

# STRATEGIC PLAN PRIORITIES 2024-2027



## VISION

Achieve and sustain South Carolina's workforce potential.



## MISSION

Through collaboration and coordination, align and enhance South Carolina's education and workforce system so that it is readily accessible, highly effective, and easily understandable.



## GUIDING PRINCIPLES

- Align with the USP for Education and Workforce Development.
- Evaluate economic and labor market data, and actively listen to an inclusive group of partners, employers, and jobseekers.
- Base strategies and decisions on data and input.
- Be accountable for outcomes that support business growth and economic opportunities for all South Carolinians.

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## GOALS/OBJECTIVES

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.

## STATE PLAN STRATEGIES

- Implement a case management system that integrates data across the WIOA core partner programs.
- Develop and implement cross-partner staff training to enhance service delivery to jobseekers and businesses.
- Increase engagement between State and Local Workforce Development Boards (LWDBs).\*\*

## SWDB ACTION ITEMS - IMPLEMENTATION

- Host SC Works Partners trainings and information sessions.<sup>(M)</sup>
- Explore SC Works Partner Conference bi-annually.<sup>(D)</sup>
- Host SWDB and LWDB Joint training, meetings, and information sessions.<sup>(D)</sup>
- Encourage SWDB members to engage with their LWDB.<sup>(D)\*\*</sup>

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## GOALS/OBJECTIVES

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.

*\*High wage, growth, demand, mobility/retention are what the Coordinating Council for Workforce Development (CCWD) define as "priority occupations"*

## STATE PLAN STRATEGIES

- Increase the percentage of participants that obtain high-value credentials.
- 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.
- Improve strategic outreach and service delivery to employers to effectively match jobseekers with employers.
- Increase awareness of career pathways in K-12.\*\*

## SWDB ACTION ITEMS - IMPLEMENTATION

- Host a SC Works partner forum around the Supply Gap Analysis/Priority Occupation.<sup>(M)</sup>
- Develop memo providing guidance for utilizing the Priority Occupations tool.<sup>(M)</sup>
- Develop Eligible Training Provider List (ETPL) performance measures.<sup>(M)</sup>
- Evaluate how employers and jobseekers access apprenticeships.<sup>(M)</sup>
- Promote SC Professional Skills Credential.<sup>(I)</sup>
- Develop SC Professional Skills Credential attainment goal.<sup>(I)</sup>
- Fund the expansion of Palmetto Business Barometer Survey.<sup>(M)</sup>
- Develop guidance on the delivery of local business services.<sup>(M)</sup>
- Explore how to maximize youth employment resources.<sup>(I)\*\*</sup>

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## GOALS/OBJECTIVES

Improve education and workforce infrastructure network to decrease barriers to employment 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.

## STATE PLAN STRATEGIES

- 3.1 Increase awareness of resources to mitigate obstacles to employment.
- 3.2 Implement a multifaceted rural outreach strategy to ensure that rural areas of South Carolina have access to employment and training resources.

## SWDB ACTION ITEMS - IMPLEMENTATION

- 3.1.1 Hosting SC Works Partners trainings and information sessions.<sup>(M)</sup>
- 3.1.2 Collect and distribute a catalog of promising practices and models for removing obstacles, primarily related to transportation, childcare, and housing.<sup>(I)</sup>
- 3.1.3 Funding to implement models for removing barriers.<sup>(I)</sup>

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## GOALS/OBJECTIVES

Create alignment between the workforce development system and the state agencies and organizations directing implementation of the Infrastructure Investment and Jobs Act (IIJA), Inflation Reduction Act (IRA), and CHIPS and Science Act funding.

## STATE PLAN STRATEGIES

- 4.1.1 Inventory federal investments flowing to the state through the IIJA, IRA, and CHIPS and Science Act.
- 4.2.1 Host SC Works Partners training and information sessions.
- 4.3.1 Evaluate the need and feasibility of a statewide electric vehicle workforce collaborative.

## SWDB ACTION ITEMS - IMPLEMENTATION

- 4.1 Identify resources and funding opportunities to provide services to jobseekers.<sup>(D)</sup>
- 4.2 Communicate opportunities to the workforce system.<sup>(D)</sup>
- 4.3 Identify and strategically target training providers in the state that are offering programs in the infrastructure, energy, and advanced manufacturing sectors.<sup>(I)</sup>

**NOTE:** (D) = Board Development, (I) = Workforce Innovation, and (M) = SC Works Management

Superscripts indicate which SWDB sub-committee this item is under; or that committee's priority.

## SWDB COMMITTEE CHARTER

### BOARD DEVELOPMENT

To prepare, assist, and equip the SWDB to govern the state's public workforce system.

### SC WORKS MANAGEMENT

Build a demand-driven workforce delivery system that equips jobseekers with the skills businesses need.

### WORKFORCE INNOVATION

To strengthen South Carolina's workforce system through technology and strategic innovation that drives increased effectiveness and efficiencies in serving jobseekers and employers.

### EXECUTIVE

To provide leadership and direction to the SWDB and its committees and recommend goals and strategies to ensure and strengthen the workforce system in order to improve the prosperity of businesses and the lives of South Carolinians.