

**Greenville County Workforce Development Board (GCWDB) Meeting**  
**Wednesday, January 10, 2024, 11:30 a.m.**  
**225 S. Pleasantburg Drive, Suite E-1 Foothills Conference Room**  
**Greenville, SC 29607**

Join Zoom Meeting  
<https://us02web.zoom.us/j/83014607470?pwd=eStpQzZ3cHNLWXdSUjAxM1BkeHYrUT09>  
Meeting ID: 830 1460 7470  
Passcode: 704998  
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+13092053325,,83014607470#,,,,\*704998# US  
+13126266799,,83014607470#,,,,\*704998# US (Chicago)

**MEETING AGENDA**

- **Welcome and Call to Order** **Ms. Robyn Knox, Chair**
- **Quorum Validation (10 or more)** **Ms. Knox**
- ***Minutes Approval (November 8, 2023)\**** **Ms. Knox**
- **Director's Report** **Mr. Dean Jones, Director**
  - 1. GCWDB Election of Officers
  - 2. *PY23 Incumbent Worker Training (IWT) Grants Approval\**
- **Contractor Status Reports**
  - 1. Eckerd Connects – Teresa Smith, Program Manager
  - 2. Equus Workforce Solutions – Nikki Burgess, Project Director
- **Other Business**
- **Adjourn**

*\*Denotes an action item*

**Greenville County Workforce Development Board Meeting (GCWDB)**  
**Wednesday, November 8, 2023**  
**SC Works Greenville – McAlister Square**  
**225 S. Pleasantburg Dr., Suite E-1, Greenville SC 29607**

**MINUTES**

**Members Present:** Weyland Burns, Kathy Edwards, Robyn Knox (Chair), Patrick Michaels, Larry Miller (Vice Chair), Michael Panasko, Ashley Randolph, John Serpa, Kelly Shumaker, Shan Smith, Scott Stoller, and Ben Waldrop

**Members Absent:** Vernita Harris Gill, Craig Kinley, Patty McLeroy, Jared Mogan, Benjamin Sabol, and David Turnipseed

**GCWDB Staff and Contractor Staff Present:** Dean Jones, Angela Smith, Shelia Harper, Eva Anagnostis, Teresa Smith, Renee Alexander, Nikki Burgess, Rose Cortes, and Kenneth Taylor

**Guest/Visitors:** Caitlin Brazell (SCDEW) and Cheryl Garrison (Greenville Chamber)

- I. **Welcome and Call to Order:** Chair Knox welcomed everyone and called the meeting to order at 11:34 a.m. A round of introductions was completed.
- II. **Quorum Validation (10 or more):** A quorum was validated.
- III. **Minutes Approval (September 13, 2023)\*:** Minutes were approved as submitted.
- IV. **Greenville Chamber Foundation Presentation (Dr. Cheryl Garrison, Executive Director):** Dr. Garrison shared a few of the initiatives that the Greenville Chamber Foundation is focusing on. The foundation focuses on people and businesses succeeding. One of the talent and workforce initiatives is Launch GVL. The Greenville Chamber and Greenville County Schools have partnered to create Launch GVL, an initiative to connect high school students with paid work opportunities in Greenville's high-demand occupations. This program has been around for five years, and they would like to continue to expand for many years to come. Many students who have participated in Launch GVL have gone on to work at these employers after their paid internships and/or have gone to college afterwards. The other program that Dr. Garrison shared was Talent Rise GVL, which is a new program to increase educational attainment within our community. This program provides a career navigator for one-on-one consultations to explore, guide, and support people throughout their education journey. They want to provide connections to people they work with. Ms. Nikki Burgess and Ms. Teresa Smith both asked to connect after the meeting to partner WIOA program with the Talent Rise GVL program.
- V. **WIOA Director's Report (Mr. Dean E. Jones, GCWDB Director)**
  1. **Financial Performance Summary:** Mr. Jones reviewed the Financial Status Report included in the meeting packet. We met our expenditure rates from last year, and we are on track to meet them this year. Mr. Jones is considering reaching out to the State Board and requesting they reconsider the Fund Utilization Rate policy. We do not get the majority of our money until well into the program year, and then we have to spend 70% of it by June 30<sup>th</sup>. About 10 years ago, we had a lot more funding, and there was concern about local areas not spending their funds by the deadline. Mr. Jones does not

believe there is a big need for the one-year requirement, and instead thinks we should go back to the two-year requirement by Department of Labor. Two years would give us more room to make longer term commitments to different projects and initiatives.

2. **WIOA Program Performance Update:** Mr. Jones informed the Board that we are doing well on our performance reports so far for the year.
3. **Incumbent Worker Training Grants:** SC Works Greater Upstate recently released its Incumbent Worker Training (IWT) grant solicitation. Board members should have received an email with the details for how to apply. We would love to see how we could collaborate more with the Greenville Chamber on those. These funds were made available through the Individual and Employer Training grant. We have \$30,000 currently designated, but we have some flexibility to increase that if we get more applications than expected. Mr. Jones asked for any Board members interested in reviewing the applications to reach out Ms. Anagnostis. We would like to have IWT grants approved at the January Board meeting.
4. **Election of Offices:** Mr. Jones shared some information about the Election of Officers process. We are coming up on the end of the two year terms for our officers. We completed a lot of it via email last time, but we are working to determine the best plan of action for this year's election.

#### VI. Contractor Status Reports

1. **Eckerd Connects (Ms. Teresa Smith, Program Manager):** Ms. Smith gave a program update. The Eckerd Connects Youth program has enrolled a total of 30 Out of School Youth. Sixty-two participants are currently in training including welding, comp network security, and allied healthcare professional. So far, five participants have completed their High School Diploma or GED, one participant has obtained their Occupational Skills Certification, and one participant has earned their Associate's Degree. They currently have twelve Work Experience participants and one On-the-Job Training participant. Ms. Smith also shared a few events their staff will be attending over the next few weeks.
2. **Equus Workforce Solutions (Ms. Nikki Burgess, Project Director):** Ms. Burgess shared a presentation to honor our veterans. She recognized all six individuals who work at SC Works that are veterans. There are currently five veterans that are enrolled in the WIOA program. Ms. Burgess also recognized the DEW team and their work on the veterans events taking place during the week. Finally, she shared a few program goals, which are all on track for this time of year.

#### VII. Other Business: None

#### VIII. Adjourn: Being there was no other business, the meeting was adjourned at 12:36 p.m.

\* Denotes an action item for GCWDB or Executive Committee Approval

\*\*Denotes Executive Committee has authorized Director to Proceed

**Greenville County Workforce Development Board Meeting**  
**Wednesday, January 10, 2024**  
**PY 2023 WIOA Financial Summary**

**July 1, 2022 – December 31, 2023**

<b>PY22 WIOA FORMULA ALLOCATION</b>				
	<b>Allocation</b>	<b>YTD Expenditure</b>	<b>Expenditure Rate</b>	<b>Balance</b>
Youth Program	\$535,736	\$535,736	100%	\$0
Youth Admin	\$59,526	\$59,526	100%	\$0
DW Program	\$679,003	\$626,955	92%	\$52,048
<i>Funds Transferred to Adult</i>	<i>\$393,000</i>	<i>\$393,000</i>	<i>100%</i>	<i>\$0</i>
DW Admin	\$75,444	\$66,844	89%	\$8,600
Adult Program	\$516,740	\$516,740	100%	\$0
Adult Admin	\$57,415	\$57,415	100%	\$0
<b>PY23 WIOA FORMULA ALLOCATION</b>				
	<b>Allocation</b>	<b>YTD Expenditure</b>	<b>Expenditure Rate</b>	<b>Balance</b>
Youth Program	\$500,898	\$65,357	13%	\$435,541
Youth Admin	\$55,655	\$8,281	15%	\$47,374
DW Program	\$550,437	\$0	0%	\$550,437
<i>Funds Transferred to Adult</i>	<i>\$0</i>	<i>\$0</i>	<i>#DIV/0!</i>	<i>\$0</i>
DW Admin	\$61,159	\$8,549	14%	\$52,610
Adult Program	\$484,039	\$117,227	24%	\$366,812
Adult Admin	\$53,781	\$19,348	36%	\$34,433
<b>PY23 WIOA CONTRACTS</b>				
<b>Contractor</b>	<b>Grant Amount</b>	<b>YTD Expenditure</b>	<b>Expenditure Rate</b>	<b>Balance</b>
Equus	\$1,049,517	\$257,841	25%	\$791,676
Eckerd	\$514,000	\$167,703	33%	\$346,297
<b>STATE GRANTS</b>				
<b>Grant</b>	<b>Grant Amount</b>	<b>YTD Expenditure</b>	<b>Expenditure Rate</b>	<b>Balance</b>
PY22 EBS - Youth	\$68,282	\$63,481	93%	\$4,801
PY22 EBS - Adult/DW	\$256,021	\$208,081	81%	\$47,940
PY23 Individual & Employer Training	\$171,596	\$1,250	1%	\$170,346

*EBS = Engage, Build and Serve*

## PY23 GREENVILLE IWT RECOMMENDATIONS

Company	Final Score	Funds Requested:	Business Products/Services	Training Provider	Training requested:	Trainee Type	# of employees to be trained	Recommendation
Blue Eye Soft	31	\$61,200.00	IT products that include SAFER (Space Anatoly Forensics and Environmental Solutions. IT consulting that supports advanced data analysis, AI & Cloud	Techno iQualityHub Innovations	2 Programs CMMI Product & Service ISO	Managing Partner, Project Manager, Communication Lead	3	Reject - Required attachments were not included, and budget was done incorrectly
Fitesa	21	\$39,070.00	Manufacturer of non-woven fabric used in the medical, hygiene and healthcare industries	SCMEP	6 Programs: Leadership Academy, Measurement System Analysis, Lean Six Sigma Black Belt, Ideation, Lean Product Development, Price Strategies Tactics Process	Production Leads, Quality Engineer, Senior Process Engineer, Technical Sales Reps & Manager, Customer Service Reps & Manager, Sales Account Managers	46	Approve
Thor Precision	18	\$10,980.00	Manufacturer of precision studs and bolts for high heat applications	SCMEP	4 Programs: Precision Measurement Training, Lean Fundamentals, Quality Root Cause Analysis, MS Excel Level 1,2,&3	Quality Engineer CNC Operator, Shipping/Receiving Tech, Production Engineer, Supervisors	14	Approve
Wabtec	18	\$21,600.00	Various products for rail, mining, and power generation; remanufacturing of rail components	SCMEP	2 Programs: Training Within Industry High Performance Leadership Training	Team Leaders, Assemblers, CNC Operators, Welders, Painters	45	Approve
Standard Motor Products	18	\$3,600.00	Design and manufactures fuel injectors, diesel injectors, mechatronic engine control components and emission components.	SCMEP	FMEA and Control Plan Training	Manufacturing, Design and Quality Engineers	14	Approve
Calder Brothers Corporation	16	\$8,000.00	Produce construction equipment (pavers and grader tractors)	SCMEP	Lean Manufacturing	Machinist, Welders, Painters, Assemblers, Handlers	93	Reject - Employer indicated they are not current on tax obligations, which makes them ineligible.
Circuit Board Medics	13	\$20,035.00	Repair circuit and control boards from automobiles, heavy-duty vehicles, appliances, and other machines with a one business day turnaround.	Circuit Technology Training Inc. SCMEP ONLC Training Centers	3 Programs: Certified IPC Trainer Certification Lean Six Sigma Black Belt Power BI Introduction for Excel Users Online Course	Quality Technician & Soldering Trainer, Process Technicians, Web Production Specialist	7	Approve minus \$267.50
Cans Unlimited	13	\$5,250.00	Wholesaler of gas heating appliances and related equipment parts and accessory parts	SCMEP	Buddy to Boss: Preparing New Leaders for Transition Effective Leadership Development SCMEP SS Workplace Organization Culture	Returns Associates, Inbound Manager, TWL Drop Manager, Logistics Manager, Receiving Lead, Equipment Lead, Warehouse Manager	8	Approve minus \$267.50
<b>Total Requested</b>		<b>\$169,735.00</b>						
<b>Total for Approval</b>		<b>\$100,000.00</b>						

# Incumbent Worker Training

Mary Beth Walters

Regional Business Solutions Manager, SC Works Greater Upstate

SC WORKS

GREATER UPSTATE

BRINGING EMPLOYERS  
AND JOB SEEKERS TOGETHER



# **TRAIN, UPSKILL & RETAIN YOUR WORKFORCE**



# What is Incumbent Worker Training (IWT)?

- ▶ For the last several years, the State Workforce Board has allocated funding to issue grant opportunities to the local areas. Depending on the focus area, these funds can be used for Incumbent Worker Training.
- ▶ An *incumbent worker* is an employee who has already been hired by a company and has completed onboarding and initial hire training.
- ▶ Eligibility criteria for the IWT program requires that an incumbent worker must be currently employed by the employer for at least six (6) months, unless there is a large group of incumbent workers participating in a training, then at least 51% of the incumbent workers must have been employed by the employer for six (6) months.
- ▶ Local Workforce Boards may also designate 20% of their combined total Adult and Dislocated Worker allocated funds for the cost of providing IWT.



# What Does IWT Provide?



The Incumbent Worker Training (IWT) Program provides funding for training needed in current businesses due to the following:

expansion,  
new technology,  
retooling, new services/product lines and  
new organizational structuring or as part of a layoff  
aversion strategy.



Training requests fall within industries identified as local priority industries: Manufacturing, Logistics, Skilled Trades and Other (Information Technology, Healthcare and other in-demand industries)



IWT grant funds will be available for businesses located in Cherokee, Greenville, Spartanburg, and Union counties. IWT grants are issued for employers to upgrade the skills of their current employees. IWT grants provide opportunities for training in programs ranging from computer skills to transferable skills specific to industries.

# PY 23 IWT Applicants

## Greenville

- ▶ Blue Eye Soft Corporation
- ▶ Fitesa
- ▶ Thor Precision
- ▶ Wabtec
- ▶ Standard Motor Products
- ▶ Calder Brothers Corporation
- ▶ Circuit Board Medics
- ▶ Cans Unlimited

# PY 23 IWT Applicants Upstate

- ▶ DynaTech
- ▶ Airsys Cooling Technologies
- ▶ Form Fit and Function (F3 Engineering)
- ▶ Angels Charge Ministries
- ▶ Sun Surveillance
- ▶ Polydeck Screen Company
- ▶ Custom Forest Products
- ▶ Mermet
- ▶ AFF

# IWT Process PY23

- ▶ The PY 23 IWT solicitation process begins with a press release that is issued to a variety of organizations that work with employers:
  - Chambers of Commerce
  - Economic Development organizations
  - Newspapers
  - Radio,
  - Television
  - Social Media,
  - Local Organizations
- ▶ The press release was issued on 11/6/23
- ▶ The application deadline was 12/15/23 by 11:59 PM
- ▶ RBSM contact information was provided to assist any business with questions they may have about the application process or to clarify what information was being asked on the application.

# IWT Process

After the solicitation period closes, each business application is reviewed for completeness and a scoring process based on the approved IWT policy and score sheet.

The information regarding trainings, providers, costs, etc. is entered into a spreadsheet and shared with each Workforce Board to help them determine recommendations for grant support.

Workforce Boards will present their recommendations for grant awards to the full Board of Directors and voting will take place.

Once the Board of Directors vote, the grant recipients will be contacted by the RBSM, and an award meeting will be scheduled with each employer grant recipient to complete the process and issue the grant.

### Incumbent Worker Training Grants Scoring Sheet

Company Name: XXXXXX

#### Minimum Criteria

To be considered for an IWT Grant, application must meet the following criteria:

Proposed training is needed due to expansion, new technology, retooling,  
new product lines and new organizational structuring ☐ Yes ☐ No

Does the business have at least one full-time employee? ☐ Yes ☐ No

Is the business current on all state and county tax obligations? ☐ Yes ☐ No

Meets Minimum Criteria: ☐ Yes ☐ No

#### Criteria

Business uses SC Works services ☐ Yes=5 ☐ No=0

Business has had an IWT agreement within the past 12 months? ☐ Yes=0 ☐ No=5  
If so:  
When? \_\_\_\_\_

Proposed training reflects a significant upgrade in employee skills  
(Circle one) 0 1 2 3 4 5  
None Some Significant

Training requested falls within industries identified as local priority  
**Industries: (Manufacturing, Trades, Healthcare, and Logistics)** ☐ Yes=5 ☐ No=0

Proposed training would result in employees acquiring transferable skills ☐ Yes=3 ☐ No=0

Proposed training would result in employee wage increases ☐ Yes=3 ☐ No=0

Application reflects a significant layoff avoidance strategy and  
retention opportunities ☐ Yes=5 ☐ No=0

Proposed training is for a Registered Apprenticeship Program ☐ Yes=5 ☐ No=0

Business has less than 50 employees ☐ Yes=5 ☐ No=0

Additional Comments: (Maximum Points = 41)

|

TOTAL POINTS= \_\_\_\_\_

# TRAIN, UPSKILL & RETAIN YOUR WORKFORCE



## INCUMBENT WORKER TRAINING GRANTS THROUGH SC WORKS GREATER UPSTATE



The Incumbent Worker Training (IWT) Program provides funding for training needed in current businesses due to: expansion, new technology, retooling, new services/product lines and new organizational structuring or as part of a layoff aversion strategy.

IWT grant funds will be available for businesses located in Cherokee, Greenville, Spartanburg, and Union counties. IWT grants are being issued for employers to upgrade the skills of their current employees. IWT grants provide opportunities for training in programs ranging from computer skills to manufacturing skills specific to industries.

### IMPORTANT NOTES:

- Applications will be reviewed by committees of the Greenville County Workforce Development Board and the Upstate Workforce Boards to determine awards to businesses.
- Applications may be delivered via email with original signature or in person at an SCWorks Greater Upstate location.

**The application period is open until 11:59 p.m. on December 15, 2023**

**To access the application, please visit the websites listed below**

For businesses in Greenville  
county, visit the website  
below:

[www.greenvillewib.com/news](http://www.greenvillewib.com/news)



For businesses in Cherokee,  
Spartanburg, and Union counties,  
visit the website below:

[www.upstateworkforceboard.org/IWT](http://www.upstateworkforceboard.org/IWT)

**FOR MORE INFORMATION YOU MAY ALSO  
CONTACT MARY BETH WALTERS:**  
[mwalters@scworksgreaterupstate.com](mailto:mwalters@scworksgreaterupstate.com)



Funded by the Greenville  
County Workforce  
Development Board &  
Upstate Workforce Board.  
For more information related  
to funding, scan the QR code.

An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. TTY: 711

# A GLIMPSE OF GREENVILLE

SC Works Greater Upstate





## CONTRACTUAL GOALS

### Enrollments & Work Based Learning

- Total Enrollments YTD: 82
  - Adult – 68
  - DW – 14
- Total WBL Contracts YTD:
  - OJT – 17
    - 12 - EMT Cohort
    - 3 - Manufacturing roles
    - 2 – Other (AI Company)

## CLASSROOM TRAINING

Adult & Dislocated Worker

- Total Classroom Training YTD:
  - Adult – 20
  - DW – 4
- Type of Classroom Training:
  - Logistics: CDL training
  - Other:
    - Nursing, Project Management & Medical Billing & Coding

## OJT SUCCESS STORY

- 10 OJT Participants
  - 8 completed / 2 dropped out
- 80% Completion Rate
- \$17,966.08 issued to the employer for training reimbursement

# OJT SUCCESS STORY



Vihari recently completed an On-the-Job Training (OJT) contract with local IT and ITES company, Blue Eye Soft Corporation. Recently graduated from Vikas, The Concept School in India, Vihari worked in digital marketing as an intern, but he wanted to learn more and shift industries.

Through SC Works Greater Upstate, he has had the opportunity to train as a Data Scientist under Blue Eye Soft Corporation owner, Sri Kodeboyina. As part of his training, Vihari has been deepening his skills in Business Intelligence and Predictive Analytics using Artificial Intelligence and the cloud.

He is creating custom software and data solutions such as Cloud Integration, Business Intelligence, Artificial Intelligence, Data Lake, Robotic Process Automation, Cybersecurity, Big Data Practices, and Mobile Solutions. Vihari is loving what he's doing and he looks forward to growing with the company!

# CLASSROOM TRAINING SUCCESS STORY



Mahdi, new to the United States and South Carolina, was facing multiple barriers which included a language barrier. He was guided towards the WIOA program to learn how the program could help him meet his training and employment needs. He was seeking assistance and guidance in attending ESL courses to improve his English and guidance on training that would provide full-time employment.

Mahdi was presented with ESL training options, and he chose to attend Greenville Literacy Association. He began attending GLA in June 2022. He worked hard and did not let transportation barriers prevent him from attending class and walked to GLA when transportation was not available. Because of his dedication, Mahdi completed his ESL training in June 2023. Having completed his initial training goal, he was ready for his next goal of earning a Class-A Driver's License. He completed his CDL training on August 19, 2023.

Mahdi mastered multiple ESL levels and then earned his CDL. He is now employed as a Truck Driver and has set a personal goal to continue to advance his English and his CDL career. Mahi is appreciative of the opportunities available through WIOA.

## UPCOMING INITIATIVES

- Lockheed Martin Cohort
  - 16 OJT Participants
    - Start Date: 1/15/24
- Greenville Housing Authority
  - Moving residents to a 10 year program called: Moving to Work STEPS
    - This program requires the residents to create persona, education and career goals and will receive incentives for completing, as well as keeping their housing vouchers

# GREENVILLE WIOA YOUTH PROGRAM

Program Overview

# Program Year 2023

Powered by  eckerd  
connects



# WIOA Program

- ▶ Enrollments (New)

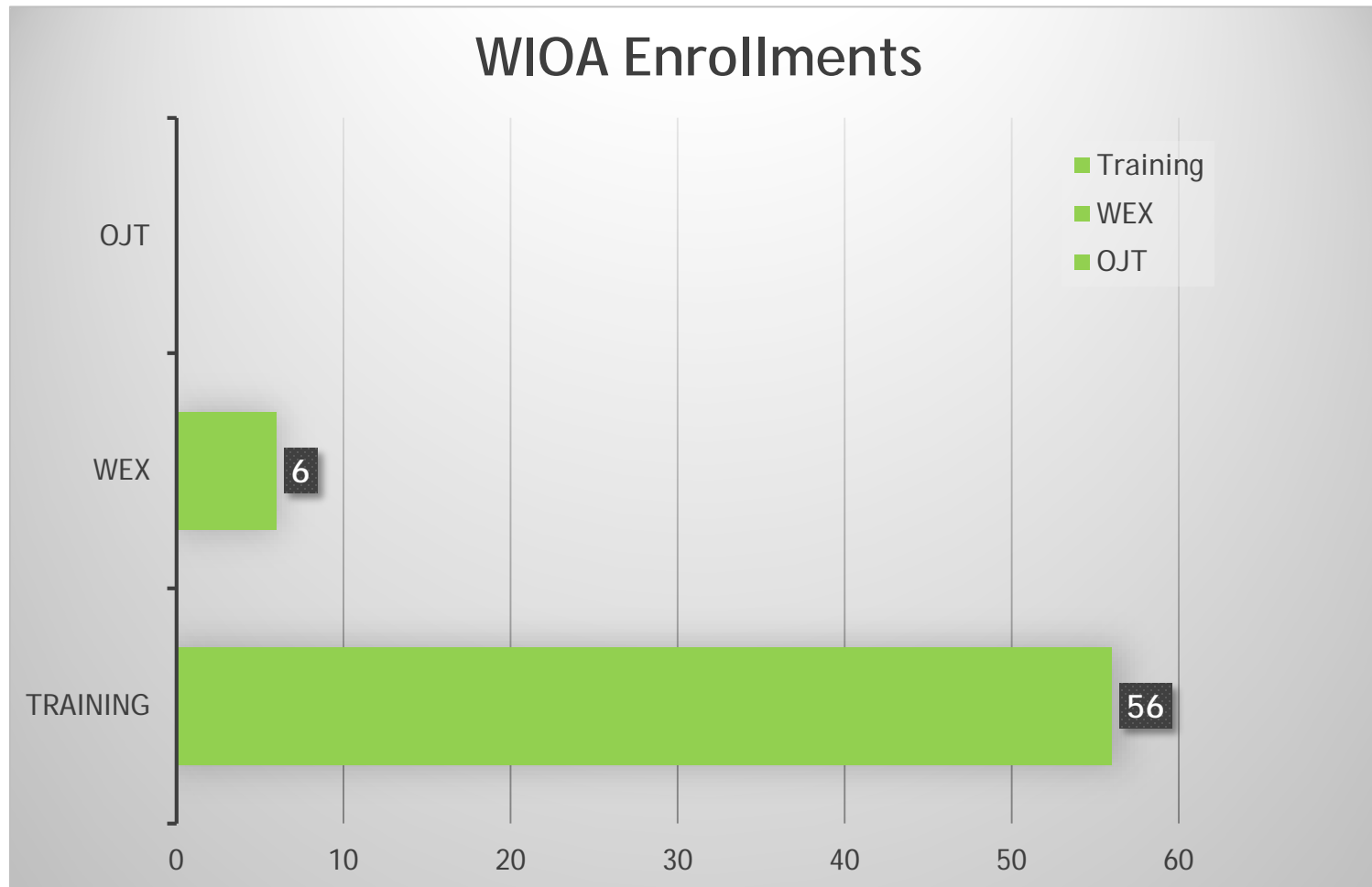
- ▶ 40 OSY
- ▶ 0 ISY

- ▶ Total Served (Carry In/New)

- ▶ 84 OSY
- ▶ 1 ISY



# WIOA Program

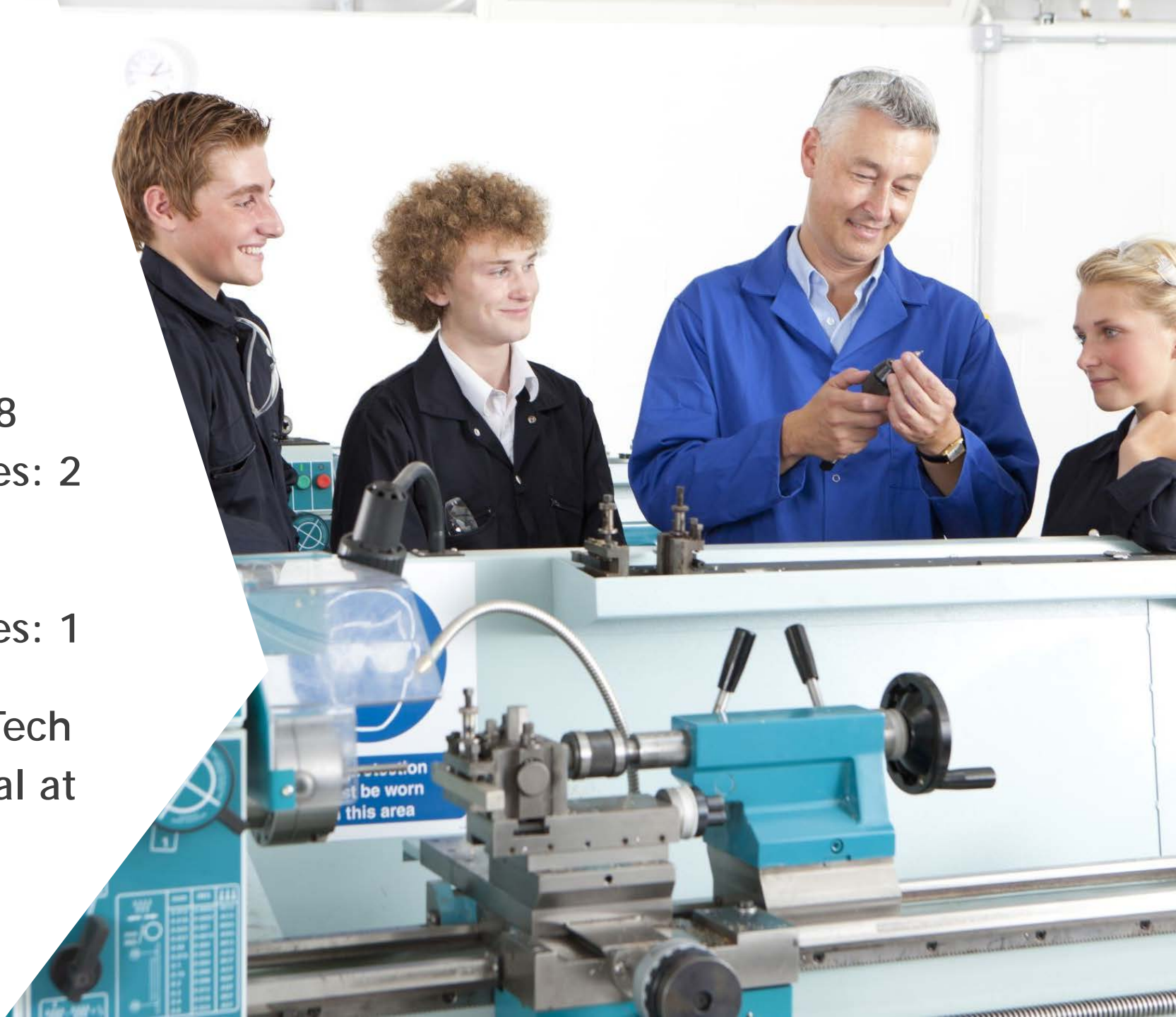


# Credentials Earned

GED or High School Diploma: 8  
Occupational Skills Certificates: 2  
Associates Degree: 1

Occupational Skills Certificates: 1

- \* 2 - CompTIA A+, Network+, Security+ at Tri-County Tech
- 1- Allied Health Professional at MedCerts

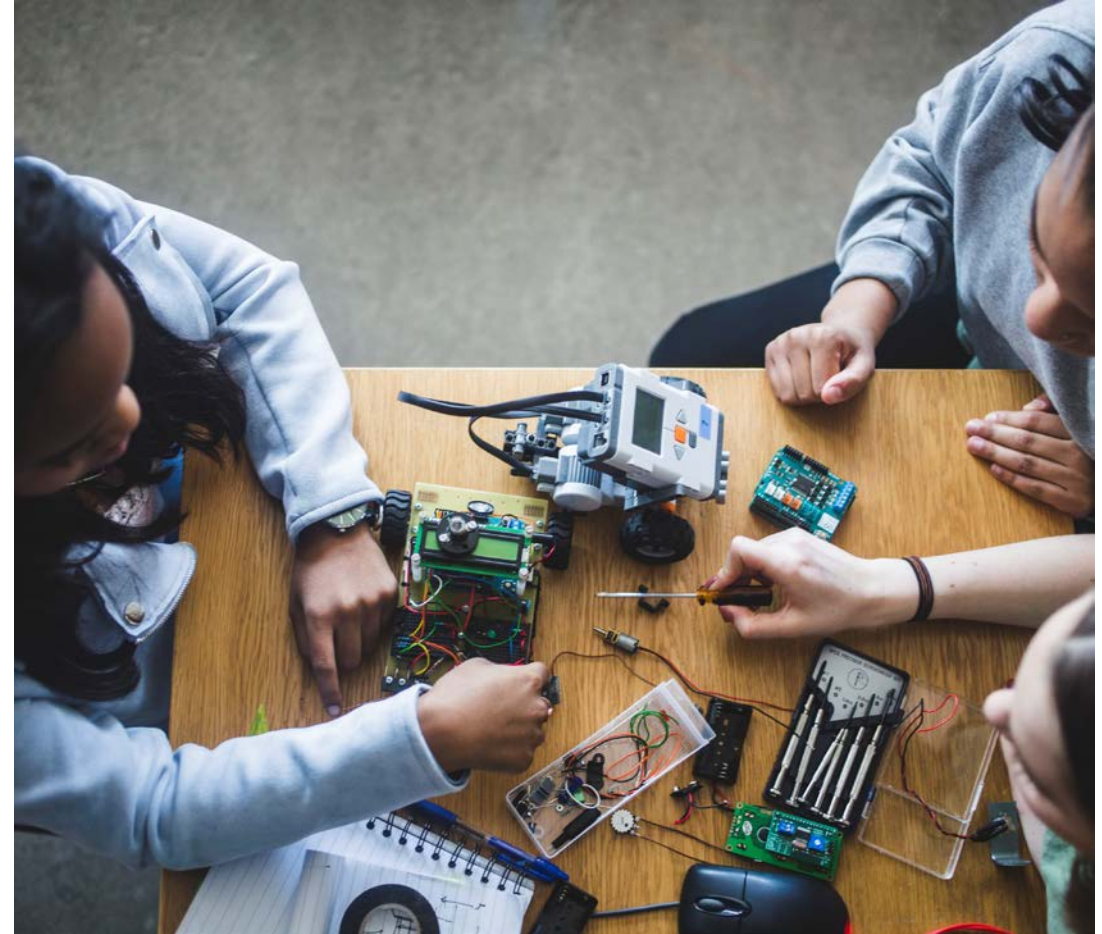


# Work Based Learning

0 Onsite WEX Participants  
6 Virtual WEX Participants  
1 OJT finished this program year

## Sites Utilized

- ▶ Habitat for Humanity Thrift Store
- ▶ Eckerd Connects
- ▶ Lifelong Learning
- ▶ Project Host
- ▶ Greenville Literacy Association
- ▶ Noble Dog Hotel
- ▶ Harvest Hope
- ▶ Greenville Human Society

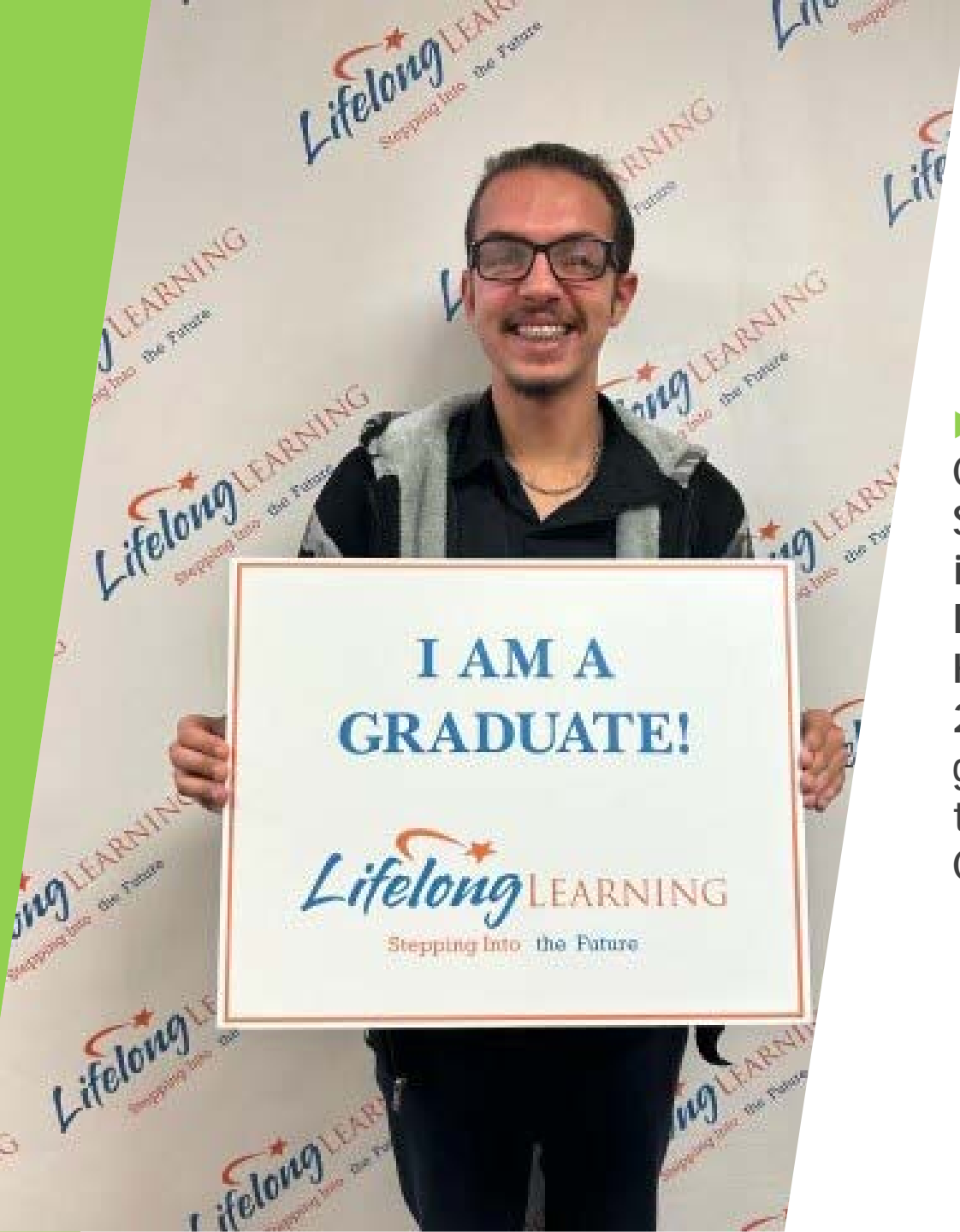




# Outreach



- ▶ Attended 2 orientations at Lifelong Learning Center
- ▶ Attended Community Resource Fair at LLC
- ▶ Visited training providers
- ▶ WDS has attended 2 networking events
- ▶ Attended the Greenville Community Resource Fair at Unity Park
- ▶ Attended Graduation for Greenville Literacy



## Success Spotlight

► Silas Couch entered the Eckerd Connects WIOA Youth Program on September 1, 2022. Silas enrolled in the Units Program at Lifelong Learning Center. Silas obtained his High School Diploma in November 2023. He is now a high school graduate!! Silas plans on entering the EMT program for Greenville County.

Questions?

