

**Governor’s State Workforce Development Board
November 30, 2021 Executive Committee Meeting Minutes**

MEMBERS PRESENT:

Mr. Thomas Freeland
Mr. Pat Michaels
Mr. Jay Holloway
Mr. Charles Brave, Jr.
Ms. Valerie Richardson
Mr. John Uprichard
Mr. Warren Snead
Mr. Dan Ellzey

MEMBERS EXCUSED:

Mr. John Uprichard

Welcome and Opening Remarks Mr. Thomas Freeland, SWDB Chair

Mr. Thomas Freeland, SWDB Chair, called the meeting to order at 11:00 a.m. A quorum was present.

Approval of Minutes from September 14, 2021* Mr. Freeland

Mr. Charles Brave motioned to approve the November 30, 2021, meeting minutes. Mr. Warren Snead seconded the motion and the Committee unanimously approved the minutes.

Waiver of State Specific Requirements* Ms. Abby Linden

Ms. Abby Linden presented the Waiver of State Specific Requirements State Instruction Letter (SIL) for approval by the Committee. State-specific requirements can often limit a Local Workforce Development Area’s (LWDA) ability to implement new and innovative practices. The SIL under review will allow LWDA’s to request a waiver of state-specific requirements such as state-specific fiscal and programmatic performance measures and state policies, when the implementation of promising practices would prevent the area from meeting or complying with the requirement(s). DEW sent the draft waiver policy to LWDA’s for review and comment. LWDA’s were appreciative of the opportunity to comment but did not submit any comments that required revision to the draft. Ms. Michelle Paczynski offered clarification on the purpose of the policy, explaining that the policy will offer flexibility to LWDA’s that are interested in pursuing promising practices and innovative strategies. Mr. Jay Holloway motioned to approve the Waiver of State Specific Requirements policy. Ms. Valerie Richardson seconded the motion and the Committee unanimously approved the policy.

SWDB Funding Recommendation* Ms. Nina Stagers

Ms. Nina Stagers presented a \$4.62M funding recommendation to the Committee, including funding for a Rural Economic and Workforce Analysis and Resiliency Grant funding for LWDA’s:

- *Rural Economic and Workforce Analysis - \$120,000:* DEW will engage the University Of South Carolina Moore School Of Business to conduct a Rural Economic and Workforce Analysis. The evaluation will inform the SWDB and workforce system on rural demographics and training recommendations to address the demand for a skilled workforce. DEW expects completion of the analysis in PY’21.
- *LWDA Resiliency Grant - \$4,500,000:* Current LWDA funding levels are nearly \$20M less than funding levels during peak periods of recovery from the Great Recession. DEW will use the LWDA Resiliency Grant to provide funding to local areas for staffing, operational

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costs, and employment and training activities that are necessary to rebuild the state’s workforce and help employers fill open positions with skilled individuals.

Ms. Stagers explained that the LWDA Resiliency Grant is a discretionary funding opportunity for which LWDA’s will submit an application for funding. She also shared that DEW sought input from LWDA’s in the development of the funding opportunity. Mr. Brave motioned to approve the funding recommendation. Mr. Richardson seconded the motion and the Committee unanimously approved.

Committee Activity Reports..... Committee Chairs

Committee Chairs shared 2nd quarter committee activity reports, highlighting progress toward completion of PY’21 priorities.

Board Development Committee

Mr. Pat Michaels shared that the Board Development Committee (BDC) (formerly the Board Governance Committee) recently reviewed its charter to ensure role and functions remain relevant and contribute to the overall mission of the SWDB. The Committee also adopted a new name to more closely align with its renewed purpose of “preparing, assisting, and equipping the SWDB to govern the state’s public workforce system.” Key functions of the BDC will include:

- Equip SWDB members with resources and tools to be leaders and drivers of workforce development
- Provide opportunities for SWDB members to be engaged with workforce efforts and support SWDB initiatives
- Develop and monitor board-related policies
- Gather and present promising practices for board development and management
- Facilitate recognition of board members.

For PY’21, the committee will:

- Research and compile promising practices for board member engagement and overall management of the board
- Provide ethics and diversity, equity, and inclusion training to board members
- Distribute a Satisfaction and Board Development Survey to SWDB members
- Review/revise SWDB bylaws and policies

Collaboration and Partnership Committee

Increasing the utilization of work-based learning is a key priority for the Collaboration and Partnership Committee. Ms. Richardson summarized a work-based learning funding analysis presented at the Committee’s 2nd quarter meeting. The analysis identified more than \$27M invested in work-based learning across multiple funding sources including DOL funding through Apprenticeship Carolina and SC Works, and SNAP Employment and Training funding for Department of Social Services clients. Ms. Richardson explained that the SWDB will track increases in work-based learning for WIOA programs using the WIOA Productivity Dashboard, which will track work-based instruction, work experience, and Incumbent Worker Training, as

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well as other participant and financial data. She highlighted the Lower Savannah Workforce Development Area for its utilization of work-based learning, as shared with the C&P Committee by Mr. André Anderson, Workforce Development Administrator.

With regard to the WIOA State Plan, Ms. Richardson shared that WIOA partners are currently reviewing and updating the WIOA State Plan in anticipation of submitting the required 2-year modification in the spring.

SC Works Management Committee

Mr. Warren Snead reported that staff have reviewed and revised the SC Works Certification Standards. Following a public comment period, DEW received comments from three entities, which resulted in revisions to:

- Define terminology
- Limit certain standards to specific programs
- Update language to reflect current regulations
- Remove standards to avoid duplication and/or align expectations with current center operations

Mr. Snead explained that DEW will release the revised standards by the end of January 2022, and that local areas will have until June 30, 2022, to complete the certification process.

The SC Works Management Committee also received a PY’20 local area performance summary at its 2nd quarter meeting. Five (5) local areas failed to meet one or more fiscal and/or negotiated program measures for PY’20: two (2) LWDA’s did not meet state fiscal performance measures and three (3) LWDA’s did not meet negotiated performance measures. All five (5) LWDA’s submitted written explanations summarizing barriers preventing them from meeting performance.

Committee on Workforce Innovation

In furtherance of the Committee’s goal of distributing relevant publications and Labor Market Information (LMI) to the SWDB, Mr. Holloway shared that DEW sent the September issue of its Trends Publication to all members. The publication includes relevant data and statistics. The September issue features data on job openings, new hires, and layoffs and discharges. He reported that staff is developing LMI training to help Board members understand how to use data and statistics for strategic planning and decision-making.

Mr. Holloway also summarized a presentation by Ms. Kim Bowman, Founder, SC Rural Innovation Network (SCRIN), on the development of Digital Economy Ecosystems (DEE) in Williamsburg, Barnwell, and Orangeburg counties. A DEE is a mix of technical education, job training, and community planning to bring digital jobs, local entrepreneurship, and remote work opportunities to rural communities. SCRIN is evaluating Newberry and Greenwood as future project sites.

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

Mr. Freeland shared highlights from the October 19, 2021, Workforce Symposium hosted by the SC Chamber of Commerce and sponsored by DEW and the SWDB:

- More than 180 individuals registered for the Symposium, representing business and industry, education, workforce and economic development entities

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- Approximately 60 percent of registrants attended for the first time
- Survey respondents liked the session topics, speakers, and event flow
- Approximately 80 percent of respondents said they will recommend the event to a friend or colleague

Mr. Freeland reminded members of the upcoming SWBD meeting on December 14, 2021. The meeting adjourned at 11:36 a.m.