

SOUTH CAROLINA'S COMPETITIVE

# EDGE



DISTRIBUTION AND LOGISTICS

# SOUTH CAROLINA'S WORKFORCE DELIVERS

ECONOMIC DEVELOPMENT *and* GROWTH *through* EDUCATION





# ADDING VALUE TO YOUR WORKFORCE

## *The ROI of Military Hires*

Today's armed forces are a highly trained, motivated workforce. They bring leadership and management skills to the table — soft skills that are hardest to grow. Employers can teach business and industry skills, but service members arrive with the talent and proficiencies needed to take any organization to the next level.

Active duty or retired, most veterans and service members embody certain core values unique to military service: attributes like discipline, battle-tested leadership, a solid work ethic, trainability, adaptability and the ability to thrive under pressure.

Employers and hiring managers can access this desirable workforce through Operation Palmetto Employment (OPE), South Carolina's military hiring initiative. At no cost, OPE supports business owners and hiring managers by providing pre-screened military applicants based on your qualifications. There are many opportunities to participate in military-specific job fairs and hiring events statewide. Companies that pledge to hire and retain South Carolina's transitioning service members can also receive special recognition and training by applying to become a certified Palmetto Military Employer (PME).

To learn more about how OPE can help increase your human capital, visit [OperationPalmettoEmployment.sc.gov](http://OperationPalmettoEmployment.sc.gov) or call (803) 299-1713.



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# READY TO MOVE FORWARD:

*Benore Logistic Systems, Inc.*



**B**enore Logistic Systems, Inc. (Benore) is a supply-chain service solutions company that provides transportation and logistics services with a reputation for excellence. As an industry leader, Benore has grown for over 20 years into an end-to-end supply-chain service provider that can meet the needs of any company.

Megan Latzig-Tugnoli, director of human resources at Benore, spoke with EDGE about the benefits of the training and recruitment assistance provided by readySC™, as well as potential opportunities to fill the company's future workforce needs.

**EDGE:** Please tell us about Benore, and how it got started in South Carolina.

**Megan Latzig-Tugnoli:** Benore Logistic Systems was founded by the Benore

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“Both readySC and the SC Technical College System have provided us excellent service.”

— MEGAN LATZIG-TUGNOLI, DIRECTOR OF HUMAN RESOURCES AT BENOIRE



family in 1994 by Jeffery, David and Joan Benore. Benore moved to Greenville, South Carolina in 1994, and in 2000 the family expanded operations primarily working with BMW and Michelin and built their current facility located at 2501 Hwy 101 in Greer. We employ over 900 employees in the upstate, and we are seeking to fill another 100 positions, specifically in Class A CDL, warehouse operations and logistics operations.

**EDGE:** Tell us about your workforce – what kind of skills do they need?

**MLT:** We have a very skilled workforce here at Benore. Our employees’ skills range from Class A CDL drivers, forklift and material handlers to professional logistics associates, logistics planners, engineers, and information systems. Our workforce also consists of programmers, dispatchers, human resources, accounting, finance, talent acquisition, front-line

supervisors, operations management, Department of Transportation and Occupational Safety and Health Administration and compliance professionals, supply-chain management, diesel mechanics, continuous improvement and project management.

Our employees have a wide range of technical skills for various positions throughout the organization. We have top notch transportation and warehousing operations systems and our own proprietary software programs, IIM and Bravos.

**EDGE:** Over the years, how have readySC and the SC Technical College System helped to recruit and train your workforce?

**MLT:** We have partnered with readySC since 2010 with a variety of different projects that expanded over several years from 2011 to 2017. readySC has been

instrumental in assisting with a number of new startup operations throughout the upstate, assisting with placement of advertising, recruitment and selection to onboarding, training and development of new hires and existing employees. We have also partnered with readySC and the SC Technical College System to provide leadership development and increase the technical skills of our existing workforce.

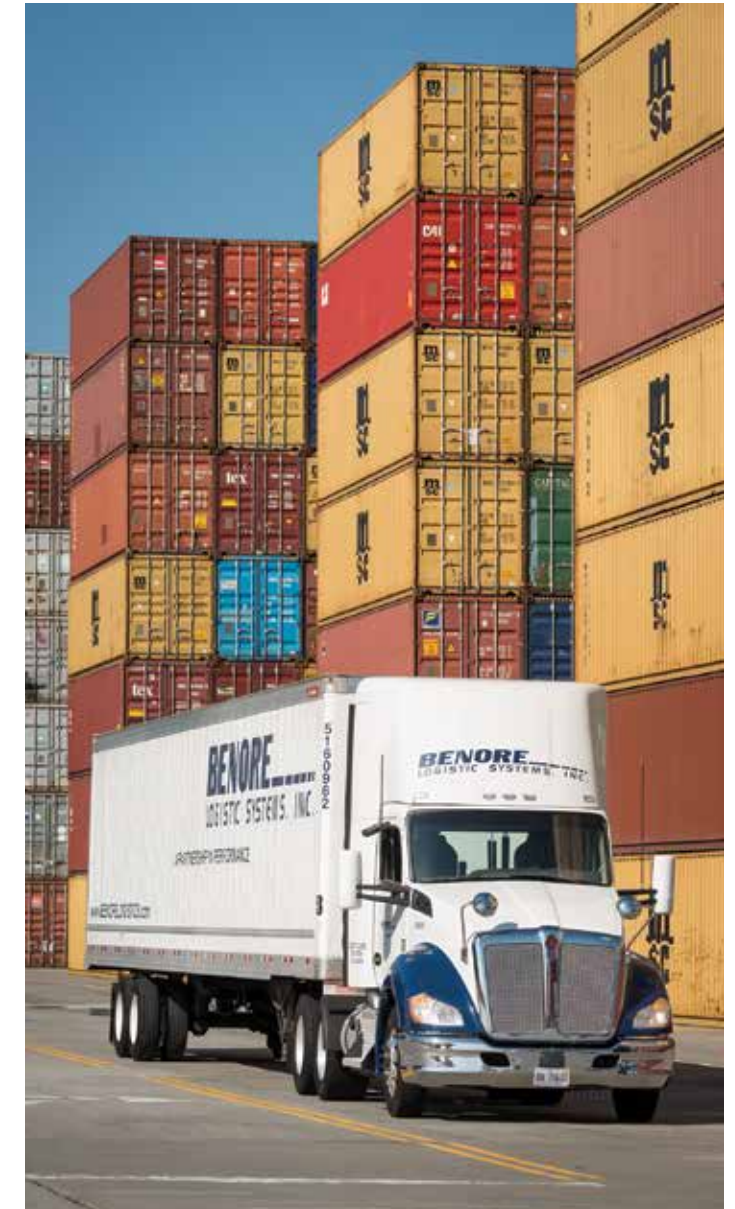
**EDGE:** Do you foresee any new challenges that readySC and your local technical college could help overcome?

**MLT:** The transportation industry has been faced with a driver shortage that continues to grow. In addition, many new suppliers and companies have relocated to this area, which has increased the demand for warehousing and logistics talent. As we continue to grow in the upstate, we anticipate partnering with readySC to assist us in recruiting the talent that we need for this growth. Increasing our current workforce’s technical skills through the technical college will allow us to continue to streamline operations and become a more efficient organization to provide better service to our customers.

We would also be interested in exploring other opportunities for partnership in developing a long-term training program for Class A CDL drivers. We look forward to discussing all of our options with the technical college, readySC and Apprenticeship Carolina™.

**EDGE:** If another company was thinking of working with readySC and the SC Technical College System, what would you tell them?

**MLT:** Joan Benore and myself are advocates for readySC and the SC Technical College System. Both have assisted our growth by helping us to acquire the right talent and develop their skills effectively. We primarily use Spartanburg Community College’s Tyger River Campus for our training due to its proximity to our facility. Both readySC and the SC Technical College System have provided us excellent service, from hosting training, creating curriculum to furnishing instructors and developing our employees’ technical and leadership skills. ■





# G&P TRUCKING DRIVES APPRENTICESHIP

First Logistics and Transportation Apprenticeship in South Carolina



**G** &P Trucking Co., Inc. partnered with Apprenticeship Carolina™ and Orangeburg-Calhoun Technical College to develop South Carolina's first Logistics and Transportation Apprenticeship in 2010.

Roger Griggs, director of recruiting for G&P Trucking, described the evolution of the company's apprenticeship program.

**EDGE:** What kind of training partnership do you have with your local South Carolina technical college?

**Roger Griggs:** One of the things we find most attractive about the technical colleges over every other available truck driver training program is that the technical

college programs are six to eight weeks as opposed to four weeks of training. This 180 hour-plus training has been a better fit for us, and it has enabled us to get a better-quality driver.

**EDGE:** How did you decide to start an apprenticeship program?

**RG:** We set up the training program originally with Orangeburg-Calhoun Technical College in Orangeburg,

and they introduced us to the Apprenticeship Carolina program. When we first met with Apprenticeship Carolina, they actually came to our facility here and walked us through the program from beginning to end. They made it really easy to set up.

**EDGE:** How does the technical college training help the new apprentices?

**RG:** The apprenticeship program is a continuation of what the technical college provides. We only accept students in the apprenticeship program with 180 hours plus [of training]. The only place to find them is at the technical colleges. They put the platform in place, and then we springboard from that. After that, we put them with a mentor for a four-week period. They get one-on-one training in a truck, and then they receive continual training as they are assigned to a driver manager. Even though it's a 12-month apprenticeship program, there's about a four-year learning curve until a driver becomes 100 percent proficient. During that entire time, they are continually being trained.

**EDGE:** Has the apprenticeship program helped with driver safety?

**RG:** We have had just tremendous success with the students. I can tell you that [since] we've been in this program we have not had a major accident from any student that was their fault.

**EDGE:** Has apprenticeship helped employee retention?

**RG:** We have considerably better retention from new students coming into our program because of the hands-on training that the technical colleges provide – the 180 hours plus. I can't overemphasize how important that training is because the students are so much more prepared. Being able to come into a structured training program at G&P Trucking has afforded them the opportunity to be more successful, more qualified and more satisfied as an employee with our company.

**EDGE:** What are some other benefits of apprenticeship for your company?

**RG:** Our company has enjoyed a tremendous advantage through apprenticeship. We are not only able to find the students we need, but we also enjoy the tax credits associated with apprenticeship each year. The system and the plan are working extremely well.

The Apprenticeship Carolina program has also helped us to expand into a Veterans Affairs (VA) apprenticeship program. This program was made possible because the VA accepted the apprenticeship program developed through Apprenticeship Carolina in its entirety. That really made it so much easier for us to bring veterans onboard, and I believe we are currently the only trucking company in the state of South Carolina with both programs.

**EDGE:** How do you see apprenticeship helping your company grow?

**RG:** In today's marketplace, there is such a substantial shortage for truck drivers, and the only way that a trucking company our size can continue to fill trucks is by bringing new people into the industry. The SC Technical College System and Apprenticeship Carolina have given new life to us. They are a proven source for bringing in drivers needed to fill our trucks. This has enabled us to go ahead with plans for growth at our company, and we will be relying heavily on resources from the SC Technical College System in the future as we move forward with our growth plans over the upcoming years.

Apprenticeship Carolina is and has been a big part of our past, present, and our future plans here at G&P Trucking. We are just tickled with the program, and we plan to expand on it. I would encourage any company, whether trucking or not, to take advantage of the resources available right here at our technical college system. ■



**"I would encourage any company, whether trucking or not, to take advantage of the resources available right here at our technical college system."**

— ROGER GRIGGS, DIRECTOR OF RECRUITING FOR G&P TRUCKING



# Stevens Towing Company Opens Gateway to YOUTH APPRENTICESHIP

Seaports are essential to South Carolina's growing economy, providing the gateway for interstate and international commerce. Stevens Towing Company, Inc., a midsize freight transportation company, has buoyed the region's economic trade by serving the Charleston area for more than a century.



Specializing in transport, towing and marine repair, Stevens Towing provides a fleet of tugboats, barges and cranes, and a ship for all freight and construction operations. The Stevens shipyard is located 25 miles south of Charleston, and contains two marine railways, a 150-ton marine travel lift and 500 feet of dockage for topside marine repairs. Highly trained certified welders, blaster/painters, mechanics, electricians and riggers make up the experienced team at Stevens Towing.

Recognizing the need to develop a continued source of skilled employees, Stevens Towing turned to youth apprenticeship through the SC Technical College System's Apprenticeship Carolina™. Stevens established a student apprenticeship program in January 2017 at the Yorges Island shipyard. The goal of the program is to foster ties with the local community through Baptist Hill Middle/High School, and to develop a workforce pipeline through collaborative training and mentoring.

According to Benjamin Smith, vice president of operations at Stevens, "We created this program for two reasons: community connections and labor availability for welders. Our long-term business needs dictate the necessity to train welders and educate them in our facility with our work. They

are more likely to stay here for the long term if they are local and their families are local."

Smith added, "Currently, we have four welders in training, and I would like to expand the program to mechanics and riggers. We have used this system for years with our tugboat operators. Thirty to 40 captains started as deckhands on our tugboats and were mentored as steersmen. The long-term employment prospects are high with an apprenticeship program in place. The retention rate is phenomenal."

Smith's vision to create a welding apprenticeship led to bringing back William Holmes, a local, experienced welder and former employee who had retired as a shipyard supervisor with Stevens after 25 years. Holmes returned to Stevens' shipyard in January 2017 to instruct the Baptist Hill students in a welding apprenticeship. He teaches the students proper techniques of SMAW "Stick" welding, GMAW "MIG" welding, grinding and oxy-fuel cutting, while incorporating workplace safety and the use and care of tools and equipment.

Mathilde Dumond, welding teacher, praised Holmes' experience. "Mr. Holmes is the perfect mentor for these apprentices due

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*Vanessa Brown, Principal, Baptist Hill Middle/High School, in the middle foreground surrounded by Baptist Hill students visiting the Stevens Towing shipyard*



*Linwood Wallace, Shipyard Supervisor*

**"The long-term employment prospects are high with an apprenticeship program in place. The retention rate is phenomenal."**

— BENJAMIN SMITH, VICE PRESIDENT OF OPERATIONS AT STEVENS TOWING





to his vast knowledge, expertise and patient demeanor. They respect and admire him as an instructor, and as a member of the local community.”

Holmes, himself a former graduate of Baptist Hill High School, said, “I would like to thank Stevens Towing for implementing this apprenticeship program. A big advantage of it is partnering with a lowcountry high school where trade skill education is limited.”

Holmes and Dumond designed a curriculum structured with a duality of classroom instruction and hands-on practice in the shipyard based on the SC Standards for Welding Technology I and II. Dumond added other pertinent lessons, including soft skills, career development, communication skills and financial literacy. Other topics covered in the classroom include basic math and measurement, journal writing and identification of hand tools.

“The Baptist Hill apprentices earn an elective credit toward their high school diploma for this class, so we incorporate a well-rounded skill set for them as they transition to college and full-time employment,” Dumond explained. “We want them to be successful in their career, and in life. The opportunities for learning are

everywhere in this shipyard. Apprentices observe a myriad of activity such as a barge being repaired, a tugboat being drydocked, a hatch cover being fabricated and a ship being launched. It is an exciting place to learn and ameliorate their job skills. Additionally, every week we have a guest speaker come in to cover topics such as safety procedures, firefighting, 401Ks and investing as well as artistic welding.”

Libby Singletary, human resources director, added, “All of us at Stevens Towing are so proud to be part of the company’s community outreach to provide opportunities engaging local high school students in learning a skill that will enhance their lives. Learning a job skill can be transformational, it changes your life forever.”

The principal of Baptist Hill Middle/High School immediately saw the benefits of youth apprenticeship. “Since we are located in a rural area with limited business and industry opportunities for our students, when we were approached by Stevens Towing to develop an apprenticeship opportunity, we knew we had to make it work,” said Vanessa P. Brown, M.A.T., M.Ed. “Our partnership with Stevens Towing helps us to meet our goal of ensuring our students have access to opportunities to prepare them for college and career readiness. The students enjoy being a part of the real-world work environment while learning welding skills



*Instructor William Holmes and students inspect barge*

from the people who do it every day. Stevens provides authentic career readiness to our students.”

According to Johnson Stevens, president of Stevens Towing, “Our goal is to offer the students in our community a work-based learning opportunity where they can develop a skill. Many of our employees live in this community, and this is our home. The apprenticeship program is an investment in building our community.”

Several of the welders at Stevens Towing also began their trade in vocational classes in high school. Linwood Wallace, shipyard supervisor and a 37-year employee at Stevens, was introduced to welding and other trades at his Williamsburg County high school and later at Williamsburg Technical College. “We are trying to give our local people a trade and a way to make a living,” Wallace said. “Our guys want to pass on their trade, and we have a retired employee to do the training.”

Thomas Hillie, a welder and mentor, agreed on the importance of passing on his knowledge to the apprentices, “It is my job to teach them; my line of duty.”

Hillie mentors apprentice Jason Woods, who shared, “I am shadowing Hillie and learning to weld next to him. I like it. Everyone accepts me and teaches me. I learn new skills every week, and I am learning to get comfortable in tight spaces. Welding is about being comfortable. You could be kneeling, sitting or standing. Once you get comfortable in your position, you can work better and do what you need to do.”

Woods continued, “As an apprentice, you have to pay attention to what you are doing at all times. It is not just practice. You have to pay attention to your tools and your crew around you for safety. With the apprenticeship program, you get an understanding of everything, and it pays you while you learn. You have to be a hard worker and dedicated to the job.”

Susan Stevens, vice president of public relations at Stevens, summed up the positive aspects of apprenticeship perfectly, “This program benefits the students, the school, the community and our company. It’s a win, win, win for everybody.” ■

## Stevens Towing Company

Stevens Towing Company, Inc. is a midsize freight transportation company based on Yorges Island, South Carolina, with a mid-Atlantic operation based in Edenton, North Carolina. Founded in 1913, Stevens Line Company originally operated two boats transporting produce, passengers and mail from nearby barrier islands to Yorges Island. Today, Stevens engages in Inland, Coastwise, and Ocean Towing with a fleet of tugboats, barges, cranes, and a ship for all freight and construction operations. Stevens Towing currently services the East, West, and Gulf Coasts of the U.S., including the Western Rivers and Great Lakes, as well as international ports.





# readySC Aids *Quick Startup* of **DOLLAR TREE DISTRIBUTION CENTER**

**D**ollar Tree, Inc. announced that it had completed acquisition of Family Dollar in July 2015, making it North America's leading operator of discount variety stores. That same month, the company announced plans to build its 11th distribution center in South Carolina. Efficiency within its logistics systems is key to Dollar Tree's success, so the Cherokee County project would require an aggressive start-up schedule to meet the demands of the company's growing market share and the needs of its regional customer base.



The first foundation for Dollar Tree's new 1.5mm square foot facility was poured in September 2015, with plans to create around 400 jobs over a five-year period. The warehouse was ready to receive product by April 2016 and began shipping product only three months later.

Now serving 650 stores, the Dollar Tree Cherokee County Distribution Center (DC11) is currently the company's largest warehouse and the second largest customer at South Carolina's inland port.

"The Dollar Tree startup in South Carolina was the best I've ever experienced in over 13 years with the company," said Jack Johnson, general manager of DC11. He praised South Carolina's readySC™ program as being a "good partner" in the distribution center's successful startup. Johnson said readySC provided "help with hiring,

recruiting, networking and training. They gave us a lot of support in getting the word out that we had started operations."

According to Johnson, potential members of the DC11 workforce should be "dependable, able to lift 50 pounds, and a safe worker who is able to work in a fast-paced company."

He complimented the responsiveness of the local South Carolina team in helping the company find its skilled workforce and appreciated "the overall teamwork from everyone there at readySC. They are a great group, and it's been a pleasure."

Johnson asserted that "every time I have worked with readySC, it's been very successful." He then added, "If you're a startup and not using readySC, you are not giving yourself a fair chance to be successful." ■

*"If you're a startup and not using readySC, you are not giving yourself a fair chance to be successful."*

— JACK JOHNSON, GENERAL MANAGER OF DC11



**DOLLAR TREE**



The Dollar Tree Cherokee County Distribution Center (DC11) is the company's largest warehouse



400 jobs are planned to be created over a five-year period



650 stores are currently served by the Dollar Tree Cherokee County Distribution Center (DC11)

Dollar Tree, Inc., is the nation's leading operator of single-price-point dollar stores. A Fortune 500 Company, it now operates more than 13,600 stores across 48 states and five Canadian provinces. Stores operate under the brands of Dollar Tree, Dollar Tree Canada, Deals and Family Dollar. These stores are supported by a nationwide logistics network of eleven distribution centers, the largest of which is DC11 in South Carolina.



# CardinalHealth

Located in Fort Mill, South Carolina, the Cardinal Health Presource facility is a medical device manufacturer. Its core business is assembling and delivering surgical custom procedure trays for use in hospital operating rooms and surgery centers across the eastern seaboard of the U.S.



readySC Provides Comprehensive Solutions for  
**CARDINAL HEALTH**

Jim  
at

Jim Horner, director of manufacturing at Cardinal Health Presource, explains the facility's unique work environment and how readySC™ helped train its skilled workforce.

**EDGE:** *Would you give us some background on your facility?*

**Jim Horner:** This facility was built in 1999. Due to the nature of the products produced here, this business is like having three separate types of businesses: a manufacturing plant, distribution center, and service organization all under one roof. We have 620 employees working at the Fort Mill facility. We assemble custom surgical procedure trays that include anything a surgical team needs to perform a specific type of surgery other than implants and highly specialized instruments that hospitals may also use in surgery.

**EDGE:** *What are some of the skill sets that your employees need?*

**JH:** There are a lot of different types of jobs, from logistics, planning and manufacturing professionals, operation supervisors, assembly and warehouse employees, including power industrial truck operators. We utilize material handlers, pickers, forklift drivers, assemblers, maintenance employees and technicians. We also provide some additional services to our customers, such as inventory and supply-chain management. Our folks must be comfortable with a business that is fast-paced. We work in an industry that is highly regulated by the Food and Drug Administration. Computers touch almost every employee here, so employees need a great deal of technical skills. They're all constantly utilizing software of some sort to perform their jobs. So, the types of jobs here are very diverse just like our employee population.

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**EDGE:** How did the readySC program help with preparing your workforce for the jobs here?

**JH:** readySC really became a great partner with us, in terms of being able to provide services for identifying new employees as well as screening those employees. They also delivered training for us, and we found them to be very creative about the way they offered that training and support. It was a big part of our staffing program, and it was very successful.

**EDGE:** What types of specific training did your employees receive?

**JH:** There was a lot of pre-employment training. readySC did a great job reflecting the type of work we do here with their training line simulations. The simulations allowed employees to get a feel for our processes before they even set foot in the facility. This really helped with our ramp-up schedule. We need a well-trained group of people to deliver a quality product.

**EDGE:** How important would you say quality is to your manufacturing process?

**JH:** Quality is critically important. Presource is focused on building products that provide all the necessary items to a surgical team allowing them to perform a specific type of surgery in a hospital, surgery center or operating room setting. Those items need to be configured in the sequence that the surgical team is going to use them, from caps and gowns to sutures, tubing, bowls, plastics, staple guns and cautery pencils. The list goes on and on.

It's vital to make certain every item in that pack is precisely the right item, with no defects and positioned correctly inside the kit. When the surgical team opens the pack, they know absolutely what to expect and every single pack is exactly alike. That standardization really helps support the surgical team. It takes some of the complexity out of an already tremendously complex role that they play on a day-to-day basis.



Once we build the surgical kits in our manufacturing area, we put them in a highly specialized plastic bag with Tyvek vents, we seal the bag, and they go through an ethylene oxide sterilization process. When they finish the sterilization process, they are shipped to a cross-dock facility where we consolidate freight, and then we send them to the distribution centers that support the hospitals.

**EDGE:** How is quality integrated into your distribution center?

**JH:** Logistics plays a key role here — we build a pack, but we have to get it to the customer. Service is critical, especially for a product that is used for delivering health care and saving lives. We strive for a service record of 99 percent or higher. To that end, we try to do anything possible from a logistics perspective to make that happen. We have a very diverse group of people who are well-trained in terms of effectively using logistics in an optimized manner. They are also well-versed in selecting the different options available to deliver the product when it is needed. Our end goal is to make sure the surgical teams have what they need when they need it.

**EDGE:** Did you have any unique workforce challenges that readySC helped you overcome?

**JH:** One of the areas readySC helped us a great deal with was our entry-level leadership positions, which we call “captains.” There is a lot of technical expertise needed for that position, as well as product knowledge and an understanding of the overall manufacturing process associated with productivity, quality and safety. We have seen success with this group. We have staffed eight or nine folks that moved into our organization from readySC training and were able to successfully progress to that captain-level role, which is, in fact, a really tough role to fill. So that was extremely good for us.

One of my favorite readySC success stories is about one of our internal trainers. She went through the readySC leadership program. She received the extensive training we provide for new employees, including new hire training, soft skills training and organizational culture. She came up through the program and continued to progress in different roles. Now she does an outstanding job conducting most of the training for our new employees in the facility.

“readySC came to the table with comprehensive solutions, high energy and tremendous engagement. They participated in every step along the way to help us solve our problems.”

—JIM HORNER, DIRECTOR OF MANUFACTURING AT CARDINAL HEALTH PRESOURCE



**EDGE:** If you had to pick a word or a phrase that you think would best describe readySC, what would that be?

**JH:** I think readySC is a true business partner. Another word that I think about is “innovative,” and certainly “engaged.” Their team doesn’t just show up and wait for us to make recommendations. The readySC folks came in; they were engaged, and they listened very well to our needs. I saw a lot of innovation and creativity as they developed the programs that we use to onboard our folks and get them up to speed quickly from a training perspective.

**EDGE:** If given the opportunity to talk to another company considering working with readySC, what would you say to them?

**JH:** I would say that readySC is going to come with a comprehensive skill set. Right off the bat, they will have ideas. They have expertise in brainstorming ideas and in recommending approaches. Their experience with other companies allows them to make recommendations based on what has worked in the past as well as what didn’t. They bring much-needed expertise to the table.

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**EDGE:** We especially want to highlight companies that value and reward dedication to our military veterans. Can you tell us about some of your efforts to hire and retain veterans of the armed services?

**JH:** Cardinal Health holds our veterans in very high regard. From a personal perspective as well as a professional perspective, we believe the ethics and values that this group possesses along with the training they received in the military goes a long way towards enhancing our business. We're very committed to bringing veterans in to the Cardinal Health team.

As a matter of fact, approximately 20 percent of the folks that came through readySC were veterans. We focus on their skill sets and make sure they are placed where it makes the most sense for them and the organization. We also provide guidance and support in identifying desired career paths. Cardinal Health is a large company, so there are a lot of opportunities – here and at different sites. We are committed to our veterans and in it for the long haul.

**EDGE:** Do you have any final thoughts to share about readySC's recruitment and training services?

**JH:** I can't say it enough – readySC is a great business partner. In today's world, there are so many different things going on, and the complexities are very broad. We are looking for folks who can help us accomplish our mission while at the same time preventing us from reinventing the wheel. That's exactly what we found in readySC.

readySC came to the table with comprehensive solutions, high energy and tremendous engagement. They participated in every step along the way to help us solve our problems.

We want to continue to work with readySC in the future. The needs of the organization and the expectations from the industry, from a quality and service perspective, are ever-increasing. We want to ensure we are exceeding those expectations. We want to take advantage of any assistance we have available and any processes we can modify to be more effective. As we continue to expand, we see readySC as a source for recruiting and training new employees that will be able to deliver on our customers' expectations. ■

# South Carolina's DRIVING NEED

The trucking industry is an essential asset to South Carolina's transportation, distribution and logistics cluster. According to the South Carolina Trucking Association, over 80 percent of communities in the Palmetto State depend exclusively on trucks to move goods. Trucks transport 84 percent of total manufactured tonnage in the state, or 424,585 tons per day. In 2013, South Carolina's trucking industry provided 88,370 jobs, or one out of 17 in the state.

Recognizing the critical need for skilled CDL drivers, the SC Technical College System is taking a proactive approach to developing this workforce. The system convened a study committee to develop ideas with multiple public and private partners, have started a workgroup of coordinators of the college CDL program across the state, and have secured multiple grants supporting the colleges programs and students.

In addition, 13 technical colleges provide CDL training across the state, and Apprenticeship Carolina™ is partnering with local businesses to develop CDL apprenticeships.



**424,585**

tons per day transported by trucks in South Carolina



**88,370**

jobs in South Carolina's trucking industry



**13 technical colleges** provide CDL training across the state



## Technical College PROVIDES KEY TO TECHNICAL CAREER

Although Robert Nabke already had undergraduate and graduate degrees under his belt, he realized he would need the hands-on technical experience provided by an associate degree to change to a career in advanced manufacturing. "It was humbling to realize that I would need to return to college for technical training," he says. Now Robert is using an associate degree in Supply-Chain Management from Greenville Technical College along with the BMW Scholars program to build a new career at BMW Manufacturing Company.

The BMW Scholars program allows students to attend class full-time at local community colleges while working part-time at BMW in order to further their education, gain the necessary hands-on experience, and become viable candidates for full-time positions at BMW. During this process, BMW will offer tuition assistance toward obtaining a two-year associate degree.

The associate degree from Greenville Technical College and participation in the BMW Scholars program are providing Robert with a strong future.



SAP, short for Systems, Applications & Products in Data Processing, is the market leader in enterprise application software. The system links all business processes together and provides management with information for decision making in real time. Understanding that today's manufacturing success is driven by highly technical processes and complex relationships with suppliers and customers, **Greenville Technical College (GTC)** has fully incorporated SAP into the college's Supply-Chain Management program.

SAP is used by diverse companies such as BMW, Milliken, ScanSource, Fluor, Hubbell, Bosch and Greenville Health System. This widespread use of SAP creates a variety of job

openings for those proficient in the system.

Upon completion of these courses, the student receives a SAP University Alliance certificate of completion. The BMW Scholars program, an option for students in several manufacturing-related programs in addition to the Supply-Chain Management program, prepares students for employment and equips them with SAP skills.

Opportunities for those with SAP knowledge should continue to grow as the state's economy flourishes.

Learn more: [www.gvltec.edu/supplychain/](http://www.gvltec.edu/supplychain/)

### A CAREER YOU CAN COUNT ON

*Graduates may find positions such as:*

- Materials manager
- Industrial production manager
- Wholesale buyer
- Retail buyer
- Logistic planner
- Production planner
- Purchasing manager

*Other areas of study in the program include:*

- Accounting
- Economics
- Global supply chain management
- Logistics
- Marketing
- Operations planning
- Probability & statistics
- Purchasing
- Supply chain management



# LARGEST CDL PROGRAM IN SOUTH CAROLINA



In 2015, South Carolina's technical colleges graduated over 500 students with commercial driver's licenses. Of those 500 graduates, approximately 100 were from **Florence-Darlington Technical College (FDTC)**. As the largest South Carolina CDL training program, FDTC boasts a 100 percent job placement rate for its graduates.

Thomas Pierce, CDL program manager with the Southeastern Institute of Manufacturing & Technology at FDTC, describes the program's success: "Right now, we're the largest truck driving school in South Carolina. We have nine locations around the state that we can offer training in, and we run four trucks every five weeks. We've got the potential to have over 160 student drivers per year."

As for the program's 100 percent placement rate, Pierce says, "Basically, anybody who wants to go to work after they get their CDL through us can get a job. I have over 60 employers around the nation that hire our students exclusively, and we get more and more every day. Truck driving jobs are everywhere, so the

*"Basically, anybody who wants to go to work after they get their CDL through us can get a job. I have over 60 employers around the nation that hire our students exclusively, and we get more and more every day."*

options and the opportunities out there are limitless, really. You can make from \$50,000 to \$100,000 per year driving a truck; it's just according to who you're driving for and what you haul."

Learn more: [www.fdtc.edu](http://www.fdtc.edu)

# OCTECH LOGISTICS PROGRAM



The Logistics certificate program at **Orangeburg-Calhoun Technical College (OCtech)** introduces students to both logistics and the fundamentals of management.

The program familiarizes students with order fulfillment and inventory control through enterprise resource planning (ERP) and the college's Festo Didactic modular production system (MPS), a simulated production line with a warehousing component designed to educate students in automation technology and flexible manufacturing.

Festo's MPS uses robots and automated guided vehicles to move product through assembly, into the warehouse for storage and out of the warehouse for shipment. This unique coursework prepares students for careers in distribution, transportation, warehousing, trucking operations, supply chain and manufacturing organizations.

Students who complete the program are encouraged to seek the Manufacturing Skill Standards Council foundational-level Certified Logistics Associate and mid-level Certified Logistics Technician certificates.

Learn more: [www.octech.edu](http://www.octech.edu)





# MILLIKEN HELPS SCC START NEW CDL PROGRAM



Thanks to a generous donation from Milliken & Company, **Spartanburg Community College (SCC)** began a new truck driver training program in November 2017 for a profession that offers both competitive wages and job security. Milliken donated a 53-foot trailer to SCC that will be used to train students enrolled in the College's new commercial driver's license (CDL) or truck driver training program.

J. Harold Chandler, CEO, president and chairman of the board of Milliken & Company, presented SCC president Henry C. Giles with the trailer at the college's central campus in Spartanburg.

"Improved access to technical education and the career opportunities generated by that education can enhance the lives and well-being of our neighbors," shared Chandler. "Milliken is pleased to contribute to Spartanburg Community College's new commercial driver's license program and provide important support for our community's future."

President Giles expressed his appreciation. "We are so appreciative to Milliken for their trailer donation



for our new CDL program," said Giles. "This will not only help us get this program up and running, but it will help us immediately produce trained and qualified graduates who can in turn join the trucking industry, one that literally keeps our state and nation moving by transporting goods all across the country."

Learn more: [www.sccsc.edu](http://www.sccsc.edu)



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