

## Cultivating the seeds of success



*Jeff Mang (right), HBD Thermoid Plant Manager, with Skip Cranfill, Operations and Materials Manager, and Marie Vanhoy, Human Resource Specialist.*

“We’ve hired ten percent of our workers through the VR SWAT program,” Jeff Mang, plant manager of HBD Thermoid, tells a group of business and community leaders during the First Annual Camden Area Business Cookout at the Camden Work Training Center on August 17.

The group includes more than 40 representatives from Lee, Kershaw and Camden counties, who are learning firsthand how VR helps businesses find talented employees through services such as Skilled Workforce Apprenticeship Training (SWAT).

“We make the very best transmission belts for lawn mowers in the world,” Mang continues, “and these employees are our top tier performers. They are knowledgeable and excited to come to work.”

A VR client may participate in a SWAT for up to 12 weeks. During this time, the client learns the job with assistance from VR staff. It is also an opportunity for the business to evaluate a potential employee’s abilities, and a chance for the client to determine if the position is a good match.

“VR has done a tremendous job getting [their clients] ready to join or rejoin the workforce,” says an enthusiastic Mang.

Skip Cranfill, Operations and Materials Manager, agrees, “Anyone can have knowledge and skills, but it’s attitude and habits that a lot of people are lacking. Our

employees who come from VR have the soft skills and motivation—they are excited to be here. They come in early, they are flexible, willing and capable.”

The SWAT also helps employers offset the cost of training for higher skilled jobs. For HBD Thermoid, those savings “go right on the bottom line and actually allowed us to increase the pay rate for our folks,” says Marie Vanhoy, Human Resource Specialist.

She explains that the clients they have hired from VR work throughout HBD Thermoid’s Elgin plant. “They all start in our warehouse doing packing and shipping. Then we find out what their hidden skills are and they migrate from there to other areas.”

Some work in processing, where raw materials are combined to make rubber. One is a lead that steps in to provide guidance or support anywhere in the plant. “His learning curve is disturbingly steep,” she says, smiling. “He’s cross-trained in every part of our facility. He will work his way into a supervisor position.”

Mang appreciates this attention to detail, and the thoroughness of the VR staff in matching them with job-ready candidates who meet their specific needs.

“This is one of the best programs I’ve ever seen from a government agency,” says Mang. “VR is really changing people’s lives and helping businesses thrive in the community.”

# VR Offices

offices.scvrd.net

## Aiken

855 York St. N.E.  
Aiken, SC 29801  
803-641-7630 (Office/TDD)  
800-861-9410 (Toll free)

## Anderson

3001 Martin Luther King Jr. Blvd.  
Anderson, SC 29625  
864-224-6391 (Office/TDD)

## Beaufort

747 Robert Smalls Parkway  
Beaufort, SC 29906  
843-522-1010 (Office/TDD)

## Bennettsville

1029 SC-9  
Bennettsville, SC 29512  
843-479-8318 (Office/TDD)  
800-849-4878 (Toll free)

## Camden

15 Battleship Road Ext.  
Camden, SC 29020  
803-432-1068 (Office/TDD)  
866-206-5280 (Toll free)

## Clinton

22861 Highway 76 E  
Clinton, SC 29325  
864-984-6563 (Office/TTY)  
866-443-0103 (Toll free)

## Conway

3009 Fourth Avenue  
Conway, SC 29527  
843-248-2235 (Office/TTY)

## Dillon

309 North First Avenue  
Dillon, SC 29536  
843-774-3691 (Office)

## Florence

1947 West Darlington Street  
Florence, SC 29501  
843-662-8114 (Office/TTY)

## Gaffney

364 Huntington Road  
Gaffney, SC 29341  
864-489-9954 (Office/TTY)  
866-451-1481 (Toll free)

## Georgetown

1777 N. Fraser Street  
Georgetown, SC 29440  
843-546-2595 (Office/TTY)

## Greenville

105 Parkins Mill Road  
Greenville, SC 29607  
864-297-3066 (Office/TDD)

## Greenwood

2345 Highway 72/221 E  
Greenwood, SC 29649  
864-229-5827 (Office/TDD)  
866-443-0162 (Toll free)

## Hartsville

2413 Stadium Road  
Hartsville, SC 29550  
843-332-2262 (Office/TTY)

## Jonesville

131 North Main Street  
Jonesville, SC 29353  
864-475-5000 (Office/TTY)

## Lancaster

1150 Roddey Drive  
Lancaster, SC 29720  
803-285-6909 (Office/TDD)

## Lyman

180 Groce Road  
Lyman, SC 29365  
864-249-8030 (Office/TDD)  
888-322-9391 (Toll free)

## Monks Corner

2954 S. Live Oak Drive  
Moncks Corner, SC 29461  
843-761-6036 (Office/TDD)  
866-297-6808 (Toll free)

## Newberry

2601 Evans Street  
Newberry, SC 29108  
803-276-8438 (Office/TTY)

## North Charleston

4360 Dorchester Road  
North Charleston, SC 29405  
843-740-1600 (Office/TDD)

## Orangeburg

1661 Joe S. Jeffords Hwy S.E.  
Orangeburg, SC 29115  
803-534-4939 (Office/TDD)

## Richland (main)

516 Percival Road  
Columbia, SC 29206  
803-782-4239 (Office/TDD)  
866-206-5280 (Toll free)

## Richland (downtown)

1430-A Confederate Avenue  
Columbia, SC 29202  
803-898-8866 (Office)

## Richland (training center)

201 Corporate Park Boulevard  
Columbia, SC 29223  
803-691-8284 (Office)

## Rock Hill

1020 Heckle Blvd.  
Rock Hill, SC 29732  
803-327-7106 (Office/TDD)

## Seneca

1951 Wells Highway  
Seneca, SC 29678  
864-882-6669 (Office/TDD)  
866-313-0082 (Toll free)

## Spartanburg

353 S. Church Street  
Spartanburg, SC 29306  
864-585-3693 (Office/TTY)  
866-451-1480 (Toll free)

## Sumter

1760 North Main Street  
Sumter, SC 29153  
803-469-2960 (Office/TTY)

## Walterboro

919 Thunderbolt Drive  
Walterboro, SC 29488  
843-538-3116 (Office/TDD)  
888-577-3549 (Toll free)

## West Columbia

1330 Boston Ave.  
West Columbia, SC 29170  
803-896-6333 (Office/TDD)  
866-206-5184 (Toll free)

## Williamsburg (main)

405 Martin Luther King Jr. Avenue  
Kingstree, SC 29556  
843-354-5252 (Office)

## Williamsburg (training center)

683 Nelson Boulevard  
Kingstree, SC 29556  
843-355-2351 (Office)



/thescvrd



/company/thescvrd



scvrd.net