed. Mr. Levy responded that the minutes will show there were no problems in the content of the agreement, but the WIB needed time to review and the CEOs were gracious enough to allow up to 30-days. Additional concerns were shared by Mr. Anderson and Mr. Levy regarding the process. As a result, **Mr. Anderson made a motion that neither the WIB Chairman nor the Executive Board should take action on behalf of the WIB without the WIB’s approval. The motion was seconded by Mr. Dan Yount.** Discussion continued between Mr. Bobby Anderson and Mr. Rick Levy regarding the WIB being invited to the previous meetings with the CEOs. **Mr. John Tindal called for the question. Mr. Bobby Anderson, Mr. Thaddeus Dickey, Mr. David Merchant, Mr. John Tindal, and Mr. Dan Yount voted in favor of the motion. Ms. Jeannine Gamble, Mr. George Kosinski, and Mr. Joe Perry abstained. Chairman Dority and Mr. Rick Levy voted against the motion. Others either voted against the motion or did not vote – Mr. Ed Garrison, Mr. John Hornsby, Mr. Craig Smith, Mr. Troy Santoscoy, Dr. Tim Hardee, Ms. Sharon Teigue. Therefore, the motion did not carry. (Note: Ms. Hyacinth Kinley, Mr. Gerald Vaughn and Ms. Anita White had left the meeting prior to the vote).**

#### **IX. Chairman’s Comments**

**None**

#### **X. Adjourn**

There being no further business, the Santee-Lynches Workforce Investment Board Meeting was adjourned at 7:44 PM.

Respectfully submitted,  
Donna Thames