

Board Meeting In-Person

Members Present:

Stacie Harrison	Karen Brackett-Browning	Laura Haynes
Nick Maizy	Jesse Spain	Shannon Reed
Teresa Curtice	Celeste Tiller	Brian Fulk
Mike Geddings	Ashley Hamilton	Adrienne Robinson
Dave Koubek		
Lindsey Egner		

Members Absent:

Anthony Parrish	Leslie Brakefield	Hunter Faile
Jamie Cooper	Ryant Johnson	Sandra Goodman
Mike Peek	John McCain	
Kevin Taylor	Linda Sudol	
Justin Coy	Michael Guidry	
	Angela Bagley	

Others Present:

Amanda Baker, COG Staff	Randy Imler, COG ED	
Phyllis Anderson, COG Staff	Kiersten Cohran, Schaeffler	Sharon White, Equus

The regular meeting of the Catawba Regional Workforce Development Board was held on Thursday, November 20, 2025 at 12:00pm. Mike Geddings, Chair, called the meeting to order at 12:06p.m. Mike reported that a quorum was present. The agenda for the meeting today and minutes from 09/18/2025 were approved.

Committee Reports:

Priority Populations Committee: Met on 10/2/2025 Adrienne Robinson gave the report

SC Works Strategic Committee–Met on 11/18/2025 Celeste Tiller gave the report

Youth Council Committee–Met on 11/10/2025 Ashley Hamilton gave the report

Executive Committee: Virtual 10/14/2025 (voting item) Amanda Baker gave the report

Voting item: The Executive Committee for the Workforce Board met virtually via email to vote on the Restoration Grant funds usage for Incumbent Worker Training. The Catawba Regional Council of Governments, through a \$77,730 grant (Grant #25PRG09), has partnered with Equus Workforce Solutions to implement an Incumbent Worker Training (IWT) program from July 1, 2025, to June 30, 2026. The initiative aims to upskill current employees in the Catawba Local Workforce Development Area to enhance business competitiveness, support retention, and drive regional economic growth. (see Slide)

Mike Geddings recused himself during the voting. Karen Brackett Browning called for motion to approve and Nick Maizy seconded. All in favor and motion approved.

Even though his term expires 12/31/25, with York County approval, Mike Geddings will serve until a new member is appointed. And he will continue to serve as Chair until new officers are announced in May 2026, whichever comes first. A nominating committee of 4 individuals volunteered today.

They were: Ashley Hamilton, Stacie Harrison, Karen Brackett-Browning and Nick Maizy.

Programmatic

Sharon White presented a programmatic report from Equus: PY25 SC Works Center Highlights: PY 25 Center Traffic, Program Attendance-October 2025, Hiring Events October, WIOA Orientation and Workshops, Key Performance Indicators AD/DW, Key Performance Indicators Youth, Lancaster Job Fair October 8, 2025, Make It York County Manufacturing Matters October 22, 2025, PY25 WEX Expenditures and 2 Success Stories.

Amanda Baker presented the following report: Committee Reports, Program Year 2024 Quarter 4-Rolling 4 Quarters Performance Summary, WIOA Adult/DW/Youth, PY 25 Grant Expenditures Through October 31, 2025, Evaluation of Incumbent Worker Training Grants For PY 25 and Nomination Committee.

Other Business

Economic Development update: Teresa Curtice, York County and Brian Fulk, Lancaster County
Chamber update: Celeste Tiller, York County.

Jesse Spain announced that Schaeffler will be doing a WEX with Equus.

The meeting adjourned at 12:42pm.

The next meeting will be held on Thursday, January 15, 2026 at noon.

Respectfully submitted,

Phyllis Anderson

Enclosed: Power Point
Presentations



**Catawba
Regional**
Council of Governments



WORKFORCE DEVELOPMENT BOARD

Building Capabilities for Future Success

November 20, 2025



AGENDA



CATAWBA REGIONAL WORKFORCE DEVELOPMENT BOARD

AGENDA

Thursday, November 20, 2025
12:00 pm

IN PERSON

I. Call to Order & Welcome

II. Approval Items (*Voting Item*)

- Approval of today's agenda
- Approval of 9/18/25 Board Meeting Minutes

III. Committee Reports

- Priority Populations Committee – Adrienne Robinson – 10/2/25
- SC Works Strategy Committee – Celeste Tiller – 11/18/25
- Youth Council Committee – Ashley Hamilton – 11/10/25
- Executive Committee – Virtual (Voting Items during report)

IV. WIOA Programmatic Reports

- Equus
- COG
 - Board Chair

V. Other Business

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

VI. Adjournment

Next Board Meeting: Thursday, January 15, 2026 at 12:00 PM





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





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%	





PY 25 Grant Expenditures Through October 31, 2025	Budget	Spent to Date	% Spent
Adult			
Equus - One-Stop Operation, Intensive & Training Services	\$ 525,000	\$ 164,812	31.4%
Dislocated Worker			
Equus - One-Stop Operation, Intensive & Training Services	\$ 300,000	\$ 54,321	18.1%
Youth			
Equus - Youth Services	\$ 625,000	\$ 178,199	28.5%
Equus -Work Experience (25% of Youth Services Budget)	\$ 156,250	\$ 49,746	31.8%
PY25 Restoration Grant (IWT)			
Equus Incumbent Worker Training	\$ 77,730	\$ -	
PY25 RRIWT			
Reynolds Industries layoff aversion	\$ 49,580	\$ -	





The Executive Committee for the Workforce Board met virtually via email to vote on the Restoration Grant funds usage for Incumbent Worker Training. The Catawba Regional Council of Governments, through a \$77,730 grant (Grant #25PRG09), has partnered with Equus Workforce Solutions to implement an Incumbent Worker Training (IWT) program from July 1, 2025, to June 30, 2026. The initiative aims to upskill current employees in the Catawba Local Workforce Development Area to enhance business competitiveness, support retention, and drive regional economic growth.

7 Members E-mail/Voting:

- Adrienne Robinson
- Celeste Tiller
- Karen Brackett-Browning
- Kevin Taylor
- Anthony Parrish
- Ashley Hamilton

Members E-mail/Not Voting:

- Mike Geddings (abstained due to conflict of interest)

Vote was handled by email because of scheduling conflicts. A “Yes” vote was made by

- Karen Brackett-Browning
- Celeste Tiller
- Anthony Parrish
- Adrienne Robinson
 - Quorum = 4

EVALUATION OF INCUMBENT WORKER TRAINING GRANTS FOR PY25

GRANTEE	Requested \$
LCI LINEBERGER	\$ 11,874.00
A+ Medical	\$ 9,711.00
Rico	\$ 1,490.00
Nutramax	\$ 30,450.00
Panther	\$ 22,652.10
Pattison	\$ 13,529.50
MBI Coatings	\$ 10,620.00
Total	\$ 100,327

	Requested Budget
LCI Lineberger	\$ 11,874
A+ Medical	\$ 9,711
Rico	\$ 1,490
Nutramax	\$ 30,450
Panther HVAC	\$ 22,652.10
Pattison	\$ 13,529.50
MBI Coatings	\$ 10,620
Total	\$100,327
Total funds available	\$77,730
Amount Requested	\$100,327
Balance Remaining	-\$22,597

Recommendation:

Fully Fund Employers Who Have Not Previously Received IWT Funds:

- Rico – \$1,490
 - Pattison – \$13,529.50
 - MBI Coatings – \$10,620
- Total Fully Funded: \$25,639.50**

Proportional Allocation of Remaining \$52,090.50:

Employer	Requested	Allocated
LCI Lineberger	\$11,874	\$8,281.52
A+ Medical	\$9,711	\$6,772.93
Panther HVAC	\$22,652.10	\$15,798.70
Nutramax	\$30,450	\$21,237.35



This approach ensures a fair distribution of the remaining funds based on each employer’s original request.



Mike Geddings (Board Chair),

Company Owner

Panther Heating & Cooling, Inc.
P. O. Box 3587
Rock Hill, SC 29732
Bus#: (803)-327-2700
Cell#: (803)-242-0024
mikeg@pantherhvac.com



Kevin Taylor (Veteran) (Board Vice-Chair), CXO and Growth Coach

Insight CXO
Cell : (425) 679-2691
kevin@insightcxo.com



Anthony (Tony) Parrish (Board Secretary)

Pure Power Technologies, LLC
Blythewood, SC
Resides: York County
(803) 684-2523
tonyparrish@live.com

Officers elected annually in **May** for 1-year terms/Nominations presented in **March**
(a person can continue to serve until a replacement is found after terms expire)



HAPPY

Holidays

Thank you for your service and support!

Phyllis
Anderson

Workforce Program
Specialist

panderson@catawbacog.org

Amanda
Baker

Workforce
Development
Administrator
abaker@catawbacog.org

Yulanda
Thompkins

Workforce
Development Specialist
ythompkins@catawbacog.org

803-327-9041

<https://www.scworkscatawba.com/>

WDB Meeting – November 20, 2025

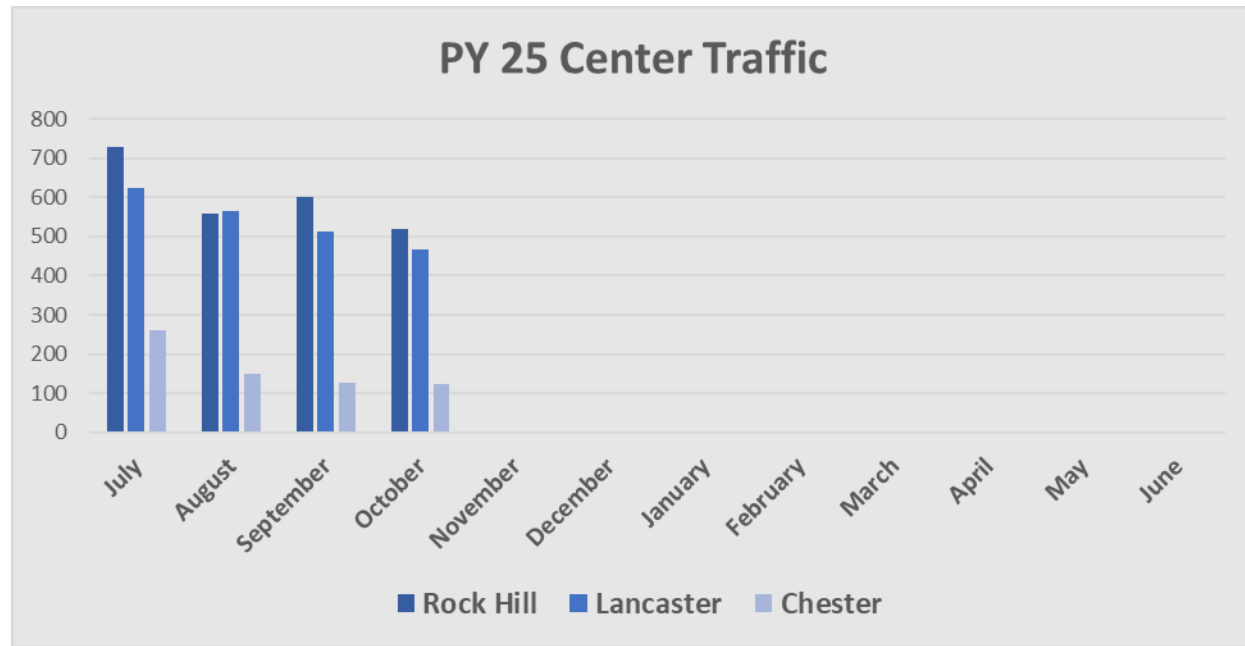


SC WORKS
CATAWBA

Operated by:



PY 25 SC Works Center Highlights



Program Attendance – October 2025

WRAP	18
RESEA	135
Workshop	11
WIOA AD/DW	57
WIOA Youth	21
TANF/SNAP E & T	13
Veteran Services	22

October 2025

Rock Hill	518
Lancaster	468
Chester	162

Average Traffic

Rock Hill	601
Lancaster	543
Chester	205

Hiring Events October

Total Events – 4
Job Seekers – 30

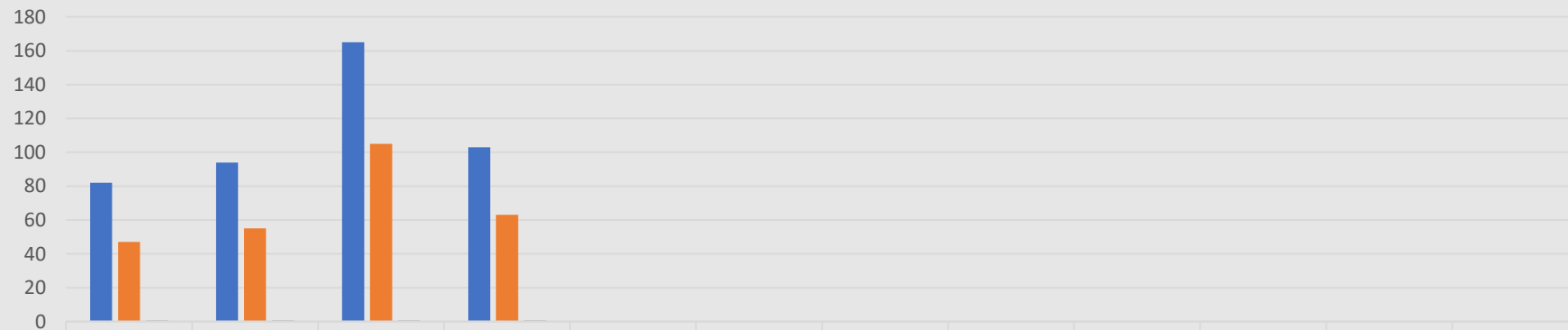
WIOA Orientation & Workshops

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 7
Participants 27

WIOA Orientation

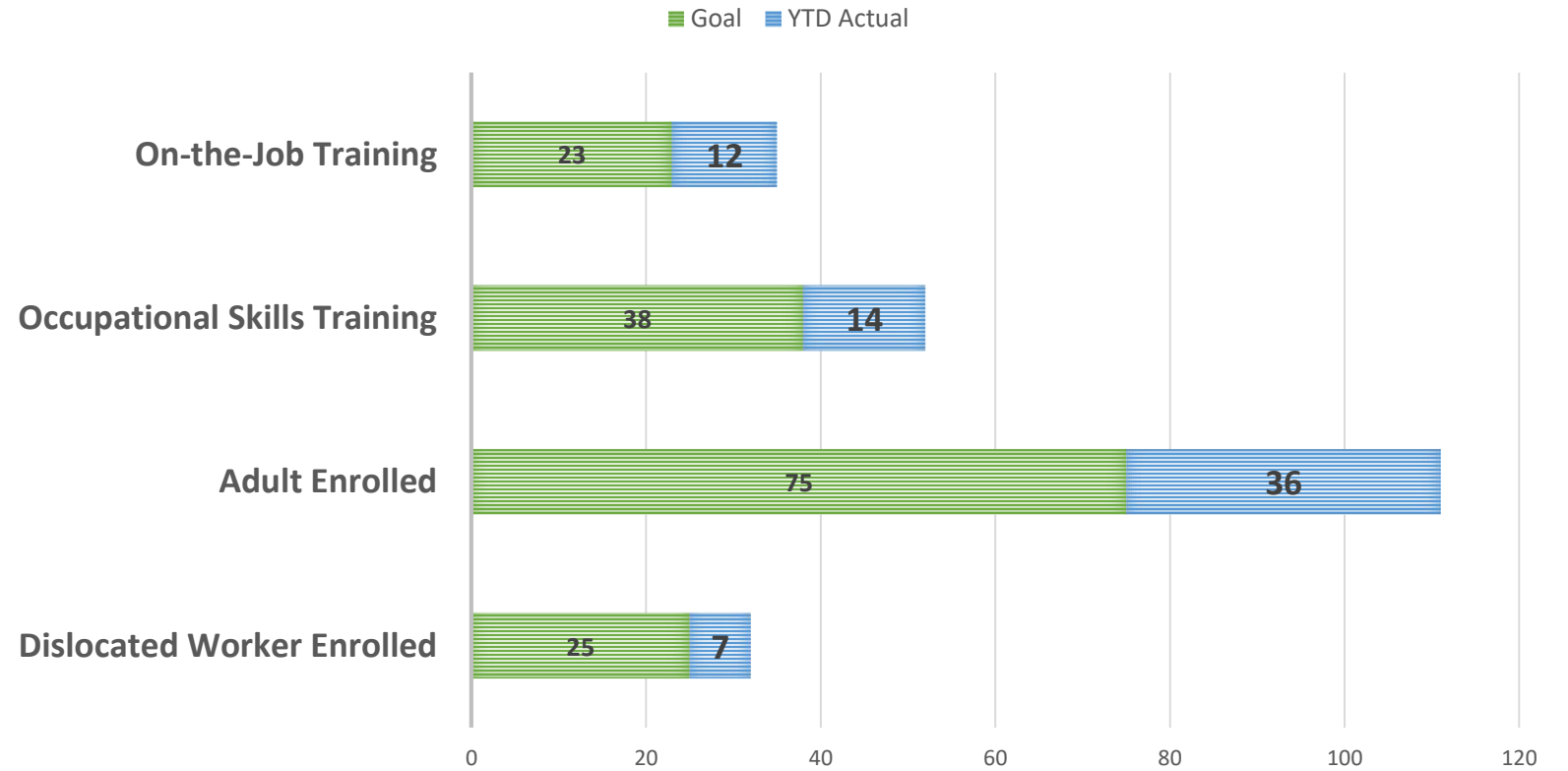


	July	August	September	October	November	December	January	February	March	April	May	June
Registered for Orientation	82	94	165	103								
Attended Orientation	47	55	105	63								
Show Rate	57.32%	58.51%	63.64%	61.17%								

Registered for Orientation Attended Orientation Show Rate

Key Performance Indicators AD/DW

ADULT DW GOALS



Lancaster County Job Fair October 8, 2025

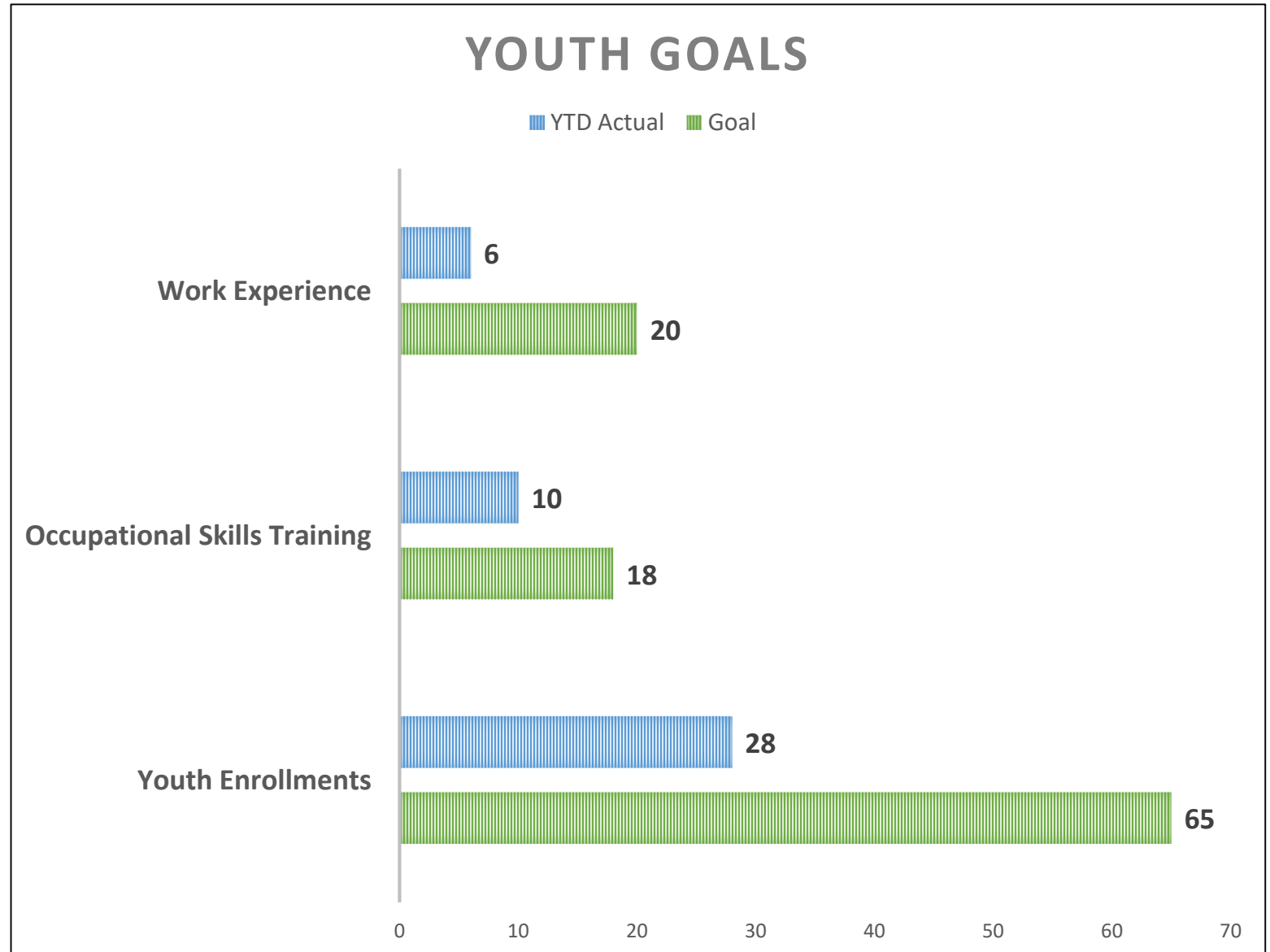
- Job Seekers: 101 total, including 4 veterans
- Employers Present: 14
- Job Seeker Surveys Completed: 62
 - Average Rating: 1
 - Good Ratings: 18
 - Excellent Ratings: 43
- Employer Surveys: 3 submitted, all rated the event as *Excellent Overall*



Make It York County
Manufacturing Matters
October 22, 2025



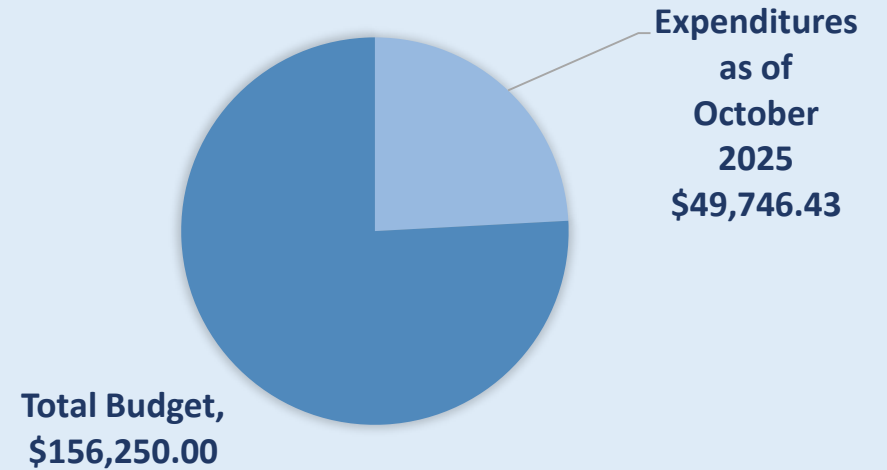
Key Performance Indicators Youth



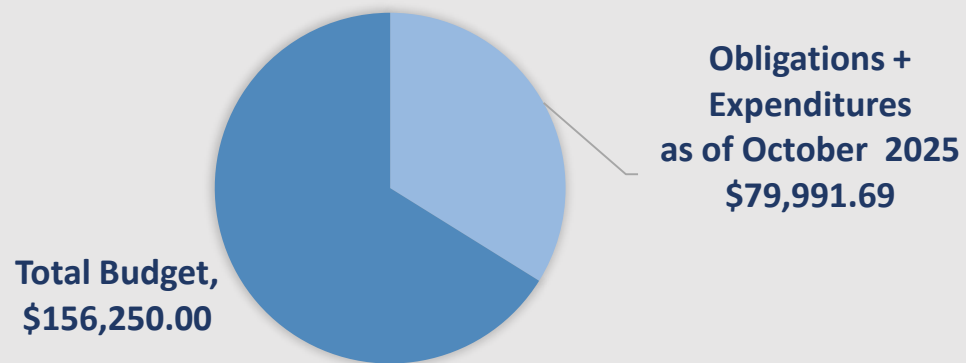
PY 25 WEX Expenditures

as of October 2025

WORK EXPERIENCE EXPENDITURES OCTOBER 2025



WORK EXPERIENCE OBLIGATIONS + EXPENDITURES OCTOBER 2025



	Amount Invested	Total Budget	Percentage Invested
Expenditures	\$49,746.43	\$156,250.00	31.84%
Obligations + Expenditures	\$79,991.69	\$156,250.00	51.19%

Success Stories

Youth Success Story: Jonasia

Jonasia joined WIOA Youth Services with a clear goal: to become a Health Care Specialist and support her family. With guidance from her Career Advisor, she overcame barriers, earned her driver's license, and purchased a new car—boosting her independence.

On October 6, 2025, she began training at Next Level Healthcare Institute, taking a major step toward her career. Jonasia's journey shows how determination and support can lead to life-changing success.

Success Story: Tykerria Thomas

Tykerria joined WIOA Youth Services on August 1, 2025, determined to pursue a healthcare career and create a better future for her child.

She stood out during the Design Your Future workshop, showing strong engagement and enthusiasm.

With support from her Career Advisor and the Business Services Team, she secured and successfully completed a Work Experience (WEX) assignment at one of our offices.

On October 31, Tykerria began training in Medical Billing and Coding. She continues to show dedication and focus as she works toward her career goals.

