



**State Workforce Development Board Meeting
Wednesday, June 28, 2023 at 11:00 a.m.**

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Meeting ID: 874 9858 1133
Passcode: 805427

Or call in (audio only)
+1 312-626-6679
Phone Conference ID: 874 9858 1133#

AGENDA

- I. Welcome and Opening Remarks Mr. Thomas Freeland, SWDB Chair
- II. SC Hospital Association WelcomeMr. Edward Bender
- III. Approval of Minutes from March 8, 2023*Mr. Freeland
- IV. Director’s Report Mr. William Floyd
- V. Participant Cost Rate Recommendation* Mr. Zach Nickerson
- VI. Request for Waiver Authority*Ms. Sheleena Rios
- VII. LWDA Subsequent Designation & LWDB Certification*Ms. Melissa Rodgers
- VIII. Funding Recommendation*Ms. Nina Staggers
- IX. Legislative UpdatesMs. Ellen Andrews-Morgan
- X. Education and Workforce ActMr. Charles Appleby
- XI. Other Business/AdjournMr. Freeland

*Denotes voting item

4th Quarter SWDB Progress Report

April – June 2023

Board Development Committee

- The Board Development Committee reviewed the Committee's PY'22 priorities:
 - *Completed priorities:*
 - Review/revise SWDB policies
 - Provide ethics training to SWDB members
 - Solicit Board member accomplishments for recognition
 - Convert in-person orientation to video orientation to improve access to orientation materials
 - *Priorities that will carry over into PY'23:*
 - Provide Diversity, Equity, and Inclusion training to SWDB members
 - *New Priorities for PY'23*
 - Develop an initiative to recognize high performing local workforce development areas
 - Support and encourage participation in Workforce Development Month activities and the Workforce Development Symposium
 - Distribute SWDB Satisfaction Survey

SC Works Management Committee

- The SC Works Management Committee received a report on PY'22 local area performance through the 2nd quarter.
 - *Programmatic Performance Measures:*
 - The state is meeting all statewide Adult/DW/Youth programmatic performance measures.
 - Two areas are not on track to meet fiscal or programmatic performance and are receiving technical assistance.
 - *State-specific Fiscal Performance Measures:*
 - Obligation Rates – to be on track, each area should have obligated 40% of the program funds allocated for each funding stream (Adult, Dislocated Worker, and Youth).
 - All 12 areas are meeting the Adult Obligation Rate.
 - Four areas are below the Dislocated Worker Obligation Rate.
 - One area is below the Youth Worker Obligation Rate.
 - Fund Utilization Rate (FUR) – to be on track, each area should have expended at least 35% of total funds available.
 - Three areas are below the Adult FUR.
 - Nine areas are below the Dislocated Worker FUR.
 - Two areas are below the Youth FUR.
 - Participant Cost Rate (PCR) – to be on track, at least 30% of each area's combined program expenditures must be spent on participant costs.
 - Four areas are below the PCR.
 - Local areas have the third and fourth quarters of the program year to meet the State-specific Fiscal Performance measures.

- The Committee reviewed and discussed a recommendation to revise the formula used to calculate the Participate Cost Rate.
 - The recommendation presented by the Department of Employment and Workforce (DEW) staff was to include the salary, fringe, and indirect costs of staff working directly with participants in the formula.
 - The Committee voted unanimously to advance the recommendation to revise the Participant Cost Rate formula to the Executive Committee.
- The Committee received an update from EvalGroup on the SC Works Secret Shopper Initiative.
 - The initiative is aimed at assessing the customer experience when interacting with the SC Works system and is designed to highlight promising practices, identify the need for training and technical assistance, and identify resources needed to improve the customer experience.
 - As part of the initiative, EvalGroup surveyed employers and job seekers about their experience. The employer survey yielded an 8.7% response rate and the job seeker survey yielded a 4.7% response rate. Results of the surveys are forthcoming. As a next step, EvalGroup will launch secret shopper visits.

Committee on Workforce Innovation

- The Committee on Workforce Innovation reviewed the status of PY'22 priorities:
 - *Completed Priorities:*
 - Provide Labor Market Information training for Board members
 - *Priorities that will carry over into PY'23:*
 - Distribute guidance to the workforce system on strategies for engaging rural areas
 - Evaluate options for implementing a shared case management system
 - Invest in training for in-demand occupations
 - Pilot career exploration programs using virtual reality
- Ms. Sara Pincelli, Project Coordinator at the South Carolina Department of Administration and the newly formed Digital Equity Office, shared about her travels across the state, speaking to residents and community groups about how the lack of high-speed internet affects their daily lives and learning about successful programs. The information Ms. Pincelli gathered will be used to create the SC Five-Year Broadband Plan.
- Ms. Diana Goldwire, Assistant Executive Director of Employment Services, spoke about DEW's SC@Work Road Trips, part of DEW's ongoing rural initiative to make DEW and SC Works' services available to job seekers.

Executive Committee

- The Executive Committee voted unanimously to advance the following items to SWDB for final vote:
 - Recommendation to revise the Participant Cost Rate Calculation
 - Waiver of State-Specific Requirements Authority
 - LWDA Subsequent Designation and LWDB Certification

Upcoming Meetings

1st Quarter (July 1 – September 30, 2023)		
Thursday, August 10	11:00 a.m.	Board Development
Thursday, August 17	11:00 a.m.	Workforce Innovation
Wednesday, August 23	11:00 a.m.	SC Works Management
Wednesday, August 30	11:00 a.m.	Executive
Tuesday, September 19	9:00 a.m. - 6:00 p.m.	Workforce Development Symposium 2023 & Workforce Heroes Award Ceremony

Governor’s State Workforce Development Board
March 29, 2023 State Workforce Development Board Meeting Minutes

MEMBERS PRESENT:

Mr. Thomas Freeland	Ms. Felicia Johnson
Mr. William Floyd	Mr. Mike King
Mr. Cliff Bourke, Jr.	Mr. Pat Michaels
Mr. Gregory Clark	Dr. Windsor Sherrill
Ms. Susan Cohen	Mr. Warren Snead
Col. Craig Currey	Mr. Gregory Tinnell
Ms. Darline Graham	Mr. John Uprichard
Mr. Jay Holloway	

MEMBERS ABSENT:

Ms. Valerie Richardson
Mr. Charles Brave, Jr.
Mr. Michael Sexton
Mr. H. Perry Shuping
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.

Approval of Meeting Minutes from March 29, 2023* Mr. Freeland
Mr. Mike King motioned to approve the December 14, 2022, meeting minutes. Ms. Susan Cohen seconded the motion. The SWDB unanimously approved the meeting minutes.

Director’s Report Mr. William Floyd
Mr. William Floyd, SC Department of Employment and Workforce (DEW), Acting Executive Director, provided an update on current projects and areas of focus for the agency. Mr. Floyd explained that he was appointed as Acting Executive Director by Governor McMaster after the retirement of Mr. Dan Ellzey in February 2023. At the time of the meeting, the Senate Confirmation hearings for Mr. Floyd’s appointment as Executive Director were incomplete.

Mr. Floyd confirmed that rural initiatives remain a focus for the agency. The agency will travel to SC’s rural areas with the highest unemployment rates as part of DEW’s Rural Initiatives. DEW will use the Career Coach and work with local elected officials and stakeholders to promote job opportunities and training available to the residents of those areas. The first road trip is scheduled for June 2023. Mr. Floyd noted that the budget proposal included funding for a second Career Coach to expand the reach of the SC Works system. DEW is also focused on Veterans, both departing service members as well as their families.

Mr. Floyd discussed House Bill 3726 (H.3726), the Statewide Education and Workforce Development Act, explaining that as currently written, the bill would move SC Commerce’s workforce development activities to DEW, and the Coordinating Council of Workforce Development (CCWD) would be under the agency’s leadership, with DEW’s Executive Director becoming the Chair of the CCWD.

Mr. Floyd introduced Charles Appleby who will help facilitate and coordinate the work of the CCWD within the parameters of the final legislation, including the development of a Unified State

Governor’s State Workforce Development Board
March 29, 2023 State Workforce Development Board Meeting Minutes

Plan. Additional activities include refining and coordinating the workforce development activities around education to parents and students on the education pathways that connect to the workforce. Mr. Floyd confirmed that SC Technical College System will remain part of the CCWD.

Electric Vehicle Workforce StudyDr. Bryan Grady/Ms. Nina Stagers
Dr. Bryan Grady, Assistant Executive Director of Labor Market Information, and Ms. Nina Stagers, Assistant Executive Director of Workforce Development, presented findings from the EV Workforce Study and Supply Gap Analysis in partial fulfillment of Executive Order 2022-31.

Dr. Grady shared the results of the Supply Gap Analysis. He explained that EVs do not have a separate industry classification. The EV workforce will be employed in four areas: motor vehicle manufacturing, battery manufacturing, service/maintenance work, and infrastructure, which includes charging stations and utility work related to increased electricity demand.

The most in-demand occupations for the industry are computer operations and software developers, which require four-year degrees in engineering, computer science, business management, and logistics. These occupations were identified by analyzing job postings from companies like Tesla, Lucid, and Rivian that have existing EV production facilities in other states. The supply-gap analysis identified four occupations with significantly higher demand than supply: Software Developers, Automotive Service Technicians and Mechanics, Industrial Engineers, and Logisticians.

Ms. Nina Stagers shared workforce strategies to build the EV workforce while continuing to address the current workforce needs of the state. Possible strategies to build the workforce include:

- Increase awareness of EV Occupations
- Development of clear career and comprehensive pathways tools
- Promote work-based learning opportunities
- Expand reentry programs and efforts to reintegrate ex-offenders
- Invest in upskilling the workforce, building transportation infrastructure, and providing childcare assistance.

SWDB Members discussed the findings and concerns with continuing to fill current employment needs as the state prepares for the EV industry. Ms. Stagers reiterated that while the study was focused on addressing emerging industries, it does not negate the work being done and that must continue across all industries. Additional research is needed to determine if/why educational programs cannot meet the industry's training needs and how we can address the supply gap.

SWDB Member Recognition.....Mr. Freeland

Chairman Freeland recognized the retirement of Mr. Dan Ellzey. Mr. Dan Ellzey served as the Executive Director of the Department of Employment and Workforce from May 2019 until his

Governor’s State Workforce Development Board
March 29, 2023 State Workforce Development Board Meeting Minutes

retirement in February 2023. During his tenure as Director, Mr. Ellzey oversaw a myriad of projects, including the Workforce Reemployment Assistance Program (WRAP) and Enhanced Referrals, the Labor Force Participation Rate Task Force, and co-launched Workforce Development Month. He will be remembered most for his leadership during the COVID Pandemic. Mr. Dan Ellzey provided a few words of appreciation.

Chairman Freeland also recognized several SWDB members for their accomplishments and awards.

- Ms. Felicia Johnson was awarded the Otis A. Corbitt Award for consistently having more counselors than any other state agency in attendance at The Action Council for Cross-Cultural Mental Health & Human Services, Inc.’s Annual Conference.
- Mr. Pat Michaels was named 2022 Best Non-Profit Executive and listed among the 50 Most Influential People by Greenville Business Magazine. Mr. Michaels also received the 2022 Goodwill Industries International Diversity, Equity, and Inclusion Champion Award.

Mr. Warren Snead spoke about Cooper Standard’s partnership with Apprenticeship Carolina. Mr. Snead explained that with the change in industries in SC, more highly technical people are now needed, and by working with the SC Technical College System and Apprenticeship Carolina, Cooper Standard is able to provide jobs to this employee group. A link to the Cooper Standard Apprenticeship Video was emailed to members and attendees.

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

Mr. Freeland reminded members that the next SWDB meeting will be June 28, 2023, at 11:00 a.m. and encouraged members to attend in person. Mr. Freeland adjourned the meeting at 12:21 p.m.



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

Executive Director William Floyd



EMPLOYMENT SITUATION

Month	Employed	Unemployed	Unemployment Rate
February 2020	2,249,353	67,120	2.9%
April 2020	2,042,032 (-207,321)	268,537 (+201,417)	11.6% (+8.7 percentage pts)
May 2023 (preliminary)	2,344,922	75,629	3.1%
NET CHANGE (May 2023 vs February 2020)	+95,569	+8,509	+0.2 percentage pts

Post Pandemic Employer Demand	
Jobs: +95,569	Postings: +40,951
	Feb 2020: 64,000
	June 2023: 104,941
Total Change in Demand: +136,520	

- Household Survey: Nationally, there is a monthly Current Population Survey of about 60,000 households conducted by the Census Bureau for the Bureau of Labor Statistics (BLS) to determine employment status of the civilian population. This information, along with other inputs, are used by DEW to operate the Local Area Unemployment Statistics program, which estimates the number of individuals employed and those not employed, but actively seeking employment for statewide and a variety of substate geographies.
- Approximation of daily jobs posted in SC Works Online Services Database.

Location	Unemployment Rate
United States	3.7%
Georgia	3.2%
North Carolina	3.4%

Labor Force Participation	
May 2023 Rate	56.5% (up from 56.3% in April)
May 2023 Labor Force	2,420,551 (up from 2,406,269 in April)

SC@WORKS: ROAD TRIPS – MAY

Total Attendance

233 Job Seekers

40 Employers and Community Partners

Total Potential Hires

40

**Events every two months until
the end of the year**

Total Follow Up Interviews

163

Rural Counties Served

6 Locations



SC@WORKS: ROAD TRIPS – JULY



Tuesday, July 11

9:00 am – 11:00 am

Goodwill

441 North Duncan Bypass
Union, SC 29379

1:00 pm – 3:00 pm

Union County Fairgrounds
Clemson Extension Office

120 Kirby Street
Union, SC 29379



Wednesday, July 12

9:00 am – 11:00 am

Chester County Library
100 Center Street
Chester, SC 29706

1:00 pm – 3:00 pm

Chester Aquatic Center
157 Columbia Street
Chester, SC 29706



Thursday, July 13

9:00 am – 11:00 am

KJ's Market
South, 23 US Hwy 321 Bypass
Winnsboro, SC 29180

1:00 pm – 3:00 pm

Fairfield County Recreation
(Boykin Center)
1851 US-321 BYP-N
Winnsboro, SC 29180



SC Works Career Coach Onsite

The Career Coach is the mobile extension of our statewide SC Works centers. The mobile unit is equipped with workstations and printers, and staff can help with job searching, resume assistance, preparing for interviews, and more.



SC@WORKS: PHOTO CONTEST

Show Us SC@Work! 2023 Photo Contest



Announcement

Announced to the business community and public:

- Press Release
- Email to Businesses
- Announcements to Chambers and Business Associations
- Social Media
- Web page



Submit Online

Submissions are accepted through Monday, August 14.

Online Platform to upload.

Two weeks for online voting.

Winners and other photos to be printed in large format for display at the Symposium.



Voting

Categories could include:

- Best Small Employer
- Best Mid-Size Employer
- Best Large Employer
- Best Photography
- People's Choice
- Overall Workforce

Judges include groups from DEW's Executive Staff and the SWDB.

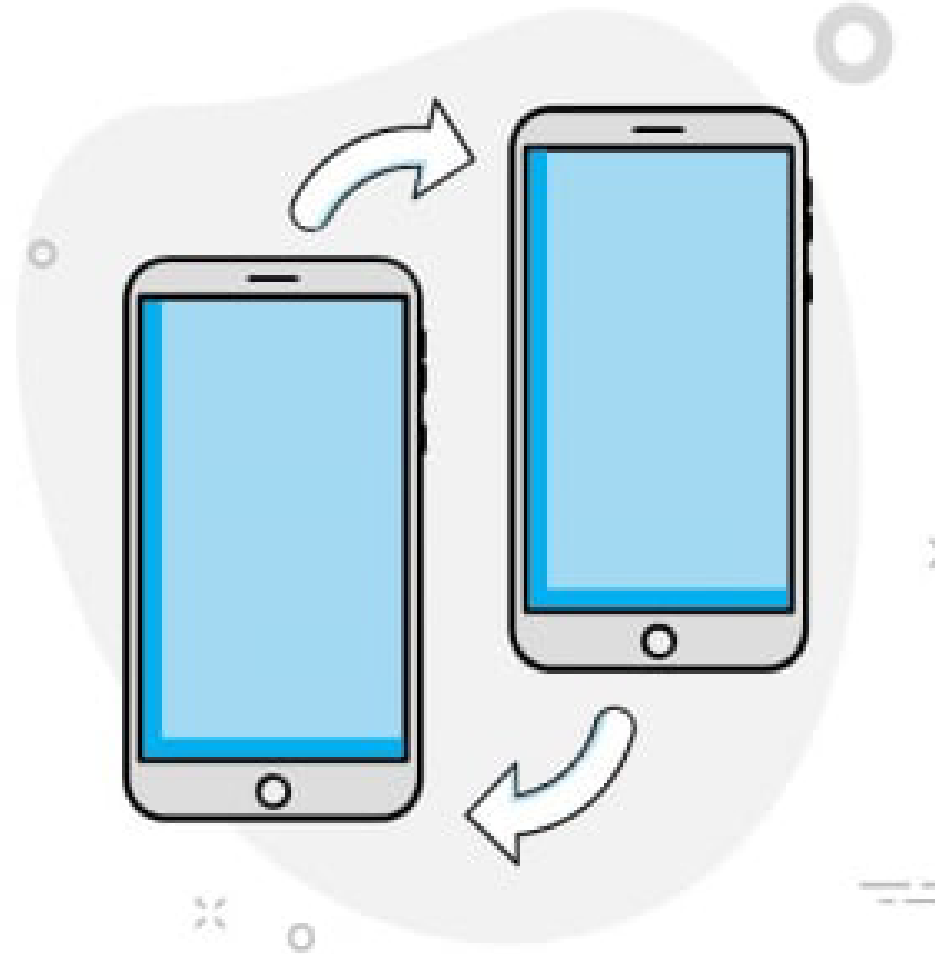


Winners Announced at Workforce Symposium

Winners and other photos will be printed in large format for display at the Symposium.

Awards presented by William Floyd and SWDB members during the day's agenda.

SWDB MEMBER CALL RECAP





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

dew.sc.gov

PCR Recommendation

Background

On September 28, 2017 the State Workforce Development Board voted unanimously to approve the Workforce Innovation and Opportunity Act (WIOA) Participant Cost Rate (PCR) Policy, with an effective date of July 1, 2018. The PCR requires Local Workforce Development Areas (LWDAs) to spend 30% of their combined local Adult and Dislocated Worker program expenditures, including Rapid Response for additional assistance funds, on participant costs.

The current PCR calculation includes expenditures for all types of training (classroom, on-the-job training (OJT), apprenticeship, locally-funded incumbent worker training (IWT), customized training, etc.), basic skills upgrading and General Educational Development Test (GED) preparation, supportive services necessary (and not otherwise available) to enable an individual to participate in WIOA activities (such as transportation, child care, books, supplies, uniforms, tools, and fees), assessments, testing, and WBL wages and/or stipends. The salaries, fringe and indirect costs of staff who provide direct services to participants are not included in the calculation.

The original intent of the policy was to set a benchmark for participant expenditures to more effectively focus federal resources on talent development and meeting employer needs. The current PCR calculation encourages local areas to focus expenditures on participant training and supportive services.

Issues

There are two key factors at play making it difficult for local areas to achieve the 30% PCR:

- WIOA is a secondary resource for training and supportive services
- Declining WIOA funds and increasing infrastructure costs

Issue #1: WIOA is a Secondary Resource for Training and Supportive Services

WIOA requires all other resources to be utilized prior to the utilization of WIOA funds for training and supportive services costs. Training and Employment Guidance Letter (TEGL) 19-16 states that training may be provided under WIOA if the individual is unable to obtain grant assistance from other sources to pay the costs of such training, including such sources as State-funded training funds or Federal Pell Grants established under Title IV of the Higher Education Act of 1965, or requires WIOA assistance in addition to other sources of grant assistance, including Federal Pell Grants. Additionally, the TEGL provides that supportive services may be made available to any adult or dislocated worker participating in Title I career services or training activities that is unable to obtain supportive services through other programs providing such services.

The abundance of other resources available to pay for training and supportive services among the partners of the Workforce System and additional grant funding opportunities, makes it difficult for local areas to expend their dollars on training and supportive services. For example, the *U.S. Department of Labor Overview of Forecasted FY 2023 Competitive Funding Opportunities* highlights grant opportunities available to the workforce system in the amount of 603 million dollars.

Issue #2: Declining WIOA funds and Increasing Infrastructure Costs

Declining WIOA formula dollars and increasing infrastructure costs are negatively impacting local areas' ability to meet the 30% PCR. The total amount of WIOA funds allotted to the local areas has decreased by \$21,777,387, since Program Year (PY) 2010. In PY'22 local areas received \$22,960,677, compared to \$44,738,064 received in PY'10. At a time when local areas need to diversify their funding strategy, the PCR discourages areas from applying for additional grants that might help the area, but would negatively impact their ability to meet the PCR.

Areas that have received additional grants struggle with the PCR requirement. For example, the Pee Dee LWDA has expressed concerns with the PCR calculation and how receiving the H-1B Rural Healthcare Grant and the CAREER NDWG has impacted their ability to meet the PCR requirement on two fronts:

1. The aforementioned grants require case management support. As mentioned above, the current PCR calculation does not include salary, fringe, and indirect costs for case management staff; therefore, in this scenario, spending WIOA formula dollars on case management negatively impacts PCR.
2. The grants provide competing funds for training and supportive services for eligible participants. By receiving this grant, in alignment with TEGL 19-16, the Pee Dee LWDA is required to use the aforementioned grant dollars on participant costs in lieu of using their WIOA formula dollars. The additional grant dollars are not included in the PCR calculation and negatively impact the local area's ability to meet the State's financial performance indicator. However, if the PCR calculation included staff costs for direct services, the LWDA could charge staff costs to the WIOA grant and participant costs to discretionary grant, achieving requirements for both funding streams.

Recommendation

Revise PCR calculation to include staff working directly with participants

The Department of Labor is currently implementing the Yes, WIOA Can! Initiative. As part of the initiative, DOL has requested that states re-evaluate restrictions that may negatively affect implementation of the WIOA Title I programs in effective and innovative ways.

The recommendation is to revise the PCR calculation to include salaries, fringe and indirect costs of staff working directly with participants (i.e. staff providing/conducting eligibility certification, case management, workshops and assessments).

By including the salaries, fringe benefits and indirect costs of staff working directly with participants, the calculation will still evaluate expenses on participants but will also include the staffing resources that are necessary for the delivery of participant services. Local areas will be encouraged to use their WIOA Title I formula dollars to staff appropriately for direct services to participants, apply for additional grants being made available to the workforce system, and more effectively partner with entities that provide supportive services and/or training that aligns with participants' needs. This simple change will eliminate the unnecessary competition of funding that is negatively impacting the workforce system.

Maintain rate at 30%

Due to the year over year decreases in WIOA funds, it is recommended that the 30% rate stay the same, but that the rate be reevaluated in PY'24.

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1550 Gadsden Street
Columbia, SC 29202
dew.sc.gov



Henry McMaster
Governor

William H. Floyd, III
Executive Director

STATE INSTRUCTION NUMBER 17-04, Change 3

To: Local Workforce Area Signatory Officials
Local Workforce Development Board Chairs
Local Workforce Area Administrators
DEW Area Directors
DEW Regional Managers

Subject: Participant Cost Rate Policy

Issuance Date: June 30, 2023

Effective Date: July 1, 2023

Purpose: To provide guidance regarding participant cost rate (PCR) performance requirements for local workforce development area (LWDA) Adult and Dislocated Worker programs.

Change 3 Revision: Participant costs include salaries, fringe benefits, and indirect costs of staff working directly with participants.

References:

- Workforce Innovation and Opportunity Act, Public Law 113-128, §§ 101(d)(2), 101(d)(12), 102(b)(2)(D)(i)(I), and 116(b)(2)(B)
- 20 CFR §§ 676.110, 677.165, 679.130(b), 679.130(l)
- State Instruction 19-04, Change 1, WIOA Title I Sanctions Policy

Background: An analysis of the Workforce Investment Act (WIA)/ Workforce Innovation and Opportunity Act (WIOA) LWDA expenditures was initiated in Program Year 2012 and continued through Program Year 2016. On average, a majority of the twelve LWDA's expended less than 30% of their allocated Adult and Dislocated Worker funds, including any Rapid Response for additional assistance funding received, on participant costs, such as training and related services. In response, the State Workforce Development Board (SWDB) issued a policy on December 5, 2017 (effective July 1, 2018), which established a minimum PCR to more effectively focus WIOA resources on serving individuals and addressing skill shortages to meet employer needs. Setting such a policy also places more emphasis on ensuring financial integrity of taxpayer dollars.

Policy: Per WIOA § 116(b)(2)(B), this policy establishes the minimum PCR as an additional State performance accountability indicator. Effective July 1, 2018, each local workforce development board (LWDB) shall ensure that WIOA Adult and Dislocated Worker expenditures, including Rapid Response for additional assistance funds, meet a minimum PCR of 30%.

Participant costs include expenditures for the following:

- All types of training (classroom, on-the-job training [OJT], apprenticeship, locally-funded incumbent worker training [IWT], customized training, etc.)
- Basic skills upgrading and General Educational Development Test (GED) preparation
- Supportive services necessary, and not otherwise available, to enable an individual to participate in WIOA activities (such as transportation, childcare, books, supplies, uniforms, tools, and fees)
- Assessments
- Testing
- Work-based learning wages and/or stipends
- Salaries, fringe benefits, and indirect costs of staff working directly with participants (i.e., staff who provide eligibility certification, case management, workshops, and assessments)

NOTE: Participant costs do not include operating expenses or indirect costs, except for staff working directly with participants.

The following procedures apply to calculation of the PCR for LWDA's:

- The PCR will be evaluated annually and will include expenditures of both carry-in and new funds.
- Only program cost category expenditures will be used. Administration expenditures will not be included in the calculation.
- The PCR will be calculated using combined local Adult and Dislocated Worker program expenditures, including Rapid Response for additional assistance funds. The funding streams will not be evaluated separately.
- June Financial Status Reports (FSRs) submitted by each LWDA will be used to determine total program expenditures and participant costs.
- As an additional State performance accountability indicator, the actual PCRs for each LWDA will be included in the WIOA Annual Report.

Any LWDA that falls below the 30% PCR will be subject to sanctions due to performance violations as described in State Instruction 19-04, Change 1, WIOA Title I Sanctions Policy.

State Instruction 17-04, Change 3
Participant Cost Rate Policy
June 30, 2023
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Action: Please ensure that this policy is distributed to all LWDB members and appropriate staff within the LWDA.

Inquiries: Questions may be directed to Workforce Reporting and Compliance at WRC@dew.sc.gov.

Nina Stagers, Assistant Executive Director
Workforce Development Division

DRAFT

Authority to Approve Waivers of State Specific Requirements

Program Years 2022 and 2023

Grant of Authority by SWDB

- State Instruction 21-05: Requesting a Waiver of State Specific Requirements
- New Process—Implemented in PY 2021
- DEW's Responsibilities:
 - Approve/reject LWDA waiver requests submitted within the program year
 - Annually request authority to approve by the Workforce Development Division

Authority for Waiver Approval

Waivers approved by DEW are only granted for state specific requirements issued in State Instructions. Waiver approval cannot be granted for any requirements governed by federal or state laws and regulations, including federal performance measures. Furthermore, DEW will obtain approval authority from the State Workforce Development Board (SWDB), annually, before approving any waiver requests submitted within each program year. The appropriate SWDB subcommittee will be updated upon approval or denial of a LWDA waiver request.

Voting Action

Requesting Authority for PY 2022 and PY 2023

PY'23 SW Program Budget and Funding Request

Carry-in Funding				
	PY'21 Rapid Response	\$	1,941,190.00	
	PY'22 SW Program	\$	1,982,823.00	
New Funding				
	PY'23 SW Program	\$	2,912,949.00	
Total Funds Available (carry in and new)		\$	6,836,962.00	
<u>PY'23 Initiatives</u>		<u>Amount</u>		<u>Description</u>
Workforce Development Month		\$	33,100.00	The state will celebrate Workforce Development Month in September. The SC Chamber Workforce Development Symposium will be held on September 19 and sponsored by DEW and the State Workforce Development Board. The SWDB will recognize local Workforce Heroes and winners of the SC@Work Photo Contest. Funding will cover promotion of the SC Works system during WDM, the symposium sponsorship fee, and awards for Workforce Heroes and photo contest winners.
LWDA Training Funds		\$	1,000,000.00	Job seekers often need training to reenter the workforce or advance along a career pathway, and employers need resources to provide upskilling and retraining opportunities for their existing workers. Funding will be provided to LWDAs upon request to provide in-demand training services that align with local area needs.
Workforce Innovation Funding		\$	3,000,000.00	LWDAs are encouraged to pilot new strategies for delivering workforce development resources in their local communities. Innovation Funding will be awarded to LWDAs on a competitive basis to implement or scale effective strategies in partnership with local 'boots on the ground' organizations.
Planning and Development Funding		\$	930,000.00	The state will submit it's WIOA State Plan in March 2024. In alignment with the state plan, LWDAs will develop and submit local and regional plans. There is an ongoing need and commitment to train and develop workforce professionals to ensure the delivery of quality workforce services through the SC Works system. The funding allocated for Planning and Development will enable LWDAs to secure resources to assist with local and regional planning and to support training and professional development of center staff.
Career Readiness/Soft Skills		\$	418,500.00	Implementation of the Career Readiness program began in March 2023 with the availability of career readiness assessments in Adult Education and SC Works centers. Starting June 19, the career readiness courseware, including soft skills and digital literacy, is available in 74 locations across the state. With additional funding, the availability of courseware can be expanded to other locations including technical colleges, Connection Points, and employer locations.

PY'23 SW Program Budget and Funding Request

Targeted Outreach/SC Works Center Signage Refresh		\$ 449,700.00		Outreach is a key component of any workforce strategy. Funding will support state-level outreach and promotion of the SC Works system and workforce programs and refresh SC Works center signage.
Statewide Operating Costs		\$ 1,005,662.00		Historically, DEW has used WIOA Administration Funds to cover all staffing and operational costs. Last year, the SWDB approved funding to cover SC Works Online Services maintenance costs allocable to the Title I program. It is recommended that the SWDB increase its investment to support maintenance costs for the Wagner Peyser program. The WIOA and Wagner Peyser programs are the largest users of the SC Works Online Services system. The costs associated with Wagner Peyser support the state's labor exchange, which currently lists 100,000 jobs. Other operating costs include Performance and Reporting staff that collect and report performance data to the US Department of Labor for six federal programs, the annual Blanket Accident Insurance policy renewal, and participation in national organizations such as the National Governors Association.
Total		\$ 6,836,962.00		



2023 LEGISLATIVE REVIEW



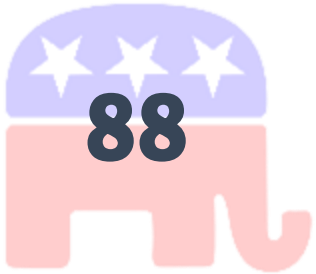
SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce

Ellen Andrews-Morgan
Director of Governmental Affairs

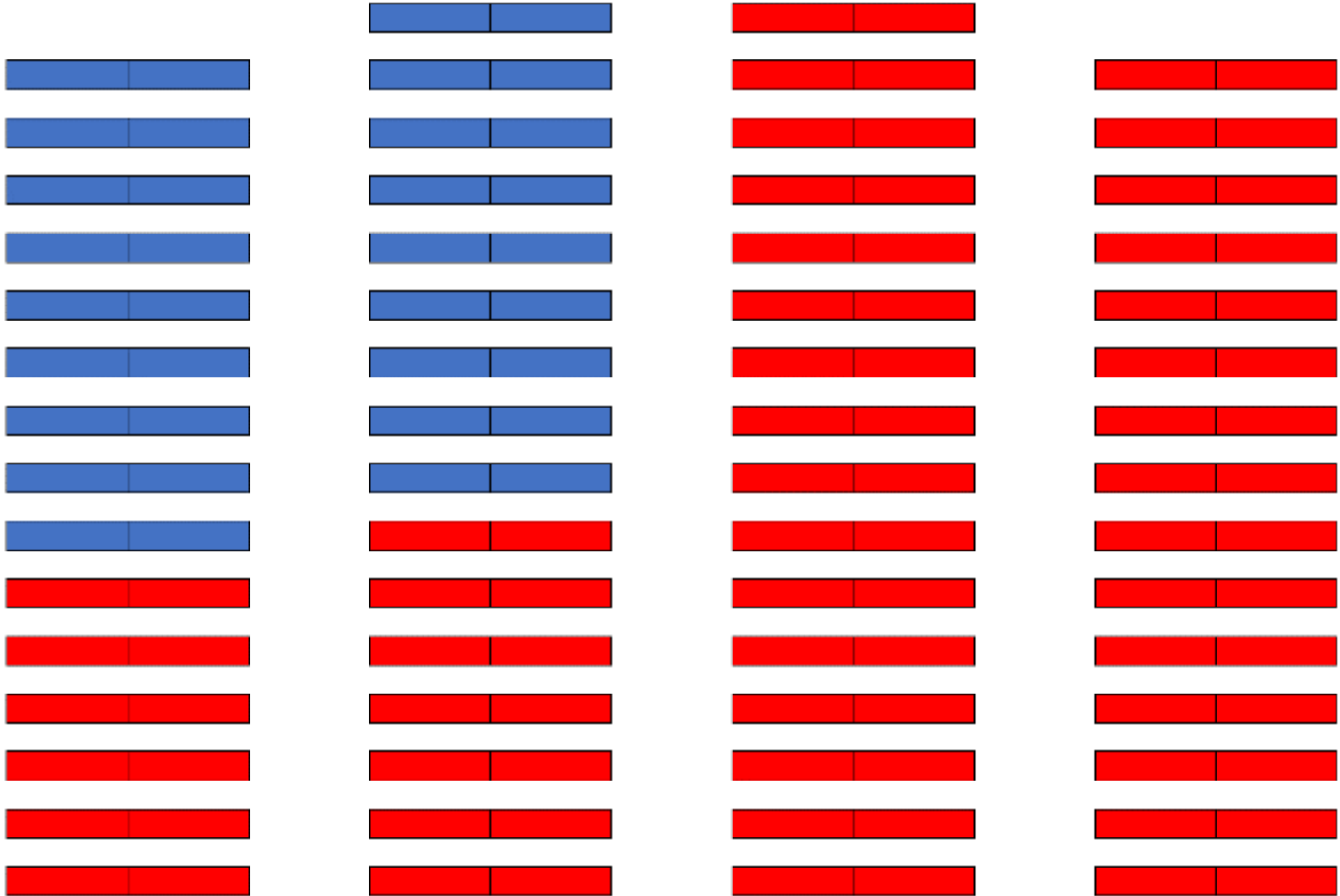


2023 SESSION OVERVIEW

HOUSE MEMBERSHIP



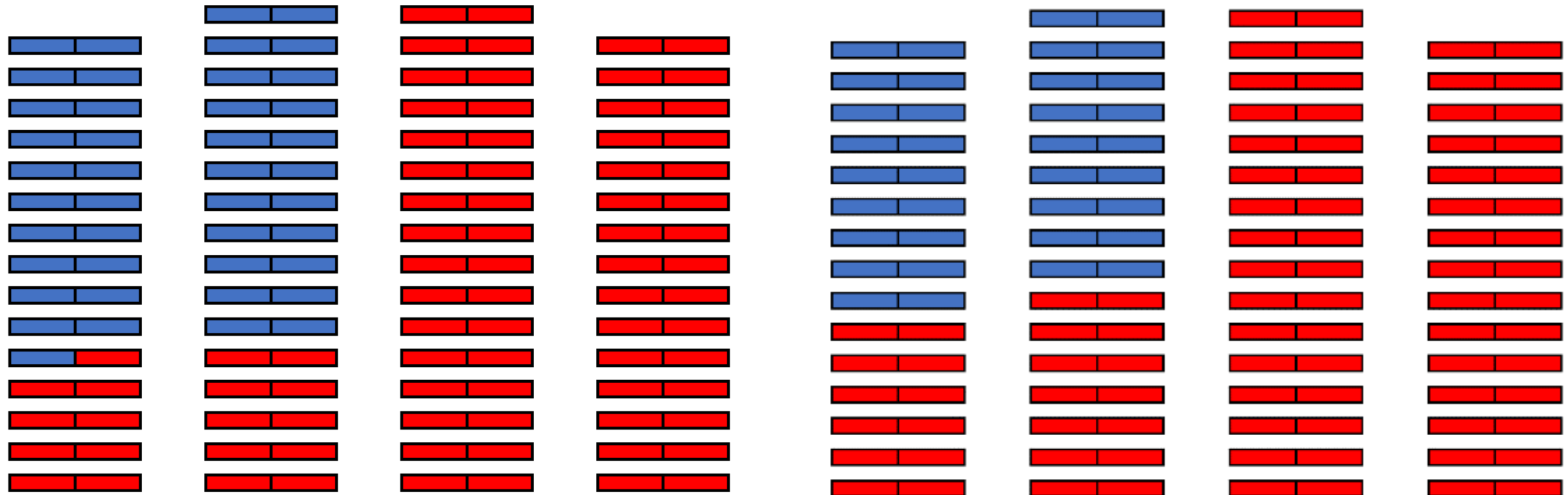
- **GOP maintained Supermajority**
- **27 Freshmen**
- **70 of 124 seats ran unopposed in General Election**



HOUSE MEMBERS : 2020 vs 2022

2020

2022



15 freshmen



27 freshmen

NEW HOUSE LEADERSHIP



MURRELL SMITH
Speaker of the House



DAVEY HIOTT
Majority Leader



ROGER KIRBY
Assistant Minority Leader

NEW COMMITTEE CHAIRMEN



BRUCE BANNISTER

Ways and Means



WESTON NEWTON

Judiciary



SHANNON ERICKSON

Education & Public Works



JEFF BRADLEY

Regulations & Admin.
Procedures



JEFF JOHNSON

Legislative Oversight



SYLLESTE DAVIS

Medical, Military, Public
& Municipal Affairs

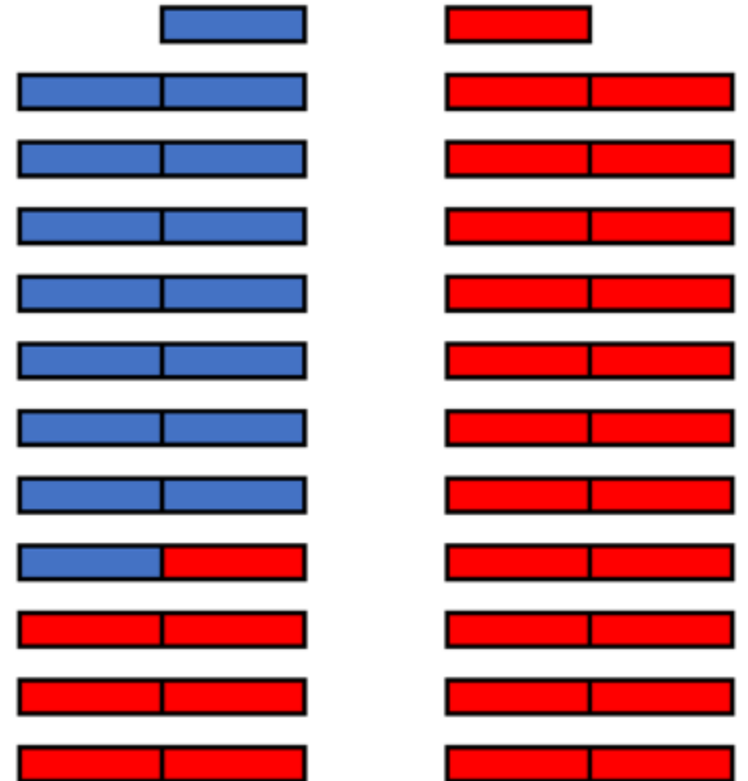
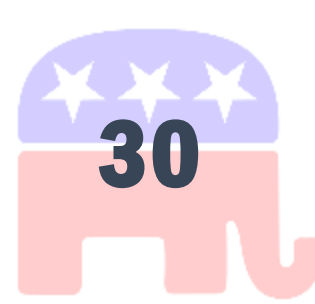


BILL HIXON

Agriculture, Natural Resources
& Environmental Affairs

SENATE MEMBERSHIP

- 4-year terms so membership remained the same from 2022
- GOP has supermajority (but Senate rules change the impact)



2023 LEGISLATION

Only 6% of bills introduced passed the General Assembly this year

- **1,451** bills introduced: **924** in the House and **527** in the Senate
- **216** bills (**15%**) introduced this session crossed over
- Of the bills that crossed over, **92 (43%)** went on to pass
 - **43 (34%)** of **125** House bills that crossed over to the Senate passed
 - **49 (54%)** of **91** Senate bills that crossed over to the House passed

	General Bills	Joint Resolutions	Concurrent Resolutions	Resolutions	Total
Passed	92	10	118	637	857
Not Passed	1,359	98	39	15	1,511
Total	1,451	108	157	652	2,368



HOT TOPICS

HOT TOPICS



WORKFORCE & ECONOMIC DEVELOPMENT

Funding for new projects, enhanced coordination among partners, affordable housing, apprenticeships, licensure barriers, etc.



DHEC & CERTIFICATE OF NEED

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



EDUCATION

School choice, scholarships, CRT, teacher retention, funding of higher education, First Steps, etc.



THE OTHER PERENNIALS...

Abortion, fentanyl trafficking, judicial elections, public safety reforms, boating safety, etc.



BOND REFORM

Pretrial release, electronic monitoring, and accountability

Economic Development and Utility Modernization Ad Hoc Committee

- Announced by House Speaker Murrell Smith on September 14 with meetings held throughout Fall 2022 and Spring 2023
- Chaired by Representative Jay West
- Areas of Consideration:
 - utility modernization
 - workforce development
 - infrastructure investment designed to attract industry
- Goal:

to foster the best business environment in the Southeast, attract and retain transformative industry into our state, and prepare a modern workforce capable of meeting the evolving demands of these industries



ENACTED LEGISLATION

Statewide Education & Workforce Development Act

Act No. 67 of 2023 (H. 3726): Overview

- Sponsored by Speaker Murrell Smith and Members of the Ad Hoc Committee on Economic Development & Utility Modernization
- Addresses issues stakeholders spoke to before the committee:
 - Labor force participation
 - Barriers to employment (e.g., childcare, transportation, etc.)
 - Education responsive to evolving industry needs
 - Enhanced coordination among workforce agencies
 - Resources to inform decisions by students, parents, educators, jobseekers
 - Access in rural communities

Statewide Education & Workforce Development Act

Act No. 67 of 2023 (H. 3726): Goals & Objectives

- Seeks to bring all our resources, services, and partners together to
 - Coordinate, align, and enhance workforce development services
 - Centralize oversight of state workforce programs
 - Make opportunities available easy to access / find
 - Meet industry workforce demands / economic development commitments
 - Improve information for students, parents, and jobseekers to make career choices based job/skill demand and related educational pathways
 - Develop methods to pair workforce training with a continuum of services to assist those facing workforce participation barriers
 - Address obstacles unique to those in rural areas

Statewide Education & Workforce Development Act

Act No. 67 of 2023 (H. 3726): Nuts & Bolts

- Creates a new Office of Statewide Workforce Development within DEW led by a director appointed by the Governor with advice and consent of the Senate
- Transfers workforce development responsibilities of the Department of Commerce to DEW to empower Commerce to focus on economic development and attracting business
 - Coordinating Council for Workforce Development
 - Regional Workforce Advisors (Regional Education Centers)
- Adds new members to the Coordinating Council for Workforce Development, including the Chair of the State Workforce Development Board and a representative of local workforce boards
- Builds on Act 194 of 2022 prescribing a unified state plan for education and workforce development

FY 23-24 General Appropriations Act—DEW Budget

Statewide Education and Workforce Development Act

- **Recurring \$ 4,436,378:**
 - (1) \$2,834,694 / 20 FTEs for CCWD/elements of unified plan
 - (2) \$1,269,179 / 15 FTEs to address obstacles unique to rural areas
 - (3) \$332,505 to enhance employment services to address labor/skill shortages
- **Nonrecurring \$3,005,800** – Initial Implementation + Second Career Coach

Be Pro Be Proud

- **Recurring \$500,000/1 FTE**—Continue the success of Be Pro Be Proud as a recurring program promoting opportunities in the skilled/vocational trades

GED Incentive

- **Expanded/Extended**—Carry forward remaining funds to expand GED incentive to all adults, not just UI claimants, with an additional \$500 for GED recipients that also complete approved short-term occupational training

FY 23-24 General Appropriations Act—Other Provisos

Lead Apprenticeship Agency—Proviso 117.165

- Establishes the State Board for Technical and Comprehensive Education as the lead agency for facilitating U.S. DOL Registered Apprenticeships; all entities receiving state funds shall coordinate all registered apprenticeship activities through SBTCE (Apprenticeship Carolina).

LIFE Scholarship Retention—Proviso 117.183

- Protects students from losing LIFE scholarships based on a dual enrollment grade.

College Freshman Reporting Requirements—Proviso 1.101

- Suspends college freshman reporting requirements of Section 59-101-130 while SCDE works to streamline data collection processes to reduce the burden imposed on schools.

Career Readiness Assessments

- Requires the Education Oversight Committee and State Board of Education to create a waiver by July 31 for districts and high schools to request an exemption from reporting FY22-23 career readiness performance data for students taking the assessment the second time when the assessment is different from the one taken in 11th grade.

Barriers: Youthful Offender Expungement Eligibility

Act No. 73 of 2023 (H. 3890)

- Veto by Governor McMaster on May 22 was overridden in June
 - Veto message: “just as individuals deserve second chances after they have paid their debt to society, employers and others have a right to receive and rely on accurate information. In balancing these aims, an individual’s criminal history can be contextualized and considered in light of the totality of the circumstances, but it should not be erased.”
- Amends Section 22-5-920(B) to address convictions for driving under suspension as a barrier to expungement under the Youthful Offender Act
- Convictions for disturbing school under Section 16-7-420 before May 17, 2018 also exempted from the requirement that an individual not have been convicted of any other offenses for 5 years prior to expungement
- Applies retroactively

Barriers: Earn and Learn Act

Act No. 13 of 2023 (H. 3605)

- A professional or occupational board may not deny a license solely because of a prior criminal conviction, unless it directly relates to the duties, responsibilities, or fitness of the occupation or profession.
- Boards prohibited from using vague/generic terms like "moral turpitude" or "good character", and from considering charges that were dismissed, nol prossed, or adjudicated with a finding of not guilty
- Boards required to hold a hearing on fitness for licensure and to issue written final order stating the grounds for denial based (solely or in part) on criminal history within 30 days of the hearing (appealable to ALC)
- Also requires boards to issue a license if applicant completes an eligible apprenticeship in an occupation/profession with similar scope of practice, passes required exams, is not disqualified due to criminal conviction, and completes all other requirements applied to other license applicants

Workforce Housing

Act No. 57 of 2023 (S. 284)—Workforce Housing

- Allows local governments to use for development of workforce housing:
 - revenue generated by a local accommodations tax
 - special state accommodations tax funds restricted to tourism-related expenditures
 - issuance of bonds pursuant to Section 6-4-15
- **Limitations:** Cap at 15% of annual local accommodations tax revenue, 2030 sunset, housing impact analysis required
- Creates a Land Development Study Committee to examine methods for planning/managing land development with report to legislature December 1
- Requires report to legislature by 2030 on effects on tourism/workforce housing

S. 739 (R76)—Housing Credits

- One-time authorization of \$29.8 million SC Housing Tax Credits and up to \$25 million from SC Housing Trust Fund with SC Housing to develop plan to allocate the funding as supplemental support to certain multi-family housing projects

New Classification: Doctoral/Professional Universities

Act No. 41 of 2023 (H. 3857)

- Codifies Proviso 11.20 of the FY21-22 Appropriations Act directing CHE to implement a classification system for public institutions of higher education with a new classification: doctoral/professional universities
- Allows a state college or university to offer college-level baccalaureate, master's, professional, and no more than a combined **five** professional doctorate or Ph.D. degrees, that lead to continued education or employment
- Mission also includes:
 - limited and specialized research
 - public service to the State and local community



PENDING LEGISLATION

H. 4060—Education and Workforce Readiness

Status: Passed the House; residing in Senate Education Committee

- Establishes workforce readiness goal: 60% of working-aged South Carolinians have postsecondary degree or recognized industry credential by 2030
- Requires CHE to establish timelines/milestones to expand the STEM workforce
- Requires all public high schools to provide academic remediation for seniors
- Requires all high school seniors to complete/submit a FAFSA before graduation
- Shifts SC Educator Preparation Report Card from CHE to SCDE
- Provides for uniform system of dual enrollment courses
- Requires DEW to provide economic value of each college major + job availability
- Report how best to (1) transfer adult education to State Board for Technical and Comprehensive Education and (2) maximize use of career and tech centers

S. 557—Apprenticeship Credit

Status: Returned to Senate with amendments (H. 4087—headquarters, job development, retraining, recycling credits)

- 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. 4372—Unemployment Insurance Indexing

- 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

- Debate likely to include labor force participation, ability of jobseekers to find work, and resources available to individuals seeking reemployment.

QUESTIONS?



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce

Ellen Andrews-Morgan
EAMorgan@dew.sc.gov



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce

Act No. 67 of 2023 (H. 3726)

Goals and Objectives

Act No. 67 of 2023 (H. 3726) seeks to coordinate and align the state’s workforce development efforts with centralized oversight for improved accountability and transparency, address obstacles unique to rural areas, and enhance responsiveness to industry needs and economic development commitments.

Transfer of Workforce Development Responsibilities from Department of Commerce to DEW

Workforce development responsibilities currently belonging to the S.C. Department of Commerce are transferred to the S.C. Department of Employment and Workforce (DEW).

- All functions, powers, and duties provided by law to the Department of Commerce with respect to the Coordinating Council for Workforce Development are transferred to DEW effective July 1. The DEW Executive Director replaces the Secretary of Commerce as chairman of the coordinating council.
- Regional Workforce Advisors (RWAs), previously called “Regional Education Centers,” and associated FTEs, funds, and responsibilities are transferred upon signature of the Governor (as soon as is practicable in coordination with the Departments of Commerce and Administration). The state’s twelve workforce regions each have one RWA to provide services in schools to facilitate career planning, partnerships with employers, and delivery of information regarding opportunities available in industries across the state.
- The articles of Chapter 1 of Title 13 relating to the coordinating council and the Regional Workforce Advisors (Regional Education Centers) are repealed and established within a new Chapter 30 in Title 41.

Office of Statewide Workforce Development

The Office of Statewide Workforce Development (OSWD) is created within DEW with a director appointed by the Governor with advice and consent of the Senate, subject to removal pursuant to Section 1-3-240(B), and compensated under the state agency head salary review process, rules, and guidelines. The OSWD shall:

- oversee/ensure implementation of Coordinating Council for Workforce Development responsibilities;
- align, consolidate, streamline, and coordinate publicly funded workforce development efforts;
- provide oversight of Regional Workforce Advisors (RWAs);
- provide centralized oversight of all publicly funded workforce development services provided by state and local government, nonprofits, and quasi-governmental groups and, when necessary, direct those entities to take any actions necessary to comply with the unified state plan; and
- submit an annual report by November 1 to the Governor, Speaker, President, and Ways and Means/Finance chairmen “detailing all funds used for workforce development projects by all reporting... government agencies, nonprofit[s], and quasi-governmental groups” appropriated or authorized funds for workforce development. This report also must identify noncompliant entities.

Membership of the Coordinating Council for Workforce Development and its Executive Committee

The act expands the Coordinating Council for Workforce Development adding 19 new members:

- | | |
|---|--|
| (1) SC Department of Veterans Affairs | (11) SC Department of Revenue |
| (2) SC Vocational Rehabilitation | (12) State Housing Finance & Development Authority |
| (3) SC Research Authority | (13) State Workforce Development Board |
| (4) SC Department of Agriculture | (14) local workforce board representative (DEW-appointed) |
| (5) SC Department of Labor, Licensing & Regulation | (16) two business community representatives with professional expertise in workforce issues and economic development (one appointed by Speaker, one by President) |
| (6) Office of Revenue and Fiscal Affairs | (19) three current or past owners of a “small business” under the North American Industry Classification System (appointed by Governor) |
| (7) Education Oversight Committee | |
| (8) SC Manufacturing Extension | |
| (9) SC Parks, Recreation & Tourism Management | |
| (10) SC First Steps | |

The act establishes a smaller, eight-member executive committee, chaired by DEW's executive director, to review and vote on the recommendations of the coordinating council or OSWD director, review and approve proposed actions of the coordinating council (to include adoption or modification of the unified state plan), and to recommend actions needed to eliminate duplicative or ineffective programs and workforce activities:

- (1) Executive Director of the Department of Employment and Workforce
- (2) Director of the Office of Statewide Workforce Development;
- (3) Secretary of the Department of Commerce;
- (4) State Superintendent of Education;
- (5) Executive Director of the State Board for Technical and Comprehensive Education;
- (6) Executive Director of the Commission on Higher Education; and
- (8) Speaker/President appointments with professional expertise in economic development/workforce issues

The annual report to the Governor and General Assembly by the coordinating council chairman is shifted from September 1 to December 1 and expanded to include information about engagement of the council to include attendance, participation, and compliance with the unified state plan.

Unified State Plan and its Components

The act builds upon the unified state plan for workforce development initially established pursuant to Act 194 of 2022, amending the responsibilities of the Coordinating Council for Workforce Development to prescribe specific components for the unified statewide education and workforce development plan:

- an "Education and Workforce Portal" providing access to workforce services, labor market information, and career planning and career services tools including:
 - an "Educational Program Alignment Toolkit" of resources to enable the K-12, technical college, and higher education systems to ensure their programs and curriculum match workforce needs;
 - a "Career Pathways Tool" to provide students, parents, jobseekers, and counselors with useful information about potential careers and routes to meaningful employment;
- a study, recommendations, and tools to address barriers to labor participation like affordable access to childcare and transportation;
- a study of government assistance programs for working families to identify opportunities to incentivize employment, ease the cliff effect, and provide the skills/credentials needed for employment;
- a "SC Benefits calculator" to help families, case managers, and community providers understand the impact of earnings and assist families planning their exit from government assistance;
- a comprehensive inventory of all education and training assets, workforce programs, and funding to identify duplicative or ineffective programs, ensure alignment of resources with workforce needs, and measure return on public investment in workforce system programs;
- a consolidated budget report of the state's workforce funding to include recommendations to improve system alignment, accountability, and efficiency;
- a supply/gap analysis of the state's current and projected future employer demands and the supply of skills and education in the state's workforce; and
- strategies to connect military families, veterans, and retirees to job opportunities and career support.

The unified state plan is to be reviewed annually and updated as needed with the online portal providing the public the means to monitor and track progress of the plan. The coordinating council is also tasked to develop ten-year targets related to labor force participation and possession of high-quality credentials/degrees.

Employer Reporting

Effective with the quarter ending March 31, 2024, quarterly wage reports filed with DEW by employers that currently include social security number, name, and total wages must also include standard occupational classification (SOC) codes and total number of hours worked. This data is critical to production of the reports and tools prescribed in the act for the unified state plan.

Effective with the quarter ending March 31, 2024, employer wage reports for ten or more employees must be filed electronically, and these employers will need to file responses to DEW requests for information regarding a claim for benefits electronically effective March 1, 2024. DEW may waive electronic filing requirements where a hardship is shown by the employer/agent.



Statewide Education & Workforce Development Act

CHARLES APPLEBY

Structure & New Members

WHAT MADE THE FINAL VERSION?



Projects

WHERE DO WE GO FROM HERE?



Impacts

WHAT DOES THIS ME TO ME?



AGENDA



Structure & New Members

WHAT MADE THE FINAL VERSION?

New Organizational Structure

CCWD Chair

(Director of the Department of
Employment and Workforce)

Chair of the Coordinating Council for Workforce Development (CCWD)

- Changes from the Secretary of Commerce to the Director of the Department of Employment and Workforce.
- Both agencies supported the change.

CCWD - Chair

RESPONSIBILITIES

- Monitor implementation;
- Review performance;
- Meet executive committee member duties;
- Annually report on:
 - CCWD actions;
 - recommendations for legislation; and
 - CCWD member engagement: *(NEW)*
 - attendance,
 - participation, and
 - compliance with the Unified State Plan

New Organizational Structure

CCWD Chair
(Director of Department of
Employment and Workforce)



CCWD Executive Committee

Executive Committee (***NEW***)

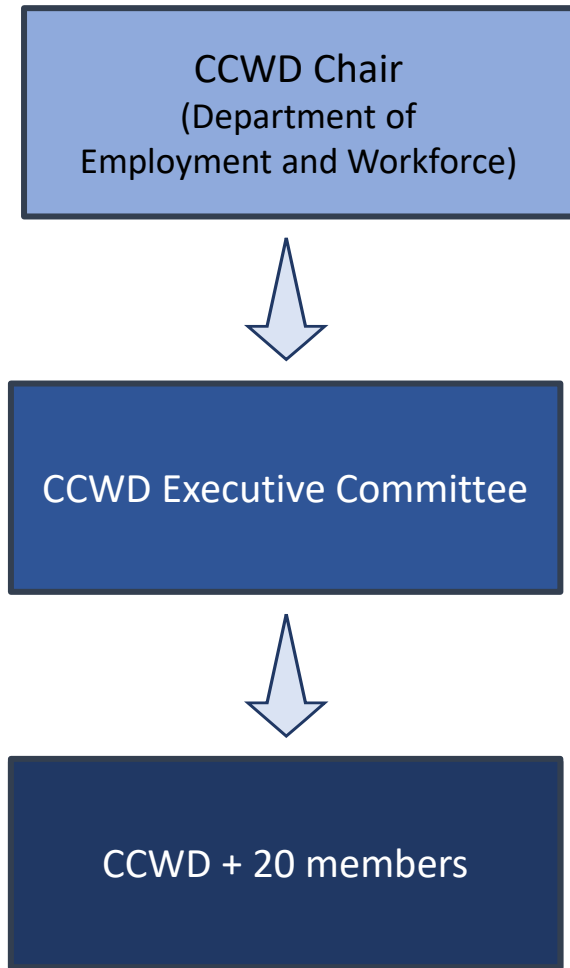
CCWD – Executive Committee

RESPONSIBILITIES

ALL NEW

- Vote on CCWD and OSWD Director recommendations;
- Approve Unified State Plan and any other proposed actions by the CCWD; and
- May recommend appropriate actions necessary to achieve the following:
 - Improve programs not meeting state performance targets; and
 - Eliminate programs that are,
 - Repeatedly not meeting performance targets,
 - Duplicative,
 - Not furthering the Unified State Plan, or
 - No longer needed.

New Organizational Structure



Full CCWD

- 20 new members are added

CCWD – Full Council

RESPONSIBILITIES

- Collaborate and share information;
- Develop Unified State Plan and metrics;
 - Dashboards for public to monitor and track progress, and *(NEW)*
 - 25+ projects the Act recommends for inclusion in the USP *(NEW)*
- Regularly meet with industry associations to understand workforce needs and ideas *(NEW)*
- Make recommendations to General Assembly
- Perform other duties under direction of the CCWD Chair

Full Coordinating Council

(Prior to passage of S.C. Education and Workforce Development Act)

State
Superintendent
of Education

State Board for
Technical and
Comprehensive
Education
Executive Director

Commission
on Higher
Education
Executive
Director

Department of
Employment and
Workforce
Executive Director

Department
of
Commerce
Secretary

K-12 School Counselor
(Superintendent of Education Appointee^)

Career and Technology Education Director
(Superintendent of Education Appointee^)

School District Superintendent
(Superintendent of Education Appointee^)

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

Individual with expertise in economic development
and workforce
(Governor Appointee*)

Individual with expertise in economic development
and workforce
(Governor Appointee*)

House Minority Party Appointee

Senate Minority Party Appointee

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

*Must be representatives from the business community

Indicates Executive Committee
Indicates Chair

Full Coordinating Council – New 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
- Indicates New Member

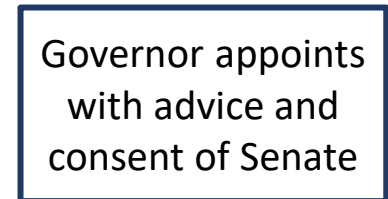
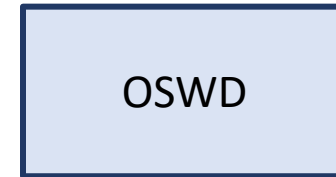
^Must have expertise regarding the S.C. Education and Economic Development Act

*Must be representatives from the business community

New Organizational Structure

Office of Statewide Workforce Development (OSWD)

- Newly created and serves on CCWD Executive Committee
- Director appointed by the Governor with advice and consent of the Senate



OSWD Director

RESPONSIBILITIES

- Ensure implementation of CCWD duties
- Provide centralized oversight of the following:
 - all publicly funded workforce development in the State
 - of Regional Workforce Advisors
- Submit annual statewide workforce funding report

The background features a series of overlapping, wavy, organic shapes in various shades of blue, ranging from a deep navy to a light sky blue, set against a white background. The shapes flow from the top and bottom edges towards the center, creating a sense of movement and depth.

What reporting changes
occurred in the Act?

WHAT?

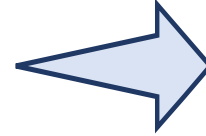
Quarterly wage reports are changed as follows:

All employers report...

- Standard Occupational Classification (SOC) codes, and
- total number of hours worked; and

All employers with 10 or more employees...

- file electronically



SOC codes = federal statistical standard used to classify workers into the specific category that best matches their job.

NOTE

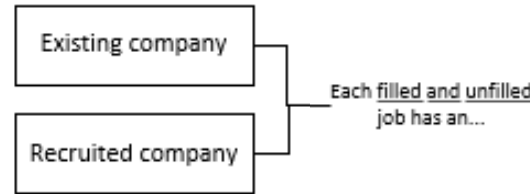
- Changes do not occur until March 2024
- Hardship exception for electronic filing

Occupational Codes

WHY?

Why are occupation codes important?

Demand



Example: Hospital

Currently know the industry –

- HealthCare

Do not know the occupations –

- Accountant
- Cleaning Staff
- Information Technology
- Medical Doctor

Supply

Career Cluster to guide class selection

Career awareness activities lay the foundation for career clusters study system

Elementary School - Career Awareness Activities

By the end of 8th grade, students must develop an individual graduation plan and select a preferred...

Middle School - Career Cluster

By the end of 10th grade, students must declare an area of academic focus within a ...

High School - Career Cluster



Each career cluster relates to a group of...

Occupation Code (SOC)

Each bachelor and associate degree major relates to a group of...

College – Major (Associate Degree)

College – Major (Bachelor Degree)

College – Major (Masters or Doctoral Degree)

Each CIP and MOS has matching...

Classification of Instructional Program (CIP)

Each industry credential from a technical college relates to a...

Industry Credential

Military Occupational Specialty (MOS)

Each military position has a...

Military Position



Occupational Codes

WHY?

Why are occupation codes important?

Better data

- Difference between knowing 100 people work in “auto manufacturing” vs. knowing what each of those 100 people do.

Better decisions

- More detailed information about our workforce will improve new business recruitment and promote more effective investment in workforce training and development.

Better outcomes

- New businesses plus more effective training results in higher paying jobs and more money flowing into our economy.

Occupational Codes



Projects

WHERE DO WE GO FROM HERE?

Inventory of education and workforce programs

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

Real time labor market information

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

Education and workforce online portal

- 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 for

- education programs
- workforce programs

Regional Workforce Advisors

Education and Economic Development Act

Projects Required in Act

Leadership and Project Priority

Leadership

CCWD Chair will lead efforts with staff he determines necessary until the Governor appoints a Director of the Office of Statewide Workforce Development.

Once appointed, the CCWD Chair will lead efforts with the OSWD Director.

Example Method to Select Projects for Initial Focus

Determine the number of other projects that need information from each particular project, then rank based on need.

Example Method for Initial Project Focus



Project

of projects
relying on it

Inventory of Education and Workforce Programs

15

Unified State Plan and Metrics

13

Education and Workforce Online Portal

10

Phased approach

Occupational codes and wage/hour information

10

HOW?

How will information be collected?

- Building a tool to identify proper SOC codes for employees
- Updating file formats for third party agents
- Outreach and demonstrations to come

Occupational Codes



Impacts

WHAT DOES THIS MEAN TO ME?

SWDB work is more important than ever!

- It will not be duplicated but reinforced (3-legged stool)
- Your efforts in integrating state and local work serve as a guide
- Opens new opportunities to address your needs



What the CCWD needs from SWDB?

1. Participation

Involvement in creation of the USP vision and strategies through the State Board Chair and Local Board representative on CCWD

2. Alignment

Alignment of the State WIOA plan and decisions with the USP vision and strategies

- When the SWDB has funds in its disposal, align those with furtherance of the USP strategies

3. Integration

Leadership in bringing the WIOA local partners on board in integrating USP vision and strategies into their activities

What are you already doing?

Existing Board Priorities already supporting direction of Act 67

- Shared case management and co-enrollment feasibility consultant
- Career pathways development support
- Work-based learning utilization
- High-demand occupation training



Any Questions?

CHARLES APPLEBY