

## Board Meeting Hybrid/In-Person

Members Present:

Stacie Harrison	Karen Brackett-Browning
Michael Guidry	Jesse Spain
Teresa Curtice	John McCain
Mike Geddings	Ashley Hamilton
Hunter Faile	

Members Absent:

Anthony Parrish	Leslie Brakefield	
Nick Maizy	Jamie Cooper	Brian Fulk
Adrienne Robinson	Mike Peek	Celeste Tiller
Kevin Taylor	Dave Koubek	Ryant Johnson
Laura Haynes	Justin Coy	
Linda Sudol	Angela Bagley	

Others Present:

Amanda Baker, COG Staff    Sharon White, Equus Project Director    Mia Jones, DEW  
Phyllis Anderson, COG Staff    Chenoa Cornelius, Program Manager Equus

The regular meeting of the Catawba Regional Workforce Development Board was held on Thursday, July 17, 2025 at 12:00pm. Mike Geddings, Chair, called the meeting to order at 12:05 p.m. Mike reported that a quorum was not present. The agenda for the meeting today and minutes from 05/15/2025 will be emailed to Board members for approval.

Committee Reports:

- **Priority Populations Committee:**
  - Met on 6/5/2025 Amanda Baker gave the report
- **Strategic Planning Committee/One Stop Committee –Next meeting 8/19/2025**
- **Youth Council Committee-Next meeting 9/8/2025**
- **Executive Committee:** Met 7/14/2025(Voting items) sent out for vote via email

The following items coming from the Executive Committee as a recommendation for voting approval by the WIOA Board members will be emailed. A quorum was not present. On 7/21/2025, we received email confirmation from 19 board members in approval of the recommendations as presented. List attached.

- PY25/26 WIOA Budget
- Chester SC Works operating days
- Serving In-School Youth

Programmatic

Sharon White presented a programmatic report from Equus: Performance Dashboard – PY24, WEX Expenditures – PY 24 Totals, Tri-District Adult Education Graduation, Lancaster County Adult Education Graduation, 2 Youth Success Stories, Virtual Reality Career Exploration Tri-District Adult Education – May 14, 2025, PY 24 Center Traffic, WIOA Orientation, Engagement to Enrollment, On-the-Job Training Impact and Employer Success Story. (power point attached to minutes).

Amanda provided updates on the following: Welcome John McCain new board member, Catawba Regional COG PY25 Workforce Board Members, Program Year 2024 Quarter 3 – Rolling 4 Quarters Performance Summary WIOA Adult/DW/Youth, Discretionary Grants, High Performance Board Incentive Award, PY25 Budget Summary, PY25 Budget Final, In School Youth and Elevate 2025 Flyer and Agenda

**Other Business**

Economic Development updates Teresa Curtice, York County.

Chamber Update John McCain, Lancaster County.

The meeting adjourned at 12:42pm.

The Next meeting will be held on Thursday, September 18, 2025 at noon.

Respectfully submitted,

Phyllis Anderson

Enclosed: Power Point  
Presentations

The following board members approved the voting items via email :

John McCain	Jesse Spain	Adrienne Robinson	Linda Sudol
Stacie Harrison	Ashley Hamilton	Nick Maizy	Teresa Curtice
Mike Geddings	Michael Guidry	Mike Peek	Dave Koubek
Celeste Tiller	Kevin Taylor	Leslie Brakefield	Karen Brackett-Browing
Anthony Parrish	Angie Bagley	Hunter Faile	



SC WORKS  
CATAWBA

WDB Meeting – July 17, 2025

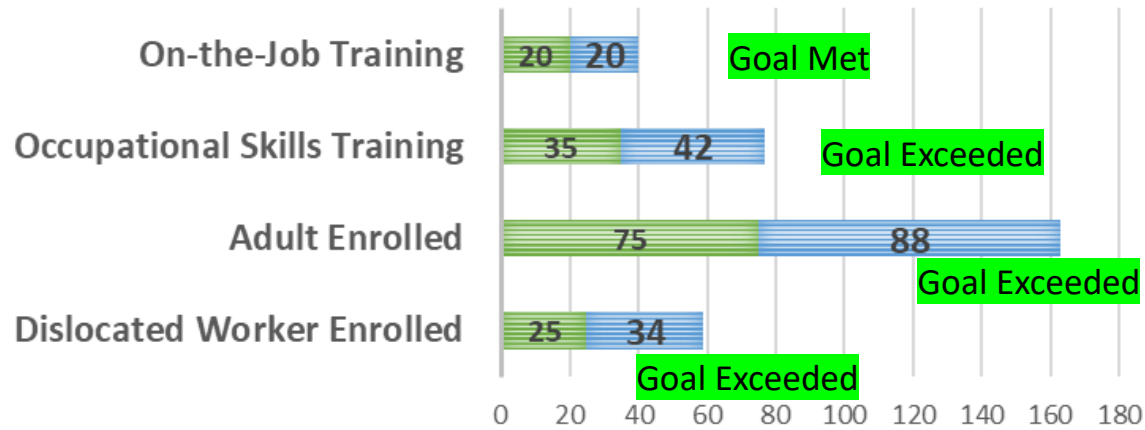
*Operated by:*

 **EQUUS**<sup>®</sup>  
WORKFORCE SOLUTIONS

# Performance Dashboard – PY 24

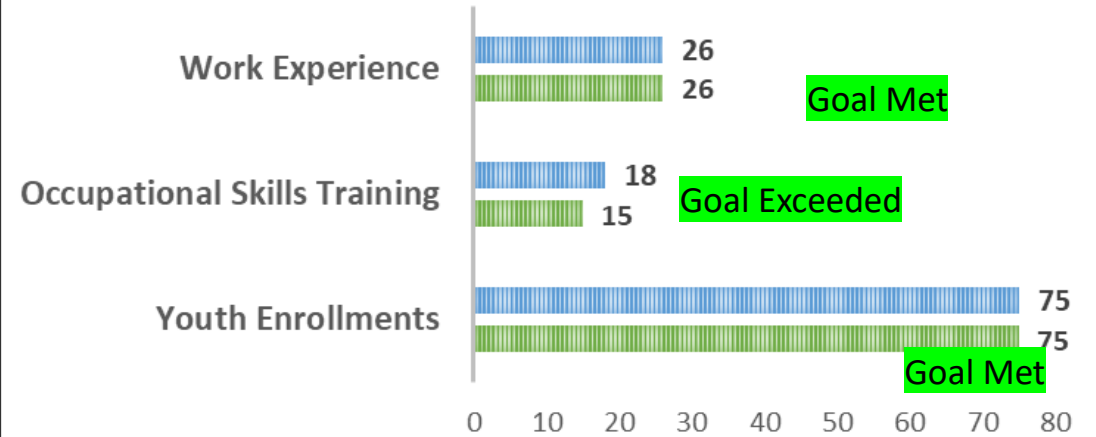
## ADULT DW GOALS

■ Goal ■ YTD Actual



## YOUTH GOALS

■ YTD Actual ■ Goal



**Leadership**

Recruit, hire and develop passionate leaders

**Collaboration**

Work collectively to advance communities

**Innovation**

Transform how we work and problem solve

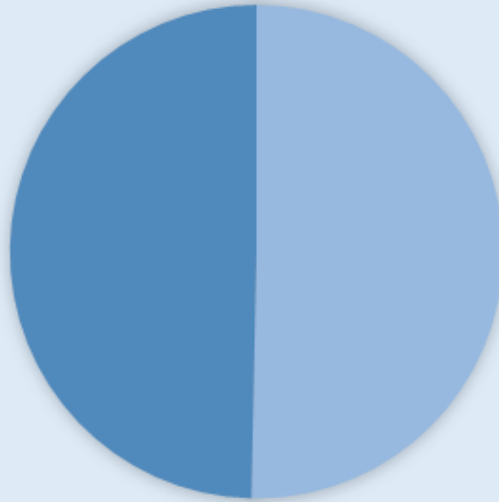
**Performance**

Implement high standards for improvement

# WEX EXPENDITURES – PY 24 Totals

## WORK EXPERIENCE EXPENDITURES JUNE 2025

Total Budget,  
\$150,000.00



Expenditures  
as of June  
2025  
\$152,005.75

All WEX funds fully expended at  
101.34% of target.

### Leadership

Recruit, hire and  
develop passionate  
leaders

### Collaboration

Work collectively  
to advance  
communities

### Innovation

Transform how  
we work and  
problem solve

### Performance

Implement high  
standards for  
improvement

## Tri-District Adult Education Graduation

Paris Ratchford WIOA participant received her GED and took part in the Tri-District Adult Education Graduation. Congratulations Paris on this great accomplishment.



## Reina Castro – One Step Closer to Her Dream

Reina Castro joined the WIOA Youth Program with a clear goal—to become a Clinical Medical Assistant. She understood that earning her GED was the first step on that path.

With support from Lancaster Adult Education and guidance from her Career Advisor, Reina stayed focused and successfully completed her GED courses. Her determination and hard work paid off, and she's now ready to move forward with work experience and training in the healthcare field.

Reina's journey is just beginning, but her commitment to building a better future is already inspiring.

***"I feel so proud of myself." — Reina Castro***



## Lancaster County Adult Education Graduation



Chenoa Cornelius, Equus Career Services Manager shares a motivational message to graduates of Lancaster Adult Education on June 5, 2025



### **Success Story: Tedasha Heath**

Tedasha joined WIOA Youth Services in March 2024 to build a better future as a Clinical Medical Assistant. With support from her Career Advisor, Keha McKinney, and Next Level Healthcare, she completed her training, gained her credential, and overcame barriers along the way.

Tedasha proudly shared her accomplishment with the team: ***“I feel so accomplished. All the hard work really paid off.”***

The Equus team is excited to help her take the next steps in her career!

Egypt Douglas came to the WIOA Youth Program determined to create a better life for herself and her daughter after leaving high school to care for her child. While working toward her GED, Egypt also gained valuable skills by completing a Work Experience assignment at the SC Works Chester office, which she finished at the end of January 2025. Her dedication paid off when she graduated with her GED on June 12th. Now, Egypt is focused on getting her driver’s license and beginning her Dental Assistant training. Her story shows how hard work and support can help someone achieve their goals and build a brighter future.



**“I am so proud of myself for getting my GED and I have to thank Ms. McKinney and Chester Adult Ed for helping me.”**

## Virtual Reality Career Exploration Tri-District Adult Education – May 14, 2025

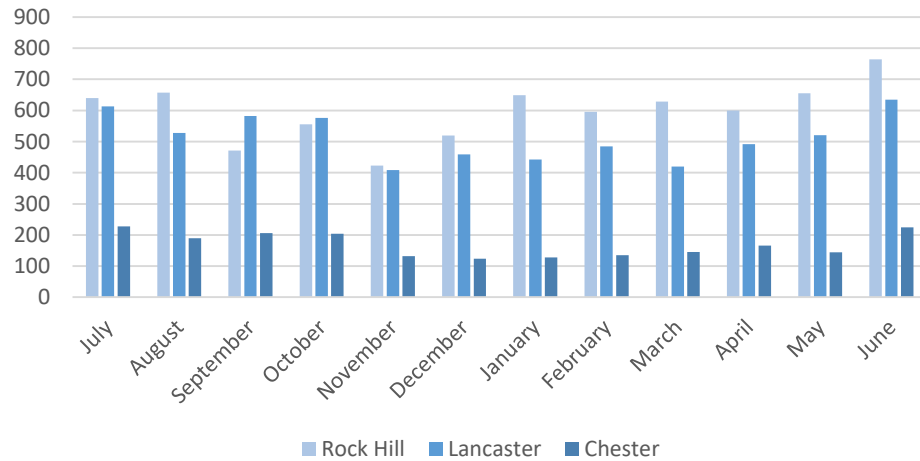
SC Works partnered with Cynthia Kase, Career Navigator at Tri-District, to deliver a VR workshop that allowed students to explore careers in an engaging, hands-on way. Several students participated and discovered new career paths through immersive experiences. This ongoing partnership strengthens outreach and helps students plan for life after earning their GED.

*"The virtual reality headsets are really awesome. We definitely want to show more of our students the different careers!"* — Cynthia Kase



# PY 24 Center Traffic

Center Traffic - PY 24

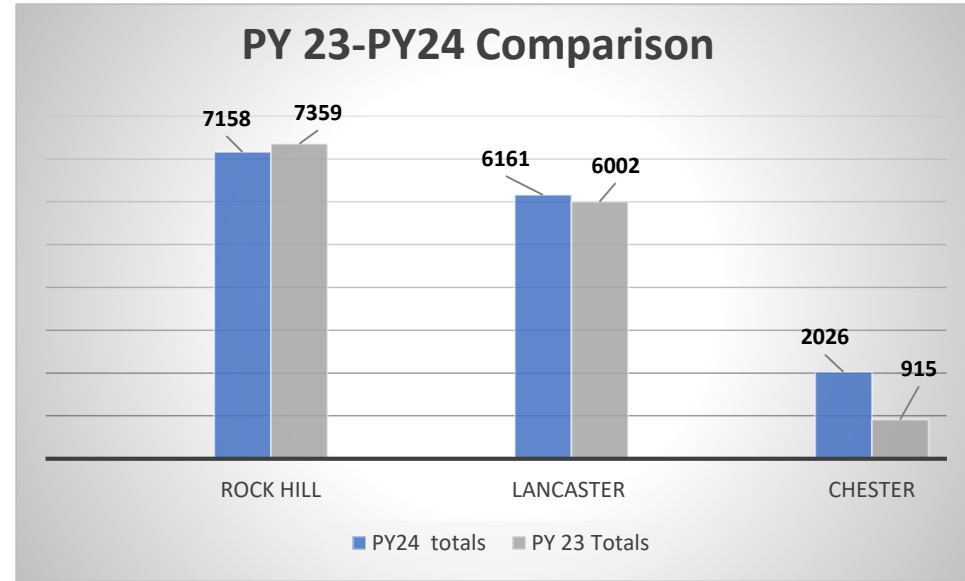


PY 23 Total Center Traffic – 15,345

Monthly Average by Center

Rock Hill – 597  
 Lancaster – 513  
 Chester – 169

PY 23-PY24 Comparison



Increase in Total Traffic – 1,069

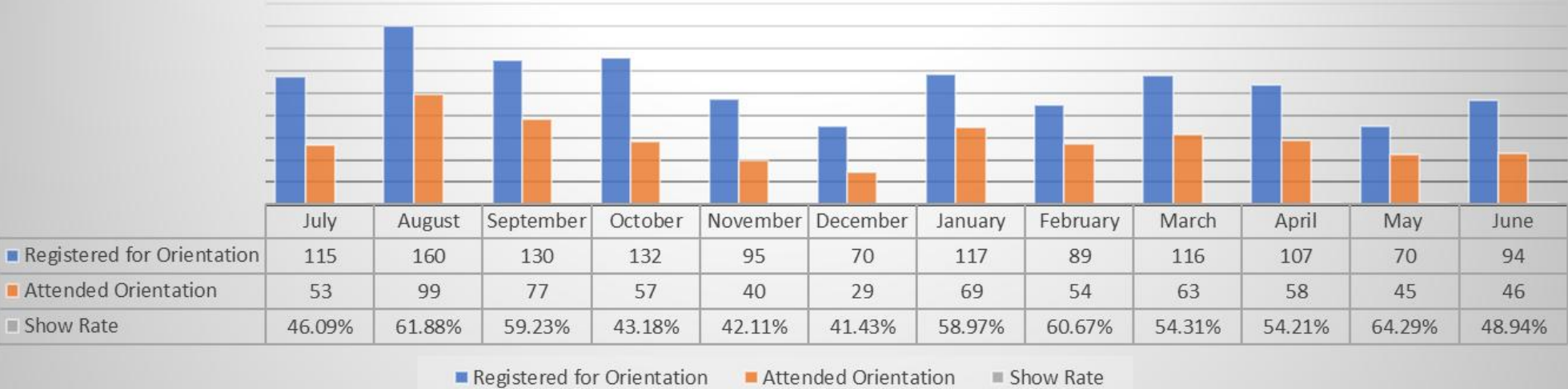
Rock Hill – 2.8% Decrease  
 Lancaster – 2.7% Increase  
 Chester – 121% Increase

**Overall Comparison  
 7.49% Increase**



# WIOA Orientation

PY 24 Orientation Conversion



PY 24 Totals

- 1295 Registered for Orientation
- 690 Attended Orientation
- 53.28 % PY 24 Show Rate



# Engagement to Enrollment



## Interest

1,295 Job Seekers registered for WIOA Orientation



## Took the First Step

690 Job Seekers attended WIOA Orientation



## Attended Enrollment Appointment

245 Job Seekers attend Enrollment Appointment. Application started.



## Enrolled

192 Participants enrolled in WIOA program.

53%  
Conversion

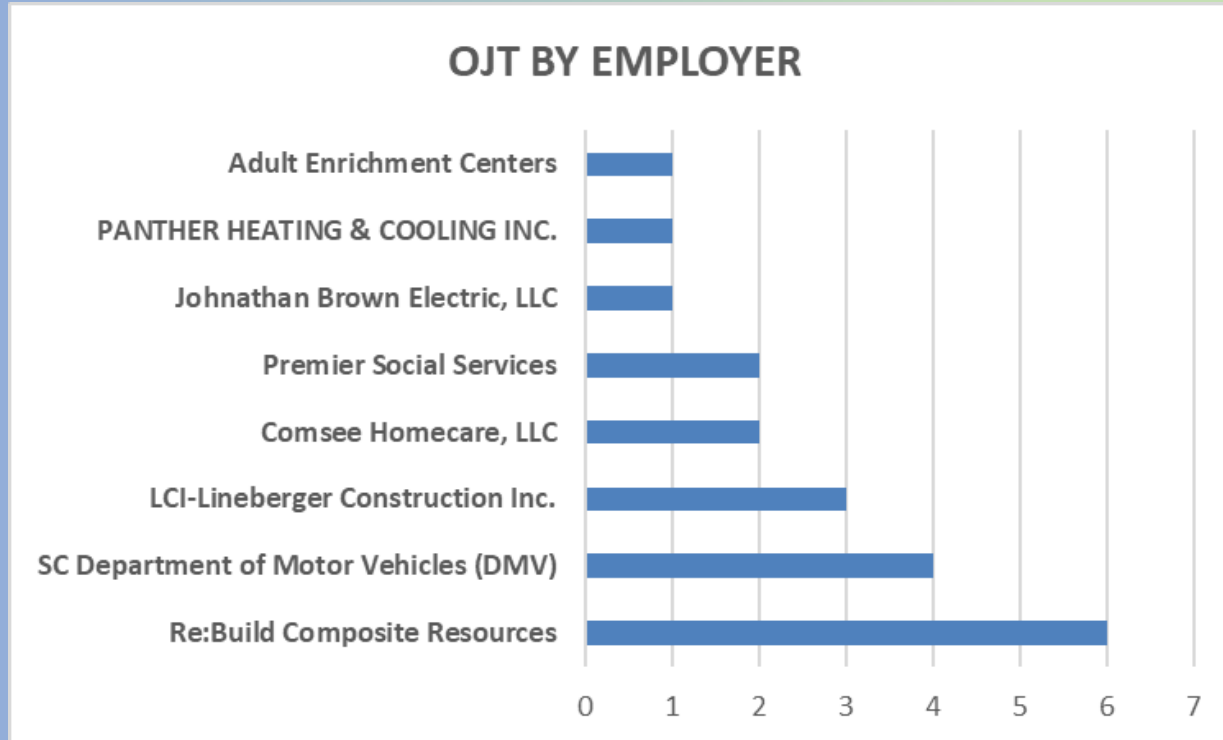
35%  
Conversion

78%  
Conversion

**Conversion Rate from Orientation to Enrollment - 28%**

Actual percentages may be higher due to duplication of job seekers registering for orientation.

# On-the-Job Training Impact



- 20 AD/DW OJT Agreements
- 9 Employers
- Average wage - \$16.03
- Average Annual Wage - \$33,352.00
- Average Reimbursement Rate – 63.64%
- Average Reimbursement Amount - \$3,135
- Average Number of OJT Hours – 304

- Over \$72,000 invested to support local employers
- Total impact of wages in one year to the Catawba Area - \$710,112

# Employer Success Story



## Challenge:

Re:Build Composite Resources, a local manufacturer needed to fill 50+ specialized positions with limited experienced candidates available.

## Solution:

Anita Eagle, Business Solutions Manager partnered with HR to use OJT, helping offset training costs and streamline hiring.

## Outcome & Impact:

- 6 job seekers hired through OJT
- Ongoing partnership supporting expansion
- Cost savings of over \$20,000 for the employer
- New career pathways for job seekers

## Employer Quote:

*"We appreciate the support provided by the OJT program and its staff, and we look forward to building a long-term partnership."*

## **Participant Success Story: Katie**

Katie joined the WIOA Adult Program to get back on track and pursue her dream of becoming a Surgical Tech. With career counseling and support, she earned her CNA, phlebotomy, and Med Tech certificates. She now works full-time with Vigilante Home Care and is excited to keep moving toward her goal.

*"I'm glad that I pressed on and continued in the WIOA program; everybody was so helpful."*

## **Success Story: Edgar Santana Rivera**

After a series of temp construction jobs, Edgar needed stable work but faced challenges with limited English, and no formal certification. With help from his WIOA team, he earned his Heavy Equipment Operator certification and started a new job with Aerotek — with full-time, permanent hire and benefits beginning July 1, 2025.

*"The WIOA staff helped me get out of a tough situation and gave me the confidence I needed."*

## Participant Success Story: Ernando

Ernando, a Permanent Resident from Brazil and English language learner, needed stable, full-time work with room to grow. Through WIOA OJT services, he was placed at Re:Build Composite Resources as a Composite Technician. He now has full-time employment with advancement opportunities and is grateful for the support he received.

*"Ernando is happy with his job and thankful for the help of OJT."*





**Catawba  
Regional**  
Council of Governments



# WORKFORCE DEVELOPMENT BOARD

Building Capabilities for Future Success

July 17, 2025



# AGENDA



## CATAWBA REGIONAL WORKFORCE DEVELOPMENT BOARD

### AGENDA

Thursday, July 17, 2025  
12:00 pm

HYBRID

#### I. Call to Order & Welcome

#### II. Approval Items (*Voting Item*)

- Approval of today's agenda
- Approval of 5/15/25 Board Meeting Minutes

#### III. Committee Reports

- Priority Populations Committee – Amanda Baker- 6/5/25
- SC Works Strategy Committee (One Stop and Strategic Planning combined)  
– next meeting 8/19/25
- Youth Council Committee –next meeting 9/8/25
- Executive Committee – TBD (Voting Items)

#### IV. WIOA Programmatic Reports

- Equus
- COG

#### V. Other Business

- Economic Development Updates – Chester, Lancaster, & York Counties
- Chamber & Partner Updates

#### VI. Adjournment

Next Board Meeting: Thursday, September 18, 2025 at 12:00 PM





**> PRIORITY POPULATIONS COMMITTEE**

responsible for initiatives related to those with disabilities and other priority populations.

**> SC WORKS STRATEGY COMMITTEE**

SC Works/One-Stop service delivery system and certification, strategic plan and reviewing training clusters and key workforce initiatives.

**> YOUTH COMMITTEE**

responsible for all items related to the Youth Program including budgeting and performance.

**> EXECUTIVE COMMITTEE**

Acts on behalf of the full board between meetings

# COMMITTEE REPORTS





# WELCOME JOHN McCAIN TO THE BOARD!



**President & CEO, Lancaster County Chamber of Commerce**

- United States Air Force Colonel (Retired) with over 30 years of service.
- Wide-ranging operational, strategic and international experience successfully leading complex programs and teams of professionals.
- Extensive leadership development and management expertise, budgeting, education and training, project management and execution, coaching and mentoring.



# Catawba Regional Council of Governments PY25 Workforce Board Members



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**Special thank you to  
Jamie Cooper and  
Justin Coy for their  
service to the Board!**



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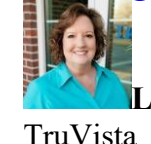
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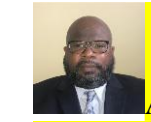
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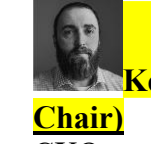
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**Kevin Taylor (Veteran) (Board Vice-Chair)**

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**Awaiting approval :**

**\*Sandra Goodman – SCDSS**

**\*Lindsey Egner – Carolina Power Washing, LLC**

# Program Year 2024 Quarter 3 - Rolling 4 Quarters Performance Summary

## WIOA Adult/DW/Youth

### Catawba

Indicator/Program	Title I Adult Goal	Title I Adult Actual	Title I Adult % of Goal	Title I DW Goal	Title I DW Actual	Title I DW % of Goal	Title I Youth Goal	Title I Youth Actual	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	82.5	77.6	94.1%	88.8	78.0	87.8%	81.0	79.5	98.1%	93.3%
Employment Rate Q4	80.6	79.1	98.1%	87.5	78.4	89.6%	80.8	80.2	99.3%	95.7%
Median Earnings	\$7,390	\$7,825	105.9%	\$8,742	\$10,307	117.9%	\$4,800	\$6,850	142.7%	122.2%
Credential Rate	65.4	73.6	112.5%	69.1	83.3	120.5%	55.1	65.8	119.4%	117.5%
Measurable Skill Gains	68.0	79.1	116.3%	68.1	60.0	88.1%	65.0	69.2	106.5%	103.6%
	Overall Program Score		105.4%	Overall Program Score		100.8%	Overall Program Score		113.2%	

### Statewide

Indicator/Program	Title I Adult Goal	Title I Adult Actual	Title I Adult % of Goal	Title I DW Goal	Title I DW Actual	Title I DW % of Goal	Title I Youth Goal	Title I Youth Actual	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	79.1	79.0	99.9%	81.6	84.3	103.3%	78.0	82.4	105.6%	102.9%
Employment Rate Q4	78.3	79.6	101.7%	80.9	85.5	105.7%	75.0	81.8	109.1%	105.5%
Median Earnings	\$6,900	\$8,369	121.3%	\$8,550	\$10,150	118.7%	\$3,985	\$5,373	134.8%	124.9%
Credential Rate	67.5	74.6	110.5%	69.1	80.2	116.1%	63.0	65.2	103.5%	110.0%
Measurable Skill Gains	66.3	71.8	108.3%	67.7	75.0	110.8%	61.5	71.1	115.6%	111.6%
	Overall Program Score		108.3%	Overall Program Score		110.9%	Overall Program Score		113.7%	

Pass

Fail

- An Overall Program Score (across all indicators) is at least 90.0%
- An Overall Indicator Score (across A/DW/Y programs) is at least 90.0%
- Have an Individual Indicator Score of at least 50.0%
- An Overall Program Score (across all indicators) that did not meet at least 90.0%
- An Overall Indicator Score (across A/DW/Y programs) that did not meet at least 90.0%
- Have an Individual Indicator Score that did not meet 50.0%

## DISCRETIONARY GRANTS

PY 24 Program Grants Expenditures Through June 30, 2025			
	Budget	Spent to Date	% Spent
1. Professional Development Grant (PAD)			
Board and Staff	\$ 75,000	\$ 55,534.00	74.0%

### 2. PY25 RESTORATION GRANT

To meet state priorities, the SWDB has approved funding for allotment to Local Workforce Development Areas (LWDAs) to address 75% percent of an LWDA's total decrease in funding from Program Year (PY) 2023 to PY 2024.

LWDAs may submit a request for discretionary funding through the Restoration Grant to support employment and training activities.

**Applications are due Friday, August 1 ,2025**

\*Board request to provide Incumbent Worker Training to Employers with these funds

Local Workforce Development Area	Difference between PY'23 and PY'24	75% Restoration
Trident	\$ (238,881)	\$179,161
Greenville	\$ (64,909)	\$48,682
Upper Savannah	\$ (27,115)	\$20,336
Upstate	\$ (141,946)	\$106,460
WorkLink	\$ (42,112)	\$31,584
Lower Savannah	\$ (23,271)	\$17,453
Pee Dee	\$ (320,418)	\$240,314
Catawba	\$ (112,040)	\$84,030
Lowcountry	\$ (181,180)	\$135,885



## HIGH PERFORMANCE BOARD INCENTIVE AWARD

During PY'25, LWDBs who meet specific requirements will receive at least \$50,000, but not more than \$150,000, in High-Performance Board Incentive Awards based on their PY'24 performance. Due by **Friday, November 7, 2025**

### Federal Requirements

- **20% Work-Based Learning (WBL):** At least 20% of youth funds must support WBL activities for In-School Youth (ISY) **and** Out-of-School Youth (OSY).
- **5% ISY Limitation:** No more than 5% of ISY can qualify under the "requires additional assistance" eligibility criterion.
- **5% Low-Income Exception:** Up to 5% of youth participants may be exempt from low-income eligibility requirements.
- **OSY Spending Requirement:** Normally, 75% of youth funds must serve OSY. A federal waiver allows SC to reduce this to 50% for PY 2022–2023.

### State-Specific Performance Measures

- **Fund Utilization Rate (FUR):** At least 70% of total WIOA funds must be spent during the program year.
- **Obligation Rate:** At least 80% of current-year program funds must be obligated by year-end.
- **Participant Cost Rate:** At least 30% of Adult and Dislocated Worker funds must be spent directly on participant services.
- **Adult Priority of Service:** 75% of enrolled adults must be low-income or basic skills deficient.

### WIOA Primary Indicators of Performance

- Local Workforce Development Areas (LWDAs) must meet these measures:
- Employment Rate in Q2 and Q4 after exit
- Median Earnings
- Credential Attainment Rate
- Measurable Skill Gains
- To be successful, LWDAs must achieve:
- ≥90% overall program score
- ≥90% score per indicator across programs
- ≥50% individual indicator performance

### Regionalism & Innovation

- **Promote regional strategies** by collaborating across workforce areas.
- **Support innovative practices** aligned with state WIOA goals, including:
  - Enhancing customer-focused systems
  - Preparing job seekers for high-demand jobs
  - Removing barriers to work
- **Criteria for innovation** include partnerships, focus on high-growth industries, priority populations, and evidence of success.

**PY25 Budget Summary**

Catawba’s Program Year 2025 allocation has increased by 4.26%, totaling an additional \$77,387.

To optimize our budget and resources, we propose adjusting the hours of operation at the SC Works Chester center to **Monday through Wednesday, 8:30 AM – 4:00 PM**.

This change is projected to reduce infrastructure costs in Chester by approximately **27%**.

Our traffic analysis across all centers indicates that the majority of job seeker visits occur between Monday and Wednesday, with a strong emphasis on Unemployment Insurance (UI) services.

Additionally, we are identifying further cost savings by evaluating phone systems and usage patterns across all centers.

Day of Week	Individuals
Monday	<a href="#">1,181</a>
Tuesday	<a href="#">671</a>
Wednesday	<a href="#">481</a>
Thursday	<a href="#">460</a>
Friday	<a href="#">400</a>

Hour of Day	Individuals
8:00 AM	<a href="#">227</a>
9:00 AM	<a href="#">393</a>
10:00 AM	<a href="#">593</a>
11:00 AM	<a href="#">508</a>
12:00 PM	<a href="#">412</a>
1:00 PM	<a href="#">432</a>
2:00 PM	<a href="#">411</a>
3:00 PM	<a href="#">215</a>
4:00 PM	<a href="#">2</a>

Parent Reason	Individuals
Employer Check-in	<a href="#">14</a>
Job Search Assistance	<a href="#">1,362</a>
SNAP Employment & Training	<a href="#">33</a>
Unemployment Assistance	<a href="#">1,333</a>
Veterans Services	<a href="#">25</a>
Workshop	<a href="#">12</a>
Hiring Event	<a href="#">1</a>
Self-service Job Search	<a href="#">273</a>
WIOA Adult/DW	<a href="#">48</a>
WIOA Youth	<a href="#">90</a>
WIN / WorkKeys Testing	<a href="#">2</a>

# PY25 Budget Final

						7/2/2025	PY25
	Estimates	Adult	Dislocated Worker	Youth	Total		
Total Program Allocation		\$ 643,204	\$ 409,541	\$ 652,624	\$ 1,705,369		
Total Administration Allocation (staff costs)		\$ 71,467	\$ 45,505	\$ 72,514	\$ 189,485		
<b>Total Allocation</b>		<b>\$ 714,671</b>	<b>\$ 455,045</b>	<b>\$ 725,138</b>	<b>\$ 1,894,854</b>		
<b>Program Allocation Summary</b>							
Carryover as of 6/30/25		\$ 56,417	\$ 51,763	\$ 103,248	\$ 211,428		
Funds Available		\$ 771,088	\$ 506,808	\$ 828,386	\$ 2,106,282		
Obligations							
	NAWB DUES (National Assoc of Workforce Boards)	\$ 333	\$ 333	\$ 334	\$ 1,000		
	Virtual Headsets WIOA Portion (\$7406)	2,500	2,500	2,406	7,406		
	COG staff salary, fringe, indirect	85,000	85,000	75,000	245,000		
	COG staff Fall 25 SETA (program/hotel/flight)	2,333	2,333	2,334	7,000		
Shared Cost with Partners	Equus One Stop Operator Front Desk Budget	10,000	10,000	10,000	30,000		
	SCWorks Buildings Operating Expenses	30,000 *	30,000 *	30,000 *	90,000		
	Equus	525,000	300,000	625,000	1,450,000		
		\$ 655,166	\$ 430,166	\$ 745,074	\$ 1,830,406		
Unobligated (carryover for next program year)		\$ 115,922 **	\$ 76,642 **	\$ 83,312 **	\$ 275,876		
Obligation Rate (must be at least 80%)		84.97%	84.88%	89.94%	86.90%		
	* Building costs - WIOA portion estimated at \$90,000						
	** Adult and Dislocated Worker funds must have carryover funds available for the next program year. The Program receives a small allotment of funds on July 1, and the rest of the funds become available around October 1, when the federal budget is completed. The carryover funds helps the program operate from July 1-October 1.						



# IN SCHOOL YOUTH

- Serves youth ages **14–21** who are **currently enrolled in school**
- Targets those facing **barriers to education or employment**
- Offers services such as:
  - **Career exploration**
  - **Work experience opportunities**
  - **Tutoring and academic support**
  - **Leadership development**
  - **Supportive services** for success
- Helps youth transition to **post-secondary education or employment**
- Prioritizes **low-income youth** who meet specific eligibility criteria, including:
  - **Disabilities**
  - **Basic skills deficiency**
  - **Foster care involvement**





# Elevate 2025: Growing People, Powering Progress

Professional development and practical solutions for a future-ready workforce



**Monday, July 21, 2025**

9:00 am - 1:00 pm  
(includes lunch)



York Technical College  
452 S. Anderson Road  
C128A/B  
Rock Hill, SC 29730

## Why Attend?

- ✓ Grow Your Skills and Insight
- ✓ Collaborate across the Ecosystem
- ✓ Advancing Skills and Impact



**Facilitator: Debra Giordano,**  
GIO Strategies, LLC

## Contact Us:

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Please  
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QR code

# Meeting Agenda

## Elevate 2025: Growing People, Powering Progress

Monday, July 21, 2025, 9:00 AM – 1:00PM

York Tech C 128 A/B – Lunch Served

### Agenda

#### 9:00 AM – Welcome and Opening Remarks

- Amanda Baker – Workforce Development Director, Catawba Regional Council of Governments
- Debra Giordano (Meeting Facilitator/Trainer) – CEO & Principal Consultant, GIO Strategies, LLC

#### 9:15 AM – The Evolving Workforce Landscape in Catawba

- Karen Davison – Assistant Director, Chester County Economic Development
- Celeste Tiller – Vice President of Talent & Workforce Development, York County Regional Chamber of Commerce

#### 9:45 AM – Responding to Talent Challenges Panel

##### *Finding and Retaining Talent: Business Insights and Best Practices*

- Mike Geddings, Owner, Panther Heating Cooling Geothermal
- Jesse Spain, Sr. Specialist – Technical Training & Apprenticeship Program, Schaeffler Group USA, Inc.

##### *Preparing Workers for Today's Workplace: Workforce System Insights and Solutions*

- Sharon White, Project Director, SC Works Catawba
- Stacie Harrison, Regional Manager, SC Department of Employment and Workforce
- Sandra Goodman, Project Manager, Department of Social Services

#### 10:30 AM – Break

#### 10:45 AM – Leadership Skills for Today's Professionals

- Developing/Enhancing Strategic Thinking Skills
- Five Disciplines for High Performing Teams
- The Ideal Team Player

#### 11:55 AM – Wrap-Up and Commitments to Action

#### 12:00 PM – Networking and Brainstorming Luncheon

# Thank you for your service and support!

Phyllis  
Anderson

Workforce Program  
Specialist

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