



**Workforce Committee on Innovation Meeting
Thursday, October 19, 2023, at 11:00 a.m.**

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AGENDA

- I. Welcome and Opening RemarksDr. Windsor Sherrill, Committee Chair
- II. Approval of Minutes from August 17, 2023* Dr. Sherrill
- III. Shared Case Management SystemMr. Scott Ferguson
- IV. Unified State Plan Update.....Mr. Charles Appleby
- V. Other Business/Adjourn..... Dr. Sherrill

*Denotes voting item

Governor’s State Workforce Development Board
August 17, 2023, Committee on Workforce Innovation Meeting Minutes

Members Present:

Dr. Windsor Sherrill*, Chair
Ms. Valerie S. Richardson*
Ms. Susan H. Cohen
Col. Craig Currey
Dr. Tim Hardee
Mr. Jay Holloway
Ms. Elaine Morgan
Mr. Tyler Servant

Members Absent:

Ms. Felicia Johnson
Sen. Ross Turner

Welcome and Opening RemarksDr. Windsor Sherrill, Committee Chair

Dr. Windsor Sherrill called the meeting to order at 11:00 a.m. A quorum was present. Dr. Sherrill welcomed new Committee members Dr. Tim Hardee and Mr. Tyler Servant.

Approval of Minutes from May 18, 2023*Dr. Sherrill

Col. Craig Currey motioned to approve the May 18, 2023, meeting minutes. Mr. Jay Holloway seconded the motion, and the Committee unanimously approved the meeting minutes.

Priority Updates Ms. Pamela Jones

Ms. Pamela Jones provided an update on the Committee’s Program Year (PY) 2023 priorities.

- *Shared Case Management System to Support Intake, Referral, and Co-enrollment*
 - During PY’22, SWDB allocated \$250,000 in funding to procure a consultant to conduct a feasibility study, working with partners to determine the needs and requirements for a Shared Case Management System. A vendor has been selected, and Staff will continue to provide updates on this priority. At the end of the 12-month contract period, the consultant will provide recommendation(s) to the partners and DEW on how to achieve a more integrated system to support intake, referral, and co-enrollment.
- *Investments for In-Demand Training*
 - During PY’22, SWDB allocated \$1M in funding to expand the utilization of the Incumbent Worker Training (IWT) to allow occupational skills training, on-the-job training, and customized training strategies for those who are employed and unemployed. The Local Workforce Development Areas (LWDAs) can determine the type of training to offer but should align investments with training in high-growth industries and preparing for emerging-demand occupations.
 - Local areas were encouraged to submit requests for all training funds needed within their local areas by August 15, 2023. Requests from the 12 LWDAs totaled \$2.5M. Staff is currently reviewing the submissions and will update the Committee.
 - SWDB has allocated a total of \$2M for training funding.
- *Career Exploration and Training through Virtual Reality*
 - The preliminary research to learn how virtual reality is used within the workforce was completed during the first quarter of PY’22. Staff are in exploratory conversations with

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other state agencies and partners around career exploration and training utilizing Virtual Reality technology. Staff will continue to identify opportunities for the SWDB and the Committee to expand the utilization of Virtual Reality for training and career exploration.

- *Rural Engagement: Economic and Workforce Analysis*
 - Rural Engagement is an ongoing priority for the SC Department of Employment and Works. The SC@Work Road Trips will continue to host mobile job fairs and community events with stops in Allendale, Bamberg, Summerton, Manning, and Sumter Counties during the month of September as part of the Workforce Development Month activities. SWDB members will receive curated lists of WDM activities in their local areas.

H-1B Rural Health Grant Ms. Bridgette Coates/Ms. Ann Skinner
Ms. Coates, Pee Dee Workforce Program Developer, and Ms. Skinner, Upper Savannah Workforce Development Administrator, provided an overview of the Level Up Rural Healthcare Grant funded by the U.S. Department of Labor’s H-1B Rural Healthcare Grant Program to expand healthcare occupations in rural areas by providing employment and training opportunities.

In February 2021, the Pee Dee Regional Council of Governments and the Upper Savannah Council of Governments partnered and were awarded \$2,271,023 in grant funding. The Level Up Rural Health Grant provides participants with employment and training opportunities that lead to an occupational license as a Registered Nurse, Licensed Practical Nurse, Emergency Medical Tech/Paramedic, Pharmacy Technician, Phlebotomist, and Certified Nursing Assistant.

In June 2023, through partnerships with training providers such as Northeastern and Florence-Darlington Technical Colleges, employer partners McLeod Health System and EMS in Greenwood, Laurens, Edgefield, Abbeville, McCormick, Newberry, Saluda Counties, and state apprenticeship agencies, the Level Up Grant had served over 341 participants in classroom or On-the-Job training, 80 have completed a training activity, and 70 have received a credential. In February 2022, the Upper Savannah Council of Government provided a grant to Piedmont Technical College to purchase an Ambulance Simulator. The transportable ambulance simulator is used for EMS training at multiple campuses.

Ms. Coates and Ms. Skinner explained that the EMS training provided through the Level Up Rural Healthcare Grant is one of the career pathways a person can take toward a higher-level medical occupation.

WOTC Conditional Certification Initiatives.....Ms. Amy Hill
Ms. Amy Hill, Work Opportunity Tax Credit (WOTC) and Federal Bonding Program Manager, provided an overview of the Work Opportunity Tax Credit and the Conditional Certification Initiatives available to employers.

WOTC Program provides employers between \$1,200 to \$9,600 in federal tax credits for each qualified employee hired. The tax credit is an incentive for employers to hire individuals with

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barriers. There isn’t a limit on the number of new hires nor the amount of tax credit an employer can receive.

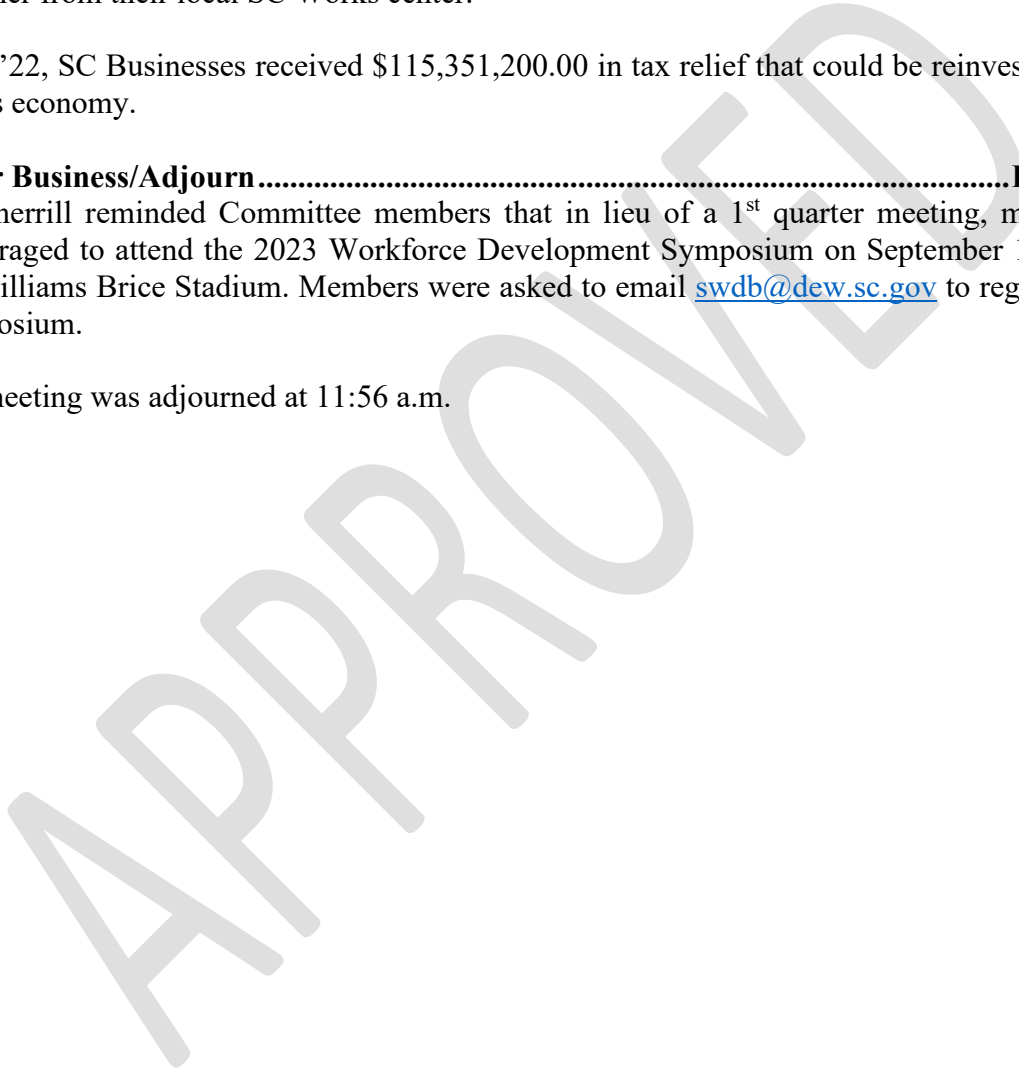
The Conditional Certification Initiative provides prescreened employees with a certificate they can share with potential employers about the WOTC federal tax credits they could receive. WOTC has partnered with the SC Department of Corrections (SCDOC) and SC Works Disabled Veteran Outreach Program (DVOP) to issue a conditional certification for up to \$2400 and \$9600 in tax credits, respectively. SCDOC recipients are also instructed on obtaining a Federal Bonding Voucher from their local SC Works center.

In PY’22, SC Businesses received \$115,351,200.00 in tax relief that could be reinvested into the state’s economy.

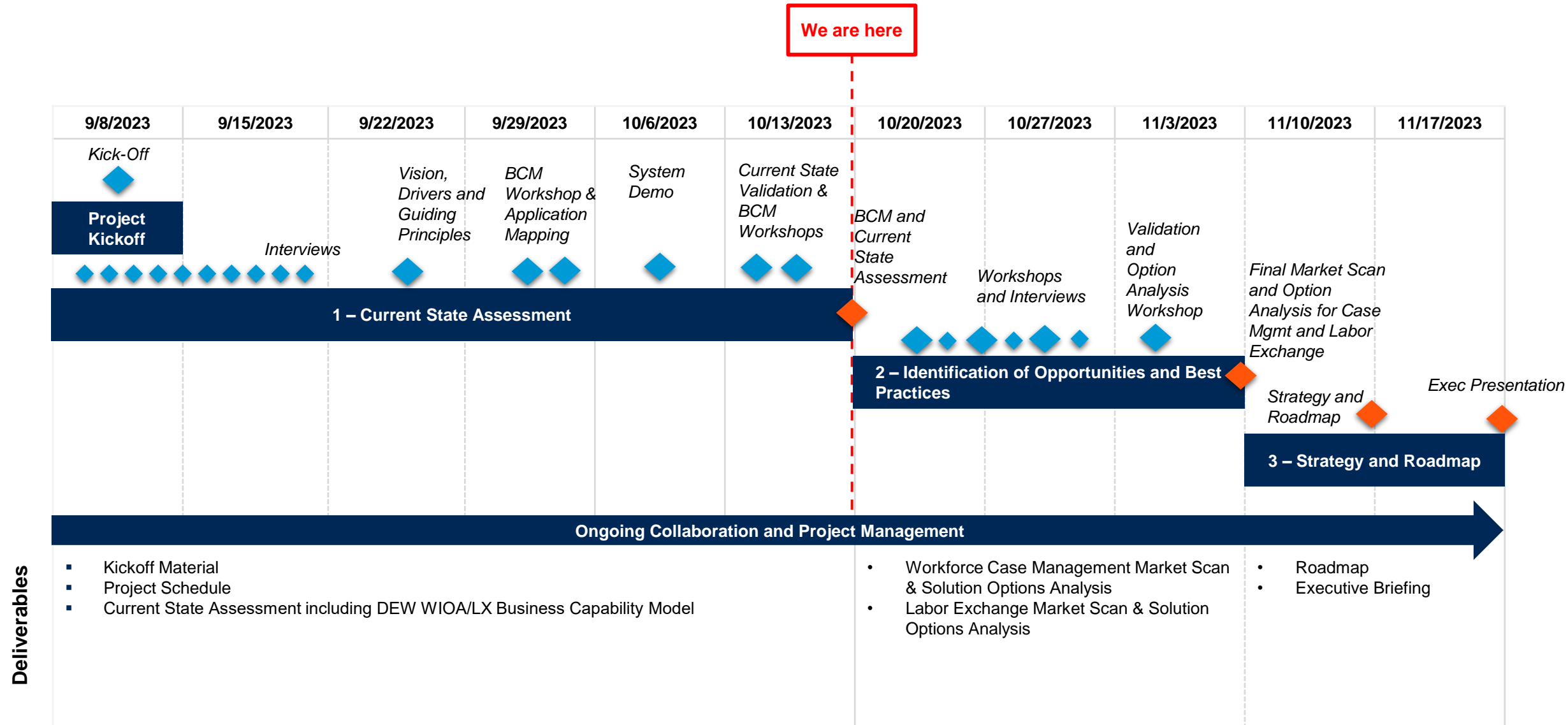
Other Business/Adjourn.....Dr. Sherrill

Dr. Sherrill reminded Committee members that in lieu of a 1st quarter meeting, members are encouraged to attend the 2023 Workforce Development Symposium on September 19, 2023, at the Williams Brice Stadium. Members were asked to email swdb@dew.sc.gov to register for the Symposium.

The meeting was adjourned at 11:56 a.m.



SCDEW Shared Case Management Project Timeline



RESTRICTED DISTRIBUTION

Statewide Education and Workforce Act & Unified State Plan

State Workforce Development Board
Committee on Workforce Innovation

OCTOBER 19, 2023

AGENDA



Act 67 Refresher



Unified State Plan



Act 67 Refresher

WHO ARE THE COUNCIL MEMBERS?

State Superintendent of Education

State Board for Technical and Comprehensive Education Executive Director

Commission on Higher Education Executive Director

Office of Statewide Workforce Development Director

Department of Employment and Workforce Executive Director

Department of Commerce Secretary

Individual with expertise in economic development and workforce (Senate President Appointee)

Individual with expertise in economic development and workforce (House Speaker Appointee)

First Steps Executive Director

K-12 School Counselor

(Superintendent of Education Appointee^)

Career and Technology Education Director

(Superintendent of Education Appointee^)

School District Superintendent

(Superintendent of Education Appointee^)

Education Oversight Committee Director

Technical College President

(State Board for Technical and Comprehensive Education Chair Appointee)

Four-year College or University President or Provost

(Presidents of Four-year Universities Appointee)

Research University President or Provost

(Presidents of the Research Universities Appointee)

Senate Education Committee Chair Appointee

House Education and Public Works Committee Chair Appointee

State Workforce Development Board Chair

Representative of a Local Workforce Development Board (Department of Employment and Workforce Appointee)

S.C. Manufacturing Extension Partnership President

S.C. Research Authority Chair

Department of Parks, Recreation, and Tourism Director

Commissioner of Agriculture

State Housing, Finance, and Development Authority Executive Director

Office of Revenue and Fiscal Affairs Director

Vocational Rehabilitation Commissioner

Department of Veterans Affairs Director

Department of Revenue Director

Department of Labor, Licensing, and Regulation Director

Individual with expertise in economic development and workforce

(Governor Appointee*)

Individual with expertise in economic development and workforce

(Governor Appointee*)

Current or past small business owner

(Governor Appointee)

Current or past small business owner

(Governor Appointee)

Current or past small business owner

(Governor Appointee)

House Minority Party Appointee

Senate Minority Party Appointee

Representatives of any other agencies or entities selected by vote of the executive committee

Indicates Executive Committee
Indicates Chair

^Must have expertise regarding the S.C. Education and Economic Development Act

*Must be representatives from the business community

Unified State Plan

- Performance metrics
- Ability to track progress of USP
- Annual review of USP, and update if needed
- Method to identify long-term workforce needs

Inventory of education and workforce programs

Real time labor market information

- Occupational codes and wage/hour information
- Evidence building system MOUs
- Evidence building system

Education and workforce online portal (multi-year project)

- Career pathways tool
- Educational program alignment toolkit
- Process and program mapping
- Workforce dictionary
- Supply Gap Analysis (annually)
- SC Benefits Calculator

Study regarding barriers related to

- Government Assistance
- Childcare
- Transportation

Regular communication

- Meet with industry associations regularly
- Work with SCDVA - Procedures to connect active-duty military families, veterans

Reports and procedures

- Annual Report on CCWD actions and recommendations
- CCWD procedures, including regularly sharing information
- Report funds utilized for workforce development
- Consolidated workforce budget and review of funding

Return on investment

- education programs
- workforce programs

Regional Workforce Advisors

Education and Economic Development Act

Projects Required in Act

Unified State Plan

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Regional Workforce Advisors

Education and Economic Development Act

Projects Required in Act

*Highlight indicates projects on which the Coordinating Council for Workforce Development will initially focus

OCCUPATION CODES

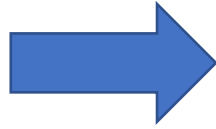
Better Data

Difference in knowing...

80 people work
for a hospitality group

v.

50 work as servers,
10 as dishwashers,
8 as managers,
5 as chefs,
5 as bartenders, and
2 as marketing managers



Better Decisions

- Improved business recruitment and
- **More effective investment in education and workforce training**



Better Outcomes

- Higher paying jobs and
- More money flowing into our economy

Unified State Plan

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Regional Workforce Advisors

Education and Economic Development Act

Projects Required in Act

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What is the Unified State Plan?

UNIFIED STATE PLAN

Provide a **systemwide approach**

for statewide **education and
workforce development**

to **streamline and unify efforts**

of entities involved throughout the
state

What is the
Unified State Plan
going to do?

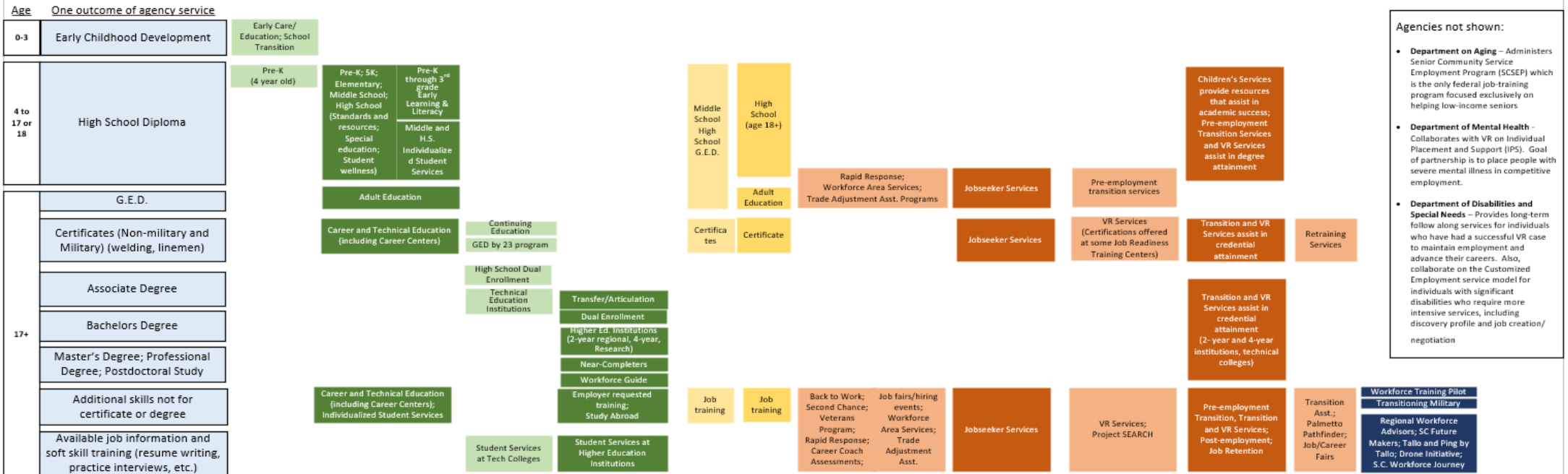
Current Reality

S.C. Education and Workforce Development Ecosystem

CCWD means Coordinating Council for Workforce Development Member;
WIOA means Federal Workforce Innovation and Opportunity Act Partner
ECAC means Early Childhood Advisory Council

Policy setting involves...	25 member Board	17 member Board	13 member Board	15 member Commission	Agency Director	Agency Director	33 member State Workforce Development Board	Agency Director	6 member Board	7 member Commission	Agency Director	Agency Director	10 member Board	7 member Board
Agency	FIRST STEPS	Department of Education	Technical Colleges	4-year colleges CHE	DJJ	SCDC	DEW	DSS	Vocational Rehab (VR)	Commission for the Blind	Veterans Affairs	Commerce	JEDA	RIA
Agency is member of...	ECAC	ECAC WIOA CCWD	CCWD	ECAC CCWD	State & Federal	State & Federal	CCWD WIOA	WIOA	WIOA	WIOA	State	CCWD		
Funding provided by...	State & Federal	State & Federal	State	State & Federal	State & Federal	State & Federal	Federal	Federal	Federal	Federal	State	State & Federal		

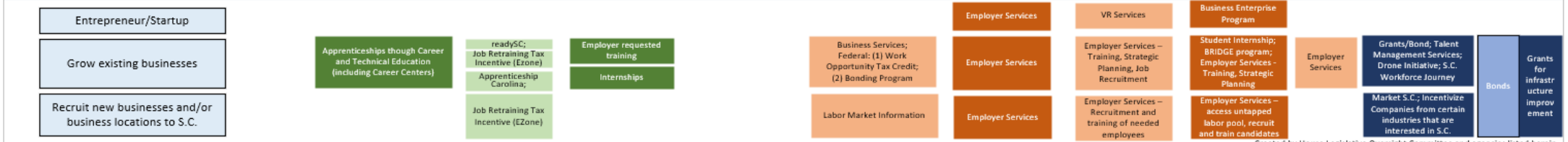
How does an individual obtain education and skills to be competitive for jobs?



How does an individual obtain child care to work or attend education/training needed to obtain work?



How does the state grow business and increase the number of individuals employed?



Desired Future

"Pre K"

Step 1 Milestone:
verbally and conceptually
empowered learner

"K-12"

Step 2 Milestone:
fully prepared learner

Lifelong Learner

Step 3 Milestone:
Universal Learning

Technical Schools

Universities/Colleges

Other Pathways

Jobs and Personal Fulfillment

0 40 80+

HOW ARE WE GOING TO DO IT?

Is the state going to tell each agency, non-profit partner, county, and municipality what to do?

No

How will it work with other existing plans?

- Reinforce, not duplicate (3-legged stool)
- New opportunities to address your needs and collaborate together



VISION AND MISSION

Vision: Achieve and sustain South Carolina's workforce potential.

Mission Through collaboration and coordination, align and enhance South Carolina's education and workforce system so that is readily accessible, highly effective, and easily understandable.

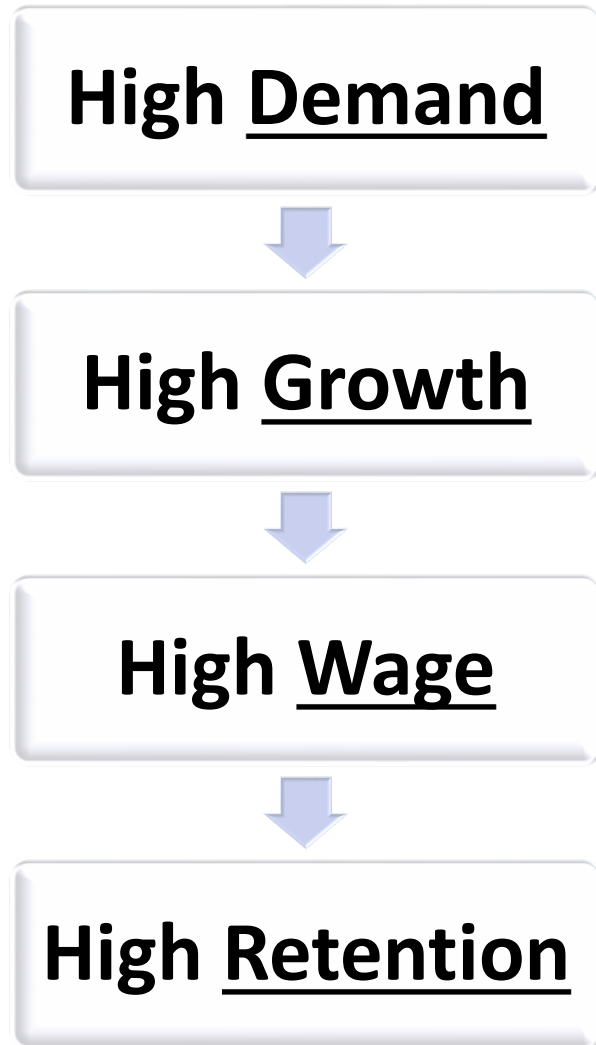
NOTE: Current WIOA Combined State Plan draft has same vision and mission.

TOPICS & GOALS

Awareness	<u>Increase South Carolinians' understanding</u> about the pipeline toward 4H jobs.
Skills	<u>Increase skills and experiences,</u> of South Carolinians at all ages, while in the pipeline to 4H jobs.
Obstacles	<u>Increase options to attract and retain</u> South Carolinians in the 4H job pipeline.

NOTE: Current WIOA Combined State Plan draft touches on these topics.

4H JOBS: DEVELOPING THE DEFINITION



- Our goal is to use a calculation that includes multiple jobs from different industries, so as many industries as possible are invested in the USP.
- 4h jobs will adjust to market demand and changing technology.
- The path to 4H jobs is built through other positions.

NOTE: Current WIOA Combined State Plan uses 4H terminology.

Unified State Plan Focus Areas (Draft)



Coordinated Communication



System Integration



High Impact Practices



High Value Credentials



Childcare



Housing/Transportation

Note: Plan creation is still in progress.

FOCUS AREAS & STRATEGIES

Awareness: Increase South Carolinians' understanding about the pipeline to 4H jobs.

Coordinated Communication

Strategy #1

Increase the **understanding of 4H jobs and the pathways to obtainment** for...

- K-20 students
- Guardians of K-20 students
- Those employed in schools
- Those not in the labor force
- Those underemployed

Strategy #2

Increase the **understanding of services available** and the workforce pipeline for...

- Employers offering 4H jobs

FOCUS AREAS & STRATEGIES

Awareness: Increase South Carolinians' understanding about the pipeline to 4H jobs.

System Integration

Decrease the number of...

Strategy #1

...times individuals must enter similar **information** when seeking state government services related to education and employment

Strategy #2

...contacts a business must make within state government to address their issue related to education and workforce

FOCUS AREAS & STRATEGIES

Skills: Increase South Carolinians' skills throughout their lives.

High Impact Practices



Apprenticeship; Internship; Job shadowing; Mentoring; School-based enterprise; Service learning; Structured field study; Cooperative education

Strategy #1

Increase participation in high impact practices for...

- K-20 students
- adults re-entering the workforce

Strategy #2

Increase opportunities to participate in high impact practices offered by businesses

FOCUS AREAS & STRATEGIES

Skills: Increase South Carolinians' skills throughout their lives.

High Value Credentials

Increase the percentage of...

Strategy #1

....labor force in S.C. **holding a high value credential**

Strategy #2

...individuals who, within six months of attaining a credential in S.C., are **in additional education, employed, enlisted, or participating in a year of service in S.C.**

**Note: Goal, strategy, and tactic formation are still in progress.

*Act 67 requires establishing a ten-year target for the number of South Carolinians who possess a high-quality credential or postsecondary degree.

FOCUS AREAS & STRATEGIES

Obstacles: Improve options to attract and retain South Carolinians to the 4H job pipeline.

Childcare

Strategy #1

Increase the number of available and affordable childcare options for guardians entering the workforce or obtaining education

Housing and Transportation

Strategy #1

Increase the **number of eligible workers within** XX minutes drive, or XX minutes bus/bike ride, of the **largest employment center** in each county

Strategy #2

Increase the **number of transit options** for individuals without vehicles to get to work

EXAMPLE TACTICS

Services that may serve as tactics to help achieve the strategies in the Unified State Plan.
We are finalizing tactics over the next five weeks.

Awareness

- EEDA Career Awareness/Planning
- Be Pro Be Proud Bus
- College and Career Decision Day

- Rural Initiatives
- Connection Points
- Career Coach

- Existing Industry Site Visits
- Needs Assessments
- Recruitment Assistance

Skills

- Career Clusters and Pathways
- Work Based Learning
- Dual Enrollment

- Apprenticeship Carolina
- Fellowships
- Career Readiness Soft Skills

- Occupational Skills Training
- On-The-Job Training
- Customized Training

Obstacles

- ABC Childcare Licensing
- Childcare Referral Services
- Childcare Tax Credits

- WIOA Supportive Services
- Mileage Reimbursements and Relocation Assistance Through Trade Adjustment Assistance
- Enterprise Rental Car Program

Unified State Plan Focus Areas (Draft)



Coordinated Communication



System Integration



High Impact Practices



High Value Credentials



Childcare



Housing/Transportation

Note: Plan creation is still in progress.

HOW CAN YOU GET INVOLVED?

Request presentation on the Unified State Plan to provide feedback/input

Email: cappleby@dew.sc.gov with Subject Line: USP Feedback/Input Meeting

Request demonstration about occupational codes

Email: communications@dew.sc.gov with Subject Line: Occupation Code Demonstration

Request employment and workforce data

Email: LMIcustomerservice@dew.sc.gov with Subject Line: Industry and Employment Data

Assist educators understand certifications and skills your industry needs

Email: gmoore@ed.sc.gov with Subject Line: Technical Advisory Committee Interest

Any questions?

CHARLES APPLEBY
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