

Board Meeting Hybrid/In-Person

Members Present:

Stacie Harrison	Karen Brackett-Browning	Laura Haynes
Nick Maizy	Jesse Spain	Linda Sudol
Teresa Curtice	John McCain	Celeste Tiller
Mike Geddings	Ashley Hamilton	Brian Fulk
Hunter Faile	Sandra Goodman	Shannon Reed
Linda Egnor		

Members Absent:

Anthony Parrish	Leslie Brakefield
Jamie Cooper	Ryant Johnson
Adrienne Robinson	Mike Peek
Kevin Taylor	Dave Koubek
Justin Coy	Michael Guidry
	Angela Bagley

Others Present:

Amanda Baker, COG Staff	Sharon White, Equus Project Director	Mia Jones, SCDEW
Phyllis Anderson, COG Staff	Chenoa Cornelius, Equus	Anita Eagle, Equus
Sharon White, Equus	Amy Chitwood, COG	Tameka Pauling, DEW

The regular meeting of the Catawba Regional Workforce Development Board was held on Thursday, September 18, 2025 at 12:00pm. Mike Geddings, Chair, called the meeting to order at 12:01p.m. Mike reported that a quorum was present. The agenda for the meeting today and minutes from 07/17/2025 were approved. Introduction of new members were presented to the board.

Committee Reports:

Priority Populations Committee: Met on 8/7/2025 Amanda Baker gave the report
SC Works Strategic Committee–Met on 8/17/2025 Celeste Tiller gave the report
Youth Council Committee-Met on 9/8/2025 Ashley Hamilton gave the report
Executive Committee: Virtual 9/11/2025 (voting item) Mike Geddings gave the report

Programmatic

Chenoa Cornelius, Anita Eagle presented a programmatic report from Equus: PY25 SC Works Center Highlights, WIOA Orientation and Workshops, Key Performance Indicators AD/DW, Key Performance Indicators Youth, PY25 WEX Expenditures, 4 Success Stories, Job Fairs, Metrix Learning Overview and Metrix for Businesses.

Amanda Baker presented the following report: Welcome new members, Program Year 2024 Quarter 4-Rolling 4 Quarters Performance Summary WIOA Adult/DW/Youth, PY25 Restoration Grant Summary, Celebrating Workforce Development Month and PY25 Performance Matrix Forecast. Voting items for Board approval recommended from the Executive Committee:

Beatties Ford Vocational Trade Center – Contingent on occupancy certification – Table for now-All were in favor.

Jacobs Medical Academy - Approved – All were in favor

Knights Driver Academy – Approved – All were in favor

Board approval needed for adding Retail/Hospitality to the Eligible Training Provider List – Motion made and second. Approved. All were in favor.

Other Business

Economic Development update: Teresa Curtice, York County.

Chamber update: Celeste Tiller, York County.

The meeting adjourned at 12:49pm.

The Next (in person only) meeting will be held on Thursday, November 20,
2025 at noon.

Respectfully submitted,

Phyllis Anderson

Enclosed: Power Point
Presentations



WORKFORCE DEVELOPMENT BOARD

Building Capabilities for Future Success

September 18, 2025



AGENDA



CATAWBA REGIONAL WORKFORCE DEVELOPMENT BOARD

AGENDA

Thursday, September 18, 2025

12:00 pm

HYBRID

I. Call to Order & Welcome

II. Approval Items (*Voting Item*)

- Approval of today's agenda
- Approval of 7/17/25 Board Meeting Minutes

III. Committee Reports

- Priority Populations Committee – Adrienne Robinson - 8/7/25
- SC Works Strategy Committee – Celeste Tiller – 8/19/25
- Youth Council Committee – Ashley Hamilton - 9/8/25
- Executive Committee – Virtual (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, November 20, 2025 at 12:00 PM ← In Person only





COMMITTEE REPORTS

> 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



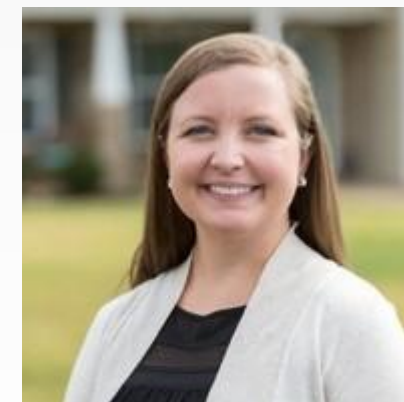
Welcome
on
Board



Sandra Goodman
Project Manager



Shannon Reed
Area Supervisor



Lindsey Egner
Owner
Operations Manager
Chief Problem Solver





Program Year 2024 Quarter 4 - 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%	78.6%	95.3%	88.8%	79.6%	89.6%	81.0%	78.50%	96.9%	93.9%
Employment Rate Q4	80.6%	80.5%	99.9%	87.5%	79.6%	91.0%	80.8%	80.00%	99.0%	96.6%
Median Earnings	\$7,390	\$8,356	113.1%	\$8,742	\$11,439	130.9%	\$4,800	\$6,749	140.6%	128.2%
Credential Rate	65.4%	81.8%	125.1%	69.1%	85.0%	123.0%	55.1%	69.00%	125.2%	124.4%
Measurable Skill Gains	68.0%	76.7%	112.8%	68.1%	71.4%	104.8%	65.0%	82.50%	126.9%	114.9%
	Overall Program Score		109.2%	Overall Program Score		107.9%	Overall Program Score		117.7%	





PY25 Restoration Grant Summary



Grant Overview & Objectives

Supports workforce upskilling in the Catawba region
Aims to boost competitiveness and economic growth

Training Program Development

Customized programs aligned with industry standards
Designed to meet local employer needs within WIOA guidelines

Reporting & Compliance

Monthly progress and financial reports
Ensures accountability and regulatory adherence

Use of Grant Funds

Covers instructor wages, materials, certification fees
Includes employer reimbursements based on company size



\$77,730 to be used before June 30, 2026

PY 25 Performance Matrix Forecast

Benchmark	\$ 48,750.00
AD/DW Quality -Maintain quality by entering accurate, timely case notes and closing activities properly in SCWOS. The goal is zero system-closed activities and no case notes older than 30 days. Performance is calculated monthly and averaged annually, based on the percentage of active cases with complete documentation. Weekly reviews using the Last Case Note and System Closed Activities reports. Payments are based on compliance: 100% for 90%+, 50% for 75–89%, and none below 75%.	\$ 8,125.00
Put a minimum of 20 Adults and DW in OST by end of 2nd Qtr	\$ 4,062.50
Put a minimum of 38 Adults and DW in OST by end of 4th Qtr	\$ 4,062.50
Put a minimum of 12 participants in OJT by end of 2nd Qtr	\$ 4,062.50
Put a minimum of 23 participants in OJT by end of 4th Qtr	\$ 4,062.50
Ensure 66.7% of Adult and 69.6% DW participants obtain a credential at case closure	\$ 8,125.00
Ensure 68% of Adult and 68.1% DW participants obtain a measurable skills gain at case closure	\$ 8,125.00
Pilot at least two new service delivery innovations (e.g., Metrix for Business, Digital Literacy, digital tools, AI career coaching, mobile outreach etc.) and evaluate their impact.	\$ 8,125.00
Total - For split goals, if goal is reached by Q4, can receive full profit for goal.	\$ 48,750.00
Youth	\$ 36,932.00
Enroll at least 65 new participants	\$ 3,077.67
(30 by end of 2nd qtr and 65 by end of 4th qtr)	\$ 3,077.67
Put a minimum of 18 participants in OST	\$ 3,077.67
(9 by end of 2nd qtr and 18 by end of 4th qtr))	\$ 3,077.67
Ensure 55.1% of exiters attained a degree or certificate at case closure	\$ 6,155.33
Ensure 65% of exiters attained a measurable skills gain	\$ 6,155.33
Place a minimum of 20 participants in work experience	\$ 3,077.67
(10 by end of 2nd qtr and 20 by end of 4th qtr)	\$ 3,077.67
YTH Quality - Maintain quality by entering accurate, timely case notes and closing activities properly in SCWOS. The goal is zero system-closed activities and no case notes older than 30 days. Performance is calculated monthly and averaged annually, based on the percentage of active cases with complete documentation. Weekly reviews using the Last Case Note and System Closed Activities reports. Payments are based on compliance: 100% for 90%+, 50% for 75–89%, and none below 75%.	\$ 6,155.32
Total - For split goals, if goal is reached by Q4, can receive full profit for goal.	\$ 36,932.00

Beatties Ford Vocational Trade Center

Program Offerings and Credentials

The center offers Masonry, Electrical, HVAC, and Plumbing programs and is NCCER licensed in construction trades.

Student Success Rates

Completion rate is 98% and employment rate is 99%, with graduates earning \$22 to \$28 per hour.

Operational Challenges

The center lacks an occupancy permit, faces instructor availability issues, and has course delays affecting performance.

Regional Workforce Impact

If operational, the center could greatly enhance vocational training and workforce development in the Catawba region.



Jacobs Medical Academy

Accredited Phlebotomy Program

Jacobs Medical Academy offers an accredited Phlebotomy Technician program with NHA CPT credential and full South Carolina licensing.

Strong Employment Outcomes

The academy has a 100% completion rate and a 70% employment rate within six months, with wages between \$16 and \$24 per hour.

Affordable Tuition and Support

The 40-hour course costs \$1,350 and includes tutoring, CPR certification, and job placement assistance to support student success.

Regional Recognition and Alternatives

Jacobs Medical Academy is highly regarded regionally, with other local phlebotomy training options available at higher costs in Rock Hill.



Knights Driver Academy

Location and Program Overview

Knights Driver Academy is located in Columbia, SC, offering a licensed CDL certification program within the transportation industry cluster.

Program Success and Employment

The academy boasts 100% completion and employment rates, with graduates earning \$1,000 to \$1,500+ weekly in trucking jobs.

Program Cost and Duration

The CDL program costs \$4,800 and lasts 4-5 weeks, with additional fees for screenings, background checks, and CDL testing.

Competitive Advantage

Knights Driver Academy offers flexible scheduling, high demand training, positive WIOA performance, and no compliance issues.



☑ Reasons to Include Retail/Hospitality in the ETPL

1. High Employment Share

Retail Trade accounts for **12% of total employment** in the Catawba region—making it one of the top industries.

2. Priority Occupations Identified

Roles like **retail salespersons, first-line supervisors, customer service reps,** and **stock clerks** are common and in demand, especially in growing commercial hubs like Rock Hill and surrounding areas.

3. Career Pathways & Upskilling Potential

Retail offers entry-level opportunities with potential for advancement into supervisory, logistics, and business operations roles—especially with targeted training in customer service, inventory systems, and digital retail platforms.

4. WIOA Alignment

WIOA allows training in **nontraditional employment sectors** and supports **job-driven training**. Retail qualifies if programs lead to recognized credentials and meet local workforce needs.

5. Local Control & Flexibility

The Catawba region’s workforce board has the authority to approve training providers and programs that meet local demand—even if not traditionally included statewide.

Job Level	Retail (USD/hr)	Hospitality (USD/hr)
Entry-Level	\$13	\$12
Mid-Level	\$16	\$15
Supervisory	\$21	\$20

Retail Sector

Common Positions:

Entry-Level: Cashier, Sales Associate, Stock Clerk

Mid-Level: Department Supervisor, Assistant Store Manager

Supervisory: Store Manager, Regional Manager

Workplaces: Grocery stores, clothing shops, electronics stores, big-box retailers, etc.

Hospitality Sector


Common Positions:

Entry-Level: Hotel Front Desk Clerk, Housekeeper, Server

Mid-Level: Shift Supervisor, Banquet Coordinator

Supervisory: Hotel Manager, Restaurant Manager, Event Director

Workplaces: Hotels, restaurants, resorts, event venues, and travel services.

 Retail Sector
Catawba, SC



Retail Merchandiser Team Lead – SAS Retail Services

Wage: \$13–\$15/hr

Type: Full-time

Duties: Merchandising, inventory, training, onboarding

Senior Sales Associate – Music & Arts

Wage: Varies

Type: Full-time

Duties: Sales, customer service, lesson promotion

Shopper – Door Dash

Wage: Variable (based on deliveries)

Type: Full-time


Duties: Grocery and retail delivery

Rock Hill, SC

Over 1,400 retail jobs listed including:

- Sales Associate
- Store Manager
- Customer Service Rep

Sources: Indeed, SimplyHired

 Hospitality Sector
Catawba, SC



Restaurant Delivery Driver – Door Dash

Wage: Variable + tips

Type: Full-time & part-time

Duties: Food delivery, flexible hours

Rock Hill, SC

Over **4,700** hospitality jobs listed including:

- Server
- Host/Hostess
- Concierge
- Hotel Manager

Sources: Indeed, SimplyHired

 Retail Career Path

Level	Common Roles	Skills Developed
Entry-Level	Cashier, Sales Associate, Stock Clerk	Customer service, POS systems, teamwork POS=Point of sale
Mid-Level	Shift Supervisor, Department Lead	Inventory management, team coordination
Management	Store Manager, Regional Manager	Leadership, budgeting, operations

Progression Tip: Advancement often comes through performance, experience, and internal promotions. Certifications in retail management or business can help. These are offered at most colleges and tech schools in our area.



September is **Workforce Development Month in South Carolina**, officially declared by Governor Henry McMaster. This annual observance highlights the strength and versatility of the state's workforce, fosters connections between jobseekers and employers, and celebrates industry achievements. It also honors the collaboration among educators, employers, nonprofits, and government agencies working together to build sustainable careers and support economic growth across the state.

[Regional Events Calendar
www.scworks.org](http://www.scworks.org)



Thank you for your service and support!

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WDB Meeting – September 18, 2025

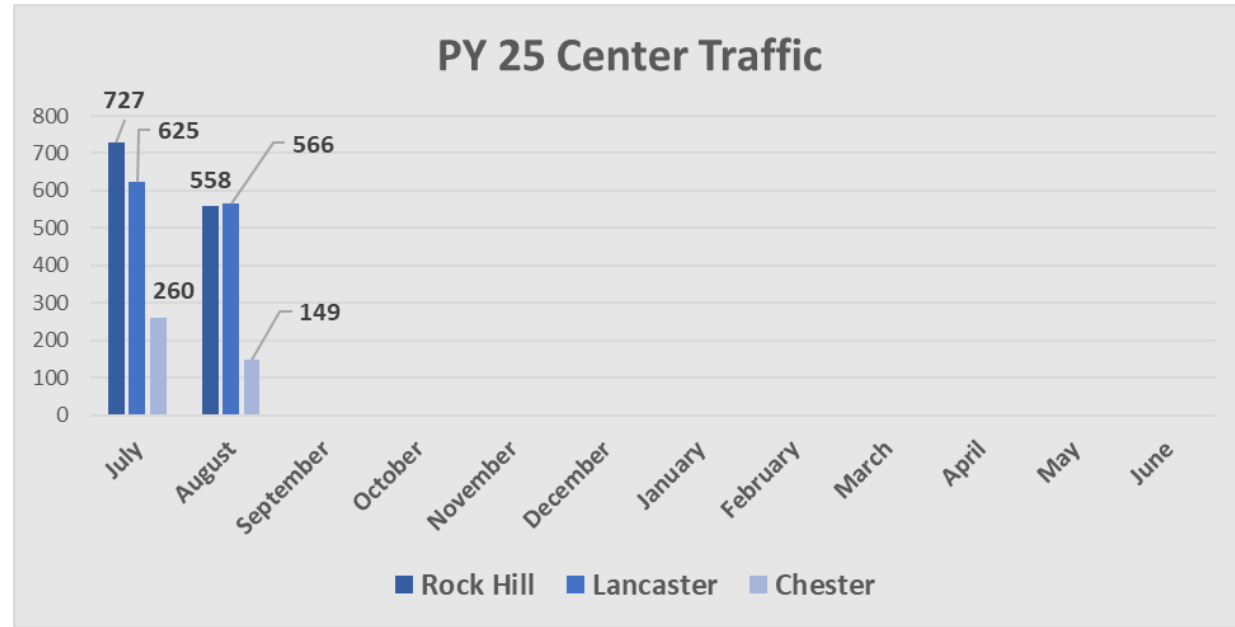


SC WORKS
CATAWBA

Operated by:



PY 25 SC Works Center Highlights



Program Attendance

WRAP	47
RESEA	188
Workshop	65
WIOA AD/DW	129
WIOA Youth	100
TANF/SNAP E & T	24
Veteran Services	90
Vocational Rehabilitation	3
Job Corp	1

Average Traffic

Rock Hill	643
Lancaster	596
Chester	205

SCHEDULE CHANGE

Chester SC Works Office
Now Open Monday –Wednesday
8:30 am – 4:00 pm

Hiring Events

Total Events – 19
Job Seekers – 124

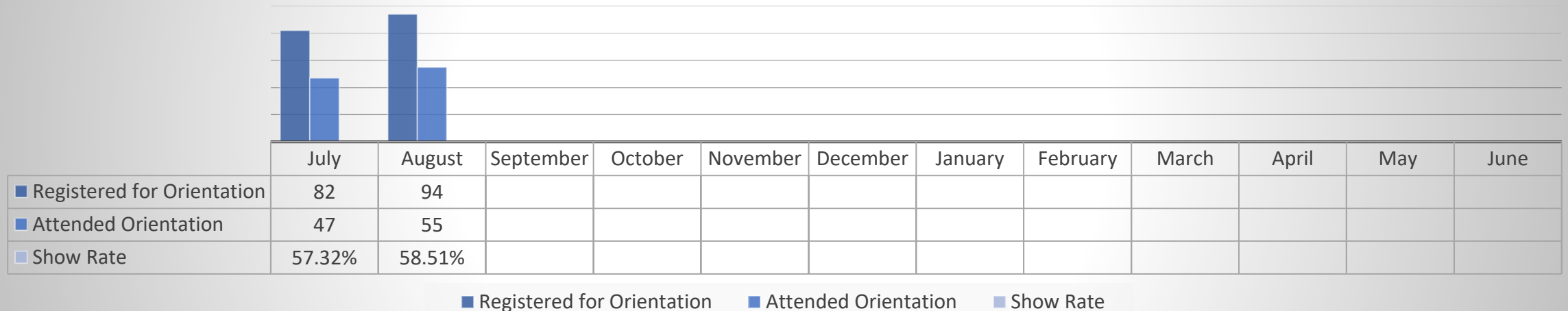
WIOA Orientation & Workshops

Design Your Future (DYF) is a five-session, cohort-based program that guides participants through career exploration, financial literacy, and goal setting. Using interactive activities and local insights, participants move through phases—*Explore It, Map It, Do It, Live It*—to build confidence and create personalized career plans.

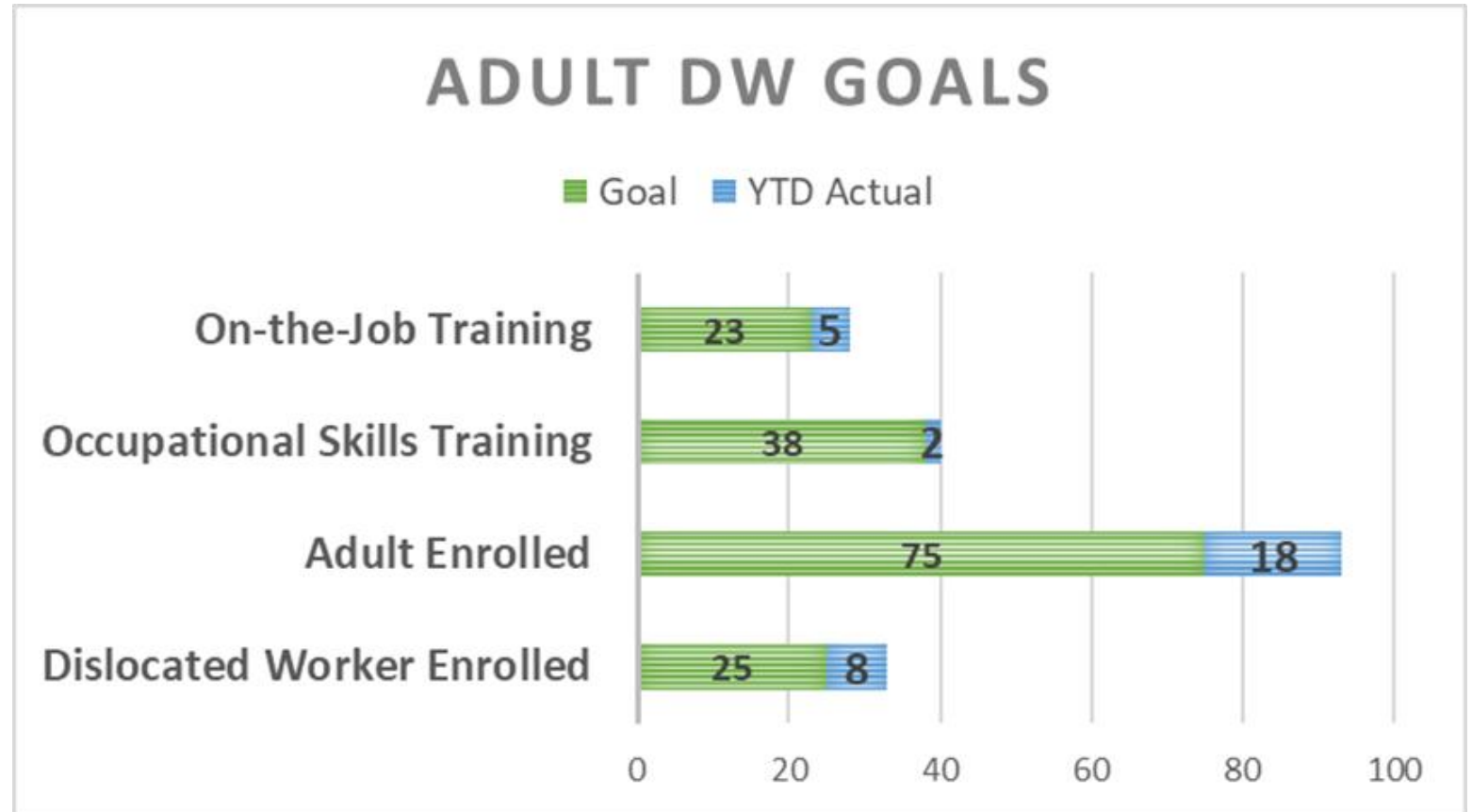
Design Your Future YTD

Sessions 4
Participants 14

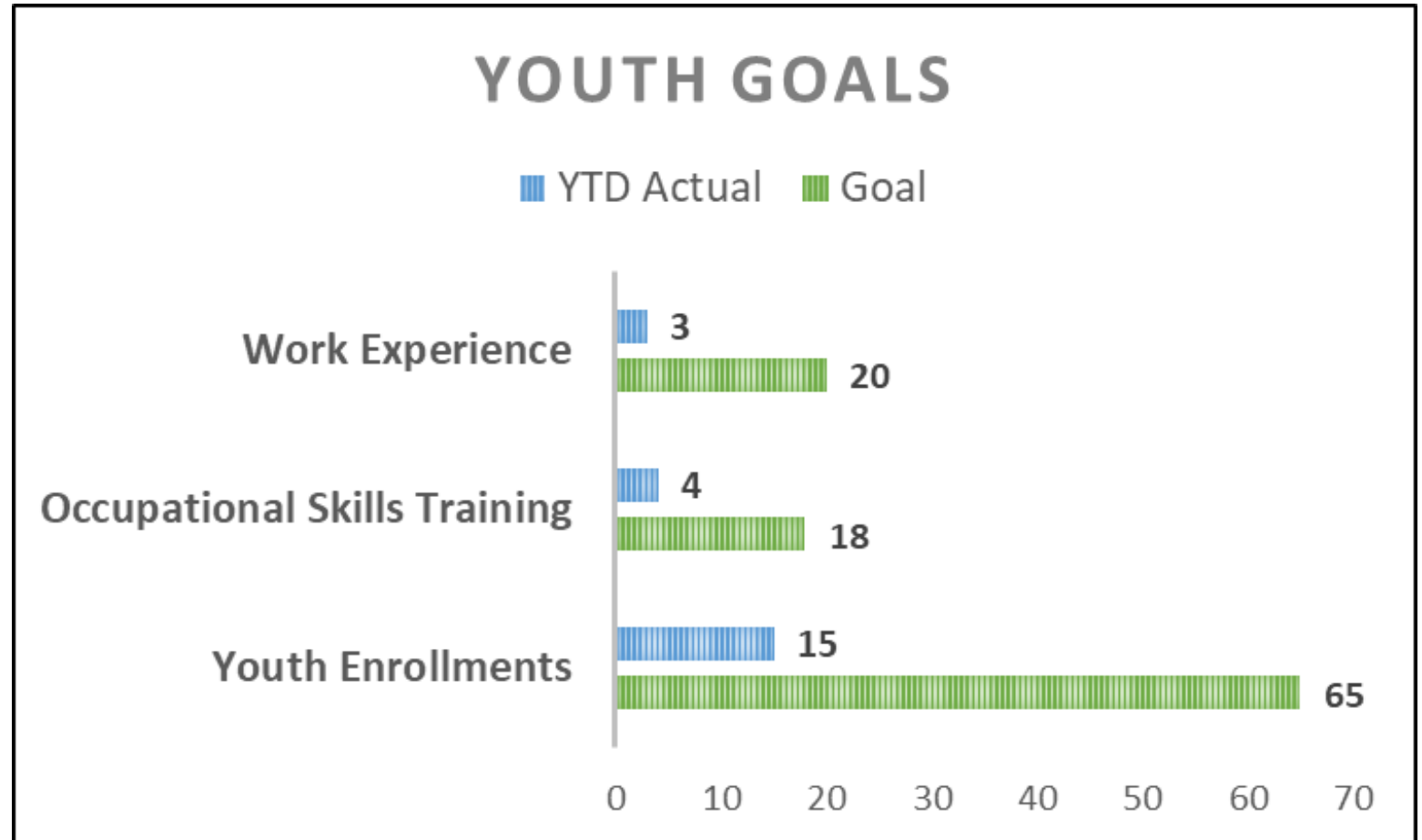
WIOA Orientation



Key Performance Indicators AD/DW



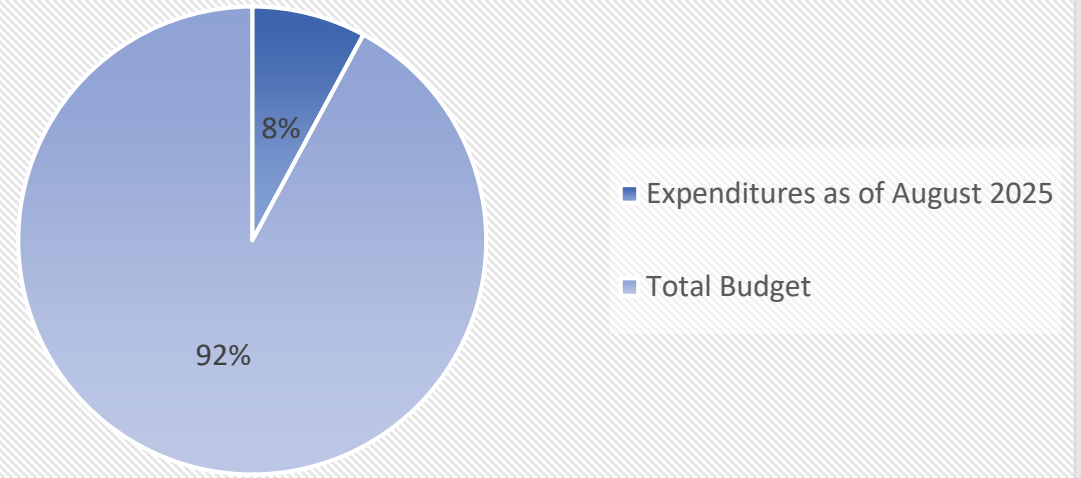
Key Performance Indicators Youth



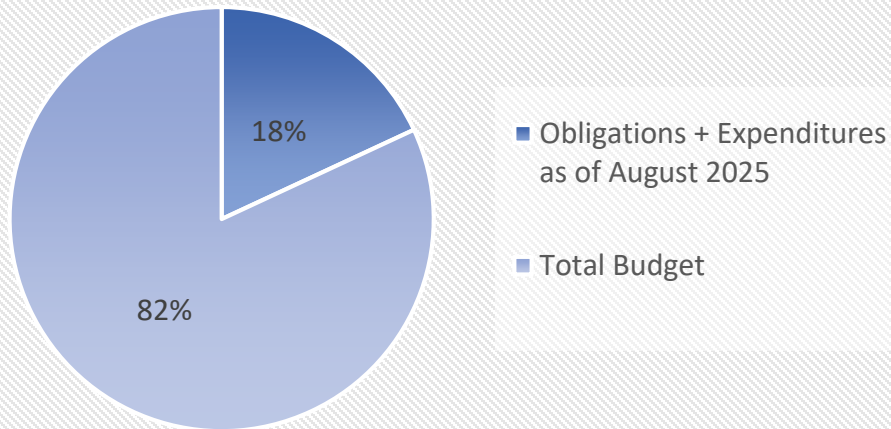
PY 25 WEX Expenditures

as of August 2025

WEX Expenditures



WEX Obligations + Expenditures



	Amount Invested	Total Budget	Percentage Invested
Expenditures	\$13,373.07	\$156,250.00	8.56%
Obligations + Expenditures	\$34,481.33	\$156,250.00	22.07%

Success Stories

✿ Dislocated Worker Success Story: Jessica

After being laid off from her job in Charlotte, Jessica turned to the WIOA Dislocated Worker program for support. As a dislocated worker with limited income, she was seeking full-time employment but faced barriers due to CDL license restrictions. With guidance from Career Advisor Anita Eagle, Jessica was referred to an On-the-Job Training opportunity at Re:Build Composite Resources as a Composite Technician. She quickly transitioned into her new role and shared, **“For the first time in my life, I can say I love my job!”** Her story reflects the power of opportunity and career transformation.

✿ Youth Success Story: Tedasha

Tedasha joined the WIOA Youth Program with a clear goal: to overcome personal barriers and pursue a career in healthcare. Identified as Basic Skills Deficient, she worked closely with Career Advisor Keha McKinney and training provider Next Level Healthcare to earn her Certified Clinical Medical Assistant (CCMA) credential. With determination and support, Tedasha successfully completed her training and passed the State Board exam. Proud of her accomplishment, she shared, **“I feel so accomplished. All the hard work really paid off.”** Her journey reflects the power of perseverance and the impact of supportive career services.

Tedasha is now working with our Business Solutions Team and is expected to start work in an OJT placement at Affinity Health in the next couple of weeks.

Success Stories

🌟 Adult Success Story: Alylah

When Alylah enrolled in WIOA Adult/Dislocated Worker Services she was earning \$9.00/hour in a part-time retail job with no prior experience. Determined to build a career, she worked with Business Solutions Manager Anita Eagle and was referred to RE:Build Composite Resources for an On-the-Job Training opportunity. Alylah now thrives in a full-time role, earning \$19.00/hour with access to advancement and skill-building. Grateful for the support, she shared, *“I really like my job, and it’s exciting to learn so many new things.”* Her journey highlights how the right opportunity can turn potential into lasting success.

🌟 Adult Success Story: Brandon

Brandon came to the WIOA Adult/Dislocated Worker program seeking a fresh start and a stable career after navigating challenges related to justice involvement. With limited resources and no steady employment, he was referred by a SCDEW staff member to an On-the-Job Training opportunity at RE:Build Composite Resources. With support from Business Solutions Manager Anita Eagle, Brandon began training as a Chemical Operator and quickly excelled. His strong work ethic and positive attitude earned praise from his employer and a move to a more independent second-shift role. Grateful for the opportunity, Brandon shared, **“I love my job and am thankful to the WIOA program for helping me get this opportunity.”** His journey is a powerful example of resilience, growth, and the impact of second chances.

Job Fairs

Chester County Job Fair September 4, 2025

Attendance Highlights:

- 32 Employers
- 241 Job Seekers
- 16 Veterans



Survey Feedback:

Job Seekers (154 responses):

- 104 rated the event Excellent
- 43 rated it Good
- 7 rated it Average

Employers (15 responses):

- 9 rated the event Excellent
- 5 rated it Good
- 1 rated it Average

Thank You!

to Chester County Economic Development, Chester County Chamber, Employers and all our partners!

Upcoming Events

Lancaster County Job Fair

October 8, 2025 | 10 AM – 1 PM

USCL Bradley Building, Lancaster, SC



Employer Registration Deadline: October 1

Reserve your space by scanning the QR code.

Why should you participate in an SC Works Job Fair?

- Find Local Talent** - Connect with qualified job seekers in your area.
- Save on Hiring Costs** - Reduce advertising and recruiting expenses.
- Boost Your Brand** - Increase visibility and promote your company culture.
- Hire on the Spot** - Conduct interviews and make offers the same day.
- Support Workforce Growth** - Help strengthen the local economy and talent pipeline.
- Network with Peers** - Build relationships with other employers and partners.
- Reach Diverse Candidates** - Engage with a wide range of job seekers from all backgrounds.

Metrix Learning Overview

SC WORKS

CATAWBA



- ❑ 7,000+ Courses | 100+ Certifications
- ❑ 24/7 Access | Mobile-Friendly
- ❑ Career Pathways Tool for skill gap analysis
- ❑ Certificates of Completion (80%+ score)
- ❑ Top Skills: Microsoft, CompTIA, Six Sigma, AI, Soft Skills
- ❑ Exam prep courses for Industry-recognized credentials such as CompTIA, PHR, Microsoft and more.
- ❑ Supports WIOA Goals | Empowers learners to train independently, saving staff time and resources.
- ❑ Equity-Focused | Great for rural & underserved areas
- ❑ Free through Equus Workforce Services as part of 'Doing Business With Us'

Addressing Workforce Challenges with Targeted Solutions using SCWORKS + METRIX learning

METRIX for Business

SC WORKS
CATAWBA



Challenge	Solution
Skills Mismatch Many job seekers lack the specific skills your industry requires.	Customized Skill Development Tailored learning paths for IT, healthcare, manufacturing, and more.
Lack of Soft Skills Even technically skilled candidates may struggle with communication, teamwork, or professionalism.	Soft Skills & Employability Training Courses in communication, teamwork, time management, and professionalism.
Time-Consuming Recruitment Finding qualified candidates can drain resources.	Pre-Screened Candidates Job seekers with relevant training and certifications—ready to work from day one.
High Turnover & Increased Training Costs Frequent employee turnover leads to increased costs for onboarding and training new hires.	Strategic Retention & Training Incentives Combine SC Works and Metrix Learning with On-the-Job Training programs to receive up to \$4,000 in wage reimbursement during the initial training period—supporting both retention and cost-effective onboarding.
Limited Advancement Without growth opportunities, employees may leave for better prospects.	Career Growth Pathways for Current Employees Professional development to support employee growth and internal mobility.