

# WORKFORCE DEVELOPMENT

S Y M P O S I U M

October 29-30, 2018

PRESENTED BY

**Bank of America** 

CO-HOSTS



## SYMPOSIUM AGENDA

### Monday, October 29

- 7:30 a.m. **Exhibitor Registration and Set-up in Exhibit Hall**  
\*Exhibitors are invited to all functions
- 8:30 a.m. **Registration / Exhibits Open / Breakfast on your own**
- 9:30 a.m. **Welcome, General Session I**  
**State of the Workforce Address**  
**Moderator: Robert "Bobby" M. Hitt, III (S.C. Secretary of Commerce)**  
**Panelists: David Dunn (Founder & Chairman, VC3); Tim Hardee, PhD (President & Executive Director, SC Technical College System); Molly Spearman (SC Superintendent of Education); and Cheryl Stanton (Executive Director, SC Department of Employment & Workforce)**  
Key Stakeholders will come together to reflect on workforce health – recruitment, training, and retention of qualified employees, the #1 issue impacting business in South Carolina. This session will provide thoughtful commentary and insightful analysis of the individual goals and strategic plans of different organizations designed to impact overall gaps in our workforce pipeline needs.
- 10:45 a.m. **Networking Break**
- 11:00 a.m. **Concurrent Session 1**
- Introduction to the Coordinating Council**  
**Elisabeth Kovacs, Deputy Director for Workforce Development, SC Department of Commerce**  
What is the Coordinating Council, who sits on it, and how can my business benefit?
  - Mental Health: Impacts on Workforce Readiness and Workplace Wellness**  
**Stephanie McGuire, Chief Community Relations Officer & Richard Moses, Senior Regional Manager, SC Thrive**  
It's estimated that untreated mental health conditions cost the United States 193.2 billion in revenue every year. One in five adults in the United States lives with a mental health condition, and in South Carolina, over 600,000 people experience mental health issues. Attend this session to gain understanding about the role mental health plays in an employment-ready workforce.
  - Diversify Your Recruitment Efforts**  
**John Uprichard, Chief Executive Officer, Find Great People**  
Where are your new, untapped resource pools? How and where are Headhunters looking? What are some untapped labor resources? This session will provide strategies to finding

qualified team members. Come discover innovative approaches and hear an expert discuss which practices work best to meet current recruitment needs.

12:15 p.m.

### **Lunch & Networking**

1:30 p.m.

### **Concurrent Session 2**

#### **a. Next Gen Sector Partnerships 101: the What, Why, and How**

***Emily Lesh, Principal, Lesh Advisors, LLC***

What does it take to get industry to truly lead talent pipeline efforts? How do you ensure that workforce development, education and economic development programs don't overlap with one another? And how do you build sustainable industry-led partnerships that don't fizzle out at the end of a grant? This session will dig into the nuts and bolts of the Next Gen Sector Partnership model that has emerged nationally as a direct response to these questions. The session will discuss experiences of leading states and regions across the country, introducing a practical step-by-step process for building authentically industry, sustainable sector partnerships that align workforce development, education, and economic development programs around the needs of regional economies.

#### **b. A Win-Win-Win: Charleston's Youth Apprenticeship Model**

***Moderator: Brad Neese (Associate VP of Economic Development, SC Technical College System)***

***Presenters: Mitchell Harp (Dean of Apprenticeship Programs, Trident Technical College) and Melissa Stowasser (Assistant VP of Community Partnerships, Trident Technical College)***

***Panelists: Shannon Brennan (Manufacturing Engineering Technician, Cummins Turbo Technologies), Tana Lee (Director of Career and Technology Education, Richland School District One), Vincent Lombardy (Training and Employee Development Manager, VTL Precision), and Tina Wirth (Senior Vice President, Regional Advancement and Talent, Charleston Metro Chamber of Commerce)***

A brief presentation followed by a panel discussion showcasing a center of excellence in the state as it relates to youth apprenticeship.

#### **c. Bridging the Generational Gap: Generation Z**

***Aubrey Long, Diversity & Inclusion Executive, Bank of America***

Learn how Generation Z (those born after 1995) thinks and acts differently than the generations that precede it, as well as potential actions to attract, develop, manage, and retain members of Generation Z as part of your workforce.

2:45 p.m.

### **Networking Break**

3:00 p.m.

### **Concurrent Session 3**

#### **a. Fighting Waste in the Office**

***Scott Davis, CSSBB, CSM, PMP, Senior Consultant, LongView International Technology Solutions***

How can we apply the lean principles of 8 types of waste to today's office environment in order to maximize team value delivery? As we eliminate waste, how do we develop a culture of improvement, so all team members are agents of change?

#### **b. Fair Hiring Practices for Reintegration from Prison to Society**

***Moderator: Nena Walker-Staley (Deputy Director of Programs & Services, SC Department of Corrections)***

**Panelists: Ashley Batson (Executive Director, SC Asphalt Pavement Association), Rebecca Battle-Bryant (V.P., Human Resources & Workforce Development, United Infrastructure Group), and Bryan Stirling (Director, SC Department of Corrections)**

Attendees of this session will learn the importance of giving a formally incarcerated individual a second chance in society by hiring them and affording them self-sustaining employment; thereby aiding in the reduction of recidivism. Attendees will also learn the skills being taught while an individual is incarcerated, which make most of them work-ready when released from prison.

**c. Appreciative Leadership**

**Pamela R. Benjamin, Office of Human Resources, City of Columbia**

Start and maintain an environment that fosters the best of and drives the corporate culture. Feedback can make or break your corporate vibe. What do you say? How do you say it? When is it the best time? Take the best and enhance those qualities.

4:15-5:30 p.m.

**General Session II – Applying a 5S Systematic Approach to Support Community Based Efforts  
Wanda Stagers, Engineering & Technology Consultant**

True or false: “Lean thinking only applies in the workplace”? Organize your personal and professional life using a basic understanding of the 5S systematic approach. During this session, you and your colleagues will devise an efficient assembly process using the 5S systematic approach and apply it to a purposeful hands-on activity. Through collaboration with other teams, you will gain an appreciation for alternative approaches to the same assembly problem. All products produced during the session will be donated to a local community-based organization.

**Tuesday, October 30**

8:30 a.m.

**Registration / Exhibits Open / Breakfast on your own**

9:30 a.m.

**Welcome, General Session III**

**What Do Our State’s Leaders See as South Carolina’s Top Workforce Development Challenges?**

**Moderator: Tim Hardee, PhD (President & Executive Director, SC Technical College System)**

**Panelists: Rep. Rita Allison (R-Spartanburg), Sen. John Matthews (D-Orangeburg), Rep. Bill Sandifer (R-Oconee), Sen. Tom Young (R-Aiken)**

*A panel discussion among key state legislative leaders regarding their view of workforce development in South Carolina, challenges, delivery and desired outcomes.*

10:45 a.m.

**Networking Break**

11:00 a.m.

**Concurrent Session 4**

**a. Diversity’s Impact on the Bottom Line**

**Ronnie Duncan, Chief Diversity Officer, Agape Hospice**

**Rhonda Midgette, PHR, VP-Advice Partner | North American Channel, TD Bank**

Define diversity and inclusion for our current times, examine local and national issues related to diversity, and share best practices for remediation and prevention.

**b. Building the Pipeline by Changing Perceptions of High-Demand Jobs**

**Moderator: Dr. Michael Mikota (President, Central Carolina Technical College System)**

**Panelists: Randy Bodie (Plant Manager, Kaydon), Teri Luther (Work-based Learning**

**Coordinator, Kershaw County School District), Brian Rauschenbach (Economic**

**Development Project Manager, Sumter Economic Development and TheLINK Economic Development Alliance), Kimberly Rauschenbach (Process Engineer, Palmetto Health**

***Tuomey), and Elizabeth Williams (Dean, Workforce Development & SC Environmental Training Center, Central Carolina Technical College)***

Many South Carolinians have long-held beliefs about careers in manufacturing, healthcare, IT and other STEM-related industries that are outdated and often untrue. In fact, there are more jobs than skilled people in these careers. The key to changing these current perceptions and misconceptions is outreach by organizations much earlier in the process. This panel will include essential stakeholders including representatives from the economic development community, the K-12 arena, and business arena.

**c. *Workforce Innovations and Best Practices: South Carolina's State Workforce Development Board's Strategies to Build a Competitive Workforce***

***Nithya Pramekumar (State Workforce Development Board Manager, Department of Employment & Workforce)***

This session provides insight on how South Carolina's State Workforce Development Board (SWDB) is implementing its strategic plan through the convening of partners and stakeholders across the state to implement innovative workforce development strategies and best practices and ultimately improve the quality, delivery, and outcomes of employment and training programs and services. Learn about past and ongoing initiatives the SWDB has invested in to promote digital literacy and to overcome transportation barriers, and how the SWDB has prioritized efforts for individuals with barriers to employment. Hear about how collaborative efforts among state, community and faith-based organizations are necessary in order to ensure that all South Carolinians have access to resources leading to sustainable employment that meet the needs of business and industry, and how you are an important piece of this puzzle!

12:15 p.m.

**Lunch and Networking, sponsored by Geographic Solutions**

1:30 p.m.

**General Session IV – 2018 Workforce Innovators – Award Presentation & Panel**

*Showcasing and honoring the top innovations in SC's workforce development sector.*

***Moderator: Robbie Barnett (Chief Operating Officer, SC Chamber of Commerce)***

***2018 Workforce Innovator Award Winners:***

*Small Company (fewer than 200 SC Employees)*

*Dennis Corporation*

*Panelist: Ricky Craps, Vice President*

*Medium Company (200-999 SC Employees)*

*Volvo Car US Operations, Inc.*

*Panelist: Jeff Moore, Vice President Manufacturing Americas*

*Large Company (1,000+ SC Employees)*

*MAU Workforce Solutions*

*Panelist: John Davey, Director of Manufacturing Services*

3:00-4:00 p.m.

**Exhibitor Breakdown**