

**Governor’s State Workforce Development Board
February 26, 2026, Executive Committee Meeting Minutes**

MEMBERS PRESENT:

Mr. Thomas Freeland*
Mr. William Floyd
Mr. Charles Brave, Jr.
Mr. Pat Michaels
Mr. Warren Snead*
Mr. John Uprichard

MEMBERS ABSENT:

Dr. Windsor Sherrill

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 November 20, 2025, Meeting Minutes* **Mr. Thomas Freeland**
Mr. Charles Brave, Jr., motioned to approve November 20, 2025, meeting minutes. Mr. Warren Snead seconded the motion. The Committee unanimously approved the meeting minutes.

WIOA State Plan Modification* **Ms. Nina Stagers**
The Workforce Innovation Opportunity Act (WIOA) requires each state to submit a 2-year modification to its 2024-2027 WIOA Combined State Plan to the Department of Labor by March 3, 2026. Ms. Nina Stagers presented the 2024-2027 WIOA Combined State Plan Modification, reviewing how the plan’s four objectives and strategies were modified to align with the five pillars outlined in the American Talent Strategy: Building the Workforce for The Golden Age.

- Pillar I: Industry-Driven Strategies: Building reliable talent pipelines through a workforce system led by industry and aligned with American’s economic priorities.
- 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.
- Pillar III: Integrated Systems: Replacing a fragmented web of duplicative programs with a streamlined, coordinated system that delivers unified workforce services.
- Pillar IV: Accountability: Ensuring federally funded workforce programs deliver measurable results by linking investments to outcomes and enforcing performance discipline.
- Pillar V: Flexibility and Innovation: Ensuring federally funded workforce programs deliver measurable results by linking investments to outcomes and enforcing performance discipline.

Ms. Stagers reviewed progress made on the state plan strategies and the comments received during the public comment period.

Mr. John Uprichard motioned to approve the SC 2024 - 2027 WIOA Combined State Plan Modification. Mr. Pat Michaels seconded the motion, and the Executive Committee unanimously approved the SC 2024 - 2027 WIOA Combined State Plan Modification.

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SWDB Interim Funding Recommendation* Ms. Pamela Jones

Ms. Pamela Jones presented the interim funding recommendation of \$680,000 for the PY’25.

- *SC Works Continuous Improvement Funding – Technology - \$600,000:* Funding will be made available to Local Workforce Development Areas (LWDAs) for technology enhancements, software, and computer upgrades, prioritized by each area’s specific needs to ensure maximum impact and effectiveness.
- *Statewide Operating Costs – \$20,000:* Increase funding for SWDB and SC Works operating costs by \$20,000 to invest in staff training and professional development, to ensure the delivery of quality workforce services through the SC Works system. The initial budget includes the blanket Accident insurance renewal, participation in national organizations such as the National Governors Association, software and other operating expenses, such as training and professional development. Total PY’25 SWDB and SC Works Statewide operating cost will be \$45,000.
- *SC Works Security Funding – \$60,000:* Increase funding for security at SC Works centers to provide LWDAs with the total amounts requested to meet the requirements outlined in the Physical Security policy. The total PY’25 SC Works Security Funding 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 will be \$1,060,000.

Mr. Charles Brave Jr. motioned to approve the PY’25 interim funding recommendation of \$680,000. Mr. John Uprichard seconded the motion, and the Executive Committee unanimously approved the PY’25 interim funding of \$680,000, advancing it to the State Workforce Development Board for final approval.

Committee Updates..... Committee Chairs

- *Board Development Committee – Mr. Pat Michaels*
During the 3rd quarter Board Development Committee (BDC) meeting, the committee discussed its PY’25 priorities:
 - The Committee reviewed the actions implemented from the PY’23 SWDB Satisfaction Survey responses and discussed questions to include on the PY’25 SWDB Satisfaction Survey. Members also discussed the SWDB Member portal usage.
 - The Committee continued its discussion of the structure, agenda, and potential dates for the Executive Roundtable, a joint meeting of state and local workforce board members.
- *Workforce Innovation Committee – Presented by Mrs. Pamela Jones*
During the 3rd quarter Workforce Innovation Committee (WIC) meeting,
 - Ms. Lashawn Thompson presented key performance indicators to define success for the South Carolina Career Readiness Program. The discussion led to members signing up for the Job Analysis to see just how that impacts employers.

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- *SC Works Management Committee –Mr. Warren Snead*
 During the 3rd quarter SC Works Management Committee (SCWMC) meeting,
 - Ms. Nina Arnone, Workforce Policy and Research Manager, provided an overview of the process for updating the criteria and guidelines for the SC Works Certification Standards.
 - Mr. Spencer Rice, Lead Eligible Training Provider List Coordinator, provided an overview of the Eligible Training Provider List (ETPL) and presented the recommended key baseline performance measures.
 - Mr. Amadeo Geere, Director of Workforce Services, presented the PY’24 WIOA Program and State Fiscal Measures, noting that the State met or exceeded all WIOA Program performance measures. All 12 LWDA’s met or exceeded the 80% obligation rate for each of the WIOA Title I funding streams (Adult, Dislocated Worker, and Youth), the 70% FUR for Youth program funding stream, and the 30% PCR.

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

- Mr. Pat Michaels invited committee members and meeting attendees to the Midlands Goodwill Clean Tech Lab Open House on Friday, March 13, 2026.
- Mr. Freeland advised members not to delete the email with the subject line: "Noverant LMS – Welcome!" from SCWorkstraining@novant.com, as it contains their username and password for the SC Works Learning Center.
- Mr. Freeland reminded members that the next Full Board meeting will be held on Tuesday, March 31, 2026, in the C. Lem Harper Building in Columbia. Requesting that members plan to attend in person.

Meeting adjourned at 11:52 a.m.