

### State Workforce Development Board Meeting Thursday, March 20, 2025, at 11:00 a.m.

S.C. Department of Employment and Workforce
C. Lem Harper Building
631 Hampton Street
Columbia, SC 29201

#### Join on your computer or mobile app

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Meeting ID: 292 187 834 097 Passcode: Q6du26

#### Or call in (audio only)

+1 803-400-6195 Phone Conference ID: 416 050 522#

#### **AGENDA**

I.	Welcome and Opening Remarks	Mr. Thomas Freeland, SWDB Chair
II.	Approval of Minutes from December 19, 2024*	Mr. Freeland
III.	DEW Director's Report	Mr. William Floyd
IV.	NGA Legislative Update	Mr. Timothy Carlton
V.	Partner Spotlight	Office of Adult Education
VI.	SWDB Strategic Plan Update	Mr. Wilson Steinmeyer
VII.	SWDB Member Acknowledgment	Mr. Freeland
VIII.	Other Business/Adjourn	Mr. Freeland



<b>MEMBERS PRESENT:</b>		<b>MEMBERS ABSENT:</b>
Mr. Thomas Freeland	Ms. Felicia Johnson	Mr. Cliff Bourke, Jr.
Mr. Warren Snead	Mr. Mike King	Senator Ross Turner
Mr. William Floyd	Rep. Randy Ligon	
Mr. Charles Brave, Jr.	Mr. "Pat" Michaels	
Mr. Gregory C. Clark	Ms. Elaine Morgan	
Ms. Susan Cohen	Mr. Tyler Servant	
Col. Craig Currey (retd.)	Mr. Michael W. Sexton	
Ms. Darline Graham	Dr. Windsor Sherrill	
Dr. Tim Hardee	Mr. Gregory L. Tinnell	
Mr. Chris Hall	Mr. John Uprichard	
Mr. Jay Holloway		

Chairman Freeland welcomed the Local Workforce Development Area Administrators who were in attendance for their Quarterly Administrators meeting following the State Workforce Development Board (SWDB) meeting.

Director Floyd shared the outcomes from the 2024 Workforce Development Month. During the Workforce Development Symposium, Governor McMaster issued a proclamation declaring September as Workforce Development Month. Additionally, BMW received the 2024 Workforce Champion Award for leadership in school-to-work initiatives.

The Stay to Apply Your Skills (S.T.A.Y.S.) program, which encourages Veterans to stay in South Carolina by offering them five interview opportunities when they use the SC Works system, continues to have a positive impact for veterans and employers throughout South Carolina. This initiative will continue through 2025.



Director Floyd advised attendees that the CCWD has completed its Annual Report for 2024, noting that the full report is available on DEW's website.

Mr. Gregory C. Clark motioned to approve the updates to State Instruction Letter 16-19, Change 2. Dr. Windsor Sherrill seconded the motion. The SWDB unanimously approved the updated State Instruction Letter as presented.

- 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.
  - o Host SC Works partner trainings and information sessions.
  - o Explore SC Works Partner Conference bi-annually.
  - o Host SWDB and LWDB joint training, meetings, and information sessions.
  - o Encourage SWDB members to engage with their LWDBs.
- Objective 2: Prepare jobseekers for high wage, high growth, high demand, high mobility/retention (4H) occupations<sup>1</sup> through relevant training and skills acquisition, and match jobseekers to open employer positions.
  - o Host a SC Works partner forum around the Supply Gap Analysis/Priority Occupation.
  - Develop Memo providing guidance for utilizing the Priority Occupations tool and distribute the memo after forum.
  - o Develop Eligible Training Provider List performance measures.
  - o Evaluate how employers and job seekers access apprenticeships.
  - o Promote SC Professional Skills Credential.

<sup>1</sup> High wage, high growth, high demand, high mobility/retention (4H) occupations are defined by the CCWD as Priority Occupations.



- o Develop SC Professional Skills Credential attainment goal.
- o Fund expansion of the Palmetto Business Barometer Survey.
- o Develop guidance on the delivery of local business services.
- o Explore how to maximize youth employment resources.
- 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.
  - o Host SC Works partners trainings and information sessions.
  - o Collect and distribute a catalog of promising practices and models for removing obstacles, primarily related to transportation, childcare, and housing.
  - o Funding to implement models for removing barriers.
- 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.
  - o Inventory federal investments flowing to the state through the IIJA, IRA, and CHIPS and Science Act.
  - o Host SC Works partners trainings and information sessions.
  - o Evaluate the need and feasibility of a statewide electric vehicle workforce collaborative.

Col. Craig Currey motioned to approve the 2024-2027 SWDB Strategic Plan. Mr. Gregory C. Clark seconded the motion. SWDB unanimously approved the 2024-2027 Strategic Plan.

#### Ms. Valerie Richardson

 During her tenure on the board, Ms. Valerie Richardson served as the Chair of the Collaboration and Partnership Committee, until it was sunsetted in 2022, and as the Vice-Chair of the SWDB. Her roles and actions were critical in shaping the workforce initiatives undertaken by the board and our state. Ms. Richardson retired from Prisma Health and the board in June 2024.

#### Ms. Swati Patel

• Ms. Swati Patel was appointed to the Board by Governor McMaster in March of 2023, as a Business Representative. During her tenure, Ms. Patel utilized her twenty years of professional experience working with the executive and legislative branches of South Carolina's government, serving on the SC Works Management Committee.



The 2<sup>nd</sup> Quarter Progress Report, which highlights each committee's activities, will be included as an attachment to the 3<sup>rd</sup> quarter meeting notice.

The next full board meeting is scheduled for March 20, 2024, at 11:00 a.m. in the C. Lem Harper Building.

The meeting adjourned at 11:53 a.m.

# State Workforce Development Board

PY'24 Q3 Thursday, March 20, 2025



## SWDB Meeting Agenda

- I. WELCOME AND OPENING REMARKS
- II. APPROVAL OF MEETING MINUTES FROM DECEMBER 19, 2024\*
- III. DIRECTOR'S REPORT
- IV. NGA LEGISLATIVE UPDATE
- V. PARTNER SPOTLIGHT
- VI. SWDB STRATEGIC PLAN UPDATE
- VII. SWDB MEMBER ACKNOWLEDGEMENT
- VIII. OTHER BUSINESS/ADJOURN





#### MEMBERS PRESENT: MEMBERS ABSENT: Mr. Thomas Freeland Ms. Felicia Johnson Mr. Cliff Bourke, Jr. Mr. Warren Snead Mr. Mike King Senator Ross Turner Mr. William Floyd Rep. Randy Ligon Mr. "Pat" Michaels Mr. Charles Brave, Jr. Mr. Gregory C. Clark Ms. Elaine Morgan Ms. Susan Cohen Mr. Tyler Servant Col. Craig Currey (retd.) Mr. Michael W. Sexton Ms. Darline Graham Dr. Windsor Sherrill Dr. Tim Hardee Mr. Gregory L. Tinnell Mr. Chris Hall Mr. John Uprichard

Mr. Jay Holloway

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# Approval of December 19, 2024 Meeting Minutes\*





## Director's Report

Thursday, March 20, 2025

Speaker: William Floyd, Executive Director





# Tim Carlton Legislative Director



# Presentation to South Carolina Workforce Development Board

March 20, 2025



### Federal Funding Outlook

- Full-year Continuing Resolution for FY25 signed into law March 15, 2025
  - Maintains FY24 funding levels for WIOA formula programs
  - No earmarks & \$75 million rescission for FY24 DW National Programs
- FY26 appropriations cycle set to start in April



### Reconciliation – Instructions for the House

House Committee	House Instructions to House Committees to Increase or Decrease Deficit		
Agriculture Committee	Decrease (-\$230 billion)		
Armed Services	Increase (\$100 billion)		
Education and Workforce	Decrease (-\$330 billion)		
Energy and Commerce	Decrease (-\$880 billion)		
Financial Services	Decrease (-\$1 billion)		
Homeland Security	Increase (\$90 billion)		
Judiciary	Increase (\$110 billion)		
Natural Resources	Decrease (-\$1 billion)		
Oversight and Government Reform	Decrease (-\$50 billion)		
Transportation and Infrastructure	Decrease (-\$10 billion)		
Ways and Means	Increase (\$4.5 trillion)		
Total	Increase (\$3.3 trillion)		

### WIOA Reauthorization Update

#### Congress Fell Short of Passing "A Stronger Workforce for America Act" in 2024

- Initially included in Continuing Resolution but stripped at last minute
- NGA issued statement supporting "A Stronger Workforce for America Act"

#### **Key Elements of A Stronger Workforce for America Act**

- Provides greater flexibility over statewide funding
- Establishes process to redesignate local areas
- Creates a new state flexibility pilot program
- \$65M for Youth Apprenticeship Grant Program, ~\$150M for Individual Training Accounts, 5-15% of Dislocated Worker national program funding for Workforce Data Quality Initiative
- Establishes new training mandate

### 2025 Outlook

#### **New Committee Leadership in House and Senate**

- House Committee on Education and the Workforce is now Chaired by Rep. Tim Walberg (R-MI)
- Senate Health, Education, Labor and Pensions Committee is now Chaired by Sen. Bill Cassidy (R-LA)

#### Will WIOA Reauthorization Be Prioritized?

• It is still early, but a blueprint exists based on where the House and Senate left off last year. House held a WIOA hearing on March 6, 2025.

### Multiple Big Priorities Come Before WIOA

- Reconciliation and confirming appointees will be the top priority
  - Relevant DOL Appointees Include:
    - Lori Chavez-DeRemer Nominee for Secretary of Labor Confirmed in Senate 3/10
    - Henry Mack III Nominee for Assistant Secretary of Employment and Training Administration

# Q&A





# PARTNER SPOTLIGHT: OFFICE OF ADULT EDUCATION

Mike King,
State Adult Education Director







# State Workforce Development Board: Adult Education

Mike King,
State Adult Education Director



# Adult Education Local Program Structure



- Number of Programs 52 Adult Education Main Sites
  - 175 satellite locations

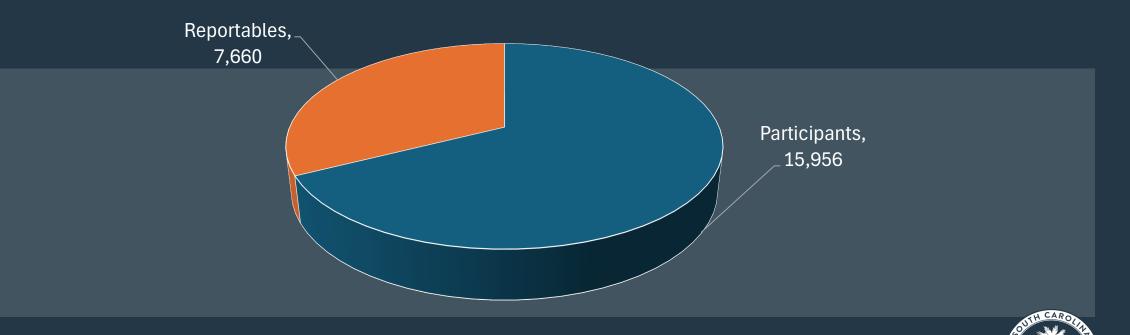
- 48 School District Programs
  - Orangeburg/Calhoun Technical College & Palmetto Unified School District included
  - 4 Community-Based Organizations



# Adult Education 2023-24 Student Enrollment

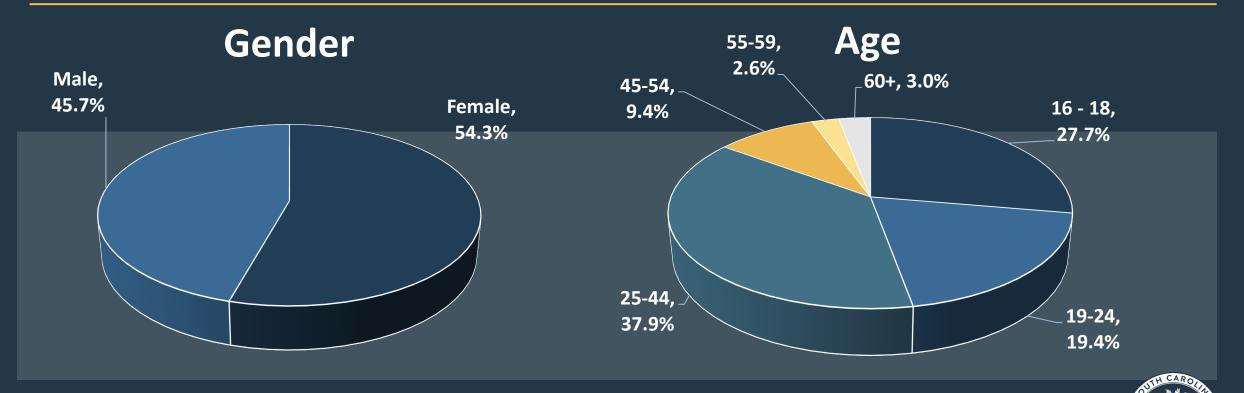


### Student Enrollment



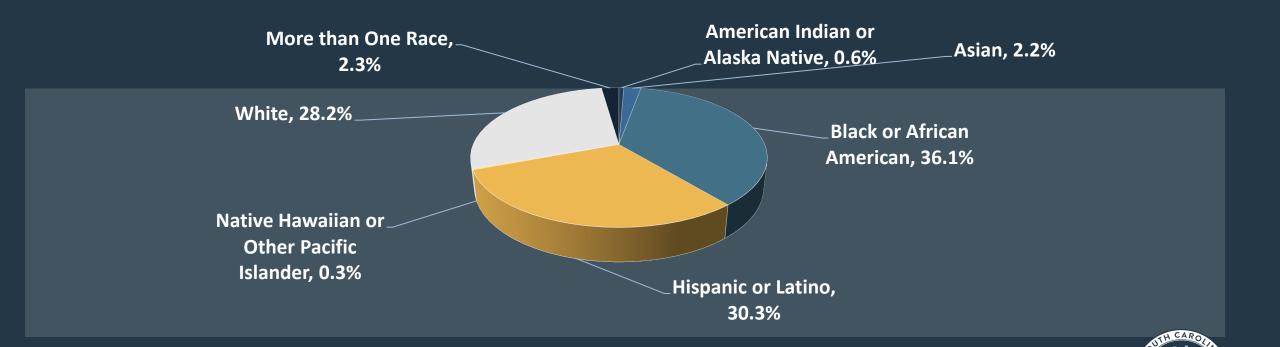
Adult Education
2023-24 Student Demographics
– Gender and Age





# Adult Education 2023-24 Student Demographics - Ethnicity/Race





# Adult Education Negotiated Target Performance Program Years 21, 22, & 23



	Program Year: 2021		Program Year: 2022		Program Year: 2023				
Title II - Adult			Min. Prog.			Min. Prog.			Min. Prog.
Education	Negotiated	Actual	Outcome -	Negotiated	Actual	Outcome -	Negotiated	Actual	Outcome -
	Target	Target	50%	Target	Target	50%	Target	Target	50%
Employment (Second Quarter After Exit)	34.60%	46.11%	133.27%	31.00%	42.23%	136.23%	31.50%	43.85%	139.21%
Employment (Fourth Quarter After Exit)	31.00%	41.70%	134.52%	31.00%	45.92%	148.13%	31.50%	44.34%	140.76%
Median Earnings (Second Quarter After Exit)	\$ 3,100.00	\$ 4,143.70	133.67%	\$ 3,200.00	\$ 3,678.79	114.96%	\$ 3,300.00	\$ 3,770.00	114.24%
Credential Attainment Rate	26.00%	38.72%	148.92%	40.00%	44.76%	111.90%	40.50%	42.49%	104.91%
Measurable Skill Gains	43.50%	43.84%	100.78%	40.00%	44.16%	110.40%	41.00%	50.92%	124.20%



# Adult Education Program Service Outcomes



Programs	2023-24	**2024-25
High School Diploma	861	392
GED	1,593 / 2,053	1,082 / 1,762
Career Readiness Certificate - CRC	4,511	2,329
Education Functional Level Gain	4,809	3,161
*Individual Digital Literacy Certificate		*3,064
*2024-25 First Year		
**Year to Date (March 11)		

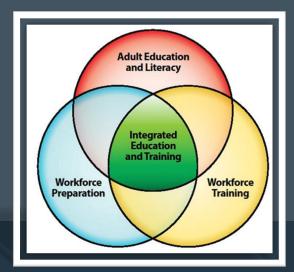


# Adult Education – Integrated Education & Training (IET)



 A service approach that provides adult education and literacy activities concurrently and contextually with workforce preparation activities and workforce training for a specific occupation or occupational cluster for the purpose of educational and career advancement.

- 2023-24 382 students
- 2024-25 (Year to Date) 188 students





### Adult Education – Workplace Literacy (WPL)



- Workplace Literacy is an Adult Education program that offers adult education and literacy activities in collaboration with an employer or employee organization at a workplace or an off-site location that is designed to improve the productivity of the workforce.
- 45+ MOUs with employers since July 1, 2023
  - -2023-24 474 employees served
  - -2024-25 (Year to Date) 256 employees served



# Adult Education – Board Assistance



- GED by 23 (SC Department of Education / SC Technical College System) – Partnered to serve more than 900 adult education students
- \$500 GED/High School Diploma Initiative (SC Department of Education / SC Department of Employment and Workforce) – Partnered to serve more than 1,500 adult education students





## Questions?





### Thank you!

Mike King mrking@ed.sc.gov 803-734-8300











#### **INTRODUCTION:**



The Governor's State Workforce Development Board (SWDB) drives the vision for the publicly funded workforce system and facilitates the critical role of leading and guiding South Carolina's implementation of the Workforce Innovation and Opportunity Act (WIOA). The SWDB advises and assists the SC Department of Employment and Workforce (DEW) in establishing policies and procedures that strengthen the workforce system through partnership and collaboration, performance and accountability, and continuous improvement. Additionally, the SWDB is a steward of federal funds and oversees operational systems and processes that benefit businesses and jobseekers. The SWDB plays a critical role in promoting, sustaining, and growing regional economies through aligning investments in job training, integrating service delivery across programs, and ensuring that workforce investments are job-driven and match employers with skilled workers.

WIOA requires states to submit a Unified or Combined State Plan that outlines a four-year strategy for the state's publicly funded workforce development system. South Carolina submitted a Combined State Plan covering the Adult, Dislocated Worker, Youth, Wagner-Peyser Act, Adult Education and Family Literacy Act, and Vocational Rehabilitation programs, as well as:

- o Temporary Assistance for Needy Families
- Employment and Training programs under the Supplemental Nutrition Assistance Program
- o Trade Adjustment Assistance for Workers Program
- o Jobs for Veterans State Grants Program
- o Senior Community Service Employment Program

South Carolina's plan aligns with the Unified State Plan for Education and Workforce Development (USP), recently approved by the Coordinating Council for Workforce Development (CCWD), as required by the Statewide Education and Workforce Development Act of 2023, also known as Act 67 of 2023. The 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. It outlines strategic goals related to awareness, skills, and obstacles to employment, and will function as a resource when entities are planning their education and workforce development strategies.

Following the approval of South Carolina's WIOA Combined State Plan for Program Years 2024 through 2027, the SWDB recognized the need to develop a new strategic plan, outlining actions the SWDB will take in furtherance of its role as a governing body within the workforce system and in support of implementing the WIOA State Plan.

To develop the plan, the SWDB distributed a survey to state and local board members, requesting feedback on board operations, training and professional development, and coordination and collaboration. Additionally, the SWBD engaged the National Governors Association (NGA) to facilitate multiple planning workshops to identify areas of interest among Board members and key priorities. DEW staff further refined the priorities and organized them by committee in alignment with existing committee charters. The SWDB unanimously approved these new priorities in December 2024.

The result is a clear, coherent roadmap to quide the SWBD's efforts in five key areas:

- Collaboration and Partnership
- o Evaluation
- o Performance
- o Policy
- o Funding

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The SWDB is eager to work alongside state and local partners to implement this and the WIOA Combined State Plan with a focus on:

#### SWDB MEMBERS:







CHAIR THOMAS FREELAND Door System, part of ASSA ABLOY



VICE-CHAIR J. WARREN SNEAD Cooper Standard

#### **EXECUTIVE COMMITTEE**

#### WILLIAM FLOYD

SC Department of Employment and Workforce

#### CHARLES BRAVE, JR.

American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)

#### PATRICK MICHAELS

Goodwill Industries of the Upstate/Midlands SC

#### DR. WINDSOR SHERRILL

Clemson University

#### JOHN UPRICHARD

Find Great People (FGP)

#### STATE WORKFORCE DEVELOPMENT BOARD MEMBERS

#### Honorable Henry McMaster

SC Governor's Office

#### Cliff Bourke Jr.

Southeastern Freight Lines, Inc.

#### Gregory Cannon Clark

Wells Fargo

#### Susan H. Cohen

SC Restaurant and Lodging Association

#### Col. Craig Currey (retd.)

Transitions Homeless Center, SC

#### Darline Graham

SC Commission for the Blind

#### James C. Hall

SMART Local 399

#### Dr. Tim Hardee

SC Technical College System

#### Jay Holloway

OCS Garage Doors & Hurricane Protection

#### Felicia W. Johnson

SC Vocational Rehabilitation Department

#### Mike King

SC Department of Education

#### Representative Randy Ligon

SC House of Representatives, District 43

#### George Patrick McLeer, Jr.

City of Fountain Inn

#### Elaine Morgan

Berkeley Chamber of Commerce

#### Tyler Servant

Horry County Council District 5

#### Michael W. Sexton

Piedmont Bushings and Insulators, LLC, Woodruff, SC

#### Jeremy Stephens

Tidelands Health

#### Gregory L. Tinnell

Schaeffler

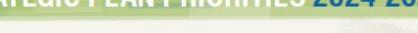
#### Senator Ross Turner

SC Senate, District 8

#### Britt D. Vergnolle

**BDV Solutions** 

#### STRATEGIC PLAN PRIORITIES 2024-2027





#### VISION

Achieve and sustain South Carolina's workforce potential.

South Carolina State Workforce Development Board (SWDB)



#### 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**



- o Align with the USP for Education and Workforce Development.
- o 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.

#### **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

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

#### SWDB ACTION ITEMS - IMPLEMENTATION

- 1.2.1 Host SC Works Partners trainings and information sessions. M
- 1.2.2 Explore SC Works Partner Conference bi-annually.(D)
- 1.3.1 Host SWDB and LWDB Joint training, meetings, and information sessions. (9)
- 1.3.2 Encourage SWDB members to engage with their LWDB. Open

#### 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 defined by DEW LMI

\*These are what the Coordinating Council for Workforce Development (CCWD) define and refer to as "priority occupations"

#### STATE PLAN STRATEGIES

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

#### SWDB ACTION ITEMS - IMPLEMENTATION

- 2.1.1 Host a SC Works partner forum around the Supply Gap Analysis/Priority Occupation. 49
- 2.1.2 Develop memo providing guidance for utilizing the Priority Occupations tool.\*
- 2.1.3 Develop Eligible Training Provider List (ETPL) performance measures.(M)
- 2.1.4 Evaluate how employers and jobseekers access apprenticeships.(M)

- 2.2.1 Promote SC Professional Skills Credential.®
- 2.2.2 Develop SC Professional Skills Credential attainment goal.®
- 2.3.1 Fund the expansion of Palmetto Business Barometer Survey. (\*\*)
- 2.3.2 Develop guidance on the delivery of local business services. M
- 2.4.1 Explore how to maximize youth employment resources. 6\*\*

\*\*SWDB Only Strategy

#### GOALS/OBJECTIVES

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.

#### STATE PLAN STRATEGIES

- 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>(4)</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>6</sup>
- 3.1.3 Funding to implement models for removing barriers.®

#### 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 IUA, 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.
- 4.2 Communicate opportunities to the workforce system.
- 4.3 Identify and strategically target training providers in the state that are offering programs in the infrastructure, energy, and advanced manufacturing sectors.<sup>6</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.



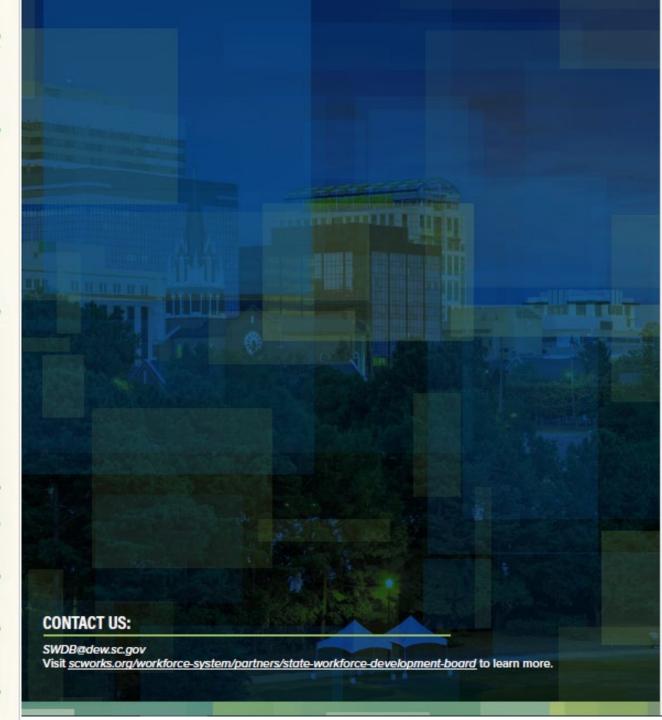
#### WORKFORCE INNOVATION

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.



## **Plan Outline**

- Cover page (p.1)
- Introduction (p. 2)
  - Overview of the SWDB
  - WIOA and USP Alignment
  - LWDB Feedback
  - NGA Collaboration
  - A Comprehensive Guide Forward
- SWDB Membership (p. 3)

- Priorities (pgs. 4-5)
  - Vision, Mission, and Guiding Principles
  - Objectives, Strategies, and Implementation
  - Committee Charters
- End page (p.6)
  - Contact information



## **Accessibility and Distribution**

- Board Members
  - -SWDB Portal
  - Physical Copy
- SC Works Website
- Find Your Future Portal

- State Partners
- WIOA Administrators
- Local Board Members



## A Comprehensive Guide Forward

- Collaboration and Partnership
- Evaluation
- Performance
- Policy
- Funding



# Questions?

Next SWDB Strategic Plan Update: Full Board Meeting - Thursday, June 19, 2025









# BRITT D. VERGNOLLE BDV Solutions





# GEORGE "GP" MCLEER, JR. City of Fountain Inn





# JEREMY STEPHENS Tidelands Health





## Thank You!

Next Meeting:
PY'24 Q4 - SWDB Meeting
Thursday, June 19, 2025

