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**SC Works Management Committee Meeting  
Thursday, February 13, 2025, at 11:00 a.m.**

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**AGENDA**

- I. Welcome and Opening Remarks ..... Mr. Warren Snead, Committee Chair
- II. Approval of November 25, 2024, Meeting Minutes\* ..... Mr. Snead
- III. Plan of Action for Committee Priorities ..... Mrs. Pamela H. Jones
- IV. Apprenticeship Carolina ..... Ms. Amanda Richardson
- V. Other Business/Adjourn ..... Mr. Snead

\*Denotes Voting Item

**Governor’s State Workforce Development Board  
November 25, 2024, SC Works Management Committee Meeting Minutes**

**Members Present:**

Mr. Warren Snead\*  
Mr. John Uprichard\*  
Mr. William Floyd  
Mr. Gregory C. Clark  
Mr. Mike King  
Mr. Gregory L. Tinnell

**Members Absent:**

Ms. Darline Graham

**Welcome and Opening Remarks ..... Mr. Warren Snead, Committee Chair**

Mr. Warren Snead, Committee Chair, called the meeting to order at 11:00 a.m. A quorum was present.

**Approval of May 16, 2024, Meeting Minutes\* ..... Mr. Snead**

Mr. Gregory L. Tinnell motioned to approve the May 16, 2024, meeting minutes. Mr. Mike King seconded the motion. The Committee unanimously approved the minutes.

**MOU/IFA Update ..... Ms. Sheleena Rios**

To provide a seamless delivery of workforce services and share costs associated with SC Works centers, local workforce development areas and workforce system partners execute Memoranda of Understanding (MOU) and negotiate Infrastructure Funding Agreements (IFAs). Ms. Sheleena Rios, Workforce Policy Manager, spoke about the MOU/IFA process and explained proposed updates to State Instruction Letter 16-19, Change 2, which provides guidance to the local areas for developing MOUs/IFAs.

The Executive Committee will vote to approve the updated State Instruction during the 2<sup>nd</sup> quarter meeting. Upon approval by the Executive Committee, the proposal will advance to the full board for final approval.

**Learning Management System ..... Mr. Eric Yount**

Funding was allocated for the development of a Learning Management System (LMS) to provide a centralized location for training content and a way for staff and managers to track the completion of required training. Mr. Eric Yount, Learning Management Manager, provided a demo of the LMS and reviewed the system’s ability to help meet training needs addressed by the 2024 Technical Assistance Survey.

The LMS is expected to be fully functional and operational by January 2025.

**PY’23 Performance Overview ..... Mr. Zach Nickerson**

Mr. Zach Nickerson, Director of Workforce Programs, reviewed Program Year (PY) 2023 local area WIOA programmatic and fiscal performance measures. As a state, SC met or exceeded all WIOA programmatic performance measures; however, three local areas did not meet programmatic performance measures. State-specific fiscal measures require LWDBs to meet an 80% obligation rate, 70% Fund Utilization Rate (FUR), and 30% Participant Cost Rate (PCR) by

**Governor’s State Workforce Development Board**  
**November 25, 2024, SC Works Management Committee Meeting Minutes**

June 30, 2024. All 12 LWDBAs met or exceeded the obligation rate for each of the WIOA Title I funding streams (Adult, Dislocated Worker, and Youth), the FUR for Adult program funding streams, and the 30% PCR.

The board voted in June of 2023 to change the PCR calculation to include salaries, fringe benefits, and indirect costs of staff working with participants, with the understanding that staff would evaluate the need to change the rate in the upcoming program year. Due to decreases in formula funding and potential WIOA reauthorization changes, staff do not recommend adjusting the 30% rate.

Three (3) local areas that did not meet performance measures for PY’23 have triggered progressive-sanction measures. For the three local areas, this is the first year they have failed the measure(s). The LWDB will be required to submit a Corrective Action Plan within 45 days of the formal notice, describing how it will improve and meet performance. Upon acceptance of the CAP, the LWDB will submit progress reports to DEW on a mutually agreed-upon schedule.

**SWDB Strategic Plan.....Mrs. Pamela H. Jones**

During the first quarter, State Workforce Development Board (SWDB) members continued the 2024-2027 SWDB strategic planning process. Mrs. Pamela Jones reviewed priorities developed from the strategic planning workshop discussions and the SWDB/Local Workforce Development Board (LWDB) survey responses.

- 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.
  - Host SC Works partners trainings and information sessions.
- Objective 2: Prepare jobseekers for high wage, high growth, high demand, high mobility/retention (4H) occupations through relevant training and skills acquisition, and match job seekers to open employer positions.
  - Host a SC Works partner forum around the Supply Gap Analysis/Priority Occupation.
  - Develop a Memo providing guidance for utilizing the Priority Occupations tool; (distribute after forum).
  - Develop Eligible Training Provider List (ETPL) performance measures [PY’25].
  - Evaluate how employers and jobseekers access Registered Apprenticeship programs.
  - Fund expansion of the Palmetto Business Barometer Survey.
  - Develop guidance on the delivery of local business services.
- 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.
  - Host SC Works Partners trainings and information sessions.

**Governor’s State Workforce Development Board  
November 25, 2024, SC Works Management Committee Meeting Minutes**

The finalized 2024-2027 SWDB Strategic Plan will be voted on during the Executive Committee meeting on December 5, 2024. Upon approval by the Executive Committee, the plan will advance to the full board for final approval.

**Other Business/Adjourn.....Mr. Snead**

Mr. Snead reminded everyone that the next full board meeting is scheduled for December 19, 2024, at 11:00 a.m., and he encouraged everyone to attend in-person.

Mr. Snead adjourned the meeting at 12:06 p.m.

DRAFT

# THE NEW EVOLUTION OF APPRENTICESHIP

*Enhanced Skills Development for a Better South Carolina*



### WHAT ARE THE BENEFITS OF REGISTERED APPRENTICESHIP?

The combination of customized job-related education and supervised on-the-job learning provides several benefits for participating employers including:

- **A PIPELINE OF HIGHLY SKILLED WORKERS:** As companies face challenges such as a rapidly aging workforce and ever-increasing demand for skilled labor, apprenticeship provides an opportunity to build a pipeline of skilled workers. More than 80 percent of US companies that sponsor apprentices say that apprenticeship is an effective strategy for helping them meet their demand for skilled labor.
- **STANDARDIZED SKILLS:** Through apprenticeship, organizations have the opportunity to train workers to meet their specific standards. Companies can build a structured, consistent training program that ensures reliable workforce performance that meets both organization and industry standards. This standardization of skills is an effective and strategic approach to building a qualified, skilled workforce.
- **REDUCED TURNOVER:** Organizations committed to investing in their workforce experience increased employee motivation and morale. The average tenure among employees who have completed a registered apprenticeship program is 3.2 years longer than those who have not.
- **INCREASED PRODUCTIVITY:** As apprentices hone their skills, employers experience a noticeable contribution to the bottom line through higher quality levels and productivity. Employees have a deeper understanding of their jobs and use this knowledge to best meet the business needs of your organization.
- **STATE TAX CREDIT:** Eligible businesses can receive a South Carolina tax credit of \$1,000 per apprentice per year for up to four years. This credit can be used to offset training costs that may be associated with apprenticeship.

### WHAT IS REGISTERED APPRENTICESHIP?

Apprenticeship is a proven tool for developing a highly-skilled workforce. It is an employer-driven, “learn-while-you-earn” model that combines job-related education, supervised on-the-job learning and a scalable wage progression.

Apprenticeship is a flexible strategy that can be customized to meet the needs of any business. Apprentices can be new hires (youth and adult), or businesses can select current employees who need skill upgrades to join the apprenticeship program.

Many think of traditional trades such as construction, electrician and plumber as the ideal occupations for apprenticeship. Apprenticeship Carolina™ has broadened that scope to include nontraditional industry sectors like healthcare, advanced manufacturing, information technology, tourism, transportation, distribution and logistics and service industries. Registered apprenticeship can work for your organization.

## WHAT IS APPRENTICESHIP CAROLINA?

Apprenticeship Carolina, a division of the SC Technical College System, works to help businesses and communities thrive economically through the promotion and use of registered apprenticeship programs. Apprenticeship Carolina is a resource for employers to help develop, maintain, and maximize the use of registered youth, adult and pre-apprenticeship programs. We are committed to creating and strengthening career pathways that enrich and enhance South Carolina's existing and future workforce. To find the apprenticeship consultant serving your area of the state, visit [www.apprenticeshipcarolina.com](http://www.apprenticeshipcarolina.com) or call 803.896.5287.

## WHO CAN REGISTER AN APPRENTICESHIP PROGRAM?

Only the US Department of Labor (USDOL) can register an apprenticeship program. In South Carolina, Apprenticeship Carolina is the liaison with the USDOL for registering programs.

## WHO CAN SPONSOR A REGISTERED APPRENTICESHIP?

Any South Carolina employer, including a government agency, is eligible to sponsor an apprenticeship program and register it. Employers may sponsor a program individually, or they may collaborate with other employers with similar training needs. Programs also may be sponsored by a professional or trade association.

## HOW DOES APPRENTICESHIP DIFFER FROM INTERNSHIPS?

Other types of work-based learning like internships share many elements of apprenticeships. However, apprenticeships set themselves apart in many ways, including:

- **LENGTH OF TIME:** Internships are usually short term (1-3 months), and apprenticeships are longer term (1-4 years)
- **STRUCTURE:** Apprenticeship programs include a structured training plan, with a focus on mastering specific skills whereas internships are not structured and are often used to gain general entry-level work experience.
- **MENTORSHIP:** Apprentices receive individualized training with an experienced mentor who walks them through the entire process and aids in learning on-the-job skills. Internships do not always include a mentor.
- **PAY:** With registered apprenticeship programs, apprentices are employees of the company and paid. Apprentices earn a scalable wage that increases incrementally as new skills are mastered. Internships, in contrast, are often unpaid and may not lead to a full-time job.
- **CREDENTIAL:** Apprenticeship programs lead to an industry-recognized credential. Internships typically do not.

## DO YOU NEED TO HAVE A MINIMUM NUMBER OF APPRENTICES IN THE PROGRAM?

There is no minimum number of apprentices required for a program – some companies have just one registered apprentice while others have hundreds.

## AT WHAT POINT DOES A COMPANY HIRE AN APPRENTICE?

Employment is a component of registered apprenticeship. Apprentices start working when they enter a registered apprenticeship program, and their wage is increased as they become more proficient in the specified skill sets.

## CAN A COMPANY HIRE A YOUTH APPRENTICE WHO IS UNDER THE AGE OF 18?

Yes. Youth apprenticeship is designed to provide South Carolina high school students the unique opportunity to earn while they learn. By combining high school curriculum with critical on-the-job training at a local employer, students can pull in a paycheck while earning a national credential at the same time as their high school diploma. Youth Apprenticeship is typically made available to students in their junior and senior years of high school.



### EXPONENTIAL GROWTH

Both the number of registered apprenticeship programs and the number of apprentices have grown exponentially since Apprenticeship Carolina's inception in 2007



### A NATIONAL MODEL FOR EXPANSION

Apprenticeship Carolina's approach to growing registered programs is a national model for apprenticeship expansion and collaboration



### FULL ACCESSIBILITY

Registered apprenticeship programs are available statewide. All 16 colleges participate making the job-related education component fully accessible and all 46 counties are represented



### HIGHER AVERAGE TENURE

The average tenure among employees who have completed a registered apprenticeship program is 3.2 years longer than those who have not



### SIGNIFICANT RETURN ON INVESTMENT

For every dollar invested in registered apprenticeship training, South Carolina employers realize a net gain of \$0.41



### QUICK REALIZATION

Employers realize a net positive return-on-investment from their registered apprenticeship program as early as five years after the apprentice is initially hired

## HOW MUCH DOES AN APPRENTICESHIP COST?

There is little to no cost for your organization to get started. An Apprenticeship Carolina consultant will work with you to:

- Understand the registered apprenticeship model
- Identify existing models for your occupations of interest
- Facilitate meetings with the technical colleges, K-12 partners and other stakeholders
- Connect you with appropriate resources to assist with your program
- Develop your Standards and Training & Education outline based upon your input
- Submit your registration paperwork to the USDOL for full recognition in the National Registered Apprenticeship System
- Assist you with program updates as your workforce needs evolve

There are some direct and indirect costs associated with registered apprenticeship programs including course design and development, instructional costs, training materials and supplies, tuition and fees, maintaining records and administering the program.

However, the return on investment associated with apprenticeship is significant. For every \$1 invested in apprenticeship training, South Carolina employers realize a net gain of \$0.41. Employers realize a net positive return-on-investment from apprenticeship programs as early as five years after the apprentice is initially hired. Additionally, the net benefit for apprenticeship training increases in each subsequent year with the cumulative ROI growing from \$1.41 in Year 5 to \$2.35 in Year 7.

## DOES APPRENTICESHIP CAROLINA HAVE A POOL OF POTENTIAL APPRENTICES FOR COMPANIES WITH REGISTERED PROGRAMS?

Apprenticeship Carolina works directly with businesses to register demand driven apprenticeship programs in a number of industries. It is not responsible for the recruitment or hiring of individuals into registered apprenticeship program; however, Apprenticeship Carolina can put you in contact with key partners that can assist in identifying prospective apprentices.

Many of our client organizations choose potential apprentices from within their own organization. Also, as part of the SC Technical College System, graduates of the System's 16 technical colleges across the state provide an excellent pool of potential apprentices.

## IS APPRENTICESHIP CAROLINA A GRANT PROGRAM?

Apprenticeship Carolina is not a grant program. However, the division does manage many federal- and regionally-awarded grants. These grants are designed to increase the number of registered programs in South Carolina and can help offset costs associated with apprenticeship training for companies. To find out more about possible grant funding, please contact your apprenticeship consultant.

## WHAT IS THE PROCESS TO GET THE SC TAX CREDIT?

The Apprenticeship Credit is a simple six-question form that can be easily completed for the tax credit. Companies with registered apprenticeship programs are eligible for a \$1,000 credit for each registered apprentice employed. The credit may be claimed for up to four tax years for each apprentice.

## WHY SHOULD MY COMPANY REGISTER AN APPRENTICESHIP PROGRAM WITH THE US DEPARTMENT OF LABOR?

Programs registered with the USDOL in South Carolina qualify for a tax credit if your organization has a tax liability — \$1,000 per year for each apprentice for up to four years. In addition, registration of your apprenticeship program with the USDOL provides:

- **TECHNICAL ASSISTANCE AND SUPPORT:** Your organization becomes part of the apprenticeship system providing access to a nationwide network of expertise, customer service and support at no charge to sponsoring organizations.
- **NATIONAL CREDENTIAL:** Graduates of registered apprenticeship programs receive a national, industry-recognized, portable credential.
- **QUALITY STANDARDS:** Registration means the program has met national and independent standards for quality and rigor. Registration tells prospective employees, customers, and suppliers that your organization invests in its workforce and believes employees are its most important asset.
- **FEDERAL RESOURCES:** businesses and apprentices can access funding and other resources from many federal programs designed to help support registered apprenticeship programs.

## HOW DO I BEGIN TO ESTABLISH A REGISTERED APPRENTICESHIP PROGRAM?

If you are interested in starting a registered apprenticeship program contact your apprenticeship consultant. Apprenticeship consultants cover the state by region and work closely with your organization to make the registration process as seamless as possible. Your apprenticeship consultant will work with you to:

- Understand the registered apprenticeship training model
- Identify existing models for your occupations of interest
- Facilitate meetings with the technical colleges, K-12 partners and other stakeholders
- Connect you with appropriate resources to assist with your program
- Develop your Standards and Training & Education outline based upon your input
- Submit your registration paperwork to the USDOL for full recognition in the National Registered Apprenticeship System
- Assist you with program updates as your workforce needs evolve

## IF OUR COMPANY IS INTERESTED IN RUNNING A REGISTERED APPRENTICESHIP PROGRAM, WHAT IS THE FIRST STEP?

As a first step, you should reach out to your apprenticeship consultant. He or she will work closely with your organization to guide you through the entire registration process.

## IF APPRENTICESHIP CAROLINA IS PART OF THE SC TECHNICAL COLLEGE SYSTEM, DO I HAVE TO USE A TECHNICAL COLLEGE TO TRAIN MY EMPLOYEES?

No. You do not have to use a technical college to train your apprentices. However, the majority of companies in South Carolina do use the state's technical colleges to provide much of the job-related education for their apprentices. Job-related education can also be provided by a third-party training provider or even the company.

## DOES APPRENTICESHIP CAROLINA OR USDOL DETERMINE WHAT WAGES I SHOULD PAY MY APPRENTICES?

No. Registered apprenticeship programs are employer-driven. Your company determines the wages for your apprentices. However, a scalable wage with progressive increases as the apprentice meets benchmarks for skill attainment is a required component of registered programs.

### TARGETED INDUSTRY CLUSTERS



ADVANCED  
MANUFACTURING



CONSTRUCTION  
TECHNOLOGIES



ENERGY &  
UTILITIES



HEALTH  
CARE



INFORMATION  
TECHNOLOGY



TOURISM &  
SERVICE INDUSTRIES



TRANSPORTATION,  
DISTRIBUTION & LOGISTICS





# THE NEW EVOLUTION OF APPRENTICESHIP

*Enhanced Skills Development for a Better South Carolina*



Apprenticeship Carolina™, a division of the SC Technical College System, works to develop youth and adult registered apprenticeship programs and certified pre-apprenticeship programs across the state. Our apprenticeship consultants and coordinators are a no-cost resource for employers to help build, maintain and maximize the use of registered youth, adult and pre-apprenticeship programs. Apprenticeship Carolina is committed to creating and strengthening career pathways that enrich and enhance South Carolina's existing and future workforce.



## Registered Apprenticeship Programs

A proven employer-driven tool for developing a highly-skilled workforce. New and existing employees build their skills based on company needs.



## Youth Apprenticeship Programs

Gives high school students the opportunity to gain on-the-job training and earn a credential at the same time as their high school diploma.



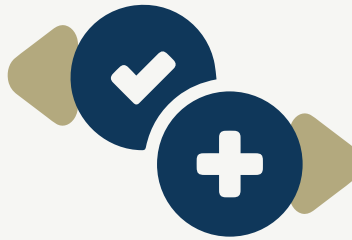
## Certified Pre-Apprenticeship Programs

Designed to prepare individuals to enter and succeed in a registered apprenticeship program promoting a diverse and skilled workforce.

## BENEFITS OF A REGISTERED APPRENTICESHIP PROGRAM

### For the Company

- Talent pipeline of highly skilled workers
- Standardized skills training
- Reduced turnover
- Increase productivity
- State tax credit



### For the Apprentice

- Earn while you learn
- Gain real work experience
- Develop high-demand skills
- Earn a nationally recognized credential
- Wage progression tied to new skills

JOB-RELATED  
EDUCATION



ON-THE-JOB  
TRAINING



WAGE  
PROGRESSION



SKILLED AND  
CREDENTIALLED WORKFORCE

## TOP THREE USES FOR REGISTERED APPRENTICESHIP PROGRAMS



Talent pipeline recruitment

1



Knowledge retention and succession planning

2



Upskill current workforce to meet critical needs

3

## EMPLOYER'S ROLES AND RESPONSIBILITIES

1

Provide relevant on-the-job training for occupation

2

Pay the apprentice wage

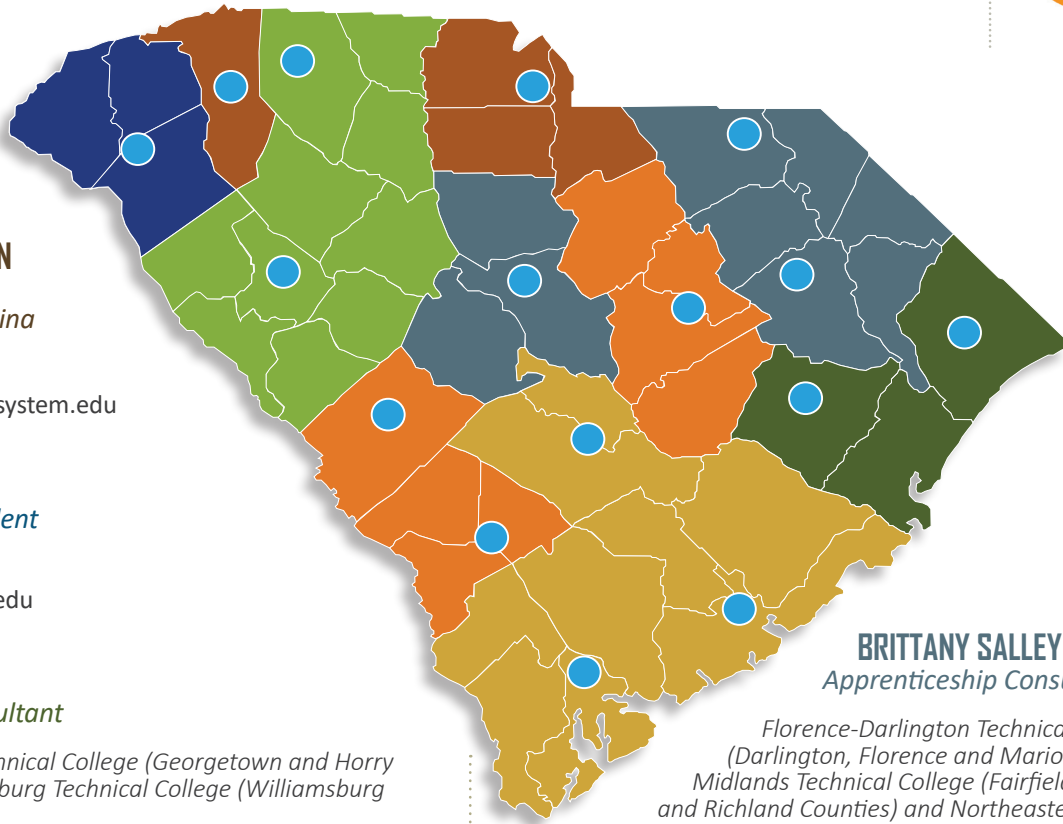
3

Provide the mentor for the apprentice

4

Own the program - details of the program are proprietary

# APPRENTICESHIP CAROLINA CONSULTANTS



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Contact Us Today!



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# SC Works Management Committee

PY'24 Q3

Thursday, February 13, 2025

# SC Works Management Committee Meeting Agenda

- I. WELCOME AND OPENING REMARKS
- II. APPROVAL OF NOVEMBER 25, 2024, MEETING MINUTES\*
- III. PLAN OF ACTION FOR COMMITTEE PRIORITIES
- IV. APPRENTICESHIP CAROLINA
- V. OTHER BUSINESS/ADJOURN

# Approval of November 25, 2024 Meeting Minutes\*

**Members Present:**

Mr. Warren Snead\*  
Mr. John Uprichard\*  
Mr. William Floyd  
Mr. Gregory C. Clark  
Mr. Mike King  
Mr. Gregory L. Tinnell

**Members Absent:**

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# PLAN OF ACTION FOR COMMITTEE PRIORITIES

# VISION and MISSION

**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.



**Areas of Focus:**  
Awareness  
Skills  
Obstacles  
Federal investments

# WIOA State Plan and SWDB Alignment

**WIOA State Plan Topics & Goals**  
(Alignment, Skills, Obstacles, Leveraging Funding)

**State WIOA Objectives**

**State WIOA Strategies**

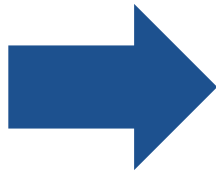
**State WIOA Actions**

Specific actions entities at the state level will take by certain dates to reach for and achieve the strategies and metrics

**State Workforce Development Board Strategic Plan**

**SWDB Actions**

Specific actions SWDB will take by certain dates to reach for and achieve the strategies and metrics (e.g., Performance, policy, funding, evaluation/study, or partnership/committee)





## 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.**

### State Plan Strategies

1.2 Develop and implement cross-partner staff training to enhance service delivery to job seekers and businesses.

### SWDB Actions

1.2.1 Host SC Works partner trainings and information sessions.\*\*

## 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.  
(Priority Occupations)**

### State Plan Strategies

2.1 Increase the percentage of participants that obtain high-value credentials.

### SWDB Actions

2.1.2 Develop Memo providing guidance for utilizing the Priority Occupations tool; - distribute memo after forum.

2.1.3 Develop Eligible Training Provider List performance measures [PY'25].

2.1.4 Evaluate how employers and job seekers access apprenticeships.

## 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.  
(Priority Occupations)**

### State Plan Strategies

2.3 Improve strategic outreach and service delivery to employers to effectively match job seekers with employers.

### SWDB Actions

2.3.1 Fund the expansion of the Palmetto Business Barometer Survey.

2.3.2 Develop guidance on the delivery of local business services.

**SC Works Management Committee**  
**PY'24 - 27**

Priorities	Description	Progress
<p><b>Host SC Works partner trainings and information sessions (ongoing).</b></p>	<p>Host cross-partner and staff trainings and information sessions to create an effective workforce system.</p>	<ul style="list-style-type: none"> <li>- Meeting with Communications to brand the SC Works Partner and Information Sessions</li> <li>- The digital literacy series began on January 28 with the Clean Energy and Transportation Webinar, on February 18, the Digital Office Dept. of will discuss the workforce needed to support the state’s Digital Equity Plan. The last session is a virtual discussion about AI and Quantum in the workforce on February 25.</li> <li>- Additional information sessions being scheduled include a Forum for Priority Occupations with the CCWD.</li> <li>- Staff is identifying panelists and presenters for a partner and information session(s) on mitigating barriers to employment.</li> </ul>
<p><b>Develop memo providing guidance for utilizing the Priority Occupations tool; - distribute memo after forum. [PY'24]</b></p>	<p>Provide guidance and best practices on how to utilize the priority occupations tool.</p>	<ul style="list-style-type: none"> <li>- Staff is researching other states examples of best practices and</li> <li>- Coordinating with Policy for memo request requirements.</li> <li>- Forum for Priority Occupations is being coordinated with the CCWD.</li> </ul>
<p><b>Develop Eligible Training Provider List performance measures [PY'25].</b></p>	<p>Develop baseline performance measured for Eligible Training Provider continuing eligibility.</p>	<ul style="list-style-type: none"> <li>- Staff will review current performance measures and DOL requirements for developing the performance measures.</li> </ul>

# SC Works Management Committee

## PY'24 - 27

Priorities	Description	Progress
<b>Evaluate how employers and job seekers access apprenticeships.</b>	Identify how employers and job seekers can access apprenticeships to expand the network of training providers to increase the number of high-value credentials obtained by increasing the network of training providers. Develop guidance to the SC Works System on findings.	<ul style="list-style-type: none"> <li>- Staff has gathered information from local workforce areas on current processes for utilizing registered apprenticeship as a workforce strategy.</li> <li>- <span style="color: red;">Next steps include working with Apprenticeship Carolina to identify opportunities for leveraging funding to support registered apprenticeship activity and to develop referral processes between SC Works and Apprenticeship Carolina.</span></li> </ul>
<b>Fund the expansion of the Palmetto Business Barometer Survey.</b>	Utilize a statewide employer survey to glean information from employers to improve service delivery to employers, effectively matching job seekers with employers.	<ul style="list-style-type: none"> <li>- Staff is communicating with LMI to understand the details and funding needed to expand the Palmetto Business Barometer survey currently deployed by the Chamber and DEW. (PY'25)</li> </ul>
<b>Develop guidance on the delivery of local business services.</b>	Develop and distribute guidance to the SC Works system on the delivery of local business services, including the Integrated Business Services Team and sector Partnerships.	<ul style="list-style-type: none"> <li>- Staff has scheduled a meeting with Employment Services to develop the scope of the guidance in Q3 of PY'24.</li> <li>- Distribution PY'25.</li> </ul>



# Apprenticeship Carolina Ms. Amanda Richardson

# **BUILDING FUTURES. GROWING SKILLS.**

*Proven Workforce Development Through Registered Apprenticeship*



*SC Works Management Committee  
February 13, 2025*



# WHAT

*is a registered apprenticeship*

Let's navigate what a registered apprenticeship is and isn't and how this proven workforce development tool can work for you.





# WHAT IS A REGISTERED APPRENTICESHIP PROGRAM?

*A registered apprenticeship program is an opportunity to earn while you learn in a structured environment.*

- Starts with a job. Apprentices are employed and paid while they learn.
- Structured guide of mentor-led on-the-job training with complimentary job-related education and wage progression as apprentices learn and master new skills.
- Flexible training to industry standards that is registered with the U.S. Department of Labor; leading to a nationally recognized credential.



Job-Related  
Education



On-the-Job  
Mentoring



Scalable  
Wage Progression



Certified, Skilled  
Workforce

# WHAT IS **NOT** A REGISTERED APPRENTICESHIP?



- Short term internship / externship
- Non-paid opportunity
- Work-based learning program that is not registered with the USDOL
- Temporary, seasonal or summer employment



# WHY

## *registered apprenticeship*

Let's explore why registered apprenticeship is a good idea and answer the most important question...

WHAT IS IN IT FOR ME?!



# APPRENTICESHIP BENEFITS FOR COMPANIES

*The combination of customized job-related education and supervised on-the-job learning provides many benefits for participating employers.*



**Highly-skilled  
Workforce**



**State  
Tax Credit**



**Standardized  
Skills**



**Reduced  
Turnover**



**Increased  
Productivity**



**Succession  
Planning**

# THE SC APPRENTICE TAX CREDIT BY THE NUMBERS

South Carolina amended the Apprentice Tax Credit to make it more advantageous for companies. This tax credit is available to companies with an apprenticeship program registered with the U.S. Department of Labor.

Increased financial support | Enhanced flexibility | Workforce development support | Youth focus

## \$1,000 OR COST

The credit is the cost of the apprenticeship or \$1,000 per apprentice, whichever is greater.

## \$6,000 YOUTH CAP

Unused credit can be carried forward for up to three years.

## \$4,000 ADULT CAP

Unused credit can be carried forward for up to three years.

## 3-YR CARRY FORWARD

Unused credit can be carried forward for up to three years.

## CLAIM FOR 4 YEARS

Your company can claim the credit for the same apprentice for up to four tax years.

## 7 MONTHS EMPLOYMENT

The apprentice must work for your company for at least 7 full months in the tax year.



**ADDITIONAL BENEFIT:** If the apprentice finishes the program and stays on as an employee, you can claim an additional \$1,000 credit for up to 3 more tax years.

# EARN WHILE YOU LEARN

*Apprenticeship allows you to earn a paycheck while you learn. It combines customized job-related education and supervised on-the-job learning to create a number of benefits for you.*



**Earn while you learn model**



**Possible industry certifications**



**Occupation specific training**



**Credential from U.S. Dept. of Labor**



**Potential advancement within company**



**Wage Progression**

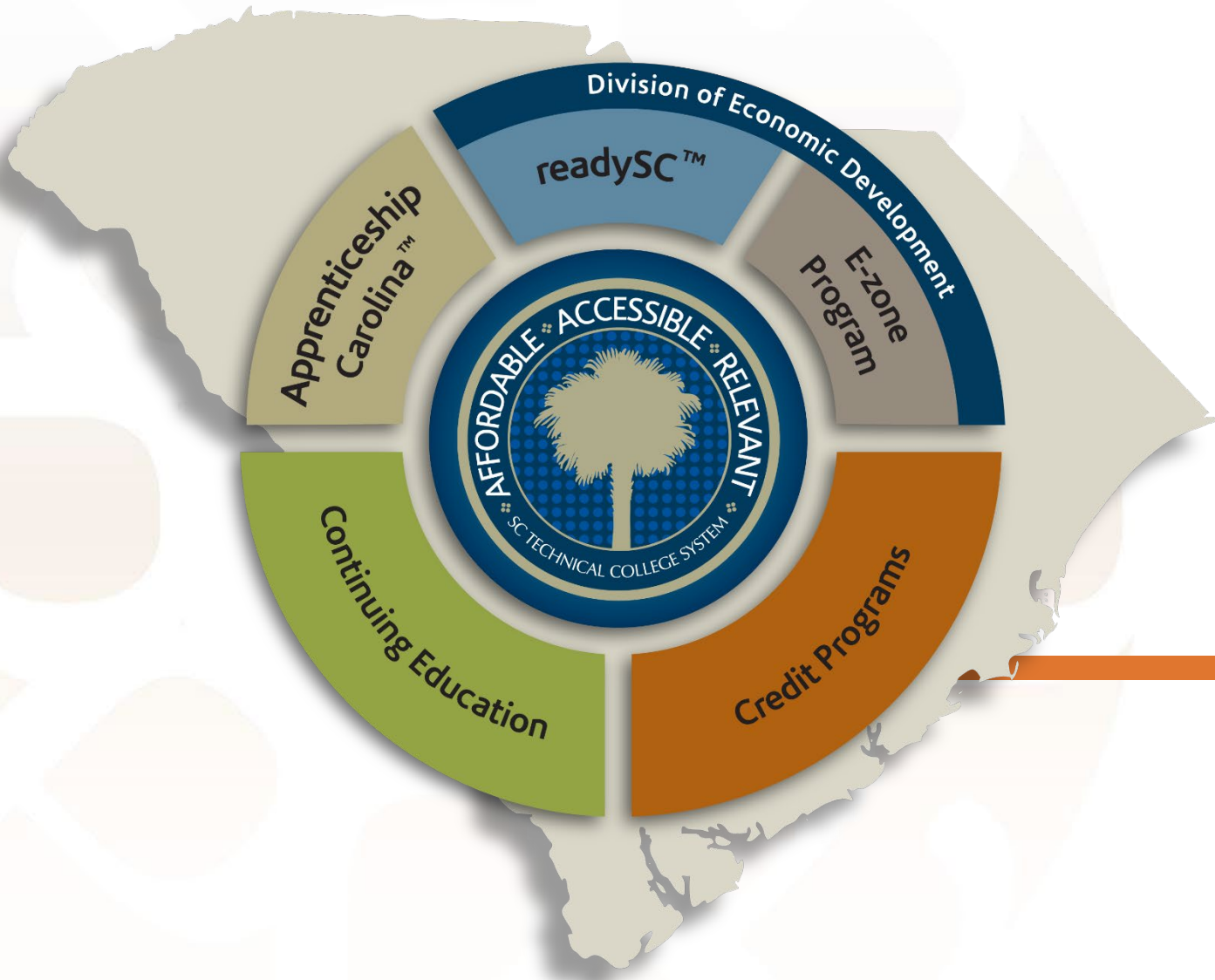


# WHO

## *is Apprenticeship Carolina*

We facilitate seamless connections and offer comprehensive support from initial planning to program completion. As the state's registered apprenticeship experts, we bring extensive experience to guide your organization's successful implementation.





SC TECHNICAL COLLEGE SYSTEM

# Organizational Structure



# OUR MISSION

Lead South Carolina in registered apprenticeship programs that help businesses and communities thrive economically.

Through innovation, partnerships, and a spirit of excellence, Apprenticeship Carolina catalyzes the promotion of registered youth, adult, and pre-apprenticeships.

Apprenticeship Carolina is also a resource to help employers create, maintain, and maximize the use of these programs.

Apprenticeship Carolina is committed to creating and strengthening career pathways that enrich and enhance South Carolina's existing and future workforce.



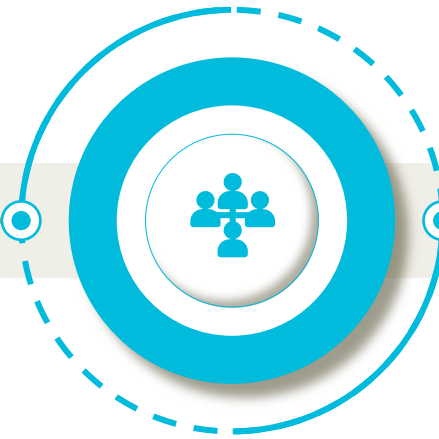
# APPRENTICESHIP CAROLINA RESOURCES



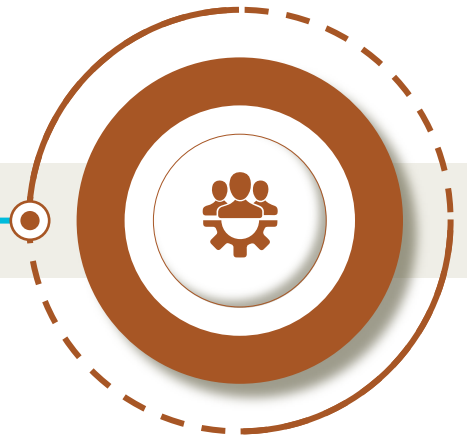
Hands-on support from apprenticeship experts



Grant funding to offset training costs



Supportive services for apprentices



Implementation tools

# ONGOING SUPPORT: DEVELOPMENT THROUGH IMPLEMENTATION

*The Apprenticeship Carolina team is strategically located across the state to offer regional support throughout your registered apprenticeship journey. Whether you're at the planning stage or putting your plan into action, our team is here to guide you through the process every step of the way.*



# APPRENTICESHIP CAROLINA: TEAM ROLES

AC

## APPRENTICESHIP CONSULTANTS

- Develop and register RAPs with companies; expand RAPs
- Promote programs and outreach with stakeholders
- Design and develop pre-apprenticeship programs
- Support local apprenticeship networks

Primary external customers include companies, colleges, USDOL and workforce and education stakeholders

AIS

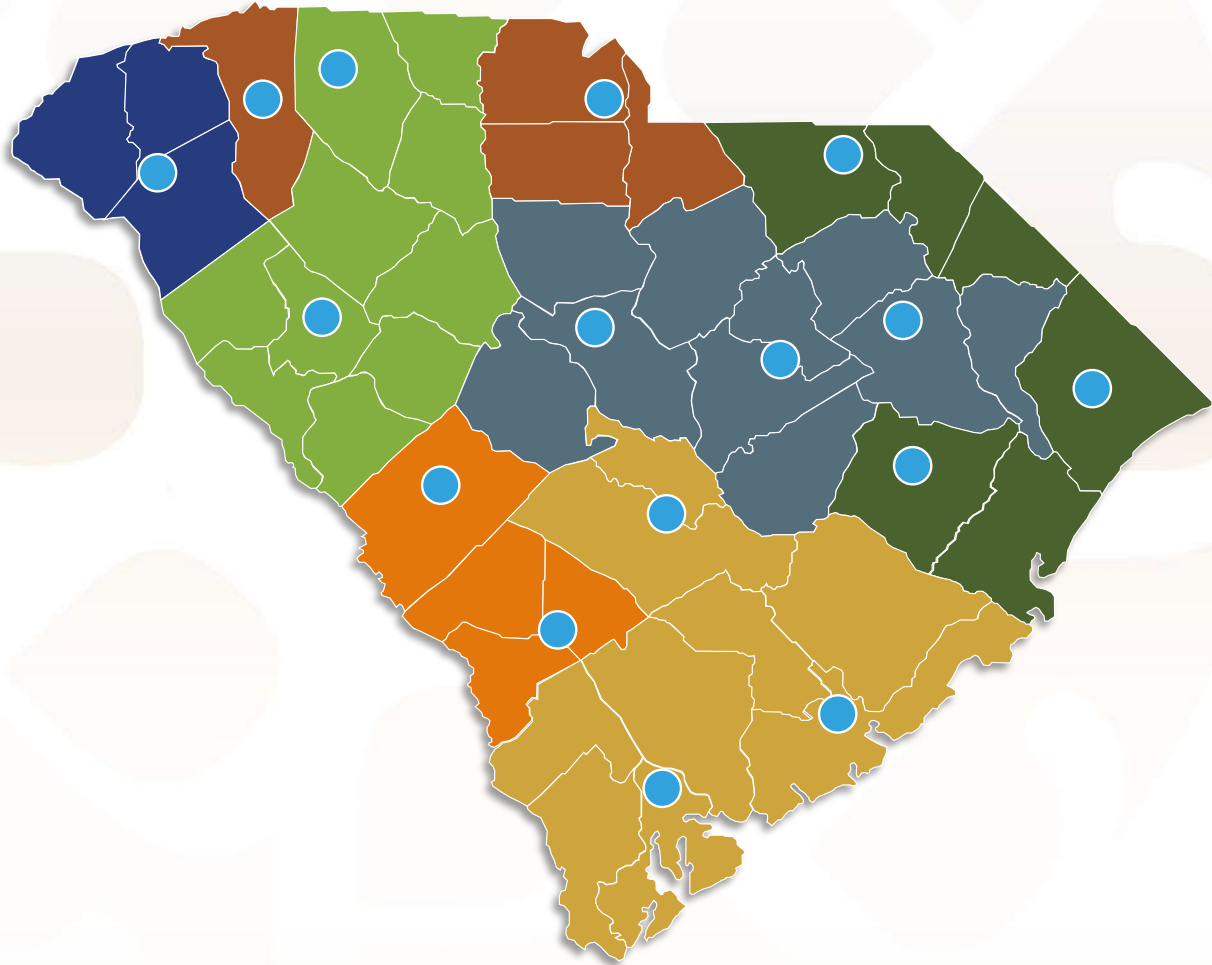
## APPRENTICESHIP IMPLEMENTATION SPECIALISTS








- Provide customer service support to companies after registration with USDOL
- Provide support to adult and youth apprentices and pre-apprentices
- Collect required data materials specific to apprenticeship grants

Primary external customers include companies, colleges, USDOL, apprentices, pre-apprentices and workforce stakeholders

# THE APPRENTICESHIP CAROLINA TEAM

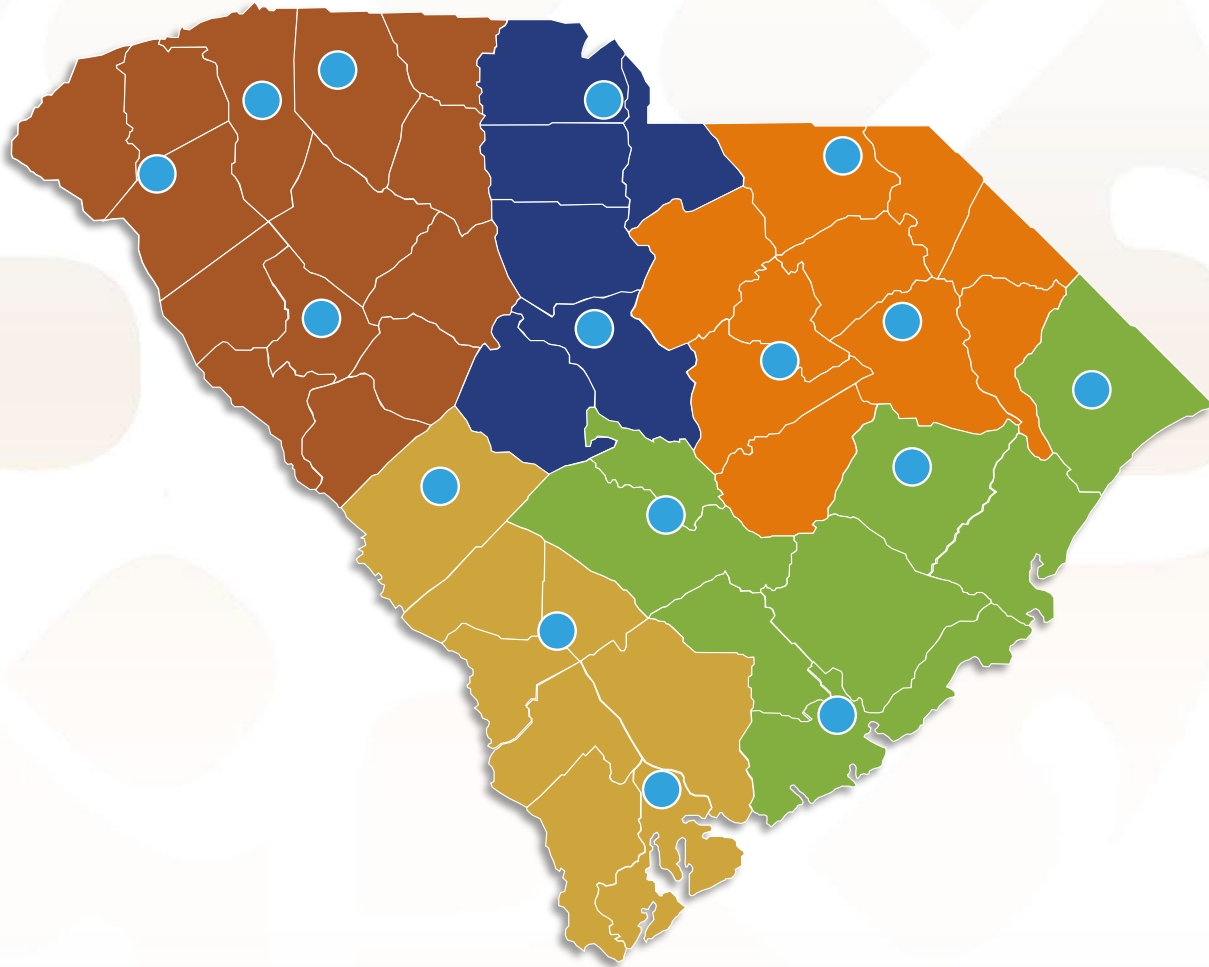
## *Apprenticeship Consultants*








-  Tania Appel (Horry-Georgetown, Northeastern, and Williamsburg)
-  Kathy Dickson (Greenville and York)
-  Emily Hodge (Tri-County)
-  Christopher O'Neill (Orangeburg-Calhoun, Lowcountry and Trident)
-  Stephanie Sherman (Piedmont and Spartanburg)
-  Brittany Salley (Central Carolina, Florence-Darlington, and Midlands)
-  Demeterius Smith (Aiken and Denmark)

# THE APPRENTICESHIP CAROLINA TEAM

*Apprenticeship Implementation Specialists*



-  Ebonie Burgess (Central Carolina, Florence-Darlington, and Northeastern)
-  Leslie Lovett (Horry-Georgetown, Orangeburg-Calhoun, Trident, and Williamsburg)
-  Charlese Minder (Midlands and York)
-  Larry Roberson (Greenville, Piedmont, Spartanburg, and Tri-County)
-  Briguida Romero (Bilingual/Statewide, Aiken, Denmark, and Lowcountry)

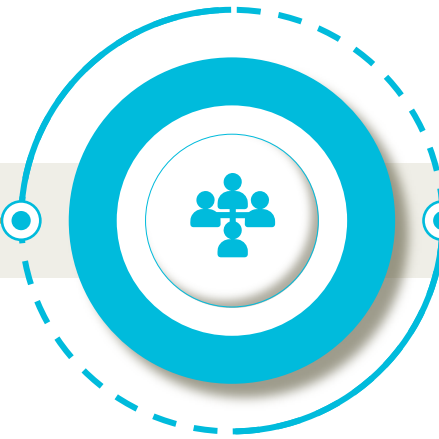
# APPRENTICESHIP CAROLINA RESOURCES



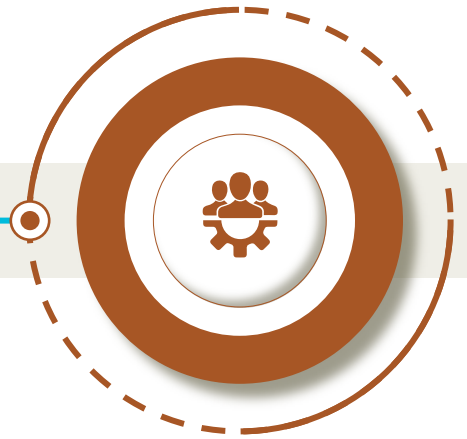
Hands-on  
support from  
apprenticeship  
experts



Grant funding to  
offset training  
costs



Supportive  
services for  
apprentices



Implementation  
tools

# APPRENTICESHIP PAYS

***Funding is available to offset training costs!***

Leverage federal and state grants for your registered apprenticeship efforts.

For your adult or youth registered apprenticeship, or certified pre-apprenticeship program, we have funding and implementation resources that may help offset training costs.

***We'll help you maximize  
the value of every dollar spent  
to expand employee skills***





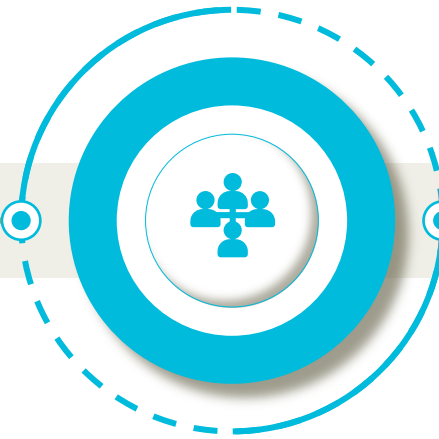
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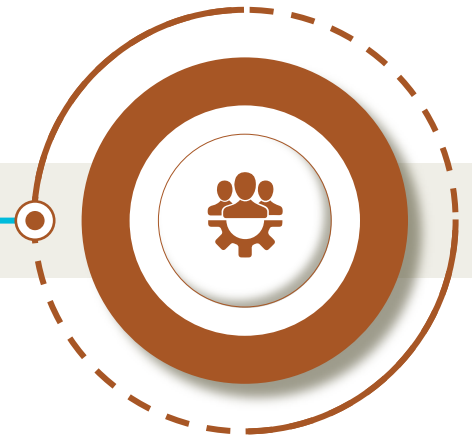
Hands-on support from apprenticeship experts



Grant funding to offset training costs



Supportive services for apprentices



Implementation tools

# APPRENTICESHIP EXPLORER

## For Companies:

- Extend your recruitment reach
- Targeted promotion of your opportunities
- Free and statewide exposure

## For Apprentices:

- Broad access to apprenticeship opportunities
- Connect with employers that are looking for apprentices with your same skills and interests
- Free and statewide opportunities



# TARGETED INDUSTRY CLUSTERS

Over 1,000 occupations can be part of an apprenticeship program. Innovative outreach into targeted industry clusters has made South Carolina a national model for its broad range of programs.



**CONSTRUCTION  
TECHNOLOGIES**



**HEALTHCARE**



**TOURISM &  
SERVICE  
INDUSTRIES**



**ADVANCED  
MANUFACTURING**



**ENERGY &  
UTILITIES**



**INFORMATION  
TECHNOLOGY**



**TRANSPORTATION  
DISTRIBUTION &  
LOGISTICS**

# APPRENTICESHIP IN HEALTHCARE

*Below are a sampling of some of the common apprenticeable occupations in SC healthcare organizations.*



- Patient Care Technician
- Certified Nursing Assistant
- EMT/Paramedic

- Automotive Technician
- HVAC Technician
- Licensed Practical Nurse

- Medical Coder – Assistant
- Pharmacy Technician

# APPRENTICESHIP IN MANUFACTURING

*Below are a sampling of some of the common apprenticeable occupations in SC manufacturing organizations.*



- Accounting Technician
- Admin Asst/Ops Admin
- Assembler
- CNC Operator
- HR Generalist
- IT Helpdesk
- Licensed Practical Nurse
- Maintenance Technician
- Supervisory/Leadership
- Truck Driver
- Welder

# APPRENTICESHIP IN HOSPITALITY

*Below are a sampling of some of the common apprenticeable occupations in SC hospitality organizations.*



- Accounting Technician
- Admin Asst/Ops Admin
- Building Maintenance

- Cook/Chef
- Custodial
- General Manager

- Hotel Associate
- Marketing Coordinator

# APPRENTICESHIP IN INFORMATION TECHNOLOGY

*Below are a sampling of some of the common apprenticeable occupations in SC IT organizations.*



- Business Analyst
- Cybersecurity SOC Analyst
- Helpdesk Technician
- IT Project Manager
- Network Administrator
- Network Support Technician
- Software Engineer
- Website Designer

# STAKEHOLDER ROLES

## EMPLOYER

- Provides the chosen on-the-job training for the related occupation
- Pays the apprentice wage
- Provides the mentor for the apprentice
- Owns the program and program details are proprietary

## APPRENTICESHIP CAROLINA

- Completes and submits documents for DOL registration
- Assists employer sponsors with development, implementation and partner/resource connections
  - Provides grant funding to offset related education costs at the technical college

## PARTNER ORGANIZATION

- Provides recruitment support
- Potential incentives through wage, education, or support services for apprentices
- Support with Administration, as applicable

## EDUCATION PROVIDER

- Provides the chosen job-related education
- “Classroom” time meant to supplement what the apprentice is learning on the job site
- Potential additional financial support to offset education costs



# APPRENTICESHIP CAROLINA: BY THE NUMBERS

**53,101**

Total apprentices in  
South Carolina since 2007



**941**

Active registered  
apprenticeships



**40**

Partnerships



**37**

Pre-apprenticeship  
programs



**3,085**

Total active  
occupations



**16**

Technical colleges  
participating





—  
**QUESTIONS?**

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# CONTACT INFORMATION



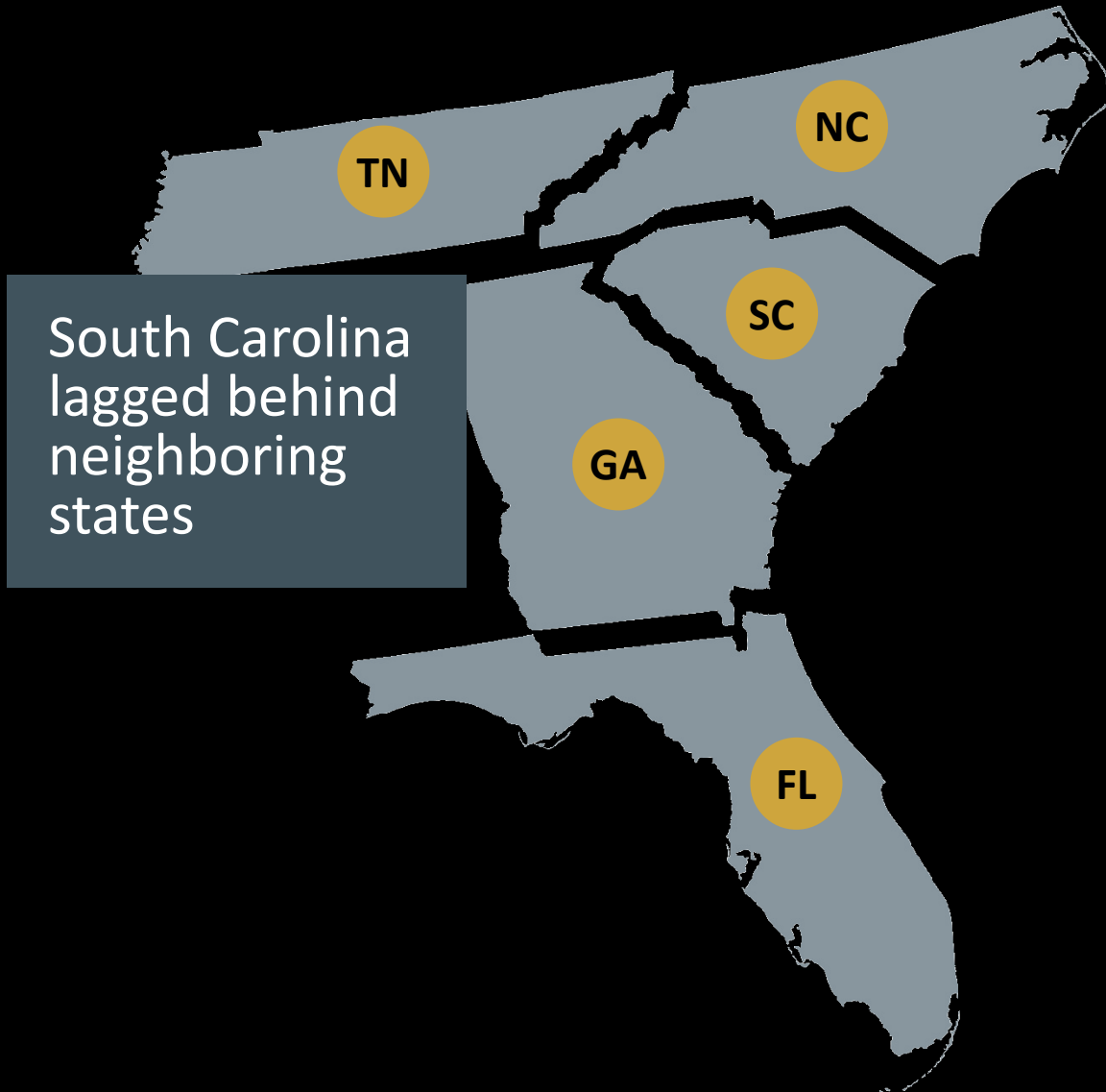
**AMANDA RICHARDSON**

Vice President, Apprenticeship Carolina

803.542.0857 (c)

[richardsonam@sctechsystem.edu](mailto:richardsonam@sctechsystem.edu)

# THE CONTEXT: APPRENTICESHIP IN 2007



FL	18,000 apprentices
NC	16,000 apprentices
TN	13,000 apprentices
GA	13,000 apprentices
SC	800 apprentices

# GROUP NON-JOINT MODEL



## LEAD ORGANIZATION

Official USDOL program sponsor with support from Apprenticeship Carolina

- Develop registered apprenticeship program as lead
- Determine occupations and related requirements
- Recruit employers for OJT; collect employer agreement forms
- Coordinate all program details with employers & JRE providers
- Maintain apprentice data in USDOL RAPIDS database
- Promote program to employers and apprentices
- Eligible to apply & receive grant funding to support apprentices



## EMPLOYERS

Provide on-the-job training

- Provide OJT and wage for apprentices
- Provide mentor and track apprentices' progress



## K-12/CAREER CENTERS

Provide job-related education for youth apprentices

- Provide education and any support to apprentices
- Support in recruitment of apprentices



## TECHNICAL COLLEGES

Provide job-related education for apprentices

- Provide education and any support to apprentices
- Support in recruitment of apprentices

# WHAT IS PRE-APPRENTICESHIP

*Pre-apprenticeship programs prepare individuals to enter and succeed in apprenticeship programs, and, in practice, they often contribute to a more diverse workforce.*



# LONG-TERM RETURN ON INVESTMENT: POSITIVE YOUTH & ADULT



UNIVERSITY OF  
**SOUTH CAROLINA**  
Darla Moore School of Business

Return on investment study conducted by the University of South Carolina as part of the South Carolina Apprenticeship Expansion (SAE) grant.



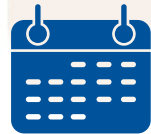
Summary Results, February 2024



**\$1.32 ROI**

## \$1.32 RETURN ON INVESTMENT

For every \$1 invested in apprenticeship training, South Carolina employers realize a net gain of \$0.32. For those with youth apprentices, the ROI is \$1.37 realized in year 4.



**5 YEARS**

## NET POSITIVE ROI IN FIVE YEARS

Employers on average realize a net positive return-on-investment from apprenticeship program five years after the apprentice is initially hired.



**2.8 YEARS**

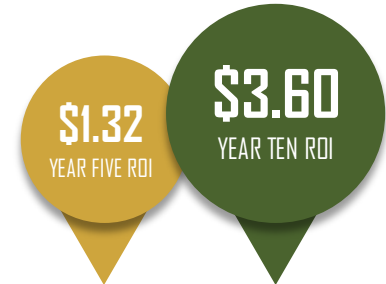
## LONGER AVERAGE TENURE

The average tenure among employees who have completed a registered apprenticeship program is 2.8 years longer than that of those who have not. For youth apprentices, it is 2.5 years.



## NET BENEFIT FOR ALL INDUSTRIES

A net benefit for apprenticeship training was found within each industry category surveyed. **Information Technology** experienced the highest overall net benefit.



## NET BENEFIT INCREASES IN SUBSEQUENT YEARS

The net benefit for apprenticeship training was found to increase in each subsequent year with the cumulative ROI growing from \$1.32 in Year 5 to \$3.60 in Year 10



# Thank You!

## Upcoming Meetings:

**Board Development – February 20, 2025**

**Executive – February 27, 2025**

**Full Board – March 20, 2025**

**Annual Ethics Training – April 15, 2025**