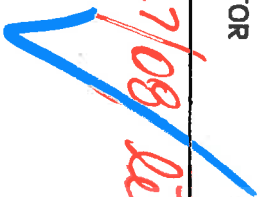


**DEPARTMENT OF HEALTH AND HUMAN SERVICES  
OFFICE OF DIRECTOR**

**ACTION REFERRAL**

|                    |                        |
|--------------------|------------------------|
| TO<br><i>Mells</i> | DATE<br><i>2-19-08</i> |
|--------------------|------------------------|

|   |  |                         |  |
|---|--|-------------------------|--|
| <b>DIRECTOR'S USE ONLY</b>  |  | <b>ACTION REQUESTED</b> |  |
| 1. LOG NUMBER<br><br><i>000428</i>  | <input type="checkbox"/> Prepare reply for the Director's signature<br>DATE DUE _____  |                         |  |
| 2. DATE SIGNED BY DIRECTOR<br><br><i>Claudia J. 2/27/08</i><br><i>attached.</i>  | <input checked="" type="checkbox"/> Prepare reply for appropriate signature<br>DATE DUE <i>2-28-08</i><br><input type="checkbox"/> FOIA<br>DATE DUE _____<br><input type="checkbox"/> Necessary Action |                         |  |

| APPROVALS<br>(Only when prepared for director's signature) | APPROVE | * DISAPPROVE<br>(Note reason for disapproval and return to preparer.) | COMMENT |
|--|---------|---|---------|
| 1.   |         |   |         |
| 2.   |         |   |         |
| 3.   |         |   |         |
| 4.   |         |   |         |



**Columbia**  
Urban League

1400 Barrwell Street  
Columbia, SC 29201

P 803 799 8150  
F 803 254 6052

[www.columbiaurbanleague.org](http://www.columbiaurbanleague.org)

February 12, 2008

*Empowering Communities.  
Changing Lives.*

Ms. Emma Forkner  
Director  
South Carolina Department of Health & Human Services  
P.O. Box 8206  
Columbia, SC 29202

*Log. with  
Append Sign.*

Dear Ms. Forkner:

Every year, many talented college graduates leave South Carolina to accept jobs in other states in search of more opportunities. In an effort to reduce this exodus or "brain drain," the Columbia Urban League has developed the College Internship Program (CIP) as a way of keeping our best and brightest minds in our state (See attached article). The Columbia Urban League's College Intern Program has been identified as a "best practice" model to attract workforce talent.

We are asking your support of this program for the upcoming summer by hiring well prepared college interns. Your support of this initiative will assist in developing a more global, competitive workforce, as well as promoting diversity in the workforce. We are asking that you consider the following in support of this initiative by:

- Hiring a qualified undergraduate college student; who has been screened by a trained member of our CIP staff prior to being referred to your company, for 6-8 weeks during the summer (between June 1-August 18);
- Providing a work experience that will facilitate the development of the intern's career, work ethic, and leadership skills; and
- Assigning a company or organization-based mentor to help the intern cultivate the fundamentals of succeeding in the working world.

Enclosed, you will find a sponsorship application and CIP flyer. If you have any questions, please call me at (803) 799-8150, ext. 40. We look forward to working with you.

Sincerely,

James T. McLawhorn, Jr.  
*President and Chief Executive Officer*

JTMjr/tmr

# Columbia Urban League, Inc.



## College Internship Program

The Columbia Urban League's College Internship Program (CIP) is designed to provide career-relevant work experience for outstanding college students. CIP provides a unique opportunity for employers to identify future employees while enhancing their diversity programs. Working together we can secure a talented work force by stopping the 'brain drain'. This 'brain drain' phenomenon occurs when a community loses well-educated and well trained professionals because those persons choose more favorable geographic, economic, or professional environments.

### *The Columbia Urban League will:*

- Recruit and pre-screen qualified college students for CIP
- Provide career counseling support for students as needed
- Recognize your organization's support of this initiative

### *The Employer will:*

- Provide the Columbia Urban League with job descriptions
- Interview students referred by the Columbia Urban League
- Hire students in career-related positions
- Assign career mentors to students
- Contact the Columbia Urban League with any CIP related concerns

For more information please contact Cheryl Humphries at the Columbia Urban League at (803) 799-8150 ext. 26.



Columbia  
Urban League

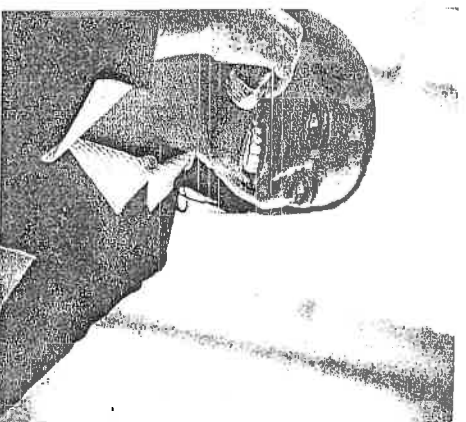
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**Columbia Urban League, Inc.**

1400 Barnwell Street  
Columbia, SC 29201  
Ph. (803) 799-8150  
Fax (803) 254-6052

**College Internship Program  
Sponsorship Application**

*Please print.*

**Company** \_\_\_\_\_  
**Name** \_\_\_\_\_  
**Job Title** \_\_\_\_\_  
**Address** \_\_\_\_\_  
**Phone Number** \_\_\_\_\_  
**Fax Number** \_\_\_\_\_  
**E-mail** \_\_\_\_\_  
**Requested number of interns** \_\_\_\_\_  
**Hourly Wage** \_\_\_\_\_

**\*\*Please attach job description(s) for each available position(s).**

## IN THEIR OWN WORDS

# South Carolina Won't Compete Until It Reverses African-American 'Brain Drain'

BY JAMES T. MCCLAWHORN JR.

South Carolina can become a major economic competitor in the global marketplace by maximizing the human capital of its African-American population. To achieve this, there first must be recognition and an appreciation for the value-added contributions of African-Americans to the state's economy, and we must simultaneously stop the current "brain drain" of young and talented African-Americans from our state. This brain drain phenomenon occurs when a community loses well-educated and well-trained professionals because those persons choose more favorable geographic, economic, or professional environments.

### INWARD MIGRATION

Headlines such as "Blacks Migrating to the South in Unprecedented Numbers" and "Record Numbers of Black People Moving South" indicate the inward migration trend taking place. Indeed, improved socioeconomic conditions in the South have contributed to unprecedented numbers of financially established and highly educated African-Americans migrating to this region. According to the U. S. Census Bureau, more than 680,000 African-Americans ages five and older moved to the South between 1995 and 2000.

A Brookings Institution report indicated that, during this period, South Carolina gained more than 16,000 African-Americans, with Columbia receiving the largest influx of nearly 11,000. According to this report, these incoming black populations were wealthier and, thus, had more purchasing power, were well-educated, more skilled, and more politically savvy than previous groups that have relocated to South Carolina. It also must be noted that this relocated population tended to be older - many of them retirees.

Warren Bolton, an associate editorial page editor at *The State* newspaper, has pointed out in his column that the economic impact of these new populations is substantial. For example, African-American home ownership in the



*Improved socioeconomic conditions in the South have contributed to unprecedented numbers of financially secure, educated African-Americans migrating to the region.*

Richland Northeast area of Columbia increased 124 percent between 1999 and 2000, compared with a mere 23 percent rise for white households. Today the South is home to nearly 55 percent of the country's African-American population. Data suggest that this inward migration trend will continue in the foreseeable future.

### BRAIN DRAIN AND OUTWARD MIGRATION

Counteracting this migration of human capital into the state is the brain drain phenomenon - the relocation of well-educated, well-trained, affluent African-Americans away from the state. Far too many young African-American college graduates and professionals continue to leave South Carolina seeking employment and career

advancements elsewhere. Many graduates with business, technology, health care, and engineering degrees cannot find suitable employment in our state.

Marvin Jones, a graduate student at the University of South Carolina, is aware of several young people in this predicament. One of his friends graduated more than a year ago with a graduate degree in social work but has been unable to find a position in her field, despite applying to more than 25 agencies. She is currently employed at a liquor store and, unfortunately, making plans to relocate to a more job-friendly state.

Another recent African-American college graduate who majored in computer programming shared a similar frustration.

"After searching for several months to no

**SOUTH CAROLINA CAREER INTERNSHIP PROGRAM**  
**A SOCIAL-ENTERPRISE STRATEGY**

Submitted by

**Columbia Urban League, Inc.**

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respective internship site. Additionally, the intern will be assigned a mentor for their first year of employment and the relationship may continue if mutually desired. A job coach will provide pre-employment training and track the interns for the first year of their employment.

Unlike traditional employment agencies, the CUL will offer a comprehensive package to the employer and the institutions of higher learning that will include the following educational and training components: Social Corporate Responsibility and Promotion of Economic Equality in the workplace; Diversity Implementation and Minority Retention; Increased Community Service and Enhanced Public Image.

#### **Evaluation**

Pre and Post surveys will be used to measure and track both the intern and employer's satisfaction and engagement at various intervals. Tracking systems will be implemented that provide feedback from the intern, employer and employees; measure intern work performance and employer's performance in areas such as support and training.

#### **Management**

In addition to a supportive Board of Directors that possess certain expertise, the CUL has a capable and competent staff to manage this social venture project. A skillful and talented team ranging from the CEO, CFO, Venture Driver, Senior Program Staff and others, is already in position and working together to bring this social venture to full implementation.

#### **Statement of Financial Capacity**

Fiscally, the CUL has identified prospective funding sources to supplement grant support received from the NUL. The CUL is fiscally sound, with sufficient current net assets to support the operations until prospective funding sources are secured.

In exchange for this manpower function provided by the Urban League, each placement site would pay the agency \$2,500 per successful intern placement. The companies involved use this relationship with the Urban League to satisfy certain federal employment requirements at the same time fulfilling a portion of their corporate responsibility to the local community. This type of relationship reinforces to the student that academic achievement really does matter; which consequently empowers the individual ultimately resulting in a life changing experience. The financial indicators in this analysis are (1) the number of students, (2) the number of internship placement sites. Considering that the initiative operates at least at 50% of its capacity or enrolls at least 50 students, it will turn a profit in its first year of operation.

\$2,500 x 100 participants = \$250,000 annual revenue  
Based on achieving the desired intern placement goal

#### **Conclusion**

Historically, it has been a struggle for African Americans to get equal opportunities and access to gainful employment in this state and nation. Although Affirmative Action laws were established to counteract such injustices in employment and hiring practices—there still remains a need for more policies, programs and practices that promote equality in the workplace. The CUL's College Internship Program is a promising social venture that will yield financial and social returns on investment. With financial support from the NUL, the CUL will have the means to launch and sustain a Comprehensive program in South Carolina and is confident this program could be replicated as a best practices model throughout Urban Leagues nationwide.



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*Wells Ref. # 605428*

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*Empowering Communities.  
Changing Lives.*

February 21, 2008

Ms. Emma Forkner  
Director

SC Department of Health & Human Services  
P.O. Box 8206  
Columbia, SC 29202

**RECEIVED**

FEB 25 2008

Department of Health & Human Services  
OFFICE OF THE DIRECTOR

Dear Ms. Forkner:

This is a follow-up to my February 12, 2008 letter requesting sponsorship for the Columbia Urban League's College Internship program (CIP). We inadvertently included a working draft of a College Internship social entrepreneurial proposal to the National Urban League. *Please disregard this proposal.*

Again, thank you for your support. If you have any questions, please call me at (803) 799-8150, ext. 40.

Sincerely,

James T. McLawhorn, Jr.  
*President and Chief Executive Officer*

JTMjr/ch



*State of South Carolina*  
*Department of Health and Human Services*

Mark Sanford  
Governor

Emma Forkner  
Director

February 27, 2008

VIA CERTIFIED MAIL AND US MAIL

James T. McLawhorn, Jr.  
1400 Barnwell Street  
Columbia, South Carolina 29201

Dear Mr. McLawhorn:

Thank you for your letter, my name is Boyd Shealy and Ms. Emma Forkner, Director of the Department of Health and Human Services, forwarded your information to me in the Department's human resources office. We recently began a formal approach to hiring Interns where they are able to learn and work in an area directly related to their college major. We believe internships provide invaluable opportunities for growth to both the students and our organization.

We enjoyed working with the Columbia Urban League last summer and look forward to working with you again this year. As the program coordinator, I will be happy to contact Ms. Cheryl Humphries at the Columbia Urban League to discuss student availability and placement opportunities here at the department.

If you have any questions please call me at (803) 898-3028. Thank you again for your interest in the Department of Health and Human Services and I look forward to continuing to work with the Columbia Urban League.

Sincerely,

Boyd Shealy  
Human Resources Manager

cc: Emma Forkner, Director  
Tonya Chambers, Human Resources Director

809 0428 ✓