



**Executive Committee Meeting
Thursday, February 26, 2026, at 11:00 a.m.**

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AGENDA

- I. Welcome and Opening Remarks Mr. Thomas Freeland, SWDB Chair
- II. Approval of November 20, 2025, Meeting Minutes*Mr. Freeland
- III. WIOA State Plan Modification*Ms. Nina Staggers
- IV. SWDB Interim Funding Recommendation*Ms. Pamela Jones
- V. Committee Updates..... Committee Chairs
- VI. Other Business/Adjourn.....Mr. Freeland

*Denotes Voting Item



**Governor’s State Workforce Development Board
November 20, 2025, Executive Committee Meeting Minutes**

MEMBERS PRESENT:

Mr. Thomas Freeland*
Mr. William Floyd
Mr. Pat Michaels
Dr. Windsor Sherrill
Mr. Warren Snead*

MEMBERS ABSENT:

Mr. Charles Brave, Jr.
Mr. John Uprichard

Welcome and Opening Remarks Mr. Thomas Freeland, SWDB Chair
Mr. Thomas Freeland, State Workforce Development Board (SWDB) Chair, called the meeting to order at 11:00 a.m. A quorum was present.

Approval of September 11, 2025, Meeting Minutes* Mr. Freeland
Dr. Windsor Sherrill motioned to approved the September 11, 2025, meeting minutes. Mr. Pat Michaels seconded. The committee unanimously approved the meeting minutes.

MOU/IFA Policy Update* Ms. Nina Arnone
To provide a seamless delivery of workforce services and share costs associated with SC Works centers, local workforce development areas, and workforce system partners enter into an SC Works System Memorandum of Understanding (MOU)/Infrastructure Funding Agreement (IFA). Ms. Nina Arnone, Interim Workforce Policy Manager, will speak to us today about the MOU/IFA and review proposed policy updates that provide guidance to local areas for developing MOUs/IFAs. Ms. Nina Arnone, Interim Workforce Policy Manager, reviewed the MOU/IFA process and the proposed update to State Instruction Letter 24-07, changing MOU negotiations from an annual to a three-year cycle to align with the SC Works Certification Standards. Additional proposed changes include reorganizing the policy structure and making language edits to adhere to the Federal Plain Language Act of 2010.

Mr. Warren Snead motioned to approve the updates to State Instruction Letter 24-07, Local Memorandum of Understanding Guidelines. Mr. Pat Michaels seconded the motion. The Committee unanimously approved the updates to the State Instruction Letter 24-07, Local Memorandum of Understanding Guidelines as presented.

Physical Security Policy* Ms. Arnone
In June 2025, the SWDB allocated \$1 million in funding for physical security at SC Works centers to ensure the safety and security of all staff, partners, and customers. Ms. Arnone presented the Physical Security Policy established to enforce safety standards across all regions. The policy establishes minimum physical security standards, procedures, and training requirements in SC Works centers. Upon approval of the Physical Security Policy, the SC Works Security Grant funding will be issued to the Local Workforce Areas for the requirements outlined.

**Governor’s State Workforce Development Board
November 20, 2025, Executive Committee Meeting Minutes**

Discussion: Ms. Arnone explained that local areas may submit a waiver, with an explanation, if they do not need to comply with any part of the policy. The policy also encourages local areas to develop relationships with their local police departments.

Mr. Warren Snead motioned to approve the Physical Security Policy. Dr. Windsor Sherrill seconded the motion. The Committee unanimously approved the Physical Security Policy as presented.

NGA Legislative Update..... Mr. Timothy Carlton

Mr. Tim Carlton, Legislative Director of the National Governors Association, provided a federal legislative update covering WIOA State Plan modifications, Workforce Pell, and the Continuing Resolution which provides funding for WIOA through January 2026, and three Fiscal Year 2026 bills secures funding for Agriculture - SNAP/WIC programs and military/Veteran Affairs funding for three years.

Workforce Pell which allows the use of Pell Grants for short-term training goes into effect July 1, 2026. Governors will work with State Boards to align certifications with the state’s economic needs.

Committee Updates..... Committee Chairs

- *Board Development Committee - Mr. Pat Michaels*
 During the 2nd quarter Board Development Committee (BDC) meeting,
 - Ms. Pamela Jones reported that 225 recruitment events were held across the state during the 2025 Workforce Development Month. To support the committee’s priority of hosting joint meetings and increasing engagement with local boards, SWDB funding for Workforce Development Month activities was used to register two (2) LWDB members from each area for the 2025 Workforce Development Symposium.
 - The BDC reviewed a tentative schedule and topics for joint training and engagement opportunities, which included an Executive Roundtable, where state and local board members can engage in high-level solutions-focused discussions to advance workforce opportunities, and hosting a High-Performing Workforce Board training series, and an Employer and Partner Engagement training that would provide practical steps for members to contribute to the workforce system and offer career exploration opportunities.

- *Workforce Innovation Committee - Dr. Windsor Sherrill*
 During the 2nd quarter Workforce Innovation Committee (WIC) meeting,
 - In support of the committee’s priority to promote and develop attainment goals for the credentials offered in the SC Career Readiness Program, Ms. Nina Staggars and Lashawn Thompson, the Trade Adjustment Assistance Operations and Career Readiness Program Manager, reviewed the results from the Jobseeker Survey, developed to learn how earning a WIN credential affects jobseekers, and examined data showing the alignment between WIN Credential achievement levels and the top 25 in-demand occupations.

**Governor’s State Workforce Development Board
November 20, 2025, Executive Committee Meeting Minutes**

- The Innovation Committee discussed the goal and scope for the priority to explore how to maximize K-12 Youth Resources. The next step is to inventory the currently available tools and resources.

- *SC Works Management Committee - Mr. Warren Snead*
During the SC Works Management Committee’s 2nd quarter meeting, facilitated by Mr. John Uprichard, vice-chair
 - The SC Works Management Committee voted to approve the MOU/IFA Policy Updates and the Physical Security Policy, advancing them to the Executive Committee for the final vote presented.
 - Ms. Jones reported that PY’25 priority to develop a memo providing guidance for utilizing the Priority Occupations tool has been successfully completed. The Priority Occupations Tool Memo, along with a desk aide, was distributed following the SC Works Information Session on the Supply Gap Analysis and Priority Occupations, where over 108 SC Works staff and partners were in attendance.

Other Business/Adjourn.....Mr. Freeland

Mr. Freeland encouraged committee members and guests to attend the third virtual SCWOS Modernization Information Session on Tuesday, December 9, 2025, at 2:00 p.m. During this session, the Data Governance Council will discuss the standards and protocols established to manage the large volumes of data in SCWOS from various groups, which are essential to the project's success.

Committee members were reminded that the next full board meeting will be held on Thursday, December 11, 2025, at 11:00 a.m. in the Harper Auditorium. During this meeting, SWDB will host the inaugural High-Performing Workforce Award Ceremony, where SWDB members will celebrate and honor the outstanding achievements, remarkable contributions, and unwavering commitment of High-Performing Workforce Professionals and Local Workforce Development Boards in serving South Carolina's workforce. To assist with planning, SWDB members were asked to RSVP via the link in the email or contact SWDB Staff at swdb@dew.sc.gov.

Meeting adjourned at 11:58 a.m.

SOUTH CAROLINA WIOA STATE PLAN MODIFICATION

Covering Program Years 2024-2027 (July 1, 2024 – June 30, 2027)

OVERVIEW

Under the Workforce Innovation and Opportunity Act (WIOA), the Governor of each State must submit a Unified or Combined State Plan to the Secretary of the U.S. Department of Labor that outlines a four-year strategy for the State's workforce development system. The publicly funded workforce development system is a national network of Federal, State, regional, and local agencies and organizations that provide a range of employment, education, training, and related services and supports to help all job-seekers secure good jobs while providing businesses with the skilled workers they need to compete in the global economy. States must have approved Unified or Combined State Plans in place to receive funding for core programs. WIOA reforms planning requirements, previously governed by the Workforce Investment Act of 1998 (WIA), to foster better alignment of Federal investments in job training, to integrate service delivery across programs and improve efficiency in service delivery, and to ensure that the workforce system is job-driven and matches employers with skilled individuals. One of WIOA's principal areas of reform is to require States to plan across core programs and include this planning process in the Unified or Combined State Plans. This reform promotes a shared understanding of the workforce needs within each State and fosters development of more comprehensive and integrated approaches, such as career pathways and sector strategies, for addressing the needs of businesses and workers. Successful implementation of many of these approaches called for within WIOA requires robust relationships across programs. WIOA requires States and local areas to enhance coordination and partnerships with local entities and supportive service agencies for strengthened service delivery, including through Unified or Combined State Plans.

Options for Submitting a State Plan

A State has two options for submitting a State Plan— a Unified State Plan or a Combined State Plan. At a minimum, a State must submit a Unified State Plan that meets the requirements described in this document and outlines a four-year strategy for the core programs. The six core programs are—

- the Adult program (Title I of WIOA),
- the Dislocated Worker program (Title I),
- the Youth program (Title I),
- the Adult Education and Family Literacy Act program (Title II),
- the Wagner-Peyser Act Employment Service program (authorized under the Wagner-Peyser Act, as amended by title III), and
- the Vocational Rehabilitation program (authorized under Title I of the Rehabilitation Act of 1973, as amended by Title IV).

Alternatively, a State may submit a Combined State Plan that meets the requirements described in this document and outlines a four-year strategy for WIOA's core programs plus one or more of the Combined State Plan partner programs. When a State includes a Combined State Plan partner program in its Combined State Plan, it need not submit a separate plan or application for that particular program. If included, Combined State Plan partner programs are subject to the "common planning elements" (Sections II-IV of this document) where specified, as well as the program-specific requirements for that program where such planning requirements exist separately for the program. The Combined State Plan partner programs are—

- Career and technical education programs authorized under the Carl D. Perkins Career and Technical Education Act of 2006, as amended by the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) (20 U.S.C. 2301 et seq.)
- Temporary Assistance for Needy Families program (42 U.S.C. 601 et seq.)
- Employment and Training programs under the Supplemental Nutrition Assistance Program (programs authorized under section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4)))
- Work programs authorized under section 6(o) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(o))

- Trade Adjustment Assistance for Workers programs (Activities authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.))
- Jobs for Veterans State Grants Program (programs authorized under 38, U.S.C. 4100 et. seq.)
- Unemployment Insurance programs (programs authorized under State unemployment compensation laws in accordance with applicable Federal law)
- Senior Community Service Employment program (programs authorized under title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.))
- Employment and training activities carried out by the Department of Housing and Urban Development
- Community Services Block Grant (Employment and training activities carried out under the Community Services Block Grant Act (42 U.S.C. 9901 et seq.))

How State Plan Requirements Are Organized

The major content areas of the Unified or Combined State Plan include strategic and operational planning elements. WIOA separates the strategic and operational elements to facilitate cross-program strategic planning.

- The **Strategic Planning Elements** section includes analyses of the State’s economic conditions, workforce characteristics, and workforce development activities. These analyses drive the required vision and goals for the State’s workforce development system and alignment strategies for workforce development programs to support economic growth.
- The **Operational Planning Elements** section identifies the State’s efforts to support the State’s strategic vision and goals as identified in the Strategic Planning Elements section. This section ensures that the State has the necessary infrastructure, policies, and activities to meet its strategic goals, implement its alignment strategy, and support ongoing program development and coordination. Operational planning elements include:
 - State Strategy Implementation,
 - State Operating Systems and Policies,
 - Assurances,
 - Program-Specific Requirements for the Core Programs, and
 - Program-Specific Requirements for the Combined State Plan partner programs. (These requirements are available in a separate supplemental document, Supplement to the Workforce Innovation and Opportunity Act (WIOA) Unified and Combined State Plan Requirements. The Departments are not seeking comments on these particular requirements).

When responding to Unified or Combined State Plan requirements, States must identify specific strategies for coordinating programs and services for target populations. States must develop strategies that look beyond strategies for the general population and develop approaches that also address the needs of target populations.

I. WIOA STATE PLAN TYPE AND EXECUTIVE SUMMARY

a. WIOA State Plan Type

Unified or Combined State Plan. Select whether the State is submitting a Unified or Combined State Plan. At a minimum, a State must submit a Unified State Plan that covers the six core programs. Unified or Combined State Plan. Select whether the State is submitting a Unified or Combined State Plan. At a minimum, a State must submit a Unified State Plan that covers the six core programs.

Unified State Plan. This plan includes the Adult, Dislocated Worker, Youth, Wagner-Peyser Act, Adult Education and Family Literacy Act, and Vocational Rehabilitation programs.

Combined State Plan. This plan includes the Adult, Dislocated Worker, Youth, Wagner-Peyser Act, Adult Education and Family Literacy Act, and Vocational Rehabilitation programs, as well as one or more of the optional Combined State Plan partner programs identified below.

South Carolina is submitting a Combined State Plan covering the following additional programs:

- Temporary Assistance for Needy Families program (42 U.S.C. 601 et seq.)
- Employment and Training programs under the Supplemental Nutrition Assistance Program (programs authorized under section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4)))
- Trade Adjustment Assistance for Workers programs (activities authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.))
- Jobs for Veterans State Grants Program (programs authorized under 38, U.S.C. 4100 et. seq.)
- Senior Community Service Employment program (programs authorized under title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.))

FIVE PILLARS OF THE TALENT STRATEGY



- PI - Industry-Driven Strategies
 - Build reliable talent pipelines led by industry and aligned with economic priorities
- PII - Worker Mobility
 - Increase labor force participation and career advancement through technology and data-driven tools
- PIII - Integrated Systems
 - Replace fragmented programs with coordinated, unified workforce services
- PIV - Accountability
 - Link federal investment to measurable outcomes and performance standards
- PV - Flexibility & Innovation
 - Promote rapid reskilling and AI-readiness through new models and workforce development

Original Plan Objectives

- Objective 1: Develop and create an effective customer-driven workforce system through alignment of programs and policies, the use of leading-edge technology, and high-quality staff.
- Objective 2: Prepare jobseekers for high wage, high growth, high demand, high mobility/retention (4H) occupations through relevant training and skills acquisition, and match jobseekers to open employer positions.
- Objective 3: Improve education and workforce infrastructure network to decrease barriers to work in order to increase attraction “recruitment” and retention necessary to maintain economic development competitiveness critical to the growth of high wage, growth, demand, mobility/retention jobs.
- Objective 4: Create alignment between the workforce development system and the state agencies and organizations directing implementation of the IIJA, IRA, and CHIPS and Science Act funding.

Original Plan Objectives/Strategies

America's Talent Strategy Pillar

~~Objective 1: Develop and create an effective customer-driven workforce system through alignment of programs and policies, the use of leading-edge technology, and high-quality staff. Removed and replaced state-specific objectives with ATS pillars~~

Strategy 1.1 Implement a case management system that integrates data across the WIOA core partner programs. Pillar III – Integrated Systems

Realigned strategies to ATS pillars

Strategy 1.2 Develop and implement cross-partner staff training to enhance service delivery to job seekers and businesses. Pillar III – Integrated Systems

Realigned strategies to ATS pillars

~~Objective 2: Prepare jobseekers for high wage, high growth, high demand, high mobility/retention (4H) occupations through relevant training and skills acquisition, and match jobseekers to open employer positions. Removed and replaced state-specific objectives with ATS pillars~~

Strategy 2.1 Increase the percentage of participants that obtain high-value credentials. Pillar IV – Accountability

Realigned strategies to ATS pillars

Strategy 2.2 Increase access to education and training necessary for individuals to use Broadband to advance their personal goals and increase South Carolina's technology workforce competitiveness. Pillar I – Industry-Driven Strategies

Realigned strategies to ATS pillars

Strategy 2.3 Improve strategic outreach and service delivery to employers to effectively match job seekers with employers. Pillar I – Industry-Driven Strategies

Realigned strategies to ATS pillars

Pillar I: Industry-Driven Strategies

Building reliable talent pipelines through a workforce system led by industry and aligned with American’s economic priorities.

State Plan Strategies	Partner Action Items	Progress
Increase access to credentials that validate attainment of essential skills including soft skills and digital literacy skills.	Improve communication and coordination with the Office of Regulatory Staff (ORS) Digital Opportunity Department.	In Progress
	Provide digital literacy instruction and assessment to certify that individuals have core literacy competencies for life and the workplace.	Complete
Improve strategic outreach and service delivery to employers to effectively match jobseekers with employers.	Distribute and implement SC Works Customer Satisfaction guidance.	Complete
	Utilize statewide employer survey to glean information about pain points and how the system can help.	In Progress
	Develop joint guidance on the delivery of local business services to include continued utilization of Integrated Business Services Teams and sector partnerships.	In Progress
	Implementation of the Senior Business Consultant model that will manage service delivery to key accounts and foster regional collaboration.	Complete

Pillar II: Worker Mobility

Bringing more Americans into the labor force and helping them advance, including through the innovative use of technology and labor market data.

State Plan Strategies	Partner Action Items	Progress
Implement a case management system that integrates data across the WIOA Core Partner programs.	Implement recommendations from Shared Case Management System Feasibility Study.	Complete
Increase awareness of resources to mitigate obstacles to employment.	Relaunch SC Works Partner Series to train staff on resources to mitigate or remove obstacles to employment.	Complete
	Collect and distribute a catalog of promising practice and models for removing obstacles, primarily related to transportation, childcare, and housing.	In Progress
Implement a multifaceted outreach strategy to rural communities to ensure that individuals living these areas have access to employment and training resources.	Implement Rural Outreach Team.	Complete

Pillar III: Integrated Systems

Replacing a fragmented web of duplicative programs with a streamlined, coordinated system that delivers unified workforce services.

State Plan Strategies	Partner Action Items	Progress
Develop and implement cross-partner staff training to enhance service delivery to jobseekers and employers.	Relaunch of WIOA Partner Series.	Complete
	Utilize LMS to provide staff training.	Complete

Pillar IV: Accountability

Ensuring federally funded workforce programs deliver measurable results by linking investments to outcomes and enforcing performance discipline.

State Plan Strategies	Partner Action Items	Progress
Increase percentage of participants that obtain high-value credentials.	DEW LMI completion of Supply Gap Analysis.	Complete
	Define "high-value credential".	Complete
	Expand network of training providers to ensure inclusion of programs that lead to or result in a high-value credential.	In Progress

Pillar V: Flexibility and Innovation

Ensuring federally funded workforce programs deliver measurable results by linking investments to outcomes and enforcing performance discipline.

State Plan Strategies	Partner Action Items	Progress
NEW Strategy – Leverage existing WIOA flexibilities through the evaluation and submission of waiver requests.	Review current policies and practices to maximize opportunities provided by WIOA to modernize and innovate operations and optimize service delivery of workforce development programs (TEGL) No. 05-25	Not Started
	Review current policies and practices and gather input on flexibilities that would enhance and modernize South Carolina’s workforce system.	Not Started
NEW Strategy – Utilize WIOA Governor’s Reserve Funding to support AI literacy and training programs.	Identify and evaluate AI literacy and training programs and inform workforce boards and programs about the availability of such programs.	Not Started
	Research and understand AI related occupations, skills requirements and the impact of AI on existing occupations.	Not Started



Executive Committee

PY'25 Q3

Thursday, February 26, 2026

EXECUTIVE COMMITTEE MEETING AGENDA

- I. WELCOME AND OPENING REMARKS
- II. APPROVAL OF NOVEMBER 20, 2026, MEETING MINUTES*
- III. WIOA STATE PLAN MODIFICATION*
- IV. SWDB INTERIM FUNDING RECOMMENDATION*
- V. COMMITTEE UPDATES
- VI. OTHER BUSINESS/ADJOURN



Governor’s State Workforce Development Board
November 20, 2025, Executive Committee Meeting Minutes

MEMBERS PRESENT:

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Mr. William Floyd
Mr. Pat Michaels
Dr. Windsor Sherrill
Mr. Warren Snead*

MEMBERS ABSENT:

Mr. Charles Brave, Jr.
Mr. John Uprichard

APPROVAL OF NOVEMBER 20, 2025 MEETING MINUTES*

Welcome and Opening Remarks Mr. Thomas Freeland, SWDB Chair

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2024-2027 SC WIOA STATE PLAN MODIFICATION

February 26, 2026

WIOA STATE PLAN REQUIREMENTS

- The publicly funded workforce development system is a national network of Federal, State, regional, and local agencies and organizations that provide a range of employment, education, training, and related services and supports to help all job seekers secure good jobs while providing businesses with the skilled workers they need to compete in the global economy. This system is governed by the Workforce Innovation and Opportunity Act, also referred to as WIOA.
- WIOA reforms planning requirements to foster better alignment of Federal investments. One of WIOA's principal areas of reform is to require States to plan across core programs and include this planning process in the Unified or Combined State Plans. This reform promotes a shared understanding of the workforce needs within each State and fosters the development of more comprehensive and integrated approaches.
- Under the WIOA, the Governor of each State must submit a Unified or Combined State Plan that outlines a four-year strategy for the State's publicly funded workforce development system.
 - At a minimum, a State must submit a Unified State Plan that outlines a four-year strategy for the six core programs.
 - Alternatively, a State may submit a Combined State Plan that outlines a four-year strategy for WIOA's core programs **plus** one or more of the Combined State Plan partner programs.

WIOA STATE PLAN REQUIREMENTS

- South Carolina has opted to submit a Combined State Plan covering the following 11 federal programs:
 - The Adult program (Title I of WIOA),
 - The Dislocated Worker program (Title I),
 - The Youth program (Title I),
 - The Adult Education and Family Literacy Act program (Title II),
 - The Wagner-Peyser Act Employment Service program (authorized under the Wagner-Peyser Act, as amended by title III), and
 - The Vocational Rehabilitation program (authorized under Title I of the Rehabilitation Act of 1973, as amended by Title IV).
- Temporary Assistance for Needy Families program (42 U.S.C. 601 et seq.)
- Employment and Training programs under the Supplemental Nutrition Assistance Program (programs authorized under section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4)))
- Trade Adjustment Assistance for Workers programs (Activities authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.))
- Jobs for Veterans State Grants Program (programs authorized under 38, U.S.C. 4100 et. seq.)
- Senior Community Service Employment program (programs authorized under title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.))

MAJOR CONTENT AREAS OF THE PLAN

- The major content areas of the Unified or Combined State Plan include strategic and operational planning elements. WIOA separates the strategic and operational elements to facilitate cross-program strategic planning.
 - The **Strategic Planning Elements** section includes analyses of the State's economic conditions, workforce characteristics, and workforce development activities. These analyses drive the required vision and goals for the State's workforce development system and alignment strategies for workforce development programs to support economic growth.
 - The **Operational Planning Elements** section identifies the State's efforts to support the State's strategic vision and goals as identified in the Strategic Planning Elements section. This section ensures that the State has the necessary infrastructure, policies, and activities to meet its strategic goals, implement its alignment strategy, and support ongoing program development and coordination. Program-specific requirements for Core and Combined State Plan partners are included in the Operational Planning Elements.

WIOA STATE PLAN MODIFICATION REQUIREMENTS

- Modifications are required, at a minimum:
 - At the end of the first 2-year period of any 4-year State Plan, wherein the State WDB must review the Unified State Plan, and the Governor must submit modifications to the plan to reflect changes in labor market and economic conditions or other factors affecting the implementation of the Unified State Plan, or
 - When changes in Federal or State law or policy substantially affect the strategies, goals, and priorities upon which the Unified State Plan is based, or
 - When there are changes in the statewide vision, strategies, policies, state negotiated levels of performance, the methodology used to determine local allocation of funds, reorganizations that change the working relationship with system employees, changes in organizational responsibilities, changes to the membership structure of the State WDB or alternative entity, and similar substantial changes to the State's workforce development system.

TODAY'S AGENDA

OVERVIEW OF THE WIOA
STATE PLANNING
REQUIREMENTS

STATE PLAN OBJECTIVES
& STRATEGIES

ALIGNMENT WITH TALENT
STRATEGY

Q&A

DOL STATE PLANNING PRIORITIES

- Use labor market information to reassess economic and labor market conditions and adjust strategies for changing industries, occupations, and/or skills.
- Use state planning to focus on reemployment of unemployed individuals and improved employment of underemployed individuals.
- Use the WIOA State Plan and planning process to take advantage of historic federal investments in infrastructure and other opportunities created through the IIJA, IRA, and CHIPS and Science Act.
- Other items of particular interest:
 - Focus on traditionally underserved populations
 - Collaboration and partnership
 - Sector partnership
 - Integrated program planning

ALIGNMENT W/ SC UNIFIED STATE PLAN

- The SC Unified State Plan for Education and Workforce (also known as USP) is a comprehensive strategy that lays out how South Carolina will build a readily accessible, highly effective, and easily understandable education and workforce system.
- The USP provides a vision and mission for the education and workforce system and outlines strategic goals related to awareness, skills, and obstacles to employment.

STATE PLAN VISION AND MISSION

WIOA State Plan adopts the vision and mission outlined in the draft Unified State Plan.

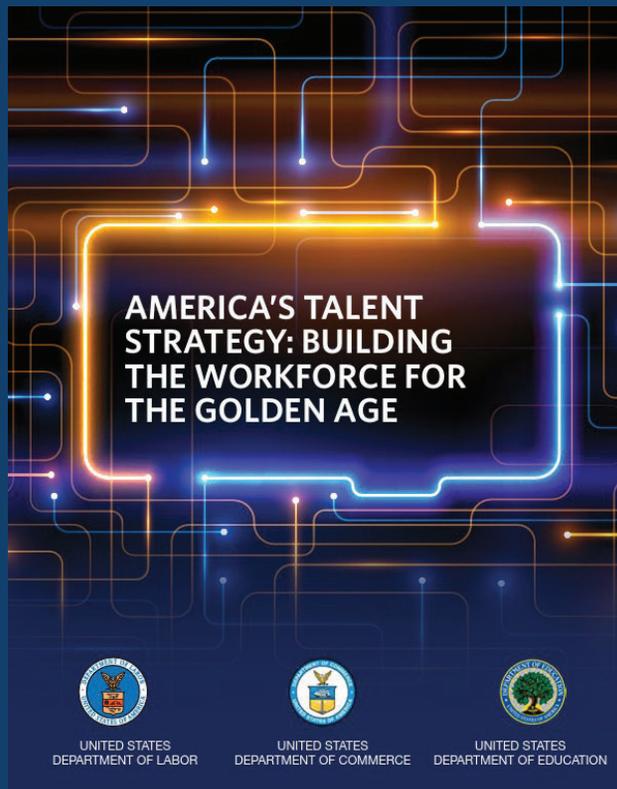


The objectives and strategies defined in the WIOA State Plan align with and support the goals and actions defined in the draft USP.

ALIGNMENT W/THE AMERICAN TALENT STRATEGY

- America's Talent Strategy: the Golden Age outlines a national vision for strengthening the U.S. workforce by aligning education, training, workforce development, and economic growth efforts.
- The strategy is advanced through collaboration among federal agencies, state and local governments, workforce development boards, education and training providers, nonprofit organizations, and business and industry partners that administer or receive funding under WIOA and other federal workforce programs.
- Within the context of the WIOA Combined State Plan, America's Talent Strategy functions as a guiding resource for states as they design, align, and implement workforce programs and initiatives.
- State and local projects supported through WIOA should align with both individual program goals and the broader strategic priorities outlined in the America's Talent Strategy to support a skilled, adaptable, and competitive workforce.

FIVE PILLARS OF THE TALENT STRATEGY



- PI - Industry-Driven Strategies
 - Build reliable talent pipelines led by industry and aligned with economic priorities
- PII - Worker Mobility
 - Increase labor force participation and career advancement through technology and data-driven tools
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- PIV - Accountability
 - Link federal investment to measurable outcomes and performance standards
- PV - Flexibility & Innovation
 - Promote rapid reskilling and AI-readiness through new models and workforce development

Original Plan Objectives

- Objective 1: Develop and create an effective customer-driven workforce system through alignment of programs and policies, the use of leading-edge technology, and high-quality staff.
- Objective 2: Prepare jobseekers for high wage, high growth, high demand, high mobility/retention (4H) occupations through relevant training and skills acquisition, and match jobseekers to open employer positions.
- Objective 3: Improve education and workforce infrastructure network to decrease barriers to work in order to increase attraction “recruitment” and retention necessary to maintain economic development competitiveness critical to the growth of high wage, growth, demand, mobility/retention jobs.
- Objective 4: Create alignment between the workforce development system and the state agencies and organizations directing implementation of the IIJA, IRA, and CHIPS and Science Act funding.

Original Plan Objectives/Strategies

America's Talent Strategy Pillar

~~Objective 1: Develop and create an effective customer-driven workforce system through alignment of programs and policies, the use of leading-edge technology, and high-quality staff. Removed and replaced state-specific objectives with ATS pillars~~

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Strategy 2.3 Improve strategic outreach and service delivery to employers to effectively match job seekers with employers. Pillar I – Industry-Driven Strategies

Realigned strategies to ATS pillars

Pillar I: Industry-Driven Strategies

Building reliable talent pipelines through a workforce system led by industry and aligned with American’s economic priorities.

State Plan Strategies	Partner Action Items	Progress
Increase access to credentials that validate attainment of essential skills including soft skills and digital literacy skills.	Improve communication and coordination with the Office of Regulatory Staff (ORS) Digital Opportunity Department.	In Progress
	Provide digital literacy instruction and assessment to certify that individuals have core literacy competencies for life and the workplace.	Complete
Improve strategic outreach and service delivery to employers to effectively match jobseekers with employers.	Distribute and implement SC Works Customer Satisfaction guidance.	Complete
	Utilize statewide employer survey to glean information about pain points and how the system can help.	In Progress
	Develop joint guidance on the delivery of local business services to include continued utilization of Integrated Business Services Teams and sector partnerships.	In Progress
	Implementation of the Senior Business Consultant model that will manage service delivery to key accounts and foster regional collaboration.	Complete

Pillar II: Worker Mobility
Bringing more Americans into the labor force and helping them advance, including through the innovative use of technology and labor market data.

State Plan Strategies	Partner Action Items	Progress
Implement a case management system that integrates data across the WIOA Core Partner programs.	Implement recommendations from Shared Case Management System Feasibility Study.	Complete
Increase awareness of resources to mitigate obstacles to employment.	Relaunch SC Works Partner Series to train staff on resources to mitigate or remove obstacles to employment.	Complete
	Collect and distribute a catalog of promising practice and models for removing obstacles, primarily related to transportation, childcare, and housing.	In Progress
Implement a multifaceted outreach strategy to rural communities to ensure that individuals living these areas have access to employment and training resources.	Implement Rural Outreach Team.	Complete

Pillar III: Integrated Systems

Replacing a fragmented web of duplicative programs with a streamlined, coordinated system that delivers unified workforce services.

State Plan Strategies	Partner Action Items	Progress
Develop and implement cross-partner staff training to enhance service delivery to jobseekers and employers.	Relaunch of WIOA Partner Series.	Complete
	Utilize LMS to provide staff training.	Complete

Pillar IV: Accountability

Ensuring federally funded workforce programs deliver measurable results by linking investments to outcomes and enforcing performance discipline.

State Plan Strategies	Partner Action Items	Progress
Increase percentage of participants that obtain high-value credentials.	DEW LMI completion of Supply Gap Analysis.	Complete
	Define "high-value credential".	Complete
	Expand network of training providers to ensure inclusion of programs that lead to or result in a high-value credential.	In Progress

Pillar V: Flexibility and Innovation

Ensuring federally funded workforce programs deliver measurable results by linking investments to outcomes and enforcing performance discipline.

State Plan Strategies	Partner Action Items	Progress
NEW Strategy – Leverage existing WIOA flexibilities through the evaluation and submission of waiver requests.	Review current policies and practices to maximize opportunities provided by WIOA to modernize and innovate operations and optimize service delivery of workforce development programs (TEGL) No. 05-25	Not Started
	Review current policies and practices and gather input on flexibilities that would enhance and modernize South Carolina’s workforce system.	Not Started
NEW Strategy – Utilize WIOA Governor’s Reserve Funding to support AI literacy and training programs.	Identify and evaluate AI literacy and training programs and inform workforce boards and programs about the availability of such programs.	Not Started
	Research and understand AI related occupations, skills requirements and the impact of AI on existing occupations.	Not Started

PUBLIC COMMENTS

Entity	Major Points	Revision to the Plan
SOS Health Care, Inc.	<ul style="list-style-type: none"> Inquired about partnerships and collaboration to support Vocational Rehabilitation services for Ticket to Work. Suggested adjustment to referral process to service providers if they cannot provide services 	<ul style="list-style-type: none"> No revisions made.
Newberry Adult and Continuing Education	<ul style="list-style-type: none"> Requested expansion of language in the plan to show how Adult Ed programs are included in employer-aligned career pathways and sector strategies supporting statewide and local industry-led partnerships. Inquired about adult education providers access to the shared data platforms, ensuring co-enrollment and referrals between programs. Inquired on how information LWDB uses when determining WIOA-funded out-of-school programs is shared with partners. 	<ul style="list-style-type: none"> The state plan was revised to include all or some of the additional language suggested.

NEXT STEPS

- The plan will be submitted to the US Department of Labor, by March 3rd.
- Implementation will continue.

QUESTIONS?

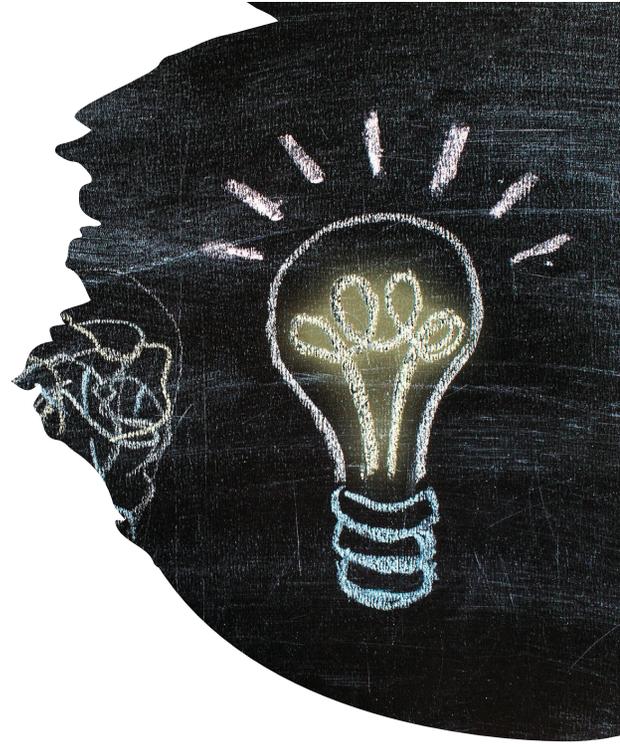
An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

For program funding details in compliance with the Stevens Amendment, please visit www.dew.sc.gov/funding.



PY'25 SWDB INTERIM FUNDING RECOMMENDATIONS

PY'25 SWDB Interim Program Funding Request				
Carry-in Funding				
	PY'24 SW Program	\$	1,415,203.43	
New Funding				
	PY'25 SW Program	\$	2,940,207.00	
Total funds Available (carry-in and new)		\$	4,355,410.43	
<u>Interim Request - PY'25 Initiatives</u>		<u>Amount</u>		<u>Description</u>
SC Works Continuous Improvement Funding - Technology		\$	600,000.00	Funding will be made available to LWDA's for technology enhancements and upgrades to software and computers, with priority given by need.
SWDB/SC Works Operating Cost - Budget Increase		\$	20,000.00	Increase funding for SWDB and SC Works operating costs, including the annual Blanket Accident Insurance policy renewal, participation in national organizations such as the National Governors Association, software, and other operating expenses. To invest in staff training and professional development to ensure the delivery of quality workforce services through the SC Works system.
SC Works Security Funding - Budget Increase		\$	60,000.00	Increase funding allocated to deploy security guards at SC Works centers to ensure a safe environment for staff and customers by monitoring activities and intervening to de-escalate volatile situations.
Total		\$	680,000.00	
Total PY'25 Funding Request		\$	2,835,600.00	



COMMITTEE UPDATES



Board Development Committee



Workforce Innovation Committee



SC Works Management Committee



open house & ribbon cutting

Join us for a tour of the brand new Midlands Goodwill Clean Tech lab, where trainees get trained, get paid, and get connected to a career in clean energy.

MARCH 13 | 10AM | 555 ST. ANDREWS RD., COLUMBIA, SC

PLEASE RSVP BY MARCH 9 TO CLEANTECH@GOODWILLSC.ORG

Thank You!

Upcoming Meetings and Events:

**Tuesday, March 31, 2026
Q3 Full Board Meeting**