



**State Workforce Development Board Meeting
Thursday, March 28, 2024, at 11:00 a.m.**

C. Lem Harper Building
631 Hampton Street
Columbia, SC 29201

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AGENDA

- I. Welcome and Opening Remarks Mr. Thomas Freeland, SWDB Chair
- II. Approval of Minutes from December 12, 2023*Mr. Freeland
- III. PY'23 Interim Funding Recommendation*Ms. Nina Staggers
- IV. 2024 WIOA Combined State Plan*Ms. Staggers
- V. Director's Report Mr. William Floyd
- VI. Legislative Update Ms. Ellen Andrew-Morgan
- VII. Other Business/Adjourn.....Mr. Freeland

*Denotes voting item

3rd Quarter SWDB Progress Report

January 1 – March 31, 2023

Annual Ethics Training

On January 23, 2024, members participated in the Annual Ethics Training provided by the State Ethics Commission.

Board Development Committee

- During the 3rd quarter committee meeting, the Board Development Committee reviewed the priorities and ongoing promising practices created from responses to the PY'21 SWDB Survey. To create stronger linkages between the SWDB and Local Workforce Development Boards (LWDB), the PY'24 SWDB Survey will be expanded to include targeted questions for LWDBs. The Committee will vote on the final SWDB survey questions during the 4th quarter meeting.
- Ms. Pamela Jones, Strategic Partnerships Manager, shared the results from the High-Performance Workforce Boards Incentive Survey, completed by Local Workforce Area (LWDA) Administrators, to learn how they define a “high performance workforce board”. The Committee voted unanimously to create a High-Performance Board Incentive for the PY 2024-2025 performance period. The Committee will vote on the final High-Performance Incentive Award criteria during the 4th quarter meeting.

Committee on Workforce Innovation

- Mr. Adam Paige, Workforce Initiatives Director, updated the Committee on Workforce Innovation utilization of virtual reality for training and career exploration through the EmpowerU Initiative. This initiative is in partnership with the Department of Juvenile Justice and the Upstate Workforce Board.
- Mr. Charles Myers, Rural Initiative Manager, presented the Rural Initiative Plan to make DEW and SC Works services available to every job seeker and employer. Utilizing a regional approach, the Rural Initiatives team will foster collaboration with rural stakeholders by implementing regional collaboration meetings, SC@Work: Connections, small business outreach, and promotion of virtual services. The Rural Initiatives team will add additional staff members to focus on the Tier 3 and 4 counties and a second Career Coach.

SC Works Management Committee

- Mr. Adam Paige updated the SC Works Management Committee on the SC Professional Skills Credential, sharing that the number of credentials earned continues to increase. In October 2023, the WIN Career Readiness Initiative was launched to increase employer interest in recognizing the credential as a value-added asset for job applicants. The Committee also previewed the South Carolina Career Readiness Program page on scworks.org.

- Mr. Adam Wagoner, Director of Business and Federal Programs, presented the Business Service Model, restructuring business service delivery to a more regionalized approach to maximize impact and efficiency. Each of the four workforce regions will have a Senior Business Service Consultant who will be the direct point of contact for DEW Business Services, such as hiring events and job fairs, Career Readiness Assessments, Specialized Veteran Services, and the Career Coach. The consultant will streamline operations to serve customers, employers, and job seekers.
- Mr. Adam Paige provided an overview of the process to review and update the SC Works Certification Standards. Every two years, as part of reviewing and modifying the State Plan, WIOA requires the State Workforce Development Board to review and update the SC Works Certification Standards, used in assessing the one-stop centers and one-stop delivery system in three standard categories, Management, Job Seeker Services, and Business Services, of the State standards, once every three years. The SC Works Management Committee will review the recommended revisions during the 4th quarter meeting.

Executive Committee

- The Executive Committee voted unanimously to advance the PY’23 Interim Funding Recommendation to allocate funding for the 2024 Workforce Symposium and to continue the Shared Case Management System initiative started in 2023.
- Ms. Nina Staggers reviewed the vision, goals, and strategies of the 2024 – 2027 Workforce Innovation Opportunity Act (WIOA) Combined State Plan. WIOA requires each state to submit a strategic plan for the workforce system every four years. Members will vote to approve the final plan during the full board meeting, March 28, 2024.

Upcoming Meetings

4th Quarter (April 1 – June 30, 2024)		
Thursday, May 02	11:00 a.m.	Board Development
Tuesday, May 07	11:00 a.m.	Workforce Innovation
Thursday, May 16	11:00 a.m.	SC Works Management
Thursday, June 06	11:00 a.m.	Executive
Tuesday, June 25	11:00 a.m.	State Workforce Development Board



**Governor's State Workforce Development Board
December 12, 2023, State Workforce Development Board Meeting Minutes**

MEMBERS PRESENT:

Mr. Thomas Freeland
Mr. William Floyd
Ms. Valerie Richardson
Mr. Cliff Bourke, Jr.
Mr. Charles Brave, Jr.
Mr. Gregory C. Clark
Ms. Susan Cohen
Col. Craig Currey
Ms. Darline Graham
Mr. Chris Hall
Dr. Tim Hardee

Mr. Jay Holloway
Ms. Felicia Johnson
Mr. Mike King
Rep. Randy Ligon
Mr. Pat Michaels
Ms. Elaine Morgan
Mr. Michael W. Sexton
Dr. Windsor Sherrill
Mr. Warren Snead
Mr. John Uprichard

MEMBERS ABSENT:

Ms. Swati Patel
Mr. Tyler Servant
Mr. Gregory L. Tinnell
Senator Ross Turner

Welcome and Opening Remarks **Mr. Thomas Freeland, SWDB Chair**
Chairman Thomas Freeland called the meeting to order at 11:00 a.m. A quorum was present. Chairman Freeland welcomed Mr. Calton McArthur and Mr. Maydad Cohen, guest presenters with Gartner Consulting, Inc.

SWDB Member Recognition.....**Mr. Freeland**
Chairman Freeland recognized Mr. Perry Shuping, who was appointed in 2020, for his service on the State Workforce Development Board. During his tenure, Mr. Shuping served on the SC Works Management Committee. He shared valuable insight about programs the SC Auto Dealers Association developed to address hiring and retention challenges among auto service and maintenance technician occupations. Mr. Shuping was also a great resource for DEW's research into Electric Vehicle manufacturing and maintenance.

Mr. Warren Snead, the SC Works Management Committee Chairman, shared that Cooper Standard hosted Lt. Governor Pamela Everette.

Approval of Minutes from June 28, 2023***Mr. Freeland**
Mr. Chris Hall motioned to approve the June 28, 2023, meeting minutes. Mr. Warren Snead seconded the motion. The SWDB unanimously voted to approve the meeting minutes.

Request for Waiver Authority***Ms. Sheleena Rios**
Ms. Sheleena Rios, Workforce Policy and Research Manager, presented the recommendation to amend the Waiver of State Specific Requirements in accordance with State Instruction Letter (SIL) 21-05, removing the requirement that DEW must obtain approval authority from the State Workforce Development Board annually before approving or denying any waiver requests

*Denotes voting item



**Governor’s State Workforce Development Board
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submitted by Local Workforce Development Areas (LWDAs). Ms. Rios advised that DEW would continue to present waiver requests submitted by LWDAs and the final decision for each waiver to the appropriate SWDB committee.

Chairman Freeland facilitated a discussion on the recommendation to amend the waiver authority request, explaining that the Executive Committee voted unanimously to move this item to the full board for a final vote.

Mr. Charles Brave, Jr. motioned to remove the annual requirement for DEW to obtain Waiver Authority to approve or deny waiver requests received from local workforce areas. Col. Craig Currey seconded the motion, and the SWDB unanimously approved the amended Waiver of State Specific Requirements SIL, removing the annual requirement for DEW to obtain waiver authority to approve or deny waiver requests.

Shared Case Management System Feasibility Study..... Gartner Consulting, Inc.
As the administrative entity for the federally funded workforce system DEW procures and manages the case management and labor exchange system that is used across all 12 LWDAs and by partner programs for limited purposes. In Program Year (PY) 2022, the State Workforce Development Board allotted funds to procure a vendor to research the feasibility of a cross-partner, shared case management system to support a seamless customer experience supporting intake, referral, and co-enrollment.

Mr. Carlton McArthur, Managing Partner, and Mr. Maydad Cohen, Senior Managing Partner with Gartner Consulting, presented findings from the Shared Case Management System Feasibility Study, including a market scan of options for a case management system and recommended steps to successfully modernize the case management and labor exchange systems. During the study, Gartner met with DEW's WIOA partner agencies and concluded that partners support a seamless customer experience but prefer solutions that integrate with their existing systems rather than moving to a one-system approach. Gartner’s executive summary proposed that the agency's current case management system is aging and disconnected and suggested procurement of a more modern case management system to improve the user experience for job seekers and employers and to support faster, more data-driven re-employment services and opportunities. Gartner recommended that DEW begin foundational activities needed to support modernization. Next, DEW should pursue a strategic, targeted procurement that enables a wide range of vendors to ensure a thorough evaluation, migrate required data, archive the rest to increase timely implementation and deploy by functional area.

Staff will continue to update the SWDB on implementing a new DEW Customer Management System.

*Denotes voting item



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

Chairman Freeland advised members and guests that the PY’22 WIOA Annual Performance Report Narrative is available for review in the SWDB Portal and on the SC Works website. He also reminded members that the Annual Ethics Training will be on Tuesday, January 23, 2024, at 9:30 a.m. This training will be virtual via Zoom. The next SWDB meeting will be on March 28, 2024, at 11:00 a.m.

The meeting adjourned at 12:28 p.m.

DRAFT

*Denotes voting item

PY'23 Interim Funding Recommendation

Originally presented to the Executive Committee: March 5, 2024

2024 Workforce Development Symposium Sponsorship Fee - \$15,000

The SC Chamber of Commerce is hosting the 2024 Workforce Development Symposium on September 12, 2024, at the Columbia Metropolitan Convention Center. The Symposium is a great opportunity for board members to learn about issues important to South Carolina's business community. The funding requested will be paid to the SC Chamber as a sponsorship. In exchange for the sponsorship:

- DEW, the SWDB, and the SC Works system are promoted in event materials.
- DEW receives tickets to the Symposium, which are allocated to board members, and at least two additional Chamber events.
- Staff participate in the development of the agenda, including offering recommendations on topics and/or Symposium speakers.
- The SWDB presents the SC@Work Photo Contest Awards and Workforce Hero Awards during the event.
- DEW and SC Works have a vendor table to promote services to employers.

Phase II Implementation of the Shared Case Management System Project - \$69,200

In 2023, the SWDB funded a feasibility study to evaluate options for integrating case management systems across WIOA Core Program partners. The study was completed in November 2023 and resulted in a phased plan to modernize the state's case management and labor exchange systems, with an emphasis on interoperability across agencies and programs. Phase II of this effort involves developing the scope of work for the vendor/product solicitation. The funding requested will support the preparation of the scope of work and functional requirements for the case management and labor exchange solicitation and market engagement. Phase II will be completed by the end of the program year.

SOUTH CAROLINA WIOA STATE PLAN

Covering Program Years 2024-2027 (July 1, 2024 – June 30, 2027)

OVERVIEW

Under the Workforce Innovation and Opportunity Act (WIOA), the Governor of each State must submit a Unified or Combined State Plan to the Secretary of the U.S. Department of Labor that outlines a four-year strategy for the State's workforce development system. The publicly funded workforce development system is a national network of Federal, State, regional, and local agencies and organizations that provide a range of employment, education, training, and related services and supports to help all job-seekers secure good jobs while providing businesses with the skilled workers they need to compete in the global economy. States must have approved Unified or Combined State Plans in place to receive funding for core programs. WIOA reforms planning requirements, previously governed by the Workforce Investment Act of 1998 (WIA), to foster better alignment of Federal investments in job training, to integrate service delivery across programs and improve efficiency in service delivery, and to ensure that the workforce system is job-driven and matches employers with skilled individuals. One of WIOA's principal areas of reform is to require States to plan across core programs and include this planning process in the Unified or Combined State Plans. This reform promotes a shared understanding of the workforce needs within each State and fosters development of more comprehensive and integrated approaches, such as career pathways and sector strategies, for addressing the needs of businesses and workers. Successful implementation of many of these approaches called for within WIOA requires robust relationships across programs. WIOA requires States and local areas to enhance coordination and partnerships with local entities and supportive service agencies for strengthened service delivery, including through Unified or Combined State Plans.

Options for Submitting a State Plan

A State has two options for submitting a State Plan— a Unified State Plan or a Combined State Plan. At a minimum, a State must submit a Unified State Plan that meets the requirements described in this document and outlines a four-year strategy for the core programs. The six core programs are—

- the Adult program (Title I of WIOA),
- the Dislocated Worker program (Title I),
- the Youth program (Title I),
- the Adult Education and Family Literacy Act program (Title II),
- the Wagner-Peyser Act Employment Service program (authorized under the Wagner-Peyser Act, as amended by title III), and
- the Vocational Rehabilitation program (authorized under Title I of the Rehabilitation Act of 1973, as amended by Title IV).

Alternatively, a State may submit a Combined State Plan that meets the requirements described in this document and outlines a four-year strategy for WIOA's core programs plus one or more of the Combined State Plan partner programs. When a State includes a Combined State Plan partner program in its Combined State Plan, it need not submit a separate plan or application for that particular program. If included, Combined State Plan partner programs are subject to the "common planning elements" (Sections II-IV of this document) where specified, as well as the program-specific requirements for that program where such planning requirements exist separately for the program. The Combined State Plan partner programs are—

- Career and technical education programs authorized under the Carl D. Perkins Career and Technical Education Act of 2006, as amended by the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) (20 U.S.C. 2301 et seq.)
- Temporary Assistance for Needy Families program (42 U.S.C. 601 et seq.)
- Employment and Training programs under the Supplemental Nutrition Assistance Program (programs authorized under section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4)))
- Work programs authorized under section 6(o) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(o))

- Trade Adjustment Assistance for Workers programs (Activities authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.))
- Jobs for Veterans State Grants Program (programs authorized under 38, U.S.C. 4100 et. seq.)
- Unemployment Insurance programs (programs authorized under State unemployment compensation laws in accordance with applicable Federal law)
- Senior Community Service Employment program (programs authorized under title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.))
- Employment and training activities carried out by the Department of Housing and Urban Development
- Community Services Block Grant (Employment and training activities carried out under the Community Services Block Grant Act (42 U.S.C. 9901 et seq.))

How State Plan Requirements Are Organized

The major content areas of the Unified or Combined State Plan include strategic and operational planning elements. WIOA separates the strategic and operational elements to facilitate cross-program strategic planning.

- The **Strategic Planning Elements** section includes analyses of the State’s economic conditions, workforce characteristics, and workforce development activities. These analyses drive the required vision and goals for the State’s workforce development system and alignment strategies for workforce development programs to support economic growth.
- The **Operational Planning Elements** section identifies the State’s efforts to support the State’s strategic vision and goals as identified in the Strategic Planning Elements section. This section ensures that the State has the necessary infrastructure, policies, and activities to meet its strategic goals, implement its alignment strategy, and support ongoing program development and coordination. Operational planning elements include:
 - State Strategy Implementation,
 - State Operating Systems and Policies,
 - Assurances,
 - Program-Specific Requirements for the Core Programs, and
 - Program-Specific Requirements for the Combined State Plan partner programs. (These requirements are available in a separate supplemental document, Supplement to the Workforce Innovation and Opportunity Act (WIOA) Unified and Combined State Plan Requirements. The Departments are not seeking comments on these particular requirements).

When responding to Unified or Combined State Plan requirements, States must identify specific strategies for coordinating programs and services for target populations. States must develop strategies that look beyond strategies for the general population and develop approaches that also address the needs of target populations.

I. WIOA STATE PLAN TYPE AND EXECUTIVE SUMMARY

a. WIOA State Plan Type

Unified or Combined State Plan. Select whether the State is submitting a Unified or Combined State Plan. At a minimum, a State must submit a Unified State Plan that covers the six core programs. Unified or Combined State Plan. Select whether the State is submitting a Unified or Combined State Plan. At a minimum, a State must submit a Unified State Plan that covers the six core programs.

Unified State Plan. This plan includes the Adult, Dislocated Worker, Youth, Wagner-Peyser Act, Adult Education and Family Literacy Act, and Vocational Rehabilitation programs.

Combined State Plan. This plan includes the Adult, Dislocated Worker, Youth, Wagner-Peyser Act, Adult Education and Family Literacy Act, and Vocational Rehabilitation programs, as well as one or more of the optional Combined State Plan partner programs identified below.

South Carolina is submitting a Combined State Plan covering the following additional programs:

- Temporary Assistance for Needy Families program (42 U.S.C. 601 et seq.)
- Employment and Training programs under the Supplemental Nutrition Assistance Program (programs authorized under section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4)))
- Trade Adjustment Assistance for Workers programs (activities authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.))
- Jobs for Veterans State Grants Program (programs authorized under 38, U.S.C. 4100 et. seq.)
- Senior Community Service Employment program (programs authorized under title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.))

Objectives/Strategies

Action Items

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.

Strategy 1.1 Implement a case management system that integrates data across the WIOA core partner programs.

1.1.1 Implement recommendations from Shared Case Management System Feasibility Study.

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

1.2.1 Relaunch of SC Works Partner Series.
1.2.2 Utilize LMS to provide staff training.

Objectives/Strategies

Action Items

Objective 2: Prepare job seekers 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.

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

- 2.1.1 Complete statewide supply gap analysis.
- 2.1.2 Define “high-value credential”.
- 2.1.3 Expand network of training providers to ensure inclusion of programs that lead to or result in a high-value credential.

Strategy 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.

- 2.2.1 Improve communication and coordination with the Digital Opportunity Department.
- 2.2.2 Continue expansion of Connection Points and promote utilization of Connection Points to provide digital literacy education and training.
- 2.2.3 Provide digital literacy instruction and assessments to certify that individuals have core digital literacy competencies for life and the workplace.

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

- 2.3.1 Distribute and implement SC Works customer satisfaction guidance.
- 2.3.2 Utilize statewide employer survey to glean information about pain points and how the system can help.
- 2.3.3 Develop joint guidance on the delivery of local business services to include continued utilization of Integrated Business Services Teams and sector partnerships.

Objectives/Strategies

Action Items

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.

Strategy 3.1 Increase awareness of resources to mitigate obstacles to employment.

3.1.1 Relaunch SC Works Partner Series to train staff on resources to mitigate or remove obstacles to employment.

3.1.2 Collect and distribute a catalog of promising practice and models for removing obstacles, primarily related to transportation, childcare, and housing.

Strategy 3.2 Implement a multifaceted rural outreach strategy to ensure that rural areas of South Carolina have access to employment and training resources.

3.2.1 Implement Rural Outreach Team.

Objectives/Strategies

Action Items

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 funding.

Strategy 4.1 Identify resources and funding opportunities to provide services to job seekers.

4.1.2 Track and inventory federal investments flowing to the state through the IIJA, IRA, and CHIPS and Science Act.
4.1.3 Improve communication and coordination with agencies and partners receiving funding through federal investments.

Strategy 4.2 Communicate opportunities to the workforce system.

4.2.1 Utilize SC Works Partner Series as a forum to share information with SC Works partners about federal investments and opportunities for aligning programs and services to support job seekers interested in employment in new or expanded sectors.

Strategy 4.3 Identify and strategically target training providers in the state that are offering programs in the infrastructure, energy, and advanced manufacturing sectors.

4.3.1 Strategically recruit training providers to ensure that job seekers have access to relevant training to leads to or results in credentials of value for priority sectors like infrastructure, clean energy, and advanced manufacturing.

Welcome

South Carolina

WORK FORCE

Development

*Board
Members*



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce
"The Workforce Agency"

STATE WORKFORCE DEVELOPMENT BOARD MEETING

THURSDAY, MARCH 28, 2024, AT 11:00 A.M.

AGENDA

- I. Welcome and Opening Remarks
- II. Approval of Minutes from December 12, 2023*
- III. PY'23 Interim Funding Recommendation*
- IV. 2024 WIOA Combined State Plan*
- V. Director's Report
- VI. Legislative Update
- VII. Other Business/Adjourn

APPROVAL OF MEETING MINUTES FROM DECEMBER 12, 2023*



Governor's State Workforce Development Board December 12, 2023, State Workforce Development Board Meeting Minutes

MEMBERS PRESENT:

Mr. Thomas Freeland
Mr. William Floyd
Ms. Valerie Richardson
Mr. Cliff Bourke, Jr.
Mr. Charles Brave, Jr.
Mr. Gregory C. Clark
Ms. Susan Cohen
Col. Craig Currey
Ms. Darline Graham
Mr. Chris Hall
Dr. Tim Hardee

Mr. Jay Holloway
Ms. Felicia Johnson
Mr. Mike King
Rep. Randy Ligon
Mr. Pat Michaels
Ms. Elaine Morgan
Mr. Michael W. Sexton
Dr. Windsor Sherrill
Mr. Warren Snead
Mr. John Uprichard

MEMBERS ABSENT:

Ms. Swati Patel
Mr. Tyler Servant
Mr. Gregory L. Tinnell
Senator Ross Turner

Welcome and Opening Remarks..... Mr. Thomas Freeland, SWDB Chair
Chairman Thomas Freeland called the meeting to order at 11:00 a.m. A quorum was present. Chairman Freeland welcomed Mr. Calton McArthur and Mr. Maydad Cohen, guest presenters with Gartner Consulting, Inc.

SWDB Member Recognition.....Mr. Freeland
Chairman Freeland recognized Mr. Perry Shuping, who was appointed in 2020, for his service on the State Workforce Development Board. During his tenure, Mr. Shuping served on the SC Works Management Committee. He shared valuable insight about programs the SC Auto Dealers Association developed to address hiring and retention challenges among auto service and maintenance technician occupations. Mr. Shuping was also a great resource for DEW's research into Electric Vehicle manufacturing and maintenance.

Mr. Warren Snead, the SC Works Management Committee Chairman, shared that Cooper Standard hosted Lt. Governor Pamela Everette.

PY'23 INTERIM FUNDING RECOMMENDATION*

PY'23 Interim Funding Recommendation

Originally presented to the Executive Committee: March 5, 2024

2024 Workforce Development Symposium Sponsorship Fee - \$15,000

The SC Chamber of Commerce is hosting the 2024 Workforce Development Symposium on September 12, 2024, at the Columbia Metropolitan Convention Center. The Symposium is a great opportunity for board members to learn about issues important to South Carolina's business community. The funding requested will be paid to the SC Chamber as a sponsorship. In exchange for the sponsorship:

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- DEW and SC Works have a vendor table to promote services to employers.

Phase II Implementation of the Shared Case Management System Project - \$69,200

In 2023, the SWDB funded a feasibility study to evaluate options for integrating case management systems across WIOA Core Program partners. The study was completed in November 2023 and resulted in a phased plan to modernize the state's case management and labor exchange systems, with an emphasis on interoperability across agencies and programs. Phase II of this effort involves developing the scope of work for the vendor/product solicitation. The funding requested will support the preparation of the scope of work and functional requirements for the case management and labor exchange solicitation and market engagement. Phase II will be completed by the end of the program year.



SC WIOA STATE PLAN

OVERVIEW FOR STATE WORKFORCE DEVELOPMENT BOARD

March 28, 2024

TODAY'S AGENDA

WIOA STATE PLAN
REQUIREMENTS

ALIGNMENT WITH DOL
PRIORITIES AND SC UNIFIED
STATE PLAN

STATE STRATEGY

IMPLEMENTATION OF THE STATE
STRATEGY

Q&A

WIOA STATE PLAN REQUIREMENTS

- The publicly funded workforce development system is a national network of Federal, State, regional, and local agencies and organizations that provide a range of employment, education, training, and related services and supports to help all job seekers secure good jobs while providing businesses with the skilled workers they need to compete in the global economy. This system is governed by the Workforce Innovation and Opportunity Act, also referred to as WIOA.
- WIOA reforms planning requirements to foster better alignment of Federal investments. One of WIOA's principal areas of reform is to require States to plan across core programs and include this planning process in the Unified or Combined State Plans. This reform promotes a shared understanding of the workforce needs within each State and fosters the development of more comprehensive and integrated approaches.
- Under the WIOA, the Governor of each State must submit a Unified or Combined State Plan that outlines a four-year strategy for the State's publicly funded workforce development system.
 - At a minimum, a State must submit a Unified State Plan that outlines a four-year strategy for the six core programs.
 - Alternatively, a State may submit a Combined State Plan that outlines a four-year strategy for WIOA's core programs **plus** one or more of the Combined State Plan partner programs.

WIOA STATE PLAN REQUIREMENTS

- South Carolina has opted to submit a Combined State Plan covering the following 11 federal programs:
 - The Adult program (Title I of WIOA),
 - The Dislocated Worker program (Title I),
 - The Youth program (Title I),
 - The Adult Education and Family Literacy Act program (Title II),
 - The Wagner-Peyser Act Employment Service program (authorized under the Wagner-Peyser Act, as amended by title III), and
 - The Vocational Rehabilitation program (authorized under Title I of the Rehabilitation Act of 1973, as amended by Title IV).
- Temporary Assistance for Needy Families program (42 U.S.C. 601 et seq.)
- Employment and Training programs under the Supplemental Nutrition Assistance Program (programs authorized under section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4)))
- Trade Adjustment Assistance for Workers programs (Activities authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.))
- Jobs for Veterans State Grants Program (programs authorized under 38, U.S.C. 4100 et. seq.)
- Senior Community Service Employment program (programs authorized under title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.))

MAJOR CONTENT AREAS OF THE PLAN

- The major content areas of the Unified or Combined State Plan include strategic and operational planning elements. WIOA separates the strategic and operational elements to facilitate cross-program strategic planning.
 - The **Strategic Planning Elements** section includes analyses of the State's economic conditions, workforce characteristics, and workforce development activities. These analyses drive the required vision and goals for the State's workforce development system and alignment strategies for workforce development programs to support economic growth.
 - The **Operational Planning Elements** section identifies the State's efforts to support the State's strategic vision and goals as identified in the Strategic Planning Elements section. This section ensures that the State has the necessary infrastructure, policies, and activities to meet its strategic goals, implement its alignment strategy, and support ongoing program development and coordination. Program-specific requirements for Core and Combined State Plan partners are included in the Operational Planning Elements.

DOL STATE PLANNING PRIORITIES

- Use labor market information to reassess economic and labor market conditions and adjust strategies for changing industries, occupations, and/or skills.
- Use state planning to focus on reemployment of unemployed individuals and improved employment of underemployed individuals.
- Use the WIOA State Plan and planning process to take advantage of historic federal investments in infrastructure and other opportunities created through the IIJA, IRA, and CHIPS and Science Act.
- Other items of particular interest:
 - Focus on traditionally underserved populations
 - Collaboration and partnership
 - Sector partnership
 - Integrated program planning

ALIGNMENT WITH SC UNIFIED STATE PLAN

- The SC Unified State Plan for Education and Workforce (also known as 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.
- The USP is developed by state and local government agencies, nonprofit groups, and quasi-governmental groups that are appropriated state funds or are authorized to expend federal funds related to workforce development, in cooperation with business and industry associations.
- The USP functions as a resource when entities are planning their strategies related to education and workforce development. Their projects and initiatives should align with their own strategic goals as well as the strategic goals of the USP.

ALIGNMENT W/ SC UNIFIED STATE PLAN

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

ALIGNMENT W/ SC UNIFIED STATE PLAN

WIOA State Plan adopts the vision and mission outlined in the draft Unified State Plan.



The objectives and strategies defined in the WIOA State Plan align with and support the goals and actions defined in the draft USP.

MAJOR THEMES



Alignment and
coordination



Access to skills and
credentials of value



Removing barriers or
obstacles to
employment



Leveraging historic
infrastructure
investments

Objectives/Strategies	Action Items
<p>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.</p>	
<p>Strategy 1.1 Implement a case management system that integrates data across the WIOA core partner programs.</p>	<p>1.1.1 Implement recommendations from Shared Case Management System Feasibility Study.</p>
<p>Strategy 1.2 Develop and implement cross-partner staff training to enhance service delivery to job seekers and businesses.</p>	<p>1.2.1 Relaunch of SC Works Partner Series. 1.2.2 Utilize LMS to provide staff training.</p>

Objectives/Strategies	Action Items
<p>Objective 2: Prepare job seekers 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.</p>	
<p>Strategy 2.1 Increase the percentage of participants that obtain high-value credentials.</p>	<p>2.1.1 Complete statewide supply gap analysis.</p> <p>2.1.2 Define “high-value credential”.</p> <p>2.1.3 Expand network of training providers to ensure inclusion of programs that lead to or result in a high-value credential.</p>

Objectives/Strategies	Action Items
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Objective 2: Prepare job seekers 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.

Strategy 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.

- 2.2.1 Improve communication and coordination with the Digital Opportunity Department.
- 2.2.2 Continue expansion of Connection Points and promote utilization of Connection Points to provide digital literacy education and training.
- 2.2.3 Provide digital literacy instruction and assessments to certify that individuals have core digital literacy competencies for life and the workplace.

Objectives/Strategies	Action Items
<p>Objective 2: Prepare job seekers 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.</p>	
<p>Strategy 2.3 Improve strategic outreach and service delivery to employers to effectively match job seekers with employers.</p>	<p>2.3.1 Distribute and implement SC Works customer satisfaction guidance.</p> <p>2.3.2 Utilize statewide employer survey to glean information about pain points and how the system can help.</p> <p>2.3.3 Develop joint guidance on the delivery of local business services to include continued utilization of Integrated Business Services Teams and sector partnerships.</p> <p>2.3.4 Implementation of the Senior Business Consultant model that will manage service delivery to key account and foster regional collaboration.</p>

Objectives/Strategies	Action Items
<p>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.</p>	
<p>Strategy 3.1 Increase awareness of resources to mitigate obstacles to employment.</p>	<p>3.1.1 Relaunch SC Works Partner Series to train staff on resources to mitigate or remove obstacles to employment.</p> <p>3.1.2 Collect and distribute a catalog of promising practice and models for removing obstacles, primarily related to transportation, childcare, and housing.</p>
<p>Strategy 3.2 Implement a multifaceted rural outreach strategy to ensure that rural areas of South Carolina have access to employment and training resources.</p>	<p>3.2.1 Implement Rural Outreach Team.</p>

Objectives/Strategies	Action Items
<p>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 funding.</p>	
<p>Strategy 4.1 Identify resources and funding opportunities to provide services to job seekers.</p>	<p>4.1.2 Track and inventory federal investments flowing to the state through the IIJA, IRA, and CHIPS and Science Act.</p> <p>4.1.3 Improve communication and coordination with agencies and partners receiving funding through federal investments.</p>

Objectives/Strategies	Action Items
<p>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 funding.</p>	
<p>Strategy 4.2 Communicate opportunities to the workforce system.</p>	<p>4.2.1 Utilize SC Works Partner Series as a forum to share information with SC Works partners about federal investments and opportunities for aligning programs and services to support job seekers interested in employment in new or expanded sectors.</p>
<p>Strategy 4.3 Identify and strategically target training providers in the state that are offering programs in the infrastructure, energy, and advanced manufacturing sectors.</p>	<p>4.3.1 Strategically recruit training providers to ensure that job seekers have access to relevant training to leads to or results in credentials of value for priority sectors like infrastructure, clean energy, and advanced manufacturing.</p>

PUBLIC COMMENTS

- The plan was posted for public comment on February 13th, through March 20th.
- Comments were submitted by the following entities:
 - SC Department of Disabilities and Special Needs
 - SC Works – WorkLink
 - University of South Carolina School of Medicine, Center for Disability Resources (UCEDD)
 - Upstate Workforce Board
 - Colleton Adult Learning Center
 - Bamberg/Barnwell Adult Education
 - Greenville County Workforce Development
 - Newberry Adult and Continuing Education
 - South Carolina Vocational Rehabilitation
 - SOS Health Care, Inc.
 - Telamon/TRC

Entity	Major Points	Revision to the Plan
SC Department of Disabilities and Special Needs	<ul style="list-style-type: none"> • Pages of the plan are not numbered correctly. • Not included in SCVRD Comprehensive State Needs Assessment. • Does not agree with all of the CSNA findings. • Expressed the need for greater collaboration is needed between VR and SCCB and DDSN. • Shared concerns from consumers that have been referred to SCVRD. • Shared disappointment that SCVRD is not using contracted providers. • Shared disappointment with SCVRD case loads. • Expressed concern about SCVRD's ability to serve the projected number of planned participants. 	<ul style="list-style-type: none"> • Pages numbered correctly. • SCCB section revised to include intent to coordinate with DDSN.
SC Works WorkLink	<ul style="list-style-type: none"> • Expressed the need for more funding to provide the level of services required in the area. • Made the recommendation that all funding is provided in a single allocation, or that all programs are eligible for supplemental funding. 	<ul style="list-style-type: none"> • No revisions made.

Entity	Major Points	Revision to the Plan
University of South Carolina School of Medicine, Center for Disability Resources	<ul style="list-style-type: none"> Expressed concern about SCVRD’s ability to provide integrated employment opportunities through its existing service delivery model. Expressed concern that the CSNA did not collect actual data and that the state plan did not reflect input received in the CSNA. 	<ul style="list-style-type: none"> No revisions made.
Upstate Workforce Board	<ul style="list-style-type: none"> Expressed concern that the Senior Business Services Consultant model is a duplication of services already being performed. 	<ul style="list-style-type: none"> Implementation of the Senior Business Services Consultant model was removed from the plan as a system-wide strategy.
Colleton Adult Learning Center	<ul style="list-style-type: none"> Provided additional language to describe the role and services provided by adult education programs. Asked for clarification about requirements for Eligible Training Providers, which may include programs that provide a high school diploma or its equivalency in combination with other training services. 	<ul style="list-style-type: none"> The state plan was revised to include all or some of the additional language suggested.

Entity	Major Points	Revision to the Plan
Bamberg/Barnwell Adult Education	<ul style="list-style-type: none"> • Provided additional language to describe the role and services provided by adult education programs. • Expressed concern that a high school diploma or its equivalency is not defined in the state plan as a high-value credential. • Stressed the importance of integrating adult education providers into education and workforce ecosystem. 	<ul style="list-style-type: none"> • The state plan was revised to include all or some of the additional language suggested.
Greenville Workforce Development	<ul style="list-style-type: none"> • Asked for clarification on how the Senior Business Consultant and Rural Outreach models assist with aligning activities with partners, comply with the SC Works Certification Standards, and ensure a one-knock approach. 	<ul style="list-style-type: none"> • Implementation of the Senior Business Services Consultant model was removed from the plan as a system-wide strategy.
Newberry Adult and Continuing Education	<ul style="list-style-type: none"> • Provided additional language to describe the role and services provided by adult education programs. • Expressed concern that a high school diploma or its equivalency is not defined in the state plan as a high-value credential. 	<ul style="list-style-type: none"> • The state plan was revised to include all or some of the additional language suggested.

Entity	Major Points	Revision to the Plan
Individual	<ul style="list-style-type: none"> • Provided feedback on son’s Vocational Rehabilitation service delivery experience. 	<ul style="list-style-type: none"> • No revisions made.
SOS Health Care, Inc.	<ul style="list-style-type: none"> • Shared that the State Plan does not address employment for individuals with Autism or significant intellectual disabilities. 	<ul style="list-style-type: none"> • No revisions made.
Newberry Adult and Continuing Education	<ul style="list-style-type: none"> • Provided additional language to describe the role and services provided by adult education programs. • Expressed concern that a high school diploma or its equivalency is not defined in the state plan as a high-value credential. 	<ul style="list-style-type: none"> • The state plan was revised to include all or some of the additional language suggested.

NEXT STEPS

- The plan will be submitted to the US Departments of Labor and Education by April 5th.
- Implementation will begin in July.

QUESTIONS?

An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

For program funding details in compliance with the Stevens Amendment, please visit www.dew.sc.gov/funding.



SWDB Meeting

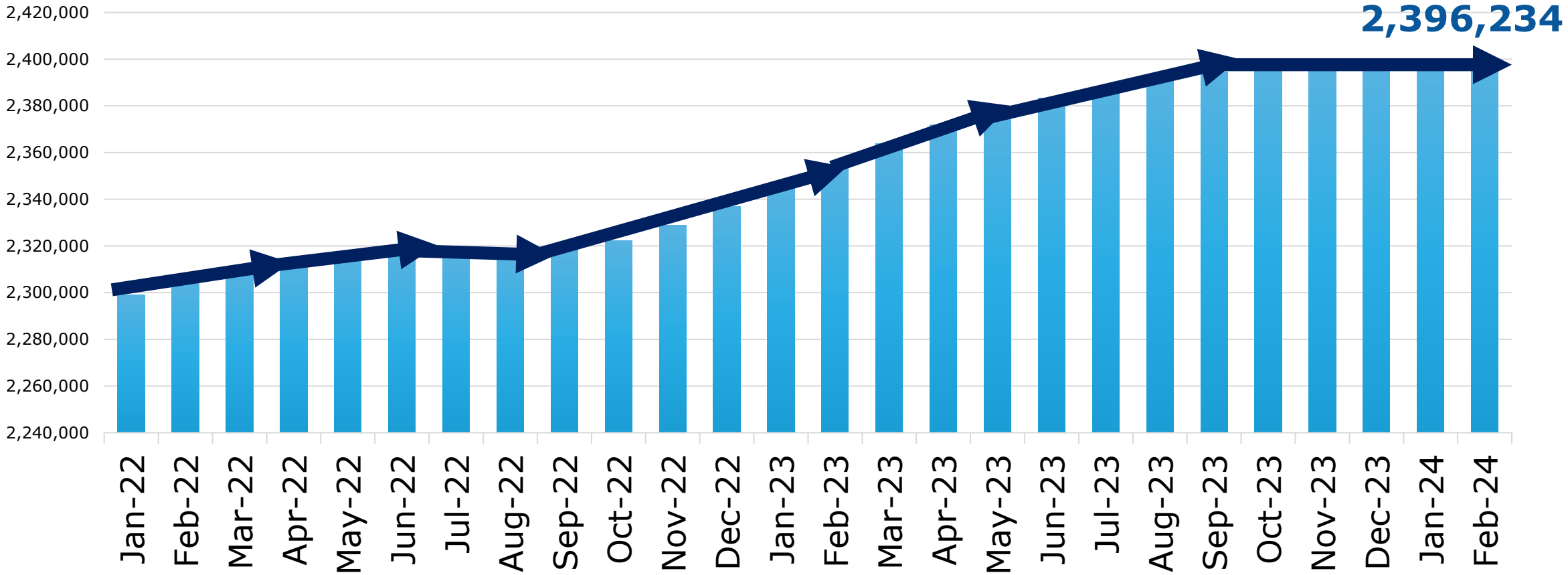
Thursday, March 28th, 2024

Speaker:

William Floyd, Executive Director

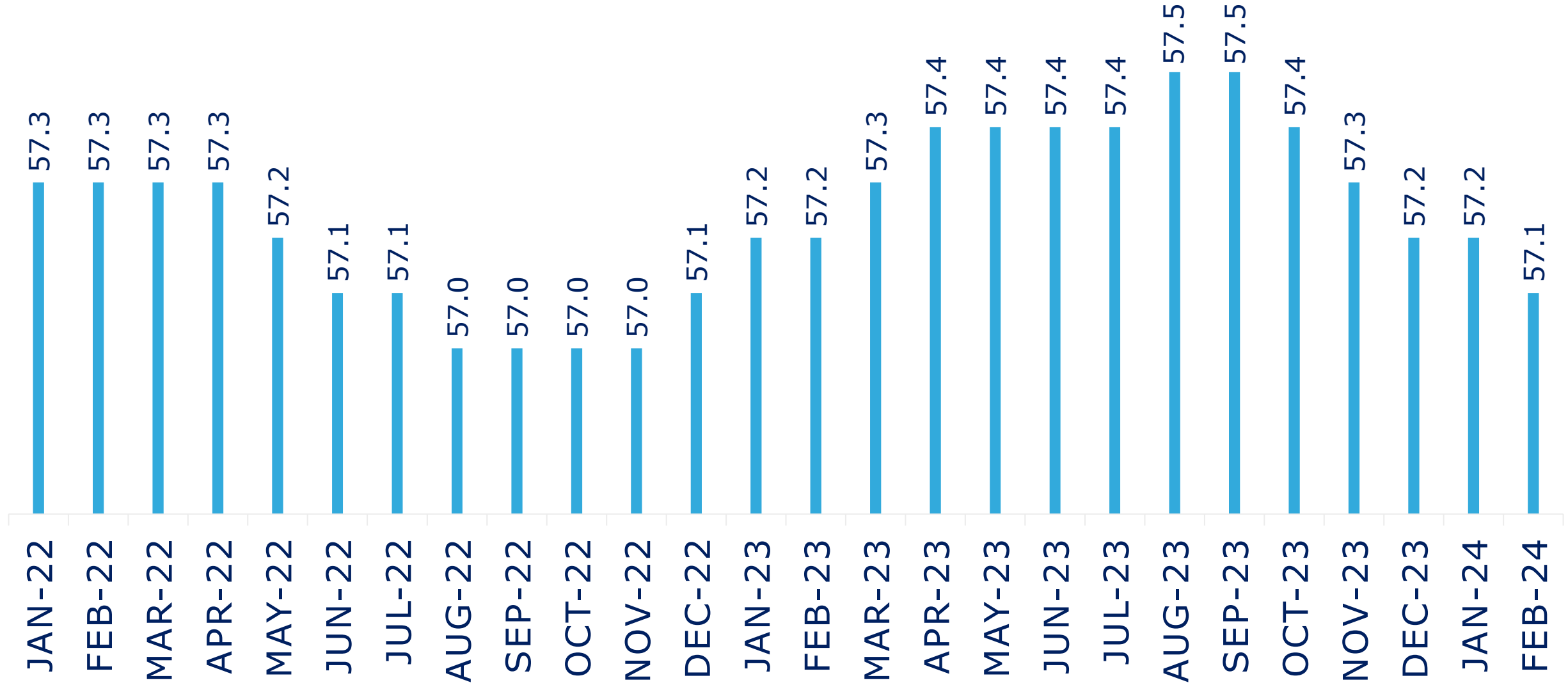
Number of People Working

2022-Present



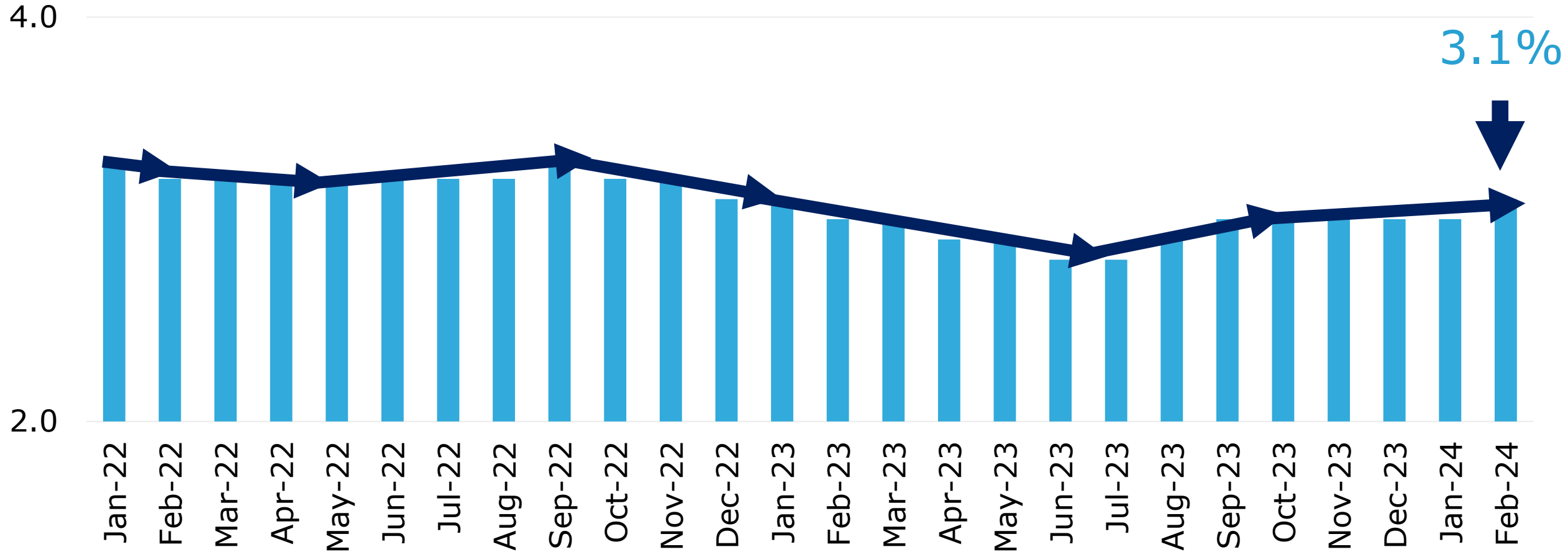
Labor Force Participation Rate

2022-Present



Unemployment Rate

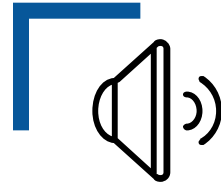
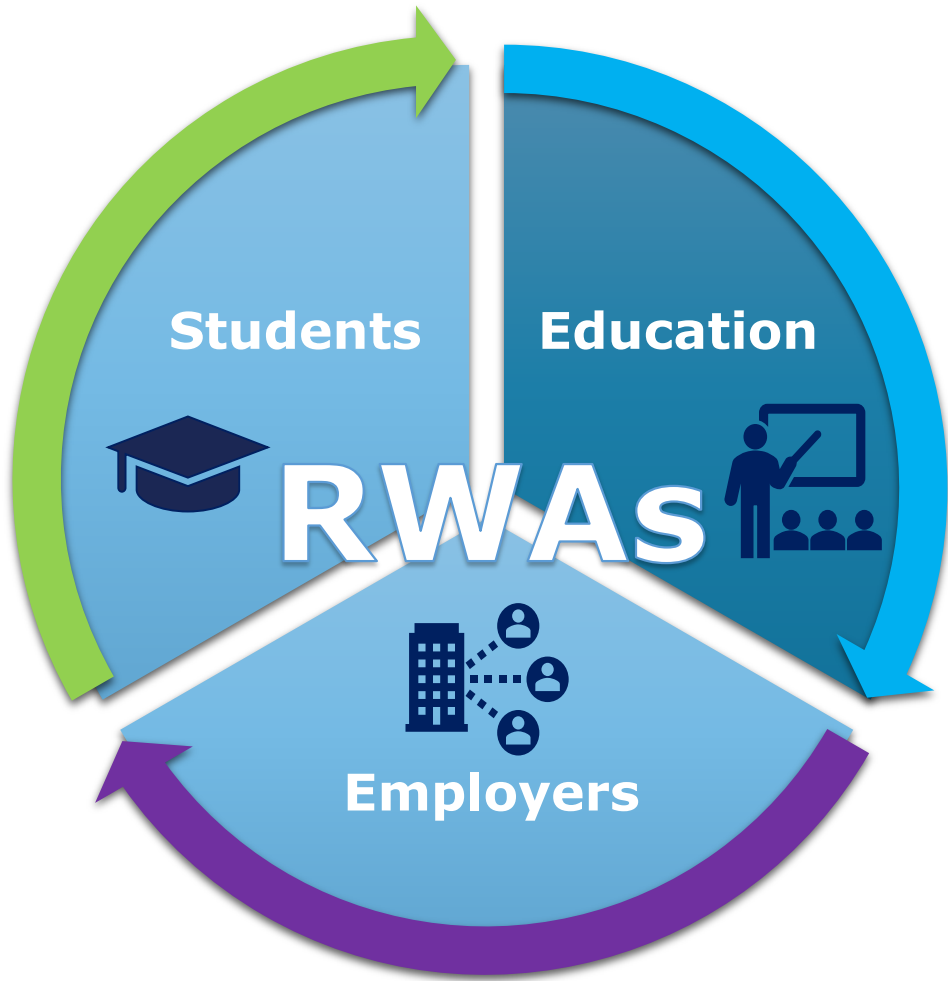
2022-Present Seasonally Adjusted





-
- Phase two of our rural initiative.
 - Working closely with smaller communities to host events to help jobseekers facing barriers to employment, such as transportation.
 - By having them near grocery stores, community centers, and other sites frequently used by the local area, we are making access to workforce services easier.
 - The events will feature job fairs, festivals, and community events, with the state-of-the-art Career Coach mobile unit present at many locations to provide assistance and support.

Regional Workforce Advisors (RWAs)



CRITICAL CONNECTION

Work with students, education system, and employers.



DEW/OSWD BEGAN MANAGING JULY 1

Used to be part of the S.C. Department of Commerce.

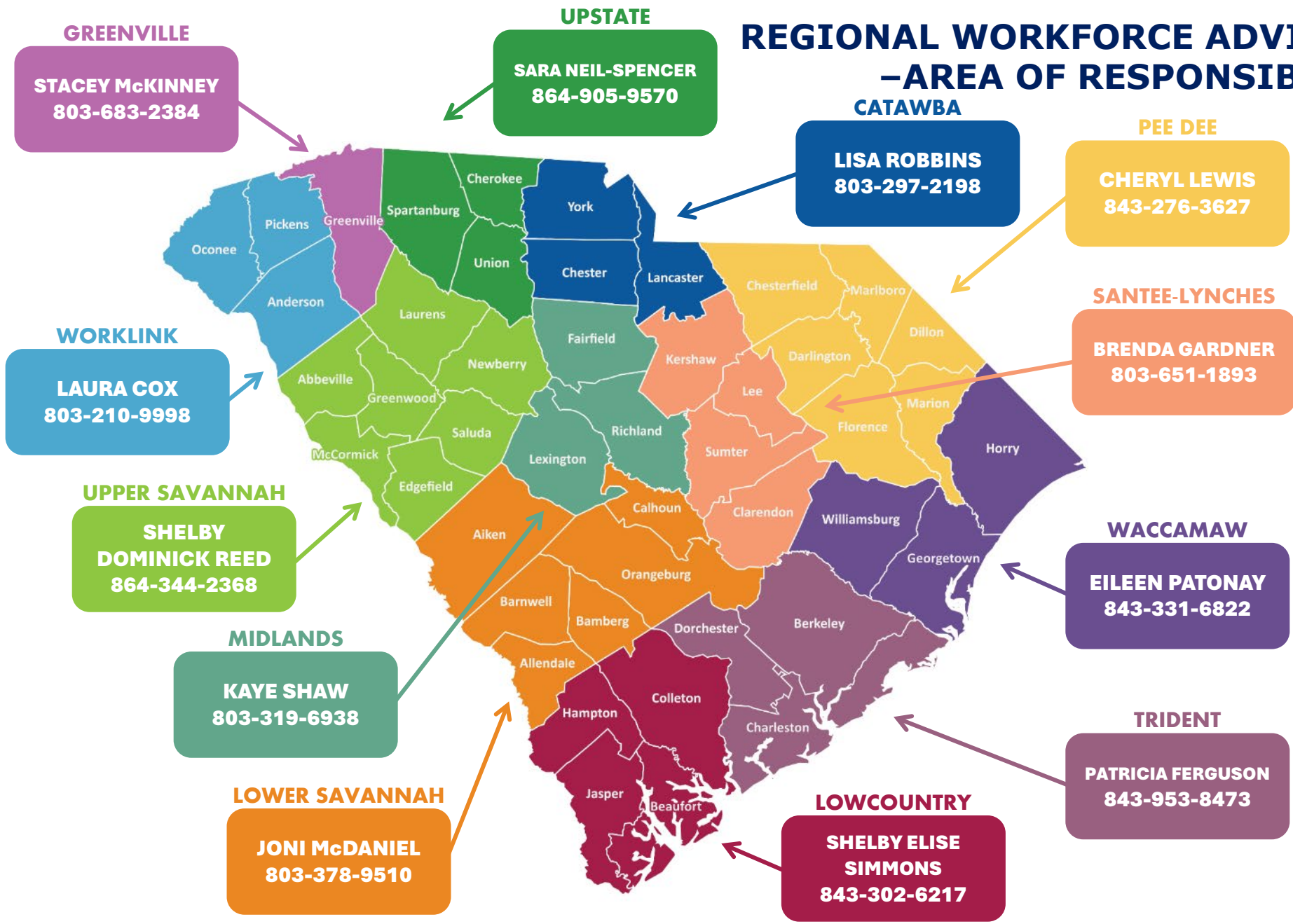


SCHOOL IS IN

RWAs are involved in job fairs, career exploration, employer outreach, and more.



REGIONAL WORKFORCE ADVISORS -AREA OF RESPONSIBILITY



SECOND CHANCE

Bringing employers and returning citizens together

- Help returning citizens learn a skill and understand how to successfully search for a job.
- Specific requirements must be met by the participant, including a disciplinary-free record and non-violent offenses for incarceration.
- DEW provides a full-time employee, coaching, and materials to assist returning citizens in work-skills training.



Monthly Initiatives



May

**Graduation
Month**



September

**Workforce
Development
Month**



October

**Disability &
Manufacturing
Month**



November

**Veterans
Month**



Thank you

An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

For program funding details in compliance with the Stevens Amendment, please visit www.dew.sc.gov/funding.



Spring 2024 Legislative Update

Ellen Andrews-Morgan

Director of Governmental Affairs



**SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce**

125TH GENERAL ASSEMBLY

- **128** ratifications this two-year session. **25** (19.53%) were ratified in 2024.
- **Time is running out:** ~ 19 standard statewide session days left
- **Election Year:** All seats up for reelection – House and Senate.
 - **Primary elections:** June 11 (runoffs: June 25)
 - **General Election:** November 5
- **Crossover Date:** April 10 (2/3 vote req. to take up bill from other body not passed by originating body by April 10)
- **Sine Die:** May 9 (adjourning at call of the President/Senate)
- **Absolute End of Term/Legislation Dies:** November 11

2024 HOT TOPICS



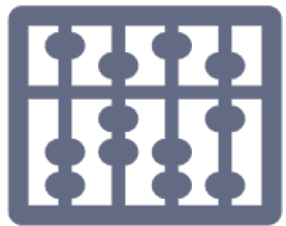
JUDICIAL REFORM

Selection and election of judges



EDUCATION

School choice, charter schools, scholarships, teacher retention, funding of higher education, etc.



STATE ACCOUNTING & FINANCIALS

Addressing questions relating to \$1.8 billion residing in Fund 30350993; the \$3.5 billion error last year; other issues relating to accountability and reporting.



DHEC RESTRUCTURING

Future structure of the agency, abolishing Certificate of Need process for healthcare facilities, etc.



THE OTHER PERENNIALS...

Energy resilience, tort reform, constitutional carry, aging infrastructure, medical cannabis, abortion, hate crimes, shellfish, etc.

FY 24-25 BUDGET

- House passed H. 5100, the FY 24-25 General Appropriations Act, and H. 5101, the Capital Reserve Fund bill, on **March 13**
- Senate Finance Committee deliberating **April 9 – 11** with the full Senate debating the budget the week of **April 23 – April 25**
- “H2”, a second draft of a House budget, most likely to follow
- House and Senate differences will be negotiated by conference committee
- **Don't worry!** A continuing resolution, H. 4720, was passed March 20 to provide continuing authority for payment of expenses of state government (at generally the same levels at FY23-24) if a budget is not passed by July 1

Workforce-related Budget Items

- **\$24 million** to cover increased expenses for SCDE and First Steps Full Day 4K
- **\$40 million** in lottery funding for high quality instructional materials
- **\$10 million** recurring in EIA funds for Palmetto Math Project to improve teaching and learning of math
- **\$57.5 million** to freeze in-state tuition at public colleges/universities for 6th year
- **\$336 million** for LIFE, HOPE, Palmetto Fellows, and Tuition Assistance
- **\$20 million** in Tuition Grants
- **\$95 million** for SC WINS (Workforce Industry Needs Scholarships)
- **\$41.5 million** in nonrecurring dollars for individual technical college initiatives
- **\$30 million** for High Demand Job Skill Training Equipment
- **\$5 million** to readySC (Economic Development Training)

Workforce-related Budget Items

- **\$10 million** to the Closing Fund to provide flexible funding for economic development projects
- **\$55 million** for port expansion
- **\$3 million** for a systemic review of the state's 33 public institutions of higher education:

This study will address the **sustainability, accessibility, and affordability**, as well as provide an assessment of the need for **consolidation of existing physical space, programs, certificates, and degrees** offered at our public colleges and universities, as **compared to projected workforce needs of our state in the future**

Workforce-related Budget Items

Proviso 3.6 Lottery Funding/Proviso 33.33 Graduate Medical Education

- **\$10 million** to CHE for the Nursing Initiative to address the **nursing shortage** with funds to be allocated to the state's public colleges and universities (including technical colleges) with nationally accredited nursing programs for **faculty supplements and tuition reimbursement**.
- **\$30 million** appropriated for Graduate Medical Education—with this, DHHS is directed to establish initiatives to strengthen **recruitment and retention of the healthcare workforce** to include a **supply gap analysis** and **study** of education, training, and regulatory policies with **recommendations to build workforce capacity**.

Proviso 11.24 (CHE: SC University Cyber Leadership Council)

- Establishes a Cyber Leadership Council focused on **cyber readiness** through education, research, and community engagement.
- The Citadel will serve as the convener in coordination with CHE.
- Tasked with developing and implementing a **plan for a skilled cyber workforce**

NEW COMMITTEES

- **Special Joint Committee to Study Childcare**
 - Chaired by Senator Ross Turner and Representative Shannon Erickson
 - Goal to address childcare availability and affordability
- **House Committee on Artificial Intelligence, Cybersecurity & Cyber Crimes**
 - Chaired by Representative Jeff Bradley
 - Plans to become an official standing committee next session

LEGISLATION

Act No. 114 (S. 418) – Read to Succeed

Status: Signed by the Governor on March 11, 2024

- Updates to the Read to Succeed Act enacted in 2014 to improve reading and literacy education in South Carolina. Amendments in this act reinforce “the Science of Reading,” which emphasizes science-based teaching practices aimed at effectively teaching fundamental reading and comprehension skills.
- Each school district would be required to administer to students a literacy assessment three times each school year (at 45 days, at mid-year, by end of year) with parents receiving information about their student’s performance and risk for grade retention.
- The required retention in third grade for students not meeting expectations remains from the original Read to Succeed, but this act adds language encouraging retention of first and second grade students not demonstrating proficiency, rather than waiting until third grade which can be too late.
- SCDE is directed to identify middle schools in which 50% or more of students are scoring at the lowest achievement level on the statewide summative assessment; these schools shall prepare a school implementation plan aligned with the districts with strategies for teachers and parents to support literacy skills of the students.

H. 3295 – Competency-based Education

Status: Enrolled for ratification on March 21, 2024

- Competency-based education (CBE) is a comprehensive learning approach for a student to master competencies and related standards along a personalized, self-paced, and flexible pathway.
- H. 3295 directs the State Board of Education to develop a process for competency-based schools to obtain a waiver exempting the school from certain state laws, policies, and regulations that hinder the implementation of competency-based practices.
- The State Department of Education is directed to establish a definition for CBE and create evaluation criteria and guidelines for schools operating on a waiver. The schools must submit data for biennial cyclical reviews with a report summarizing the reviews to be distributed to the Governor and the legislature.
- CHE and SBTCE must establish policies for fair equitable access to colleges and universities, scholarships, and financial aid for graduates with nontraditional diplomas and transcripts.

S. 912– SC Nexus for Advanced Resilient Energy

Status: Signed by the Governor on March 11, 2024

- Creates the SC Nexus office within the Department of Commerce to facilitate and implement the SC Nexus Plan for Global Leadership in Advanced Resilient Energy.
- Goals:
 - development of deployable and exportable electricity technologies that accelerate manufacturing of energy components and materials, innovate new battery technologies, and efficiently integrate advanced electricity sources into the grid;
 - acceleration of high-quality job growth for a diverse workforce, with multiple education and training pathways through South Carolina's broad education ecosystem;
 - closure of infrastructure gaps in rural and distressed communities; and
 - enhancement of South Carolina's ability to play a key role advancing the country's competitiveness relating to electric-power technologies
- Defines “developmental approval” by the state for development and application of advanced energy generation , storage, and grid resilience

H. 4702 - Computer Science Education Initiative Act

Status: Favorable report with amendment from House Education and Public Works Committee

- The South Carolina Computer Science Education Initiative Act provides for the expansion and enhancement of computer science education in public high schools through the creation of a statewide computer science education plan.
- SCDE must conduct, at least every five years, a cyclical review of grade appropriate standards for computer science, computational thinking, cybersecurity, and computer coding for grades K-12. This process must include representatives of higher education and business/industry (to include IT or computer science representation).
- Beginning the FY24-25 school year:
 - each public high school must offer at least one qualifying computer science course
 - SCDE shall employ 1 FTE with relevant experience with computer science/IT solely to coordinate and lead the SC Computer Science Education Initiative
 - SCDE shall design computer science-related career pathways system for the IT for careers identified by DEW, to include the creation of a career pathway cluster by July 1, 2025.

H. 4703—South Carolina STEM Opportunity Act

Status: Favorable report with amendment from House Education and Public Works Committee

- The South Carolina STEM Opportunity Act would establish the South Carolina Science, Technology, Engineering, and Mathematics (STEM) Coalition, from the existing SC Coalition for Mathematics & Science (SCCMS) and S2TEM Centers SC, to build public/private partnerships with the goal of building a technology-ready STEM workforce.
- Creates a STEM Education Fund to support STEM programs and priorities
- Creates a STEM Coalition Advisory Council, chaired by the DEW Executive Director, with members representing SCDE, technical colleges, higher education, Clemson University (as the host site of the coalition), STEM-related business, the legislature, and STEM educators.
- The Coalition would serve as a coordinate and promote STEM education statewide, fund school-based STEM pilots, create a statewide database of STEM education assets, perform a gap analysis, and annually report outcomes.

H. 5105—Technical College Credits for Veterans

Status: Passed the House on March 7, 2024; residing in Senate Committee on Education

- Directs the State Board for Technical and Comprehensive Education to adopt a policy that recognizes and awards credentials and college credit for courses and experiences completed in the military.
- Military training and experiences recommended by the American Council on Education (ACE) for credit may qualify. Joint Service Transcripts or other service-specific documentation will be reviewed to determine eligibility.
- The Technical College System is directed to work with the SC Department of Veterans' Affairs to establish guidelines for review and awarding of credit.
- This bill is part of a broader emerging theme of finding ways to ease the transition of separating servicemembers into South Carolina's civilian workforce.

H. 4710—Unemployment Insurance Indexing

Status: Passed the House on February 8, 2024; residing in Senate Committee on Labor, Commerce and Industry

- Sets maximum duration of unemployment insurance benefits between 12 and 20 weeks based on seasonally adjusted statewide unemployment rates.

Seasonally Adjusted Unemployment Rate	# Weeks
Less than or equal to 5.5%	12
Greater than 5.5% up to 6%	13
Greater than 6% up to 6.5%	14
Greater than 6.5% up to 7%	15
Greater than 7% up to 7.5%	16
Greater than 7.5% up to 8%	17
Greater than 8% up to 8.5%	18
Greater than 8.5% up to 9%	19
Greater than 9%	20

- Applicable for claims with an effective date on or after October 1, 2024.
- Despite quite a bit of debate, the House ultimately passed the bill 113-1.

S. 557—Apprenticeship Credit

Status: Returned to House as passed by Senate (stripped of H. 4087); House adjourned debate until April 9

- Amends Section 12-6-3477 of the South Carolina Income Tax Act to increase the amount of the Apprentice Income Tax Credit from \$1,000 to **\$1,000 or the cost of the apprenticeship**, whichever is greater.
 - not to exceed **\$4,000** for an apprentice or **\$6,000** for youth apprentice (age 16-24)
- Credit duration remains four years but with **a new bonus**: after apprenticeship is completed, taxpayer can claim a **\$1,000 credit** for up to three years if the apprentice remains an employee
- Adds ability for taxpayer to carry forward an unused credit for three years
- Max aggregate credit for all taxpayers is set at **\$5 million** per tax year
 - This amount may be adjusted each year in the General Appropriations Act
 - Estimated 2023 tax credit total: **\$1,197,675**
 - Estimated total of new credits would be about **\$3 million**

H. 4087 – Tax Credits (HQ, job development, retraining)

Status: Passed the House; residing in Senate Finance Committee with thorough subcommittee work

- The Sales and Income Tax Subcommittee of Senate Finance has held several subcommittee hearings on H. 4087 and worked on several amendments to the bill. Note that S. 557 will likely not move until, and unless, H. 4087 does.
- H. 4087 had several components being examined in subcommittee:
 - **Corporate Headquarters Credit:** Expansion/clarification of the corporate headquarters credit—applies to “taxpayer” not only “corporations,” changes the job and investment requirements (including allowing remote/hybrid employees to count if SC residents), and changes to definition of headquarters
 - **Tax Credits for Recycling Facilities:** Amended investment threshold for the recycling facilities credit, expanded eligibility to include facilities used to fabricate (rather than only those that manufacture) products from qualifying post-consumer waste materials, and updates to the definition of qualifying post-consumer waste material to include batteries, solar panels, and turbines
 - **Job Development Credits:** Amendments to Enterprise Zone Act of 1995 to adapt to remote/hybrid work
 - **Retraining Credits:** Addition of warehousing and distribution to industries qualifying for the EZA retraining credits, decreased amount of time an employee must have been employed by the business from two years to one, expanded eligible retraining programs to include upskilling, management development, and recertification in production-related competencies, and allow a business to contract with a technical college (or the Board) to assist with program administration of job retraining credits
 - **Sale & Transfer of Job Credits**

QUESTIONS?



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce

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