

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.