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**Workforce Committee on Innovation Meeting  
Tuesday, May 7, 2024, at 11:00 a.m.**

**Join on your computer or mobile app**  
[Click here to join the meeting](#)

**Or call in (audio only)**  
+1 803-400-6195  
Phone Conference ID: 680 650 126#

**AGENDA**

- I. Welcome and Opening Remarks .....Dr. Windsor Sherrill, Committee Chair
- II. Approval of Minutes from February 7, 2024\* ..... Dr. Sherrill
- III. SC Digital Equity Plan..... Mr. Tom Allen
- IV. PY'23 Priority Updates.....Ms. Pamela Jones
- V. Other Business/Adjourn..... Dr. Sherrill

\*Denotes voting item

**Governor’s State Workforce Development Board  
February 7, 2024, Committee on Workforce Innovation Meeting Minutes**

**Members Present:**

Dr. Windsor Sherrill\*, Chair  
Col. Craig Currey  
Mr. Jay Holloway  
Ms. Felicia Johnson  
Ms. Elaine Morgan

**Members Absent:**

Ms. Valerie S. Richardson\*  
Ms. Susan H. Cohen  
Dr. Tim Hardee  
Mr. Tyler Servant  
Sen. Ross Turner

**Welcome and Opening Remarks ..... Dr. Windsor Sherrill, Committee Chair**

Dr. Windsor Sherrill, Committee Chair, called the meeting to order at 11:01 a.m. A quorum was present.

**Approval of Minutes from October 19, 2023\* ..... Dr. Sherrill**

Col. Craig Currey motioned to approve the October 19, 2023, meeting minutes. Mr. Jay Holloway seconded the motion. The minutes were approved by a unanimous vote.

**Career Exploration and Virtual Reality ..... Mr. Adam Paige**

Mr. Adam Paige, Director of Workforce Initiatives in the Workforce Development Division, provided an update on the Committee's ongoing priority of using virtual reality technology for training and career exploration.

The EmpowerU: Futures Unlocked Model is a career exploration program and pathway for Department of Juvenile Justice (DJJ) youth to use virtual reality technology for career exploration. In addition to giving DJJ participants classroom instruction, the program provides individuals with tips for building their resume, communicating with employers, and dressing for success. Participants can also earn the WIN Professional Skills Credential. This initiative involves an 8-week training program that runs four times per calendar year. The program measures successful outcomes through participant completion rates, resume completion, individualized action plan completion, and post-release career path declaration. Upon release, participants are referred to their local SC Works Centers and WIOA Programs for additional job search assistance and services.

The Committee will receive updates on the progress of the EmpowerU initiative in Program Year 2024.

**Rural Initiative Plan ..... Mr. Charles Myers**

Mr. Charles Myers, Rural Initiatives Manager, presented DEW’s Rural Initiative Plan to make DEW and SC Works services available to jobseekers and employers.

Mr. Myers elaborated on the significant impact of the Rural Initiative Plan, particularly on Tier 3 and 4 counties, which traditionally face higher unemployment rates and longer durations of unemployment compared to urban counties. In the Summer of 2023, Phase I of the Rural Initiative Plan was launched, bringing SC@Works Road trips to 17 rural counties, benefiting 896 job seekers, 503 employers, and community partners across 27 locations. The state's four workforce regions have dedicated Rural Outreach Coordinators and Specialists, ensuring that the SC Works Career Coach effectively serves high-priority unemployed populations.

**Governor’s State Workforce Development Board  
February 7, 2024, Committee on Workforce Innovation Meeting Minutes**

Future phases of the Rural Initiative Plan include increasing collaboration with local organizations and individuals who aim to assist with the local population's unique needs. A second SC Works Career Coach is in procurement to increase outreach and technological access in rural areas. As these new phases of the Rural Initiative Plan take effect, the number of jobseekers, employers, and community partnerships served by the Career Coach will continue to increase in 2024.

Mr. Myers emphasized that the SC Works Career Coach is available to more than just rural areas. The Career Coach is available to any population or user with a demonstrated need.

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

Dr. Sherrill reminded members that the next SWDB meeting will be on March 28, 2023, at 11:00 a.m.

The meeting was adjourned at 11:40 a.m.

DRAFT

*South Carolina*

**WORKFORCE**

*Development Board*





# **COMMITTEE ON WORKFORCE INNOVATION MEETING**

## **TUESDAY, MAY 07, 2024, AT 11:00 A.M.**

### **AGENDA**

- I. Welcome and Opening Remarks**
- II. Approval of Minutes from February 7, 2024\***
- III. SC Digital Equity Plan**
- IV. PY'23 Priority Updates**
- V. Other Business/Adjourn**

# APPROVAL OF MEETING MINUTES FROM FEBRUARY 7, 2024\*

**Members Present:**

Dr. Windsor Sherrill\*, Chair  
Col. Craig Currey  
Mr. Jay Holloway  
Ms. Felicia Johnson  
Ms. Elaine Morgan

**Members Absent:**

Ms. Valerie S. Richardson\*  
Ms. Susan H. Cohen  
Dr. Tim Hardee  
Mr. Tyler Servant  
Sen. Ross Turner

**Welcome and Opening Remarks .....Dr. Windsor Sherrill, Committee Chair**

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# COMMITTEE ON WORKFORCE INNOVATION PY'23 PRIORITIES UPDATE

**Shared Case  
Management System  
to Support Intake,  
Referral, and Co-  
enrollment**

**Investments for In-  
Demand Training**

**Career Exploration and  
Training through  
Virtual Reality**



**THANK YOU!**



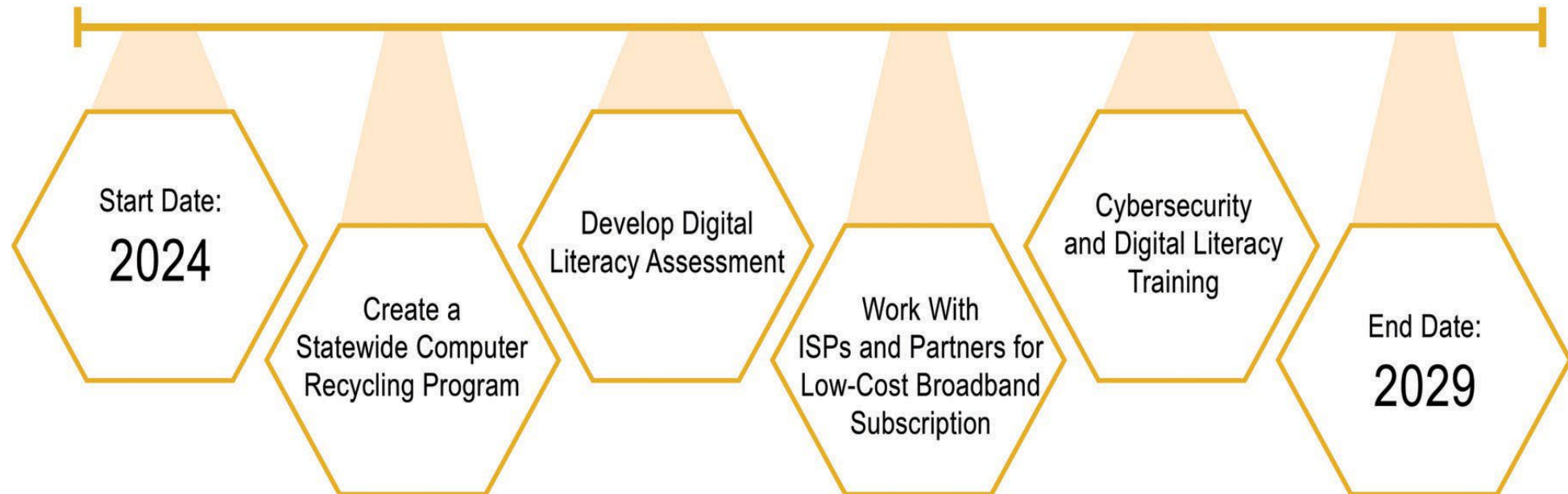
# SC Digital Equity Plan Implementation

## *Digital Opportunity Department*

South Carolina Office of Regulatory Staff | May 7, 2024

# Timeline

- October 2023 ORS received DOD
- December 2023 Submitted DE Plan for Public Comment
- January 2024 Public Comment period ended
- February 2024 Submit FINAL DE Plan to NTIA
- March 2024 NTIA “Curing”





# DOD Vision

All South Carolinians have access to affordable, reliable, high-speed internet and the necessary skills to benefit from this technology.



# How does the DOD accomplish the vision?

The Digital Equity Plan identifies goals for Digital Opportunity in SC as well as the steps to achieve them.



DIGITAL  
OPPORTUNITY

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**DIGITAL EQUITY PLAN**

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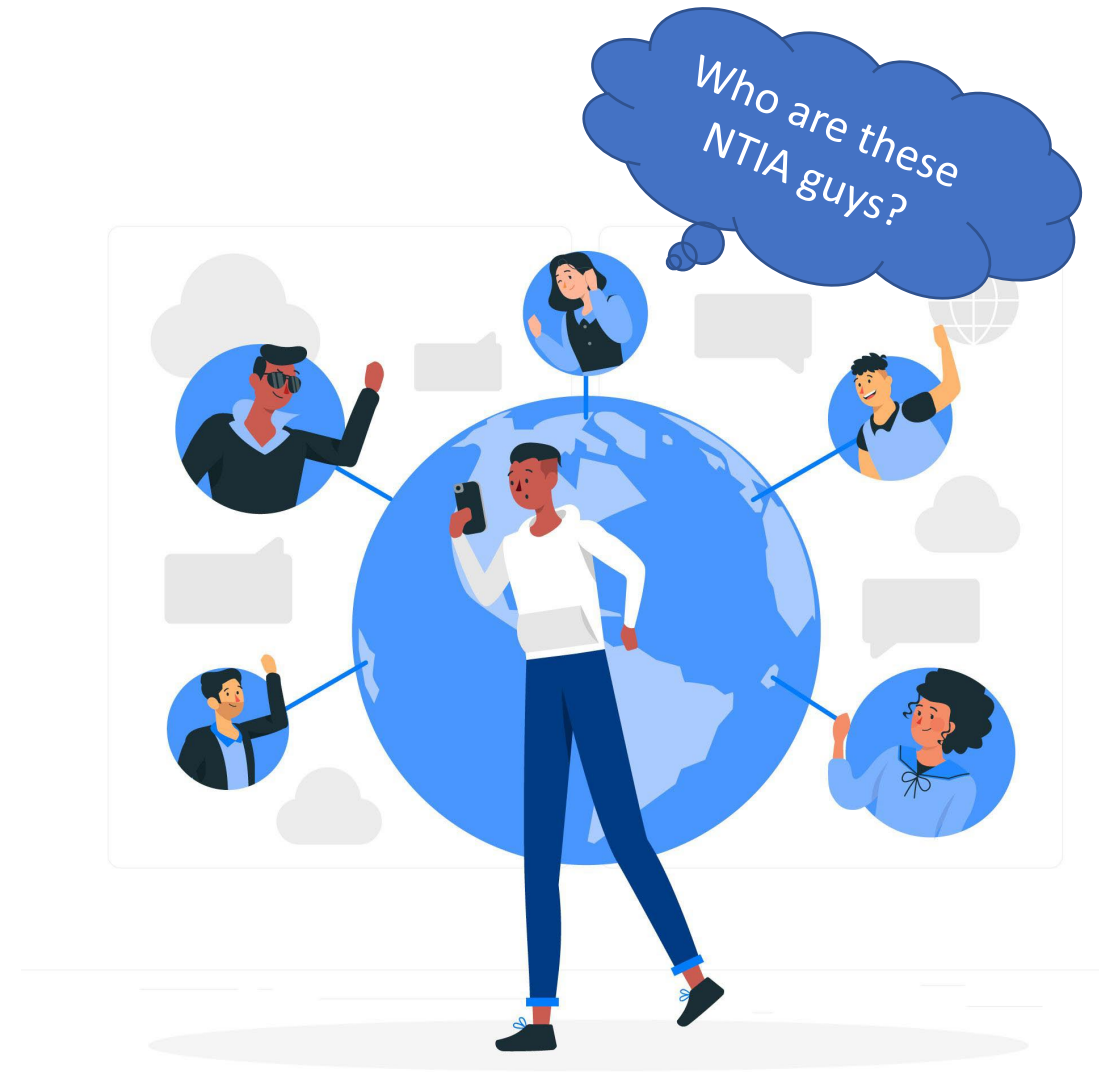
South Carolina  
Office of Regulatory Staff:  
Digital Opportunity Department



# Covered Populations

- Low-income individuals
- Aging individuals
- Racial/ethnic minorities
- Rural residents
- Veterans
- Individuals with disabilities
- Individuals with a language barrier
- Incarcerated individuals

Based upon guidance by the National Telecommunications and Information Administration (NTIA), the DOD will focus on assisting several target populations.



# Digital Equity Implementation Plan



## Goal 1: Broadband Affordability

Objective: All households and businesses in South Carolina can subscribe to Broadband service at an affordable rate



## Goal 2: Online Accessibility and Inclusivity

Objective: Every resident of South Carolina has access to reliable high-speed Broadband service in their home and business.



## Goal 3: Digital Literacy

Objective: Every resident of South Carolina has access to education and training necessary to use Broadband to advance their personal goals and increase South Carolina's technology workforce competitiveness.



## Goal 4: Online Privacy and Cybersecurity

Objective: Every resident of South Carolina can safely and securely utilize Broadband services.



## Goal 5: Device Availability and Affordability

Objective: Every resident of South Carolina can access a desktop or laptop computer at home or in an accessible location.

# Next Steps

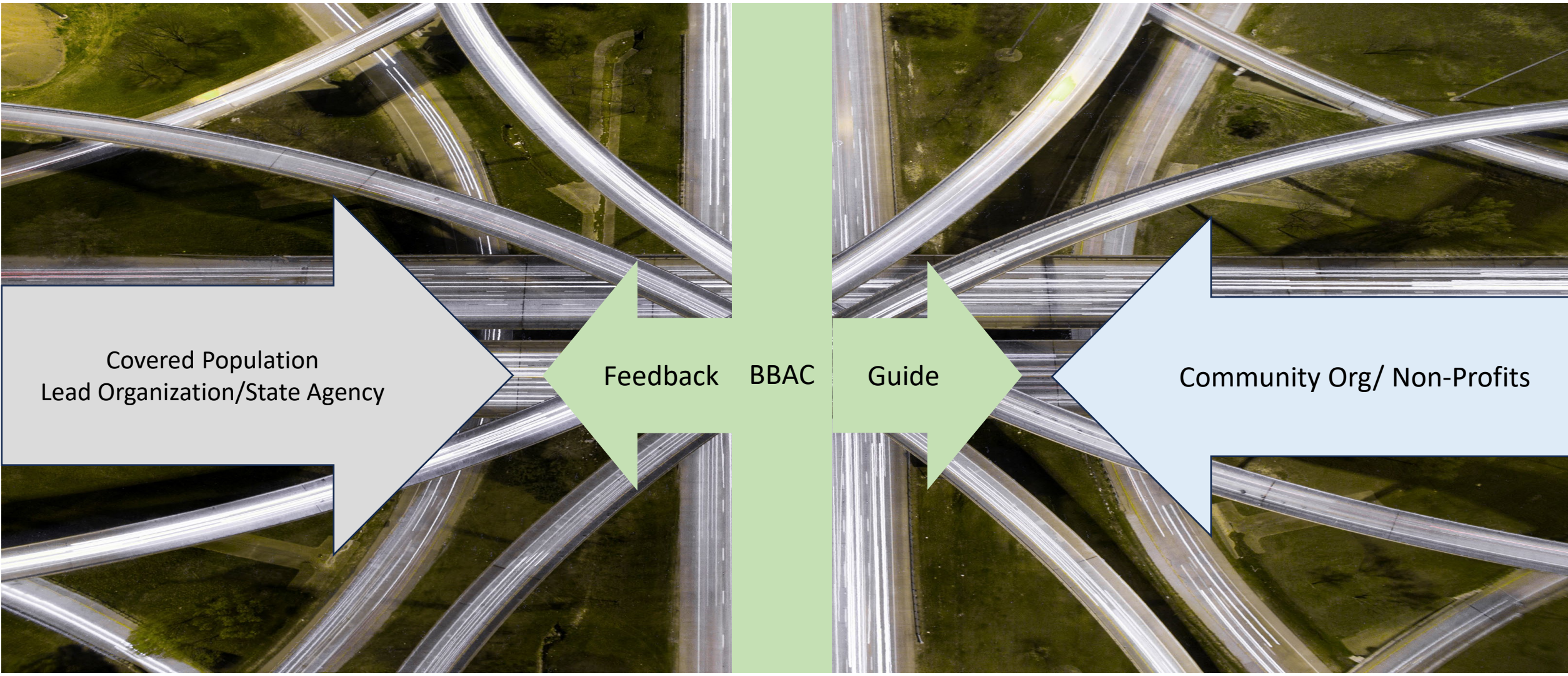
- Share the plan with the community
  - Invite us to speak or listen
  - Materials available to share
  - Cyber Security Week – October 2024!
- Plan approved by NTIA on April 2, 2024
- Capacity Grant NoFO on March 29, 2024
- Application Due May 28, 2024
  - SC DOD eligible for over \$12 million
  - Sub-Grants to community groups to meet the goals of the Plan
- Broadband Advisory Council

# Putting It All Together: Implementation

1. Identify leaders from covered populations to engage.
2. Identify effective tools and outreach strategies to implement (i.e. survey, social media, community meetings, etc.).
3. Create and execute a strategic outreach and engagement plan to measurably increase digital literacy.



# DOD – BBAC – Covered Population Stakeholders Relationship Interaction





**Digital Opportunity Department**

# South Carolina Broadband Advisory Council Transition Plan

# BBAC Transition Plan

## **Step 1: Focus Change:**

Adjust focus from broadband infrastructure development to digital equity needs of covered populations. BBAC transitions to a working group sharing knowledge from covered populations in their community and bringing knowledge back to covered populations in their community.

## **Step 2: Covered Population Stakeholder Identification:**

Digital Opportunity Division staff will build a robust list of grassroots and formal efforts to serve covered populations.



# Covered Populations

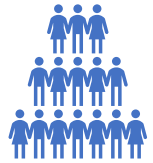
Based upon guidance by the National Telecommunications and Information Administration (NTIA), the DOD will focus on assisting several targeted covered populations by working with grassroots community organizations, established nonprofits, municipalities, and state agencies.

Definitions and survey results are provided under State DE Plan section 3.2.1

- [Low-income individuals](#) (State DE Plan - Needs Assessment - Section 3.2.1.1)
- [Aging individuals](#) (State DE Plan - Needs Assessment - Section 3.2.1.2)
- [Racial/ethnic minorities](#) (State DE Plan - Needs Assessment - Section 3.2.1.3)
- [Rural residents](#) (State DE Plan - Needs Assessment - Section 3.2.1.4)
- [Veterans](#) (State DE Plan - Needs Assessment - Section 3.2.1.5)
- [Individuals with disabilities](#) (State DE Plan - Needs Assessment - Section 3.2.1.6)
- [Individuals with a language barrier](#) (State DE Plan - Needs Assessment - Section 3.2.1.7)
- [Incarcerated individuals](#) (State DE Plan - Needs Assessment - Section 3.2.1.8)



# BBAC Restructuring Plan



Effective July 1, the BBAC will include two stakeholder groups:



BBAC Members: Representative from a state agency, nonprofit or other stakeholder serving a Covered Population



Consulting Members: No formal seat or vote on the Council. Key partner for data and outreach to covered populations

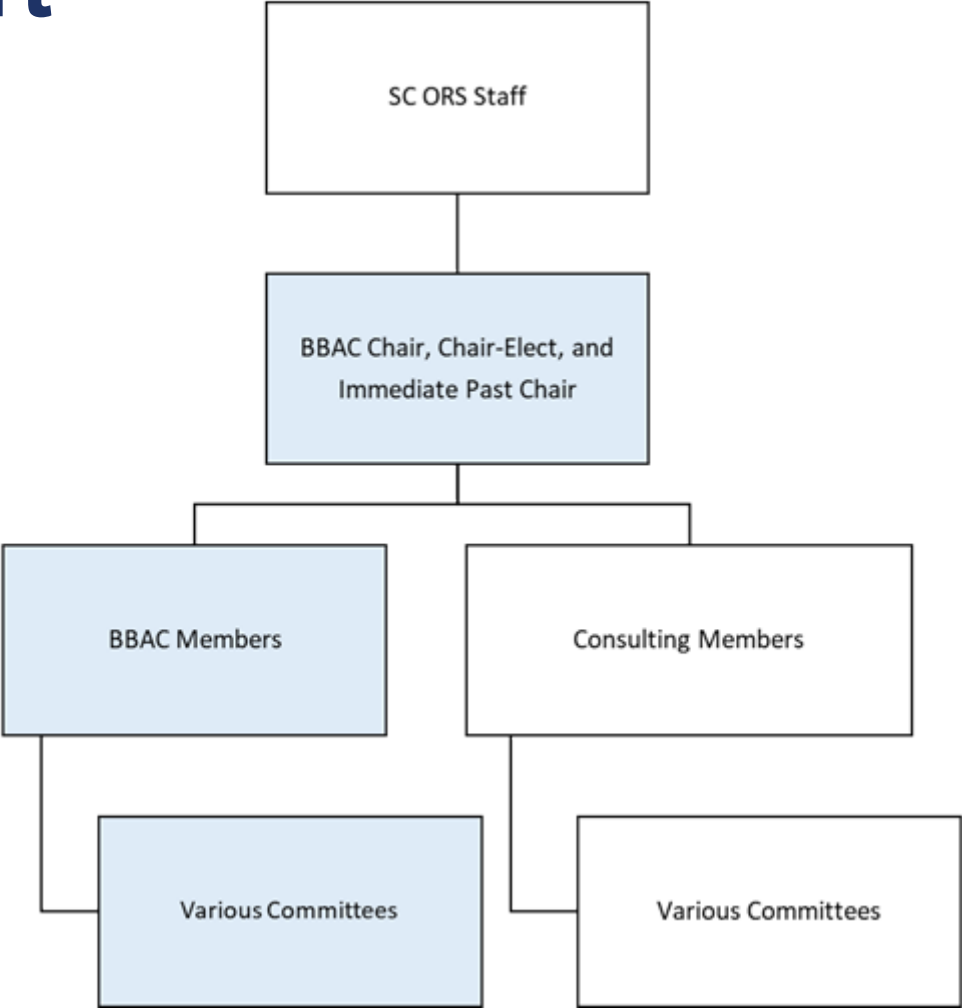


Subcommittees made up of BBAC and Consulting Members will engage stakeholders to gather data, develop programs, perform outreach, provide services and support the grantmaking process.



BBAC assists with prioritization of covered populations and timeframes for implementation of the Digital Equity Plan (Section 5.2).

# BBAC Org Chart



# BBAC Structure

- Two-year terms for group membership and one-year terms for leadership positions
- Composition: cross-matrix of special populations, region, expertise
- A staff member of ORS always holds seat on the advisory council
- Founding Chair becomes Immediate Past Chair (Anna Berger)
- Tom Allen serves as Chair for July 1, 2024 through June 30, 2025 and then serving one year as Immediate Past Chair.
- Chair-Elects serve from July 1, 2024 through June 30, 2025 before becoming Chair.
- New Chair Elects need to be appointed/elected by June 30, 2025.
- Chair Elects nominated in the third fiscal quarter/first calendar quarter (Jan – Mar 2025)

# BBAC Meeting Schedule and Focus

**Meet in August, October, February, and April from 1:00pm until 3:00pm:**

- April 2024 – Final legacy BBAC Meeting
- May/June 2024 – Virtual BBAC Reorganization Update
- August 2024
- October 2024
- February 2025

**Meeting Focus Areas:**

Q2 (May/June): On Boarding - Mission, Meet and Greet

Q3 (August): Pilot programs for grants and Cyber Security Week

Q4 (October): Device recycling programs and digital navigator programs

Potential Meeting Sites: Rotate regionally and host at sites where BBAC can tour digital equity implementation at work

# BBAC Digital Equity Action Items

- BBAC members observe and collect Identifying key insights (concerns, feelings, understanding, etc.) among Covered Populations in their professional and personal community experience
- Acknowledge feedback from Covered Populations and developing ongoing communications tools
- Provide meaningful updates regarding the infrastructure process and Digital Equity resources
- Conduct periodic short surveys or “pulse checks” among the Covered Populations to continually gauge the degree to which their awareness of the infrastructure process and the Digital Equity resources are growing in reach
- Support Pilot Programs and share best practices with Covered Populations from these programs
- Build a publicly accessible map of state and national subsidies on the digital equity website and issue related public information
- Create/support mobile computing labs
- Support a "train the trainer" Digital Navigator program

# BBAC Digital Equity Action Items (cont)

- Support establishment of Digital Device Refurbishing Program
- Launch Cybersecurity Week and participate in activities
- Support Survey and data collection efforts to track internet adoption and Goals 1 thru 5
- Regular reporting from stakeholders, non-profits and community organizations
- Annual convening to allow stakeholders to gather and share best practices and receive updates on BEAD and DEA implementation and to present Digital Equity Community Awards
- Align DEA and BEAD Goals And Strategies, ensuring they complement and build on each other
- In collaboration with the Broadband Office create and implement a BEAD telecommunications workforce plan

# 5 Strategies for Building Long-Term Support for South Carolina's Digital Equity Program

- 1. Awareness:** Awareness efforts must include the positive impacts of digital inclusion solutions—sharing stories of programmatic *and* individual success.
- 2. Partnerships & Coalitions:** When those who recognize the necessity of digital equity form relationships, partnerships, and [digital inclusion coalitions](#), their messages and programs are more powerful.
- 3. Meaningful Data and Analytics:** Survey data needs to do more than explain the digital divide. Now the challenge is demonstrating how the hard work being accomplished each day on the ground – from broadband service sign ups to device distribution.
- 4. Layer Digital Inclusion with Other Programs:** Digital Inclusion cannot stand alone. Intentionally weaving digital equity into health, finance, education, housing, workforce, and other social programs will increase the lasting impact of investments.
- 5. Keep Growing an Inclusive Community:** Diverse voices and people who bring a range of perspectives, lived experiences, and professional skills make the digital equity movement powerful.

**Where can I find more  
information?**





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SOUTH CAROLINA

Search ORS

About ORS Consumers Regulated Utilities Safety **Broadband** News Contact ORS

**Broadband Office**  
Broadband Advisory Council

**Investments**  
Broadband Grant Notifications  
Federal Investment Programs  
State Investment Programs

**Mapping and Data**  
SC Digital Drive  
Data Request to Providers  
I Need Internet Survey

**Digital Opportunity Department**

<https://ors.sc.gov/broadband>

### State Broadband Office

The Broadband Office serves as the central broadband planning body for South Carolina.

### Investments

Coordination and engagement across all sectors of government academic institutions, non-profits, and the private industry is vital to connect consumers to affordable, reliable broadband.

### Request Broadband Data

Stakeholders can fill out a [Data Access Request Form](#) to request access to the data used to compile maps and applications. An ESRI ArcGIS Organizational Account and AGOL username is required to provide access to the data.

[Submit a Data Access Request](#)

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### Investments

Coordination and engagement across all sectors of government academic institutions, non-profits, and the private industry is vital to connect consumers to affordable, reliable broadband.

### Mapping and Data

The Broadband Office collects information from broadband providers and other entities to update maps. The Broadband Office compiles this information, analyzes, and updates maps and data.

### Digital Opportunity Department

On October 1, 2023, the Digital Opportunity Office was transferred from the South Carolina Department of Administration to the South Carolina Office of Regulatory Staff (ORS) and re-named the Digital Opportunity Department (DOD). The DOD focuses on opportunities to educate South Carolinians on how broadband access and adoption can enhance the State's workforce and individual's lives.

### Request Broadband Data

Stakeholders can fill out a [Data Access Request Form](#) to request access to the data used to compile maps and applications. An ESRI ArcGIS Organizational Account and AGOL username is required to provide access to the data.

[Submit a Data Access Request Form](#)

### Contact the Broadband Office About a Map

The Broadband Office continues to improve the accuracy of broadband maps. The Broadband Office encourages consumers who see a discrepancy in maps published— as in, the map suggests they have access to internet service, but they do not— to [contact the ORS](#).

<https://ors.sc.gov/broadband/digitalopportunity>

**Tom Allen**

Chief Technology Officer

South Carolina Office of Regulatory Staff

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(803) 737-0974 (o)

(803) 622-5308 ©



**Questions?**

# Digital Equity Plan

The Digital Equity Plan was developed by the South Carolina Digital Opportunity Department (DOD) and addresses the digital divide in our state. The goal is for all South Carolinians to have access to affordable, reliable, high-speed internet and to gain the skill to benefit from this technology. The Plan specifically addresses the gaps with Covered Populations (CP).

## **Covered Populations:**

Low-income individuals

Aging individuals

Racial/ethnic minorities

Rural residents

Veterans

Individuals with disabilities

Individuals with a language barrier

Incarcerated individuals



# 1

**Every household and business in South Carolina can subscribe to Broadband service at an affordable rate.**

**Establish a Digital Equity task force derived from the Broadband Advisory Council (BBAC) comprised of and representing each covered population group and regularly meet with them and partner organizations to assess progress in addressing affordability needs and barriers.**

**DOD will ask a representative from each CP to serve on the active BBAC.**

2

Every resident of South Carolina has access to reliable high-speed Broadband service in their homes and businesses.

DOD works closely with SCBBO to have the most updated information.

Support SC Broadband Office (SCBBO) efforts to close broadband service gaps.



3

Every resident of South Carolina has access to education and training opportunities necessary to effectively use the internet to advance their personal goals and increase South Carolina's technology workforce competitiveness.

Coordinate with SCBBO to leverage non-deployment Broadband, Equity, Access, and Deployment funds to promote apprenticeship programs with South Carolina Technical College System and ISPs.

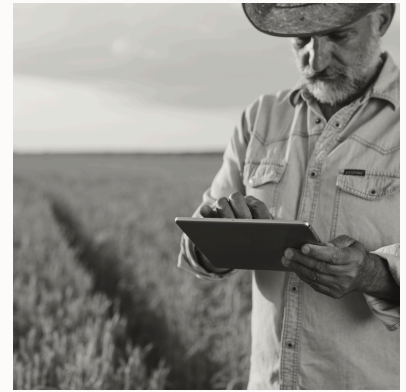
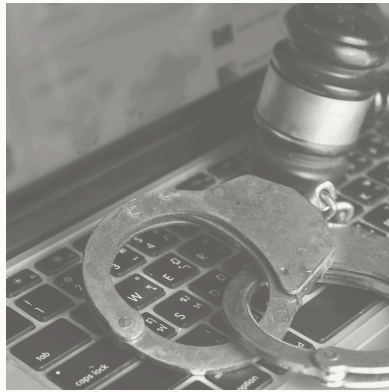
Apprentiships and coordination with educators is a priority.

**4**

Every resident of South Carolina can safely and securely utilize Broadband services.

DOD will work with partners and stakeholders to help protect at-risk individuals.

Invest in a statewide digital safety campaign to ensure that all residents of SC can identify malicious content on their devices.



**5**

Every resident of South Carolina can access a desktop or laptop computer at home or in an accessible location.

Work with the BBAC and non-profits to raise awareness of accessible computer labs and programs to provide devices to households.

DOD plans to work with partners and stakeholders to organize a statewide computer recycling program and establish a network to make resources more available.



To register for the  
Digital Opportunity Newsletter or  
access the complete plan, please visit

<https://ors.sc.gov/broadband/digitalopportunity>