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Henry McMaster  
Governor

William H. Floyd, III  
Executive Director

December 1, 2023

The Honorable Henry D. McMaster  
State House, First Floor, West Wing  
1100 Gervais Street,  
Columbia, SC 29201

Dear Governor McMaster:

It is my honor to serve as the new Chairperson of the Coordinating Council for Workforce Development (CCWD). Through Act 67, effective July 2023, South Carolina has placed itself at the front of the line to optimize its workforce development system. Act 67 promotes an environment of collaboration between all stakeholders, and the development of a Unified State Plan provides common direction and goals. It makes all participants equal players in tackling needs that no one organization can completely address.

In accordance with Act 67 of 2023, S.C. Code Section 41-30-540(C), please find attached the CCWD's annual report. Highlights from this year include conducting inaugural meetings with the expanded 37-member CCWD, including its Executive Committee, prioritizing the initial workforce projects (out of more than 25 established by Act 67), actively working on those projects, and establishing milestones for the coming year.

Thank you and the General Assembly for your support and guidance as the CCWD continues enhancing workforce development in South Carolina.

Respectfully,

  
William H. Floyd, III  
Executive Director

Enclosures

CC: South Carolina General Assembly



South Carolina  
Coordinating Council for  
Workforce Development

# ANNUAL REPORT

2023

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# A LETTER FROM THE COORDINATING COUNCIL FOR WORKFORCE DEVELOPMENT (CCWD) CHAIR

South Carolina's workforce is one of the top issues for nearly every community and public official.

This conversation around workforce is not a short-term discussion but rather a defining topic of the decade. South Carolina has approximately 2.4 million people in the workforce, the most in our state's history - with a thriving economy that produces a steady demand for additional employees. However, roughly 400,000 of the 2.4 million workers are baby boomers (57 to 75 years old) who are likely to retire over the next decade. While this "Great Retirement" presents a challenge, this shift also creates an unprecedented opportunity for our state's youth.

While each state has its unique approach to its workforce needs, a common theme is the need for collaboration among education and workforce partners, with leadership and planning for a common direction, to improve the system.

Unlike other states, however, South Carolina has empowered its education and workforce-related agencies to lead efforts together, as a team by passing Act 67 of 2023. This act reinvigorated the Coordinating Council for Workforce Development (CCWD) and now promotes an environment of collaboration to connect what was once a complex web of workforce and education partners to work in sync with elected officials toward a common set of goals in a Unified State Plan with meaningful metrics to measure success and maintain accountability.

In the short time I have had the honor of chairing the CCWD, I have witnessed an enormous dedication to development of the Unified State Plan and the many initiatives set forth in Act 67. While many of these projects will take years to complete, by the passage of this act, the Governor and the General Assembly set a course that will lead us to a new era of cooperation, collaboration, transparency, and accountability that I am confident will yield significant return on every investment we make today, and in the future, in our workforce.



**William H. Floyd, III**  
Chair, CCWD  
Director, Department of Employment and Workforce



# PERFORMANCE

Next year, and each year going forward, this section of the report will include information on specific metrics adopted by the Coordinating Council for Workforce Development to achieve as a group.

Select performance measures typically reported elsewhere by member agencies may also be reproduced within this report for ease in referencing additional information about education and workforce performance in the state.



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# **ROLES AND RESPONSIBILITIES**

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# HISTORY

The South Carolina Coordinating Council for Workforce Development (CCWD) was formed in response to a general need for improved coordination of efforts in workforce development. A brief history of the path taken to reach its current membership is below with additional details in the appendices.

In 2016, the CCWD was established by the General Assembly in Act 252 to “engage in discussions, collaboration and information sharing concerning the state’s ability to prepare and train workers to meet current and future workforce needs.”

Act 194 of 2022 merged the CCWD with the Education and Economic Development Coordinating Council, adding responsibilities to the CCWD that include oversight of the Education and Economic Development Act (EEDA).

With the signature of Governor Henry McMaster, Act 67 of 2023, “The Statewide Education and Workforce Development Act,” ushered in a new era in South Carolina workforce development. Sponsors Speaker Murrell Smith and members of the House Ad Hoc Committee on Economic Development and Utility Modernization wrote the act to address workforce systematically and improve the experience of businesses and citizens alike.

As stated in SC Code Section 41-30-110, the new laws seek to “coordinate, align, and enhance all publicly funded workforce development services and centralize oversight of the entities that provide these services to enhance accountability, enhance transparency, and promote a customer-centric workforce system.” The goal is to produce a workforce system that is “easy to access, highly effective, and simple to understand”.

A substantial number of changes to the composition of the CCWD, as well as the mandated work and structure of the membership came through Act 67. Appendix A includes more details on the history of the CCWD and EEDA. Appendix B includes the specific language in Act 67.

## COORDINATING COUNCIL FOR WORKFORCE DEVELOPMENT (CCWD) CHAIR

The CCWD is chaired by the Executive Director of the Department of Employment and Workforce. The Chair, and their duties, are outlined in statute.

The CCWD Chair's duties include, but are not limited to the following:

- Monitor and audit the implementation of S.C. Code Section 41-30-110, et. seq.;
- Review accountability and performance measures;
- Annually report to the Governor and the General Assembly by December first of each fiscal year, on the following:
  - actions taken by the CCWD during the previous fiscal year;
  - engagement of the CCWD members to include attendance, participation, and compliance with the Unified State Plan (USP), and;
  - any recommendations for legislation.<sup>[1]</sup>



**WILLIAM FLOYD, CHAIR**

Director, Department of  
Employment and Workforce

### TERM

- Began service: Oct. 1, 2023
- Term is contemporaneous with their respective state appointments or elected term, as applicable.

### PARTICIPATION

Meeting attendance since service began:

- Executive Committee: 2/2 attended
- Full Council: 1/1 attended

Lead staff: Nina Stagers



## CCWD VICE-CHAIR

The Vice-Chair is outlined in the CCWD Bylaws. In June 2024, and each June thereafter, the Executive Committee will vote on the Executive Committee member who will serve the one-year term as Vice Chair.

The Vice Chair's duties are outlined in the CCWD Bylaws. The duties include, but are not limited to, the following:

- preside at CCWD meetings in the absence of the Chair;
- at the direction of the Chair, sign all documents requiring the signature of the Chair when the Chair is unable to do so because of illness or any other emergency which, in the opinion of the CCWD Executive Committee, prevents the Chair from performing such functions of the office; and
- perform such other duties as may be from time to time assigned by the Chair or by the CCWD Executive Committee.<sup>[2]</sup>



**DR. TIM HARDEE, VICE-CHAIR**

President, State Technical College System

### TERM

- Began service: Oct. 1, 2023
- Term is contemporaneous with their respective state appointments or elected term, as applicable.

### PARTICIPATION

Meeting attendance since service began:

- Executive Committee: 2/2 attended
- Full Council: 1/1 attended

Lead staff: Karmen Smith

## OFFICE OF STATEWIDE WORKFORCE DEVELOPMENT DIRECTOR

The Office of Statewide Workforce Development (OSWD) Director is appointed by the Governor with the advice and consent of the Senate.<sup>[3]</sup> The process for selection of the OSWD Director and their duties are outlined in the statute. The OSWD Director will perform their duties under the direction of the CCWD Chair.<sup>[4]</sup> As of the publication of this report, this position has not yet been filled.

The OSWD Director's duties include, but are not limited to, the following:

- oversee and ensure implementation of Coordinating Council for Workforce Development responsibilities;
- efficiently marshal public resources to optimally align, consolidate, streamline, and coordinate publicly funded workforce development efforts in SC;
- provide centralized oversight of all publicly funded workforce development services in SC provided by state and local government agencies, nonprofit groups, and quasi-governmental groups that are appropriated state funds or are authorized to expend federal funds related to workforce development;
- provide oversight of Regional Workforce Advisors;
- monitor compliance of each state and local government agency, nonprofit group, and quasi-governmental group that is appropriated state funds or is authorized to expend federal funds related to workforce development and, when necessary, direct those entities to take any action necessary to comply with the responsibilities set forth in the Unified State Plan.
- Noncompliance with a directive of the OSWD must be recorded and made part of the report made as required in subitem (6); and
- submit an annual report by November 1 of each fiscal year to the Governor, Speaker of the House, President of the Senate, Chair of the House Ways & Means Committee, and Chair of the Senate Finance Committee detailing all funds used for workforce development projects by all reporting state and local government agencies, nonprofit groups, and quasi-governmental groups that are appropriated state funds or are authorized to expend federal funds related to workforce development, identifying those entities that did not comply with the USP and provisions of Chapter 30, Title 41 of the SC Code of Laws; and
- perform such other duties as may be assigned from time to time by the CCWD Chair.<sup>[5]</sup>



## EXECUTIVE COMMITTEE

There are eight members serving on the CCWD Executive Committee. These members and their duties are outlined in statute.<sup>[6]</sup>

The duties of the Executive Committee include, but are not limited to, the following:

- reviewing and voting on recommendations made by the CCWD or Director of OSWD;
- reviewing and approving any actions proposed to be undertaken by the CCWD including adoption or modification of the USP or any provision of the USP; and
- recommending the appropriate actions necessary to accomplish the following:
  - eliminate duplicative programs and workforce activities that do not further the USP,
  - improve programs not meeting stated performance targets, and,
  - when necessary and to the extent not prohibited in law, recommend that entities discontinue programs that repeatedly do not meet targets or may no longer be needed.<sup>[7]</sup>

Their term of office is outlined in the CCWD Bylaws.<sup>[8]</sup> Membership, term of office, and participation for Executive Committee members not previously shown (i.e., Chair, Vice Chair, and Director of Office of Statewide Workforce Development), are on the next page.

# EXECUTIVE COMMITTEE MEMBERS

**HARRY M. LIGHTSEY III**  
Secretary, Department of  
Commerce



Lead staff: Amy Thomson

## TERM

- Began service: Oct. 1, 2023
- Term is contemporaneous with their respective state appointments or elected term, as applicable.

## PARTICIPATION

Meeting attendance since service began:

- Executive Committee: 2/2 attended (one by designee)
- Full Council: 1/1 attended (by designee)

**SHANE MASSEY**

Senator, SC Senate  
Appointee of the Senate President



Lead staff: Sam Orr

## TERM

- 1st three-year term ends: Oct. 1, 2026
- 2nd three-year term ends: Oct. 1, 2029
- Hold-over capacity allowed until appointing party makes new appointment.

## PARTICIPATION

Meeting attendance since service began:

- Executive Committee: 1/1 attended (by designee)\*
- Full Council: 0/0 attended\*

**DR. RUSTY MONHOLLON**  
President, Commission on Higher  
Education



Lead staff: Corey Gheesling

## TERM

- Began service: Oct. 1, 2023
- Term is contemporaneous with their respective state appointments or elected term, as applicable.

## PARTICIPATION

Meeting attendance since service began:

- Executive Committee: 2/2 attended
- Full Council: 1/1 attended

**ELLEN WEAVER**

State Superintendent of Education



Lead staff: Ian Headley

## TERM

- Began service: Oct. 1, 2023
- Term is contemporaneous with their respective state appointments or elected term, as applicable.

## PARTICIPATION

Meeting attendance since service began:

- Executive Committee: 2/2 attended (one by designee)
- Full Council: 1/1 attended (by designee)

**JAY WEST**

Member, SC House of  
Representatives  
Appointee of the House Speaker



Lead staff: Erica Starnes

## TERM

- 1st three-year term ends: Oct. 1, 2026
- 2nd three-year term ends: Oct. 1, 2029
- Hold-over capacity allowed until appointing party makes new appointment.

## PARTICIPATION

Meeting attendance since service began:

- Executive Committee: 1/1 attended\*
- Full Council: 0/0 attended\*

\*Not appointed until after the first executive committee meeting and first full council meeting.



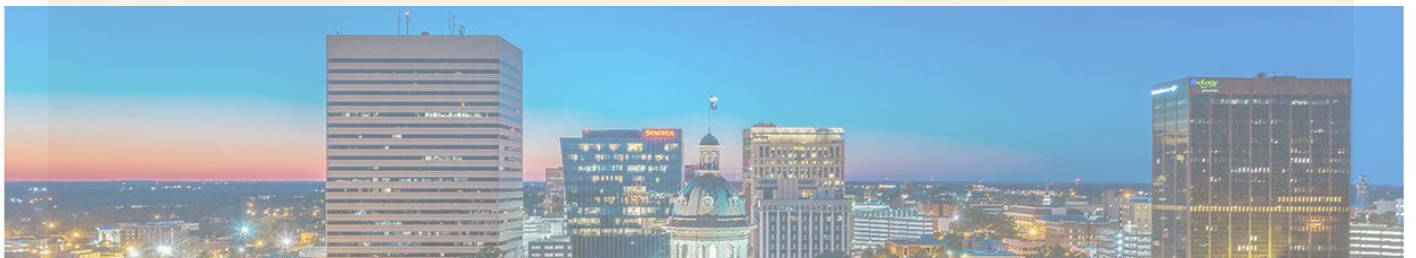
## FULL COUNCIL

The full council includes 37 members from industry as well as education and workforce development agencies.

Council duties, outlined in statute, include the following:

- making recommendations to the General Assembly as needed to implement the provisions of the SC Statewide Education and Workforce Development Act (Act 67 of 2023).
- regularly meeting with industry associations to gain an understanding of their workforce needs and ideas;
- facilitating and coordinating the development of the Unified State Plan (USP);
- using data and analysis to create measurable, time-sensitive metrics for the USP in which all workforce pipeline stakeholders including, but not limited to, education and workforce boards, councils, and partner representatives, participate. These measurable, time-sensitive metrics include, but are not limited to:
  - 10-year labor participation rate target; and
  - 10-year target for the number of South Carolinians who possess a high-quality credential or postsecondary degree;
- creating an education and workforce dashboard or other application to enable the public to monitor and track progress of the USP; and
- annually review the USP and update as needed. <sup>[9]</sup>

These members and their duties, and the ability of the executive committee to add other agencies or entities at any time, are outlined in statute.<sup>[10]</sup> The applicable terms of office for non-executive committee members are outlined in CCWD Bylaws.<sup>[11]</sup>



# EDUCATION



**DR. DAVID COLE**

President, Medical University of South Carolina  
President or provost of a SC research university selected by the presidents of the research universities in SC

Lead Staff: Dawn Hartsell

**TERM**

- 1st three-year term ends: Oct. 1, 2026
- 2nd three-year term ends: Oct. 1, 2029
- Hold-over capacity allowed until appointing party makes new appointment

**PARTICIPATION**

- Meeting attendance since service began:
- Full Council: 1/1 attended



**DR. RICHARD COSENTINO**

President, Lander University  
President or provost of a four-year SC college or university selected by the presidents of the four-year universities in SC

Lead Staff: Adam Taylor

**TERM**

- 1st three-year term ends: Oct. 1, 2026
- 2nd three-year term ends: Oct. 1, 2029
- Hold-over capacity allowed until appointing party makes new appointment

**PARTICIPATION**

- Meeting attendance since service began:
- Full Council: 1/1 attended



**DR. GALEN DEHAY**

President, Tri-County College  
President, SC technical college appointed by the Chairman of the State Board for Technical and Comprehensive Education

Lead Staff: Dan Cooper

**TERM**

- 1st three-year term ends: Oct. 1, 2026
- 2nd three-year term ends: Oct. 1, 2029
- Hold-over capacity allowed until appointing party makes new appointment

**PARTICIPATION**

- Meeting attendance since service began:
- Full Council: 0/0\*



**ANNA DUVALL**

Student Transition Services Team Lead, Department of Education  
School Counselor with expertise in the EEDA appointed by the Superintendent of Education

Lead Staff: Adam Taylor

**TERM**

- 1st three-year term ends: Oct. 1, 2026
- 2nd three-year term ends: Oct. 1, 2029
- Hold-over capacity allowed until appointing party makes new appointment

**PARTICIPATION**

- Meeting attendance since service began:
- Full Council: 1/1 attended



**DR. HARRISON GOODWIN**

Superintendent, Kershaw County School District  
District Superintendent with expertise in the EEDA appointed by the Superintendent of Education

Lead Staff: Dan Cooper

**TERM**

- 1st three-year term ends: Oct. 1, 2026
- 2nd three-year term ends: Oct. 1, 2029
- Hold-over capacity allowed until appointing party makes new appointment

**PARTICIPATION**

- Meeting attendance since service began:
- Full Council: 1/1 attended (virtually)



**HOLLIE HARRELL**

Director, Anderson 1 & 2 Career and Technology Center  
District CTE Director with expertise in the EEDA appointed by the Superintendent of Education

Lead Staff: Adam Taylor

**TERM**

- 1st three-year term ends: Oct. 1, 2026
- 2nd three-year term ends: Oct. 1, 2029
- Hold-over capacity allowed until appointing party makes new appointment

**PARTICIPATION**

- Meeting attendance since service began:
- Full Council: 1/1 attended



**GEORGIA MJARTAN**

Director, First Steps to School Readiness

Lead Staff: Karen Oliver

**TERM**

- Began service: Oct. 1, 2023
- Term is contemporaneous with their respective state appointments or elected term, as applicable.

**PARTICIPATION**

- Meeting attendance since service began:
- Full Council: 1/1 attended



**REX RICE**

Senator, SC Senate  
Appointee of Senate Education Committee Chair

Lead Staff: Adam Taylor

**TERM**

- 1st three-year term ends: Oct. 1, 2026
- 2nd three-year term ends: Oct. 1, 2029
- Hold-over capacity allowed until appointing party makes new appointment

**PARTICIPATION**

- Meeting attendance since service began:
- Full Council: 1/1 attended



**DAVID VAUGHAN**

Member, SC House of Representatives  
Appointee of House Education and Public Works Committee Chair

Lead Staff: Karen Oliver

**TERM**

- 1st three-year term ends: Oct. 1, 2026
- 2nd three-year term ends: Oct. 1, 2029
- Hold-over capacity allowed until appointing party makes new appointment

**PARTICIPATION**

- Meeting attendance since service began:
- Full Council: 0/0 attended\*



**DANA YOW**

Director, Education Oversight Committee

Lead Staff: Adam Taylor

**TERM**

- Began service: Oct. 1, 2023
- Term is contemporaneous with their respective state appointments or elected term, as applicable.

**PARTICIPATION**

- Meeting attendance since service began:
- Full Council: 1/1 attended

\*Not appointed until after the first full council meeting.

# WORKFORCE, INDUSTRY, AND OTHER APPOINTEES



**ANDY CARR**

President/CEO, Manufacturing Extension Partnership

**TERM**

- Began service: Oct. 1, 2023
- Term is contemporaneous with their respective state appointments or elected term, as applicable.

**PARTICIPATION**

Meeting attendance since service began:

- Full Council: 1/1 attended



**EMILY FARR**

Director, Labor, Licensing, and Regulation

**TERM**

- Began service: Oct. 1, 2023
- Term is contemporaneous with their respective state appointments or elected term, as applicable.

**PARTICIPATION**

Meeting attendance since service began:

- Full Council: 1/1 attended

Lead Staff: Holly Beeson



**THOMAS FREELAND**

Chair, State Workforce Development Board or designee

**TERM**

- Began service: Oct. 1, 2023
- Term is contemporaneous with their respective state appointments or elected term, as applicable.

**PARTICIPATION**

Meeting attendance since service began:

- Full Council: 1/1 attended



**BRAD HUTTO**

Senator, SC Senate  
Appointee of the Senate Minority Leader

**TERM**

- 1st three-year term ends: Oct. 1, 2026
- 2nd three-year term ends: Oct. 1, 2029
- Hold-over capacity allowed until appointing party makes new appointment

**PARTICIPATION**

Meeting attendance since service began:

- Full Council: 1/1 attended

Lead Staff: Alisa Painter



**RICHARD HUTTO**

Director, Housing, Finance, and Development Authority

**TERM**

- Began service: Oct. 1, 2023
- Term is contemporaneous with their respective state appointments or elected term, as applicable.

**PARTICIPATION**

Meeting attendance since service began:

- Full Council: 1/1 attended

Lead Staff: Lee Ann Watson



**CRAIG JACOBS**

Chair, Upstate Workforce Development Board  
Representative of a local workforce board, appointed by the Executive Director of the Department of Employment and Workforce

**TERM**

- 1st three-year term ends: Oct. 1, 2026
- 2nd three-year term ends: Oct. 1, 2029
- Hold-over capacity allowed until appointing party makes new appointment

**PARTICIPATION**

Meeting attendance since service began:

- Full Council: 1/1 attended



**FELICIA JOHNSON**

Commissioner, Vocational Rehabilitation Department

**TERM**

- Began service: Oct. 1, 2023
- Term is contemporaneous with their respective state appointments or elected term, as applicable.

**PARTICIPATION**

Meeting attendance since service began:

- Full Council: 1/1 attended

Lead Staff: Audrey Brown



**TODD MCCAFFREY**

Secretary, Department of Veterans Affairs

**TERM**

- Began service: Oct. 1, 2023
- Term is contemporaneous with their respective state appointments or elected term, as applicable.

**PARTICIPATION**

Meeting attendance since service began:

- Full Council: 1/1 attended (by designee)

Lead Staff: David Rozelle



**CEZAR MCKNIGHT**

Former Member, SC House of Representatives  
Appointee of the House Minority Leader

**TERM**

- 1st three-year term ends: Oct. 1, 2026
- 2nd three-year term ends: Oct. 1, 2029
- Hold-over capacity allowed until appointing party makes new appointment

**PARTICIPATION**

Meeting attendance since service began:

- Full Council: 0/1 attended



**MICHAEL MORRIS**

Head of Site HR, ZF Transmissions  
Representative from the business community with professional expertise in economic development and workforce issues appointed by the Governor

**TERM**

- 1st three-year term ends: Oct. 1, 2026
- 2nd three-year term ends: Oct. 1, 2029
- Hold-over capacity allowed until appointing party makes new appointment

**PARTICIPATION**

Meeting attendance since service began:

- Full Council: 1/1 attended

# WORKFORCE, INDUSTRY, AND OTHER APPOINTEES



**DUANE PARRISH**

Director, Department of Parks, Recreation, and Tourism

Lead Staff: Justin Hancock

**TERM**

- Began service: Oct. 1, 2023
- Term is contemporaneous with their respective state appointments or elected term, as applicable.

**PARTICIPATION**

Meeting attendance since service began:

- Full Council: 1/1 attended (virtually)



**W. HARTLEY POWELL**

Director, Department of Revenue

Lead Staff: Jonte Colclough

**TERM**

- Began service: Oct. 1, 2023
- Term is contemporaneous with their respective state appointments or elected term, as applicable.

**PARTICIPATION**

Meeting attendance since service began:

- Full Council: 1/1 attended



**BOB QUINN**

Director, SC Research Authority

Lead Staff: Laura Terry

**TERM**

- Began service: Oct. 1, 2023
- Term is contemporaneous with their respective state appointments or elected term, as applicable.

**PARTICIPATION**

Meeting attendance since service began:

- Full Council: 1/1 attended



**FRANK RAINWATER**

Director, Revenue and Fiscal Affairs

Lead Staff: Chris Finney

**TERM**

- Began service: Oct. 1, 2023
- Term is contemporaneous with their respective state appointments or elected term, as applicable.

**Participation**

Meeting attendance since service began:

- Full Council: 1/1 attended



**HUGH E. WEATHERS**

Commissioner, Department of Agriculture

Lead Staff: Aaron Wood

**TERM**

- Began service: Oct. 1, 2023
- Term is contemporaneous with their respective state appointments or elected term, as applicable.

**PARTICIPATION**

Meeting attendance since service began:

- Full Council: 1/1 attended



## CCWD STAFF

Act 67 states that agencies on the CCWD shall provide staff for the CCWD. The CCWD Executive Committee identified three primary staff members to organize and facilitate the work of staff across the CCWD agencies. Their offices are located at the Department of Employment and Workforce.

In addition, agencies on the CCWD provide lead staff liaisons and other staff to complete the work for which the CCWD is responsible.

Each member organization is asked to select a lead staff member to attend staff meetings on behalf of the leadership of their organization. These staff leads serve as the intermediary for all conversations about the work of the CCWD and allow organizations to remain actively involved without adding undue work to leadership. It cannot be understated how each organization has committed their staff time to the work of the CCWD. This commitment to the process allows leadership to remain abreast of all CCWD work and shows the organization's commitment to workforce development in South Carolina. The lead staff selected by member organizations are included below the photo of the member on the previous pages.



**CHARLES L. APPLEBY IV**  
Senior Advisor



**ROBERT DAVIS**  
Senior Analyst



**JENNIFER JUDY**  
Administrative Coordinator

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## **OTHER COMMITTEES**

Pursuant to CCWD Bylaws, all committees in existence prior to September 1, 2023, including the strategic partners group and business advisory groups, were disbanded. Of note, many of the members of the previous committees were made part of the CCWD membership with the passage of Act 67 of 2023.

Going forward, the CCWD Chair may establish such other committees and work groups/taskforces (“Other Committees”) as deemed necessary and appropriate for carrying out the functions of the CCWD. Individuals the Chair appoints to these committees may include CCWD and non-CCWD members.

For more information on CCWD involvement with industries, please see the Industry subsection, under the Engagement sections of this report, as well as Appendix C. USP Milestones.

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# **COUNCIL AND SYSTEM ACTIONS**

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# PROJECTS OVERVIEW

Included within Act 67 of 2023 are numerous projects and actions to be undertaken by the CCWD to improve the workforce system. These projects provide a mechanism to marshal workforce development resources and services to meet the immediate and future needs of specialized industry workforce demands and economic development commitments of this state. Table 1 includes a brief sample of these projects and actions.

During its August 15, 2023 meeting, the CCWD voted to prioritize the creation of the following:

- Unified State Plan;
- Inventory of education and workforce programs;
- Education and workforce Online Portal (multi-year phases); and
- Method to collect occupational codes and wage/hour information (note, this was a task directed to one CCWD member organization but starting to collect this information was vital to the online portal and other Act 67 projects)

An update on each of these projects can be reviewed on the next page.

*Table 1 Sample of actions and projects required in Act 67*

- |   |  |
|---|--|
| <ul style="list-style-type: none"><li>• Develop, and annually update, a Unified State Plan that includes measurable, time-sensitive metrics.</li><li>• Develop and implement a method for conducting an ongoing inventory of education and workforce programs.</li><li>• Create and maintain an education and workforce online portal with information, including, but not limited to the following:<ul style="list-style-type: none"><li>◦ Career pathways tool,</li><li>◦ Educational program alignment toolkit,</li><li>◦ Real-time labor market information,</li><li>◦ Process and program mapping,</li><li>◦ Workforce dictionary,</li><li>◦ Supply gap analysis (annually), and</li><li>◦ SC benefits calculator.</li></ul></li></ul> | <ul style="list-style-type: none"><li>• Implement studies, recommendations, and tools to address labor force participation barriers related to the following:<ul style="list-style-type: none"><li>◦ Government assistance (“cliff effect”),</li><li>◦ Childcare, and</li><li>◦ Transportation.</li></ul></li><li>• Develop a model for measuring return on investment for education and workforce programs.</li><li>• Assure components of the Education and Economic Development Act are implemented.</li><li>• Supervise Regional Workforce Advisors.</li><li>• Work with SCDVA on procedures that connect active-duty military spouses, family members, veterans, and military retirees to job opportunities and career support.</li></ul> |
|---|--|

## Unified State Plan – The State’s North Star

### Overview

The Unified State Plan (USP) provides a systemwide approach for statewide education and workforce development to streamline and unify efforts of entities involved throughout the state. It is the state’s comprehensive strategic plan for education and workforce development.

As required in Act 67, the USP aims to reinforce the work currently performed by different state-funded activities. It seeks to meet the needs of South Carolina employers and families by aligning and enhancing education and workforce strategies. While there are plans at individual agency or organization level and some plans required by federal law that involve a few different agencies, a plan involving over ten different agencies across education and workforce has never existed in South Carolina.

Act 67 provides guidelines on what should be within the USP but does not limit the extent of the plan.<sup>12</sup> The specific guidelines are in S.C. Code Section 41-30-540, which is included in Appendix B.

## Coordinating Council for Workforce Development

### Current Status

Work on the USP began with a survey to all 37 CCWD member organizations, followed by a meeting on July 18, 2023, with the staff identified by member organization's leadership to serve as primary liaisons for the organizations (USP staff). At this meeting the structure for the USP was laid out and staff from 17 different CCWD member organizations, some of which are seen in Figures 1 and 2, discussed an initial direction based on the needs of those they serve. Based on responses to surveys prior to the July meeting, and discussion during the meeting, the initial direction of the USP focused on three main topic areas: Awareness, Skills, and Obstacles.



*Figure 1. Staff from Manufacturing Extension Partnership, Department of Agriculture, Department of Education, Richland School District One Career and Technical Education Director, and Department of Employment and Workforce at July 18, 2023 CCWD staff meeting.*

Awareness focuses on addressing issues revolving around outreach, transparency and sharing of information to better inform businesses and citizens in South Carolina of the vast diverse career opportunities and available services within the state. Skills focuses on training and work-based learning opportunities so both students and workers have more real-world experiences. Lastly, obstacles look to address circumstances that are preventing some individuals from obtaining additional education or getting back to work. While there are numerous circumstances that could create obstacles, the initial USP focuses on the issues of childcare, housing, and transportation.



*Figure 2. Staff from Department of Veterans Affairs, Department of Commerce, State Technical College System, Vocational Rehabilitation Department, and Department of Housing Finance and Development Authority at July 18, 2023 CCWD staff meeting.*

Staff work continued in August with representatives from member organizations meeting three days per week for six weeks, as seen in Figure 3. Each day focused on a different topic (e.g., Tuesdays was Awareness, Wednesdays was Skills, etc.). Each CCWD organization was invited to participate in the meetings on topics most relevant to their constituencies. Some agencies had different division or department leaders attend multiple discussions, matching the division or department experience with the applicable topic. After six weeks the work was compiled, then presented to industry associations in mid-September.

## Coordinating Council for Workforce Development

Feedback was provided over four industry association meetings and integrated into the work done by the CCWD staff member organizations. The industry association feedback provided excellent insight into the collective needs of industries in South Carolina as well as an opportunity to hear their ideas.

CCWD staff returned to work on the USP for the month of October, meeting three days per week for four weeks—each meeting dedicated to a different topic. This work, which was presented during the CCWD Executive Committee meeting in November 2023, helped finalize the first steps in drafting the USP.

The next steps in drafting the USP include determining metrics for which the member organizations of the CCWD will be responsible as a group. CCWD staff will research metrics from other states as well as individual organizations and associations within the state. Of the metrics identified as viable options to measure the state’s progress within the USP topic areas, CCWD staff will note which require data currently collected and available and the activities that would be needed to collect data not currently available. The compiled information will be presented to the CCWD Executive Committee for discussion and debate, before then being added to the agenda for a full CCWD meeting.



Figure 3. Staff from various CCWD member agencies during virtual meetings to work on the USP.

After adoption of the USP, the CCWD member organizations will implement the plan and review annually each June to ensure the plan is updated regularly to reflect current activities, needs, goals, and performance data.

A more detailed timeline of milestones is available in Appendix C. USP Milestones.

## Standard Occupational Classification (SOC) Codes – Better Data, Better Outcomes

### Overview

Standard occupational classification codes are a way to classify workers into the specific category that best matches their job. As a result of Act 67, all SC employers are required to report SOC codes for each employee on the wage reports they submit to the Department of Employment and Workforce (DEW) every quarter, starting with the first quarter 2024 wage reports that are due by April 30, 2024.

Prior to passage of Act 67, businesses' reporting to DEW provided their North American Industry Classification System (NAICS) "industry code."<sup>13</sup> NAICS industry codes are used across the country and provide data to answer questions such as the following:

- (a) Which U.S. industries are expanding fastest?
- (b) Which industries contributed most to your state's economic growth?
- (c) How much of an industry's growth is due to price inflation?<sup>14</sup>



However, each "industry" has a variety of "occupations" and careers within it.<sup>15</sup>

Occupation (e.g., sales manager, facilities manager, file clerks) is a different way of grouping information about individuals.<sup>16</sup> The Standard Occupational Classification (SOC) System is used by federal agencies to classify employees into categories of "occupations" for the purpose of collecting, calculating, or disseminating data.<sup>17</sup> All workers are classified into one of 867 detailed occupations according to their occupational definition.<sup>18</sup> To facilitate classification, detailed occupations are combined to form 459 broad occupations, 98 minor groups, and 23 major groups.<sup>19</sup> Detailed occupations in the SOC with similar job duties, and in some cases skills, education, and/or training, are grouped together.<sup>20</sup> The SOC was updated in 2018, 2010, and 2000.<sup>21</sup>

This difference in "industry" and "occupation" is significant because education and training are grouped by occupation, not industry.

The Education and Economic Development Act (EEDA) requires all South Carolina students in the eighth grade to create an individual graduation plan (IGP), based on a career cluster system, to put the students on a career path once they get into ninth grade.<sup>22</sup> The clusters are broad groups of careers and industries created by the U.S. Department of Education to provide a structure for organizing and delivering quality career and technical education programs.<sup>23</sup> While S.C. currently utilizes the national career clusters, state statute does not specifically require they be used.<sup>24</sup> Each career cluster contains "occupations" in the same field of work that require similar skills.<sup>25</sup>



## Coordinating Council for Workforce Development

There are 16 clusters that students can choose from, including those in Figure 4.<sup>26</sup>

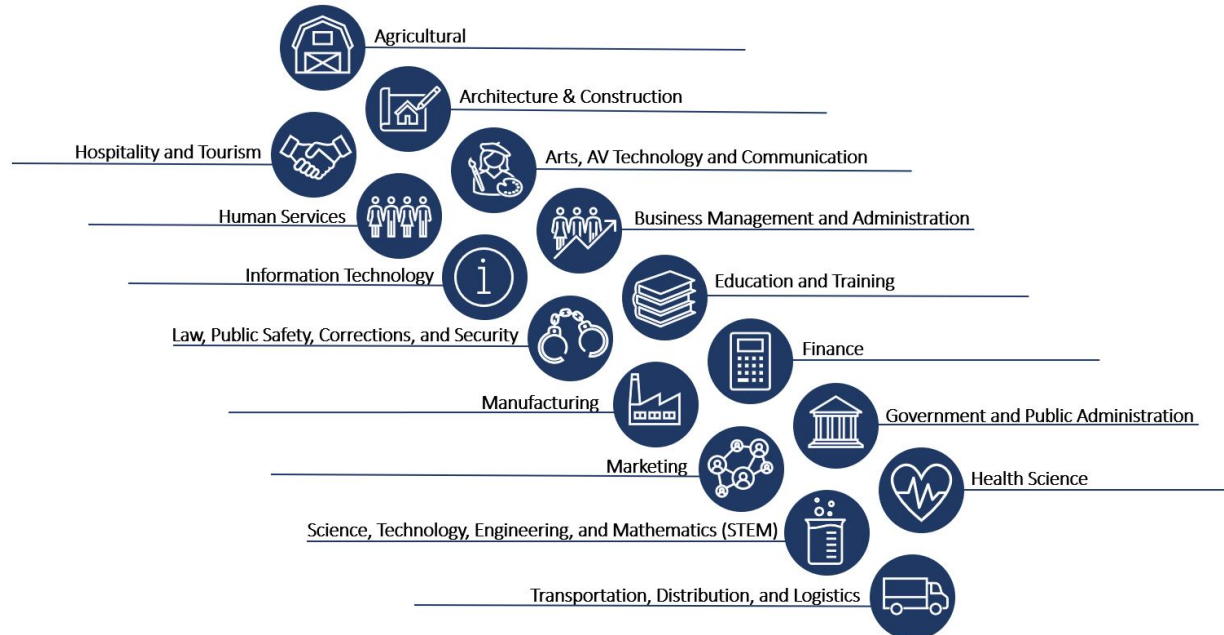


Figure 4. 16 career clusters from which eighth grade students may choose for a career path.<sup>27</sup>

Note: Health Science is the number one cluster students choose, and STEM is second.<sup>28</sup> Not every school district offers all 16 clusters.<sup>29</sup>

The desired outcome of individual graduation plans (IGP) is to detail the courses necessary for the student to prepare for graduation and to successfully transition into the workforce or postsecondary education.<sup>30</sup> However, because businesses did not provide DEW information on “occupations,” the state was unable to determine whether an individual obtained a job (or occupation) in the field in which their education was provided. Available data on workplace earnings and occupations was sparse due to survey and estimation techniques, which results in the inability to accurately assess the needs of the workforce or the value of education and training programs.<sup>31</sup>

Communicating how education clusters, occupations within them, and how industry-recognized credentials correlate to occupations within various industries will benefit citizens and businesses alike.<sup>32</sup>

For example, access to this information will assist education and workforce development partners in tracking outcomes of various education and training programs. As another example, access to this information may help identify and address actual workforce needs. The potential benefits (i.e., two examples noted here) from access to this information were noted five years ago in a 2017 annual report published by the Coordinating Council on Workforce Development.<sup>33</sup>

### Current Status

Work on Standard Occupational Codes (SOC) began with the passage of Act 67 in May 2023. Communication and marketing to South Carolina citizens by the Department of Employment and Workforce (DEW) began in June to communicate the coming change to state law in 2024. After a summer of internal work to prepare the systems and employees of DEW for the additional workload, a soft launch of the SOC code functionality in SUITS, the Employer Unemployment Insurance tax portal,

## *Coordinating Council for Workforce Development*

was implemented the first week of November 2023. This will allow employers to provide SOC codes with their 4th quarter 2023 reports and to seek assistance from DEW before the reporting requirement is mandatory in 2024.

A more detailed timeline of milestones is available in Appendix D. SOC Code Milestones. Also, additional information about the SOC Codes is available at <https://dew.sc.gov/employers/SOC>.

While this was a task Act 67 required of an individual CCWD member organization, DEW, CCWD member organizations agreed that starting to collect this information is vital to the Education and Workforce website and portal as well as other Act 67 projects. Additionally, it is important to note it may take a few years to obtain enough information for substantive analysis.

## Inventory of Programs – Clarity Through Consolidation

### Overview

A one-time inventory was initially completed in 2005 through a grant provided by the South Carolina Chamber of Commerce.<sup>34</sup> In 2016, a partnership between the Department of Administration’s Executive Budget Office (EBO) and the House of Representatives Legislative Oversight Committee resulted in the expansion of information requested of individual agencies in EBO’s Annual Accountability Report (AAR), including a request that agencies provide a list of services they provide.

While the one-time list was helpful and the AAR information each year provides information for one agency at a time, there is still nowhere to view or search information across all agencies. Additionally, the AAR information does not include education or workforce services provided by entities, other than state agencies, that may receive state funding or have authorization to spend federal funding.

Act 67 sought to address these issues and others by requiring not only the creation of an inventory across all agencies and organizations but also the inclusion of this resource in a central Education and Workforce Website and Portal.<sup>35</sup> Sponsors of Act 67 described it as a means to, among other things, “remedy the current challenge of navigating the complex, confusing and tangled web of services offered across numerous agencies and programs.”<sup>36</sup>

This central source for information about education and workforce programs has numerous potential benefits including, but not limited to, allowing:

- employers to search for services to assist their hiring, retention, etc.;
- individuals to search for services to assist in obtaining education, training, and employment;
- agencies and organizations to avoid duplication in their services and initiatives; and
- employers, individuals, agencies, and organizations to understand who to contact in different areas for different services.

During the CCWD meeting on August 15, 2023, a spokesperson from Volvo in Summerville, SC directly spoke on the challenge of determining who to contact for different services.

### Current Status

Upon passage of the law, planning began on how to accomplish this project. Due to the various ways in which the information can be beneficial, and goal of including it in the Education and Workforce Website and Portal, which will take numerous years to complete, the project is being separated into several phases. Some of these phases include collection of an initial list of services across the CCWD member organizations, two draft dashboards, and a pilot project.

A more detailed timeline of project milestones is available in Appendix E. Inventory of Programs Milestones. Finalization of these tools may take a year or more as the CCWD strives to ensure it is not only easy for businesses and individuals to use, but also for CCWD member organizations and others to maintain up-to-date information within the tools.

## Coordinating Council for Workforce Development

### Broad Inventory List

Meetings with staff from all CCWD agencies commenced in August and September 2023, with requests for services from all agencies occurring in October. In November 2023, a draft services dashboard was created, which CCWD staff will review during the December 2023 meeting.

### Draft Dashboards: Menu of Services and Contacts

The two draft dashboards include a menu of services and a contacts map.

Figure 5 includes a screen shot of a very early rough draft menu of services dashboard. The long-term goal is for a user (e.g., employer, individual, agency, etc.) to enter key words related to the type of service they seek that will generate a list, which they can sort or filter by county, that includes a description of the various services available, the agency or organization offering the service, and contact information for the point person at the agency or organization. This will allow employers and individuals to find services needed, as well as assist agencies that seek to partner with others who are performing similar services, instead of duplicating efforts of another entity. Also, it will allow policymakers at the state and local levels to determine potential gaps in services available within the state or within a particular area of the state.

What is the program? (Type or Select)	Contacts
(All)	
Null	
Business Services	<p><b>Individual Service:</b> Address small business inquiries; Refer to Small Business Development Center (SBDC) at which SBDC consultant provides analysis, recommendation(s), assistance and/or coaching  <b>Agency:</b> Department of Commerce  <b>Contact:</b> Sonja Barkley  <b>Email Address:</b> sbarkley@sccommerce.com</p>
Career Readiness	<p><b>Individual Service:</b> Assist with identifying SC Suppliers; Host Business to Business Matchmaker Events; Host Supplier Outreach Events including launching informational webpage and database portal to store interested suppliers and capabilities; Maintain SourceSC Industry Directory  <b>Agency:</b> Department of Commerce  <b>Contact:</b> Tammie Greene  <b>Email Address:</b> tgreene@sccommerce.com</p>
Emergency Management	
Employment Services	
Existing Industry site visitation program	<p><b>Individual Service:</b> Business retention and expansion program, assessing the needs of manufacturers in the state and providing referrals to service providers to address issues; grant funding for qualifying SCMEP services.  <b>Agency:</b> Department of Commerce  <b>Contact:</b> TBD (Vacant) Amy Thomson until position is filled  <b>Email Address:</b> athomson@sccommerce.com</p>
Global Business Development	
Innovation and Ecosystem Development	
International Trade	<p><b>Individual Service:</b> Community Development  <b>Agency:</b> Department of Commerce  <b>Contact:</b> Fearn Gupton  <b>Email Address:</b> fgupton@sccommerce.com</p>
Jobseeker Services	
LMI	<p><b>Individual Service:</b> Counseling and technical assistance support; Training seminars; Customized B2B meetings for S.C. companies through trade missions; Supports companies to exhibit at international trade shows; offers grant funding to support small-to-medium sized exporters' efforts overseas.  <b>Agency:</b> Department of Commerce  <b>Contact:</b> Carla Edwards  <b>Email Address:</b> cedwards@sccommerce.com</p>
LocateSC	
Manufacturing-related technical skills and soft skills	

Figure 5. Early Rough Draft Menu of Services Dashboard

Figure 6 includes a screen shot of a very early rough draft contacts map. The contacts map allows employers, individuals, and other agency personnel to find the contacts they need by county, regardless of the different regions each individual agency determines is most effective for them to organize their personnel.

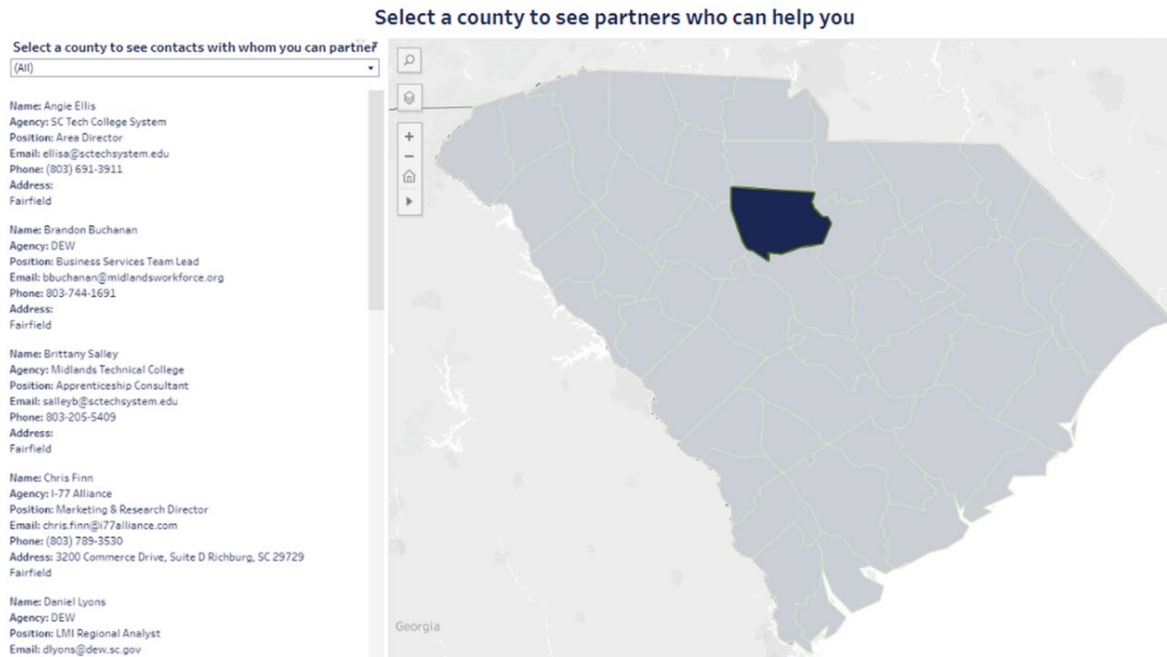


Figure 6. Early Rough Draft Contacts Map Dashboard

Both dashboards will continue to undergo revision as the broad inventory list and pilot projects progress.

### Pilot Project – Employer Service Menu and Engagement Protocols

One item Act 67 seeks to accomplish or address is delivery of value-added services to business customers by collaborating with them to address skills shortages in priority industries and in-demand occupations.<sup>37</sup>

The purpose of the pilot project is to not only add services and contacts to the draft dashboards but also work through the entire process of how the information will be utilized when working to provide value-added services to businesses. This process includes both protocols for engaging with employers, leave behinds, and focus groups. After working through these steps with the pilot group of agencies, additional agencies will be added, and protocols will be revised as needed regarding interactions with employers. Additionally, similar processes will occur to build out menus of services and protocols for interactions with others (e.g., students, job seekers, educators, etc.).

Meetings with staff from the pilot agencies commenced in July 2023, with initial requests for agency services occurring in September and the finalization of lists in October. Also in October 2023, work began on a memorandum of agreement (MOA) for “Rules of Engagement” protocols to outline how entities will jointly utilize information when interacting with businesses. This MOA process will continue through 2024 as the dashboard and engagement protocols are created and focus tested.

## Education and Workforce Website and Portal – Navigation for Critical Decisions

### Overview

Another item Act 67 seeks to accomplish or address is the broader dissemination of information to help students, parents of students, and job seekers make career choices based on an awareness of jobs, skills in demand, and related educational pathways.<sup>38</sup> In this vein, Act 67 requires the creation and maintenance of an Education and Workforce Website and Portal (Portal).<sup>39</sup>

This Portal will include, among many other resources, the following:

- Educational Program Alignment Toolkit that serves as an infrastructure of resources to enable the K-12, technical college, and higher education systems to individually and collectively ensure their respective educational curriculum, initiatives, and programming match workforce needs;
- Career Pathways Tool that uses applicable occupational data, educational programming, workforce needs, salary information, job market analyses, in-demand occupations, and other information to provide students, parents of students, job seekers, educators, and counselors with useful information about potential career pathways and the various routes to meaningful employment;
- comprehensive inventory of all education and workforce programs in the State; and
- development of a reliable and replicable model for measuring returns on public investment in individual education and workforce programs, including a set of common measures used in a performance accountability system.

Interim projects can be completed while the final Portal is in process. However, it is important to note that projects like the Portal take numerous years to complete. As an example, the state of Florida has begun undertaking a project that includes some similar aspects of the Portal. The Florida project, which has a budget of \$250 million, is scheduled to take five years to complete. For reference, additional information about the Florida project is available in the appendices.

### Current Status

Currently, [www.sc.gov](http://www.sc.gov), a partnership between the S.C. Department of Administration and Tyler Technologies, seeks to help individuals find information and services from both state and local government offices and information relative to South Carolina in general. Additionally, there are numerous individual agency and other organization websites with information about education, workforce services, etc. that is helpful to individuals and employers.

## Coordinating Council for Workforce Development

In striving to partner with these groups to efficiently utilize resources across all of them, Coordinating Council for Workforce Development (CCWD) staff has begun meeting with staff from the Department of Administration (DOA). Additionally, as an interim measure, CCWD has started providing links to various agency and organization websites that contain information similar to that which is planned for the Portal, as seen in Figure 7.

Initial project charters for the Portal were developed in October 2023 and work is currently underway to develop project timelines. CCWD hopes to begin procuring a vendor to develop a feasibility study for the cost and scope of work this portal will require in the Spring of 2024.

A more detailed timeline of project milestones is available in Appendix F. Education and Workforce Website and Portal Milestones.

### Draft Dashboards: Occupation Job Opening and Occupation Education

Additional interim projects, shown in Figures 8 through 11 are currently in development. These include dashboards that allow users to view the following:

- occupation demand by seeing the number of job openings by occupation throughout the state or in a county the user selects from the state map (Occupation Job Opening Dashboard); and
- post-secondary institution locations and program types (certificate, associate, bachelor) that align with an occupation selected by a user (Occupation Education Dashboard)

#### Early Childhood

- [SC First Steps](#)
- [First 5 SC](#)
  - Through a single online portal, families and their advocates can find information about childcare, healthcare, early intervention, nutrition, parenting support programs, and other family-supportive services in their area.
- [Palmetto Pre-K](#)
  - Families can check if a child is eligible to receive free or reduced-price admission to preschool programs in the state.

#### Transferring Schools

- [South Carolina Transfer and Articulation Center](#)

#### Apprenticeships

- [Apprenticeship Carolina](#)

#### Career Search and Career Pathways

- [Start College Here](#)
- [I Made It... You Can, Too!](#)
- [KnowItAll.org](#)
- [GetSmartSC](#)
- [SCFutureMakers](#)
- [SCCanGo](#)
- [Be Something Amazing](#)
- [Build Your Career](#)
- [My Next Move](#)
- [Tech-Cyber Career Pathways](#)
- [Career Clusters \(learn about career clusters from the Midlands Education & Business Alliance\)](#)
- [Teach at the Top \(pathways to a teaching career\)](#)
- [Firefighter and Other Fire Service Pathways](#)

Figure 7. Snapshot from [www.dew.sc.gov/CCWD](http://www.dew.sc.gov/CCWD) with resources available on other agency and organization websites.

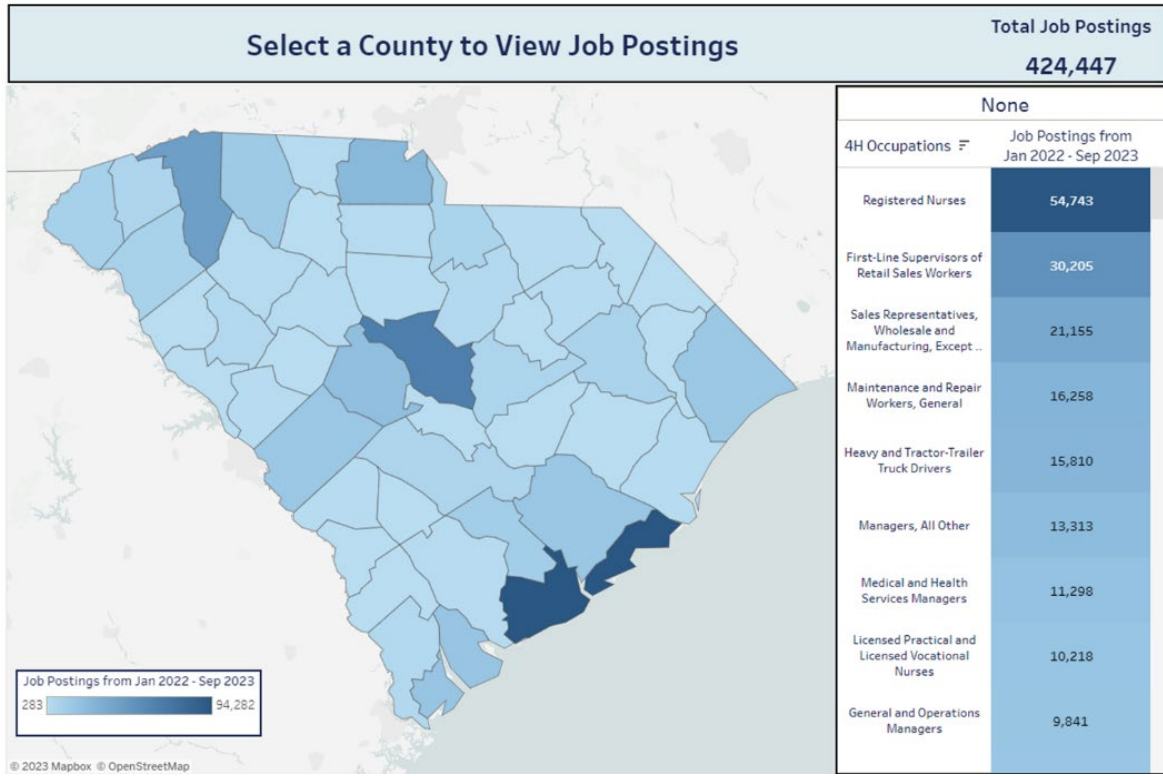


Figure 8. Draft Occupation Job Opening Dashboard view of openings throughout the state.

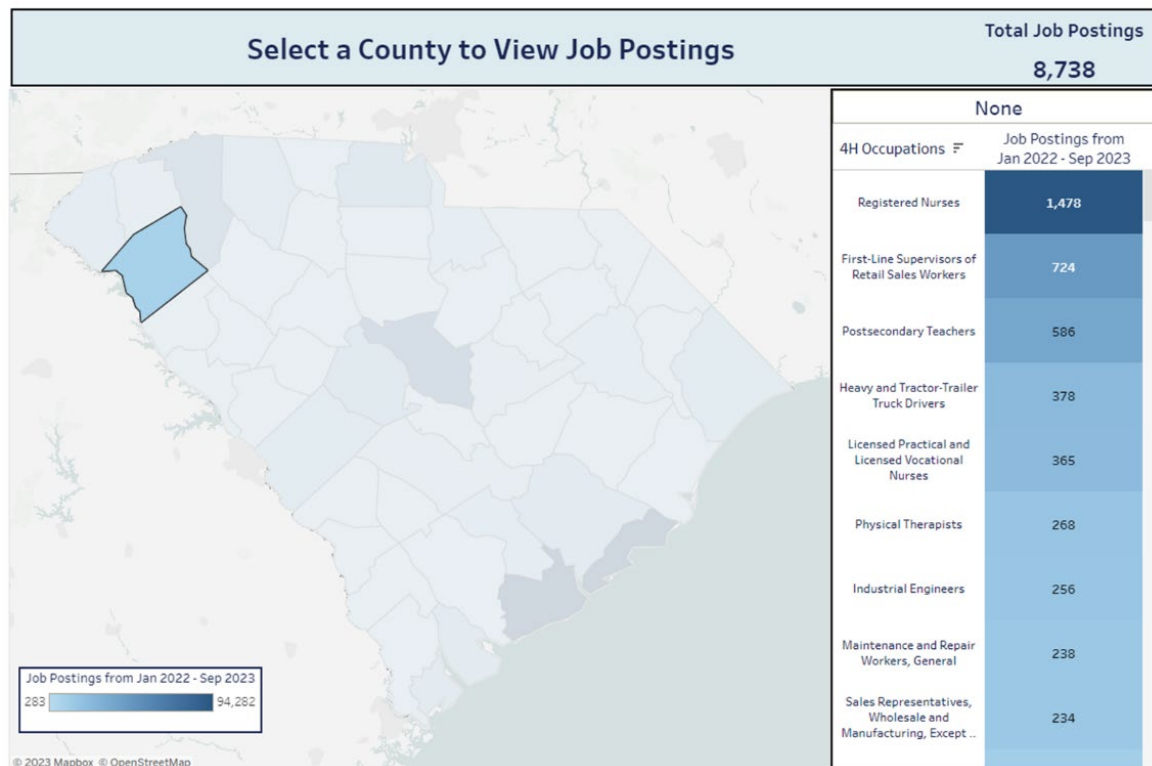


Figure 9. Draft Occupation Job Opening Dashboard view of openings for single county selected by user.



Coordinating Council for Workforce Development

Select an occupation to see applicable education institutions and programs

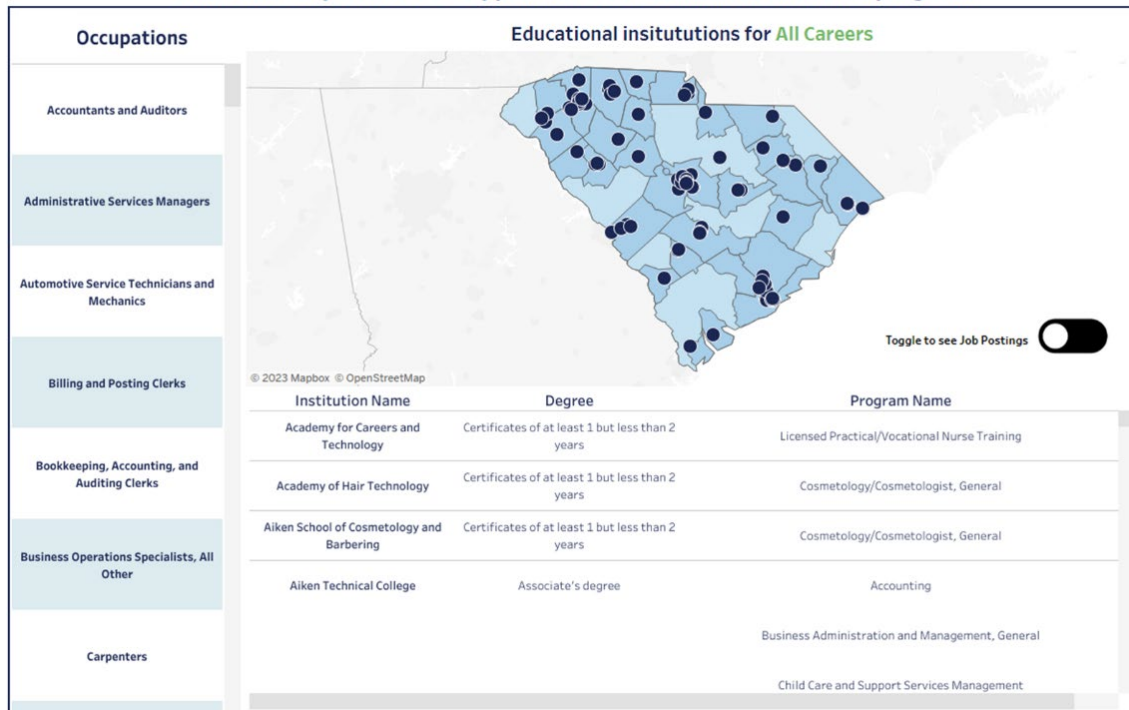


Figure 10. Draft Occupation Education Dashboard with list and location of post-secondary educational institutions offering programs that may assist individuals in reaching occupations.

Select an occupation to see applicable education institutions and programs

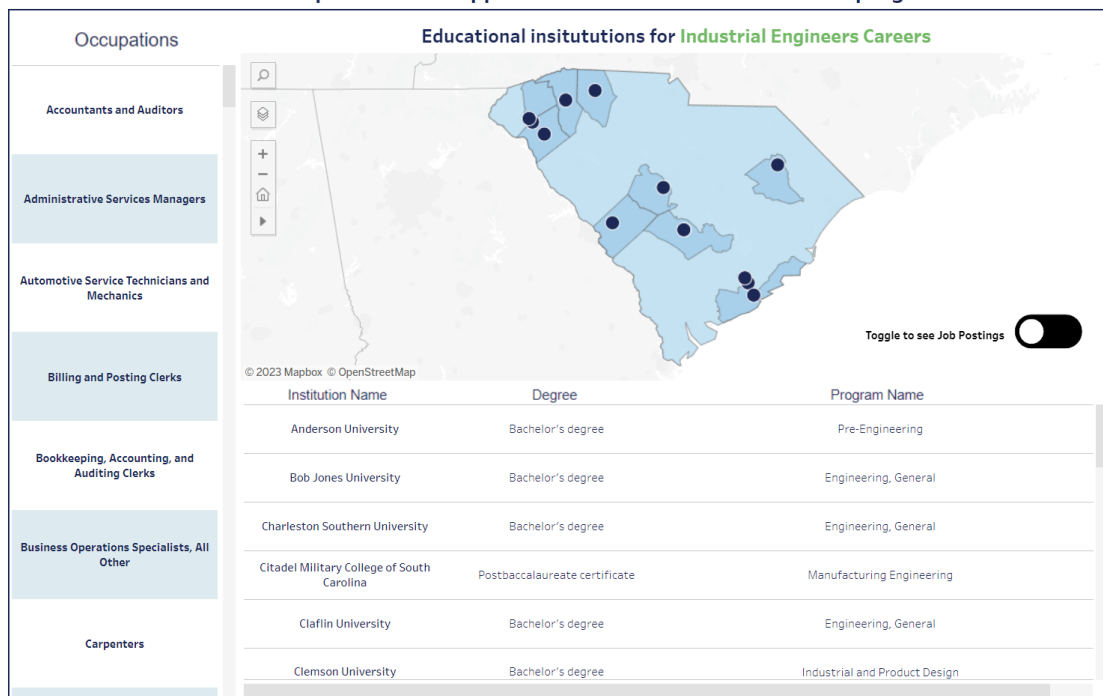


Figure 11. Draft Occupation Education Dashboard with list and location of post-secondary educational institutions offering programs that may assist individuals in becoming industrial engineers.

## Bylaws

The CCWD Executive Committee unanimously adopted new bylaws during its August 15, 2023, council meeting. Updates to the previous CCWD bylaws were primarily related to requirements in the newly enacted Act 67 of 2023, Statewide Education and Workforce Development Act.

A complete copy of the bylaws is available at [dew.sc.gov/CCWD](http://dew.sc.gov/CCWD) under the Members heading.

## Other Actions Related to Act 67

Next year, and each year going forward, this section of the report will include information on actions taken by individual or multiple CCWD members that help further the CCWD mission, which is as follows:

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

Example actions may include those related to credentials, rural outreach, and methods to assist those who are struggling to overcome workforce participation barriers.

## Engagement

Below is information about engagement at various levels since passage of Act 67 of 2023.

### CCWD Executive Committee

#### **August 11, 2023 Executive Committee Meeting**

Chairman William Floyd lead the first meeting of the newly formed Executive Committee on August 11, 2023. Charles Appleby, Senior Advisor for the CCWD, presented the revised bylaws, a summary of Act 67, and updated the executive committee on the work being done on the Unified State Plan (USP) and Standard Occupational Codes (SOC).

Chairman Floyd spoke on the direction of the CCWD and the requirements that the council will have to fulfill under Act 67. The chairman was very excited about the staff commitment by all CCWD members to date, and that it communicates a real team process in the CCWD work.

Chairman Floyd closed by discussing with members the agenda for the full CCWD meeting on August 15, as well as meeting dates for the remainder of the year.

#### **November 14, 2023 Executive Committee Meeting**

Chairman Floyd spoke about the CCWD membership, with only five vacancies remaining, before providing an overview of the required Act 67 projects. He noted the projects on which the CCWD voted to prioritize, then turned it over to Charles Appleby, Senior Advisor to the CCWD, to provide an updated status on the projects.

Mr. Appleby presented an overview, timeline summary, and, when applicable, showed examples for the following projects: standard occupational classification codes (SOC); inventory for education and workforce services; Unified State Plan (USP), and Education and Workforce website and portal. When Mr. Appleby presented a draft dashboard that showed the number of job openings by occupation and county, Rep. Jay West asked about the ability of a user to click on the openings in a county and directly access the job posting. Mr. Appleby stated the dashboard did not currently have that capability, but it would be one they strive for going forward.

Also, during discussion of ongoing projects, Dr. Tim Hardee mentioned the State Technical College System website that contained information on career pathways as it may be utilized as a good starting point (See, <https://www.startcollegehere.com/>). Chairman Floyd commented on the next phase of the USP creation, setting metrics to which the entire CCWD membership would work to achieve, as well.

Chairman Floyd closed by discussing with members the agenda for the full CCWD meeting in December, as well as meeting dates for the start of next year.

CCWD Full Council

**August 15, 2023 Full CCWD Meeting**



*Figure 12. Rep. Jay West speaking to the CCWD members during the August 15, 2023, meeting.*

During the first meeting of the expanded CCWD, Chairman Floyd welcomed the attendees and, after a brief introduction, welcomed Representative Jay West to speak on Act 67 of 2023, Statewide Education and Workforce Development Act.

Representative West, Chairman of the House Ad Hoc Committee that put forth Act 67 as a recommendation in January 2023, spoke on the background of the Act as well as the bipartisan fashion in which it

was received and passed. Representative West continued with the expectations the legislature has and how excited everyone is about the work on which the CCWD will focus, as seen in Figure 12. Chairman Floyd thanked Representative West for his words and encouragement.

Chairman Floyd then welcomed Katherine Bergmann from Volvo Cars, as seen in Figure 13, who attended remotely. Mrs. Bergmann presented on the exciting hiring occurring at the Volvo plant. Also, she spoke about the need for industry to better understand and more quickly connect with the proper contacts in government.

After Ms. Bergmann, Charles Appleby, Senior Advisor for the CCWD, presented on the projects required in Act 67, the work being done by all the CCWD agencies, and progress on the Unified State Plan (USP) and Standard Occupational Classification (SOC) Codes projects. Mr. Appleby provided the council with milestones and expectations for the rest of the calendar year.

Dr. Bryan Grady, Assistant Executive Director of Labor Market Information at the Department of Employment and Workforce (DEW) then presented a joint research activity undertaken by the SC Technical College System and DEW to study the return on investment (ROI) of a welding credential. The presentation showed the supply and demand of welding graduates in South Carolina as well as how individuals are improving their pay and lives after earning the credential.

Dr. Grady spoke about the ability to produce quality products through data linking as well as the ability to provide better information to all stakeholders.

The meeting closed with the CCWD Executive Committee discussing with the full council, and then voting on, the following three items: (1) CCWD revised bylaws; (2) minutes from the February 3, 2023, CCWD meeting; and (3) project priorities for the CCWD.



*Figure 13. Katherine Bergmann, Volvo Cars, and Chairman Floyd speaking to the CCWD members during the August 15, 2023, meeting.*

## Coordinating Council for Workforce Development

### CCWD Staff

CCWD staff from all member agencies are actively involved in council efforts through participation in CCWD full council meetings, CCWD staff meetings, and work on specific projects such as the Unified State Plan (USP) and inventory of services. Additionally, because of relationships built during these activities, staff from member organizations have begun working together on a more regular basis. For more information on project work performed see Council Actions section of this report and appendices with project milestones.

### Industry

Act 67 sponsor Speaker Murrell Smith stated, “The legislation [Act 67] is designed to maximize opportunity for South Carolinians by engaging the private sector to tell the state what it needs to maximize workforce efficiencies.”<sup>40</sup> Act 67 accomplishes this through the CCWD, “regularly meet[ing] with industry associations to gain an understanding of their workforce needs and ideas.”<sup>41</sup>

The CCWD has established regular calls with representatives from industry associations the day after each full CCWD meeting. Also, CCWD staff involve these representatives in Act 67 projects, including creation of the USP.

Table 2 includes the current individuals and groups included on industry association calls. The CCWD believes industry associations and other partners are a vital in the education and workforce development work, therefore, if there are any groups you recommend adding, please contact CCWD staff.

*Table 2. Individuals and Organizations included on CCWD Industry Association calls.*

• SC Manufacturers Alliance (SCMA) - Sara Hazard and Elisabeth Kovacs	• SC Economic Developers Association - Sandy Steele
• SC Chamber - Bob Morgan, Cynthia Bennett and Will Frierson	• United Way of SC - John-Mark Bell
• SC Competes - Susie Shannon and Kim Christ	• SC Bio - Erin Ford
• SC Trucking Association - Rick Todd	• SC Retail Association (SCRA) - Krista Hinson
• SC Hospital Association - Thornton Kirby and Lara Hewitt	• Forestry Association of SC - Cam Crawford
• SC Medical Association - Richele Taylor	• Home Builders Association of SC - Alex James
• SC Nurses Association - Teshieka (TK) Curtis-Pugh	• Municipal Association of SC - Todd Glover and Scott Slatton
• SC Health Care Association - Randy Lee	• SC Association of Counties - Tim Winslow and Josh Rhodes
• SC Restaurant and Lodging Association - Susan Cohen	• SC School Boards Association - Scott Price
• SC Retail Association (SCRA) - Krista Hinson	• Palmetto State Teachers Association - Kathy Madness

## Coordinating Council for Workforce Development

- |   |  |
|---|--|
| <ul style="list-style-type: none"><li>• SC Education Association<ul style="list-style-type: none"><li>- Sherry East</li></ul></li><li>• Public Charter School Alliance of SC<ul style="list-style-type: none"><li>- Kevin S. Mason</li></ul></li><li>• SC Automobile Dealers Association<ul style="list-style-type: none"><li>- E. Sims Floyd, Jr.</li></ul></li><li>• SC Bankers Association<ul style="list-style-type: none"><li>- Neil Rashley</li></ul></li><li>• Lobby SC (Graduation Alliance and SCEDA)<ul style="list-style-type: none"><li>- Sunnie Harmon and John DeWorken</li></ul></li></ul> | <ul style="list-style-type: none"><li>• Beacon Association Management<ul style="list-style-type: none"><li>- Katie Koon</li></ul></li><li>• Gallman Personnel Services<ul style="list-style-type: none"><li>- Karen Smith</li></ul></li><li>• 1101 Public Affairs<ul style="list-style-type: none"><li>- Ben Homeyer</li></ul></li><li>• Capitol Consultants<ul style="list-style-type: none"><li>- Annie Wilson</li></ul></li><li>• Copper Dome Strategies<ul style="list-style-type: none"><li>- Jeff Thordahl</li></ul></li></ul> |
|---|--|

## Legislation

### Enacted

Legislation passed during 2022-23 that directly impacts work of the CCWD includes Act 67. A summary of the Act is in the appendices.

### Recommended or Noted

The CCWD did not vote to recommend any legislation for inclusion in the annual report during its August full council meeting. The CCWD plans to include this item in meetings next year. If the CCWD votes to recommend any legislation in the future, it will be included here.

## Appendix A. History of CCWD and EEDA

### **2005 - EEDCC**

In 2005, the S.C. Education and Economic Development Act (EEDA) was enacted. It was created in response to the need to address the changing demands of the workplace. A primary goal was to lay a foundation in career planning through initiatives at all levels, kindergarten through postsecondary.

The EEDA created the Education and Economic Development Coordinating Council (EEDCC) whose membership included the following:

- State Superintendent of Education or his designee;
- Executive Director of South Carolina Employment Security Commission or his designee;
- Executive Director of State Board for Technical and Comprehensive Education or his designee;
- Secretary of the Department of Commerce or his designee;
- Executive Director of the South Carolina Chamber of Commerce or his designee;
- Executive Director of the South Carolina Commission on Higher Education or his designee;
- following members who must be appointed by the State Superintendent of Education:
  - school district superintendent;
  - principal;
  - school guidance counselor;
  - teacher; and
  - director of a career and technology center;
- following members who must be appointed by the Chairman of the Commission on Higher Education:
  - president or provost of a research university;
  - president or provost of a four-year college or university; and
  - president of a technical college;
- ten representatives of business appointed by the Governor, at least one of which must represent small business. Of the representatives appointed by the Governor, five must be recommended by state-wide organizations representing business and industry. The chair is to be selected by the Governor from one of his appointees;
- Chairman of the Education Oversight Committee or his designee;
- member from the House of Representatives appointed by the Speaker of the House; and
- member from the Senate appointed by the President Pro Tempore.

The duties of the EEDCC included, but were not limited to, the following:

- advise the Department of Education on the implementation of the EEDA;
- review accountability and performance measures for implementation of the EEDA;
- designate and oversee the coordination and establishment of the regional centers established pursuant to Section 59-59-180;
- make recommendations to the Department of Education for the development and implementation of a communication and marketing plan to promote statewide awareness of the provisions of the EEDA; and
- provide input to the State Board of Education and other appropriate governing boards for the promulgation of regulations to carry out the provisions of this chapter including, but not limited to, enforcement procedures, which may include monitoring and auditing functions, and addressing consequences for noncompliance.

## *Coordinating Council for Workforce Development*

### **2016 - CCWD**

In 2016, the CCWD was established by the General Assembly through Act 252 to engage in discussions, collaboration and information sharing concerning the state's ability to prepare and train workers to meet current and future workforce needs. The Act placed the Commerce Secretary as chair and outlined the Commission on Higher Education, Department of Commerce, and State Board for Technical and Comprehensive Education would provide staff for the council.

CCWD's membership included the following:

- Secretary of the Department of Commerce or his designee;
- State Superintendent of Education or his designee;
- Executive Director of the State Board for Technical and Comprehensive Education or his designee;
- Executive Director of the Department of Employment and Workforce or his designee;
- Executive Director of the Commission on Higher Education or his designee;
- president or provost of a research university who shall be selected by the presidents of the research universities;
- president or provost of a four-year college or university who shall be selected by the presidents of the four-year universities;
- president of a technical college who shall be appointed by the Chairman of the State Board for Technical and Comprehensive Education;
- person appointed by the Superintendent of Education who has particularized expertise regarding Chapter 59, Title 59, the South Carolina Education and Economic Development Act; and
- representative from the business community appointed by the President of the South Carolina Chamber of Commerce.

The duties of the CCWD included, but were not limited to, the following:

- develop and implement procedures for sharing information and coordinating efforts among stakeholders to prepare the state's current and emerging workforce to meet the needs of the state's economy. The primary workforce focus of the council shall be on persons over age twenty-one;
- make recommendations to the General Assembly concerning matters related to workforce development that exceed the council members' agencies' scope of authority to implement and legislation is required;
- recommend, to the General Assembly, programs intended to increase student access to and incentivize workforce training within state training programs or through programs offered by businesses through scholarships, grants, loans, tax credits, or other programs documented to be effective in addressing current and future workforce needs;
- develop a method for identifying and addressing long-term workforce needs;
- conduct an ongoing inventory of existing workforce programs to identify duplications among and within the programs and identify ineffective programs. The council may make recommendations concerning the appropriate actions necessary to eliminate duplication, improvements to ineffective programs so that the programs can achieve the desired result, or the elimination of programs that no longer meet workforce needs.



## *Coordinating Council for Workforce Development*

### **2017 - EEDCC**

In 2017, the Education and Economic Development Coordinating Council membership and duties were amended. The following were added to the membership:

- Chief Executive Officer of the South Carolina Manufacturers Alliance or his designee; and
- Executive Director of the Office of First Steps to School Readiness or his designee.

The duties of the EEDCC were changed as follows:

- Duty to designate and oversee the coordination and establishment of the regional centers established pursuant to Section 59-59-180 was removed;
- Department of Commerce was added to the entities to whom the council should make recommendations for the development and implementation of a communication and marketing plan to promote statewide awareness of the provisions of the EEDA;
- Department of Commerce was added to the entities to whom the council should provide input for the promulgation of regulations to carry out the provisions of this chapter including, but not limited to, enforcement procedures, which may include monitoring and auditing functions, and addressing consequences for noncompliance; and
- A sunset provision was added that stated the provisions applicable to the council would expire five years after enactment unless extended by the General Assembly.<sup>42</sup>

### **2022 - EEDCC & CCWD**

In 2022, Act 194 repealed the Education and Economic Development Coordinating Council. Some of the EEDCC's membership were added to the CCWD, with the CCWD full membership now including the following:

- Secretary of the Department of Commerce or his designee;
- State Superintendent of Education or his designee;
- Executive Director of the State Board for Technical and Comprehensive Education or his designee;
- Executive Director of the Department of Employment and Workforce or his designee;
- Executive Director of the Commission on Higher Education or his designee;
- president or provost of a research university who is selected by the presidents of the research universities;
- president or provost of a four-year college or university who is selected by the presidents of the four-year universities;
- president of a technical college who shall be appointed by the Chairman of the State Board for Technical and Comprehensive Education;
- following members appointed by the State Superintendent of Education who have expertise regarding Chapter 59, Title 59, the South Carolina Education and Economic Development Act:
  - a school district superintendent;
  - a school counselor; and
  - a career and technology education director;
- two representatives from the business community appointed by the Governor, who have professional expertise in economic development and workforce issues;
- person appointed by the Chairman of the House Education and Public Works Committee and a person appointed by the House minority party leader; and
- person appointed by the Chairman of the Senate Education Committee and a person appointed by the Senate minority party leader.

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Additionally, Act 194 directed all references to the Education and Economic Development Coordinating Council in law to now reference the CCWD, thereby adding responsibilities to the CCWD that included oversight of the Education and Economic Development Act.

### **2023 – CCWD**

In 2023, Act 67, “The Statewide Education and Workforce Development Act,” ushered in a new era in South Carolina workforce development. Act 67 was designed to address workforce in a systematic fashion and improve the experience of businesses and individuals alike.

Act 67 seeks to “coordinate, align, and enhance all publicly funded workforce development services and centralize oversight of the entities that provide these services to enhance accountability, enhance transparency, and promote a customer-centric workforce system.” The goal is to produce a workforce system that is “easy to access, highly effective, and simple to understand.”

A substantial number of changes to the composition of the CCWD, the mandated work and structure of the membership came through Act 67. The list of members and duties is included in the body of this annual report.

## Appendix B. Act 67

**AN ACT TO AMEND THE SOUTH CAROLINA CODE OF LAWS BY ADDING CHAPTER 30 TO TITLE 41 SO AS TO ENACT THE "STATEWIDE EDUCATION AND WORKFORCE DEVELOPMENT ACT", TO STATE THE PURPOSE OF THE CHAPTER, TO CREATE THE OFFICE OF STATEWIDE WORKFORCE DEVELOPMENT IN THE DEPARTMENT OF EMPLOYMENT AND WORKFORCE AND PROVIDE FOR THE MANAGEMENT AND FUNCTIONS OF THE OFFICE, TO TRANSFER THE COORDINATING COUNCIL FOR WORKFORCE DEVELOPMENT TO THE DEPARTMENT AND PROVIDE FOR THE COMPOSITION AND FUNCTIONS OF THE COUNCIL, TO CREATE AN EXECUTIVE COMMITTEE OF THE COORDINATING COUNCIL AND PROVIDE FOR THE COMPOSITION AND FUNCTIONS OF THE COMMITTEE, TO REDESIGNATE REGIONAL EDUCATION CENTERS AS REGIONAL WORKFORCE ADVISORS AND PROVIDE FOR THE OVERSIGHT, FUNCTIONS, RESPONSIBILITIES, AND GEOGRAPHIC CONFIGURATION REQUIREMENTS OF THE CENTERS, AMONG OTHER THINGS; TO AMEND SECTION [41-31-160](#), RELATING TO CONTRIBUTION AND WAGE REPORTS REQUIRED BY THE DEPARTMENT, SO AS TO REVISE CRITERIA FOR EMPLOYERS WHO MUST FILE THE REPORTS, AND TO REQUIRE THE ELECTRONIC FILING OF THE REPORTS ABSENT DEMONSTRATED HARDSHIP; TO AMEND SECTION [41-35-615](#), RELATING TO DEPARTMENT NOTICES TO EMPLOYERS CONCERNING INSURED STATUS DETERMINATIONS AND EMPLOYER RESPONSES, SO AS TO REQUIRE THE ELECTRONIC FILING OF CERTAIN EMPLOYER RESPONSES ABSENT DEMONSTRATED HARDSHIP; AND BY REPEALING ARTICLE 13 OF CHAPTER 1, TITLE 13 RELATING TO OVERSIGHT OF REGIONAL EDUCATION CENTERS BY THE DEPARTMENT OF COMMERCE, AND ARTICLE 15 OF CHAPTER 1, TITLE 13 RELATING TO THE COORDINATING COUNCIL FOR WORKFORCE DEVELOPMENT.**

Be it enacted by the General Assembly of the State of South Carolina:

### **Citation**

SECTION 1. This act may be cited as the "Statewide Education and Workforce Development Act".

### **Statewide education and workforce development provisions**

SECTION 2. Title 41 of the S.C. Code is amended by adding:

#### CHAPTER 30

Employment and Workforce - Workforce Development

#### Article 1

General Provisions

**Section [41-30-110](#).** (A) The purpose of this chapter is to endeavor to reach the workforce potential of this State. It seeks to coordinate, align, and enhance all publicly funded workforce development services and centralize oversight of the entities that provide these services to enhance accountability, enhance transparency, and promote a customer-centric workforce system so that the opportunities available through it are easy to access, highly effective, and simple to understand, and to provide a mechanism to marshal workforce development resources and services to meet the immediate and future needs of specialized industry workforce demands and economic development commitments of this State and in specific areas of the State. Further, this chapter seeks to:

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- (1) deliver value-added services to business customers by collaborating with them to address skills shortages in priority industries and in-demand occupations;
  - (2) provide for broader dissemination of information to help students, parents of students, and job seekers make career choices based on an awareness of jobs, skills in demand, and related educational pathways;
  - (3) develop methods for coupling workforce training with a continuum of services to assist those who are struggling to overcome workforce participation barriers; and
  - (4) address obstacles unique to those in rural areas.
- (B) To achieve this purpose:
- (1) a unified comprehensive statewide education and workforce development plan is established;
  - (2) all entities performing publicly funded workforce development-related functions are required to comply with the obligations under the plan; and
  - (3) their compliance will be monitored and, when necessary, compelled by the Office of Statewide Workforce Development, and such reports will be made publicly available in order to further transparency and better inform workforce development spending and policymaking.

**Section 41-30-120.** As used in this chapter, unless the context clearly indicates otherwise:

- (1) "Department" means the Department of Employment and Workforce;
- (2) "Director" means the Director of the Office of Statewide Workforce Development;
- (3) "Executive director" means the Executive Director of the Department of Employment and Workforce;
- (4) "Executive committee" means the executive committee of the Coordinating Council for Workforce Development;
- (5) "Unified State Plan" or "USP" means the comprehensive statewide education and workforce development plan that provides a systemwide approach to streamline and unify efforts of entities involved in education and workforce development in the State;
- (6) "Office of Statewide Workforce Development" or "OSWD" means the Office of Statewide Workforce Development created in this chapter; and
- (7) "Coordinating Council for Workforce Development" or "CCWD" means the Coordinating Council for Workforce Development administered by the department.

**Section 41-30-130.** On July 1, 2023, all functions, powers, and duties provided by law to the Department of Commerce with respect to the Coordinating Council for Workforce Development, formerly the Education and Economic Development Coordinating Council, are hereby transferred from the Department of Commerce to the Department of Employment and Workforce, and these functions, powers, and duties are devolved upon the Department of Employment and Workforce, and the Coordinating Council for Workforce Development's officers, members, records, property, personnel, and unexpended appropriations also are transferred to the Department of Employment and Workforce. All rules, regulations, standards, orders, or other actions of these entities shall remain in effect unless specifically changed or voided by the department in accordance with the Administrative Procedures Act. The Department of Commerce and the Department of Employment and Workforce shall work together at all stages of the process until the transition is complete.

### Article 3

#### Office of Statewide Workforce Development

**Section 41-30-310.** The Office of Statewide Workforce Development is created in the Department of Employment and Workforce to coordinate, align, and direct workforce efforts throughout the State to

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maximize available resources and actively foster a customer-centric workforce development system that is readily accessible, highly effective, and easily understandable.

**Section 41-30-320.** The Governor shall appoint the Director of the OSWD with advice and consent of the Senate, subject to removal from office by the Governor pursuant to the provisions of Section [1-3-240\(B\)](#). The state agency head salary review process and the rules and guidelines thereunder apply to the director. The OSWD shall:

- (1) oversee and ensure implementation of Coordinating Council for Workforce Development responsibilities pursuant to Section [41-30-540](#);
- (2) efficiently marshal public resources to optimally align, consolidate, streamline, and coordinate publicly funded workforce development efforts in this State;
- (3) provide centralized oversight of all publicly funded workforce development services in this State provided by state and local government agencies, nonprofit groups, and quasi-governmental groups that are appropriated state funds or are authorized to expend federal funds related to workforce development;
- (4) provide oversight of Regional Workforce Advisors as required in Section [41-30-710](#), et. seq.;
- (5) monitor compliance of each state and local government agency, nonprofit group, and quasi-governmental group that is appropriated state funds or is authorized to expend federal funds related to workforce development and, when necessary, direct those entities to take any action necessary to comply with the responsibilities set forth in the USP. Noncompliance with a directive of the OSWD must be recorded and made part of the report made as required in subitem (6); and
- (6) shall submit an annual report by November first of each fiscal year to the Governor, Speaker of the House, President of the Senate, Chair of the House Ways & Means Committee, and Chair of the Senate Finance Committee detailing all funds used for workforce development projects by all reporting state and local government agencies, nonprofit groups, and quasi-governmental groups that are appropriated state funds or are authorized to expend federal funds related to workforce development. This report also must identify those entities that did not comply with the provisions of this chapter.

**Section 41-30-330.** Any decision of the executive committee must be made by a majority vote of the entire membership of the committee.

**Section 41-30-340.** The Director of the OSWD and the executive committee of CCWD shall develop and publish uniform procedures and guidelines for the conduct of their responsibilities and duties, including the procedure for considering and voting on recommendations of the CCWD or the director.

### Article 5

#### Coordinating Council for Workforce Development

**Section 41-30-510.** The Coordinating Council for Workforce Development is reconstituted and generally is responsible for:

- (1) engaging in discussions, collaboration, and information sharing concerning the ability of the State to prepare and train workers to meet current and future workforce needs; and
- (2) performing the other required duties of this chapter under the direction of the Chairman of the CCWD.

**Section 41-30-520.** The CCWD consists of the following members:

- (1) the Executive Director of the Department of Employment and Workforce or his designee, who shall serve as chairman;

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- (2) the Director of the Office of Statewide Workforce Development or his designee;
- (3) the Director of the South Carolina Department of Veterans Affairs or his designee;
- (4) the Commissioner of South Carolina Vocational Rehabilitation or his designee;
- (5) the Chairman of the South Carolina Research Authority or his designee;
- (6) the Commissioner of Agriculture or his designee;
- (7) the Director of the Department of Labor, Licensing and Regulation or his designee;
- (8) the Director of the Office of Revenue and Fiscal Affairs or his designee;
- (9) the Director of the Education Oversight Committee or his designee;
- (10) the President of the South Carolina Manufacturing Extension Partnership or his designee;
- (11) the Secretary of the Department of Commerce or his designee;
- (12) the State Superintendent of Education or his designee;
- (13) the Executive Director of the State Board for Technical and Comprehensive Education or his designee;
- (14) the Executive Director of the Commission on Higher Education or his designee;
- (15) the Director of the South Carolina Department of Parks, Recreation and Tourism or his designee;
- (16) the president or provost of a research university in this State who is selected by the presidents of the research universities in this State;
- (17) the president or provost of a four-year college or university in this State who is selected by the presidents of the four-year universities in this State;
- (18) the president of a technical college in this State who must be appointed by the Chairman of the State Board for Technical and Comprehensive Education;
- (19) the following members appointed by the State Superintendent of Education who have expertise regarding the South Carolina Education and Economic Development Act:
  - (a) a school district superintendent;
  - (b) a school counselor; and
  - (c) a career and technology education director;
- (20) the Chairman of the South Carolina State Workforce Development Board or his designee;
- (21) a representative of a local workforce board, appointed by the Executive Director of the Department of Employment and Workforce;
- (22) the Executive Director of South Carolina First Steps or his designee;
- (23) the Director of the South Carolina Department of Revenue or his designee;
- (24) two representatives from the business community, appointed by the Governor, who have professional expertise in economic development and workforce issues;
- (25) one person appointed by the Chairman of the House Education and Public Works Committee and one person appointed by the House minority party leader;
- (26) one person appointed by the Chairman of the Senate Education Committee and one person appointed by the Senate minority party leader;
- (27) the Executive Director of South Carolina State Housing Finance and Development Authority or his designee;
- (28) three persons appointed by the Governor who are considered current or past small business owners under the North American Industry Classification System (NAICS) code;
- (29) representatives of any other agencies or entities selected by vote of the executive committee.
- (30) one person appointed by the Speaker of the House and one person appointed by the Senate President, both of whom have professional expertise in economic development and workforce issues, both of whom also shall serve on the executive committee.

**Section [41-30-530](#).** (A) The executive committee of the CCWD is created and consists of the following members or their designees:

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- (1) the Executive Director of the Department of Employment and Workforce, who shall serve as chairman;
  - (2) the Director of the Office of Statewide Workforce Development;
  - (3) the Secretary of the Department of Commerce;
  - (4) the State Superintendent of Education;
  - (5) the Executive Director of the State Board for Technical and Comprehensive Education;
  - (6) the Executive Director of the Commission on Higher Education; and
  - (7) the one person appointed by the Speaker of the House and the one person appointed by the Senate President to the full CCWD in Section [41-30-520](#)(30).
- (B) The executive committee:
- (1) shall review and vote on recommendations made by the CCWD or Director of OSWD;
  - (2) shall review and approve any actions proposed to be undertaken by the CCWD including adoption or modification of the USP or any provision of the USP; and
  - (3) may recommend the appropriate actions necessary to eliminate duplicative programs and workforce activities that do not further the USP, improve programs not meeting stated performance targets, and, when necessary and to the extent not prohibited in law, recommend that entities discontinue programs that repeatedly do not meet targets or may no longer be needed.

**Section [41-30-540](#).** (A) The CCWD shall:

- (1) make recommendations to the General Assembly as needed to implement the provisions of this chapter;
  - (2) regularly meet with industry associations to gain an understanding of their workforce needs and ideas;
  - (3) facilitate and coordinate the development of the USP;
  - (4) use data and analysis to create measurable, time-sensitive metrics for the USP in which all workforce pipeline stakeholders including, but not limited to, education and workforce boards, councils, and partner representatives, participate. These measurable, time-sensitive metrics include, but are not limited to:
    - (a) ten-year labor participation rate target; and
    - (b) ten-year target for the number of South Carolinians who possess a high-quality credential or postsecondary degree;
  - (5) create an education and workforce dashboard or other application to enable the public to monitor and track progress of the USP; and
  - (6) annually review the USP and update as needed.
- (B) The USP should include, but is not limited to, the following:
- (1) assurance that agency constituents remain served;
  - (2) compliance with federal and state laws including, but not limited to, those relating to state plans, to avoid duplication of efforts;
  - (3) identification of statewide workforce priorities and methods for identifying and addressing long-term workforce needs;
  - (4) assurance that the components of Chapter 59, Title 59, the South Carolina Education and Economic Development Act, are implemented with fidelity to provide a better prepared workforce, student success in postsecondary education, and enhanced coordination between K-12, higher education, and employers;
  - (5) establishment and maintenance of standardized education and workforce terminology and definitions to be used across all agencies and sectors;
  - (6) development and implementation of an annual statewide workforce and education supply gap analysis which may include, but is not limited to:

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- (a) evaluation of current and projected future employer demands;
- (b) determination of the makeup of the state's labor force and identifying the industries and occupations that are thriving by constructing a baseline analysis of the state's demographics and performing an analysis of the trends in the workforce and education infrastructure pipeline, including the supply of graduates in the State and the number of graduates by degree/certificate category;
- (c) identifying the supply of skills found in the workforce, and demand for skills employers need from the workforce, and a means for determining how to close gaps that exist between the supply and demand of such skills; and
- (d) reviewing growing industry and occupation clusters;
- (7) creation and maintenance of an Education and Workforce Portal to provide South Carolinians with information critical to their lifelong educational journey, which may include, but is not limited to:
  - (a) an "Educational Program Alignment Toolkit" that serves as an infrastructure of resources to enable the K-12, technical college, and higher education systems to individually and collectively ensure their respective educational curriculum, initiatives, and programming match workforce needs;
  - (b) a "Career Pathways Tool" that uses applicable occupational data, educational programming, workforce needs, salary information, job market analyses, in-demand occupations, and other information to provide students, parents of students, job seekers, educators, and counselors with useful information about potential career pathways and the various routes to meaningful employment;
  - (c) real-time labor market information;
  - (d) comprehensive inventory of all education and training assets in the State; and
  - (e) global view of workforce-related program data including federal, state, and local education and training options and opportunities;
- (8) development and implementation of a study, recommendations, and tools to address barriers to labor participation including, but not limited to, the following:
  - (a) affordable access to childcare and transportation;
  - (b) government assistance programs and requirements available to working families to determine potential opportunities to better incentivize and support employment, and employment-related activities, while easing the "cliff effect" during the transition to economic self-sufficiency;
  - (c) providing individuals who are receiving assistance from public benefit programs with the supports, skills, and credentials they need to gain and retain employment in occupations for which employers demonstrate persistent demands; and
  - (d) a "SC Benefits calculator" to help families, case managers, and community providers understand the impact of earnings and assist families planning their exit from the use of these public benefits, with the goal of promoting self-sufficiency and maximizing use of available opportunities;
- (9) review of state and federal funding for all workforce development programs of which CCWD is aware, including passthrough funding to nonprofit/local/regional workforce programs to eliminate duplication and ensure funding is going toward meeting the goals of the USP;
- (10) development of a reliable and replicable model for measuring returns on public investment in individual education and workforce programs, including a set of common measures used in a performance accountability system;
- (11) development and delivery of a consolidated budget report that:
  - (a) improves transparency in workforce funding to enable smarter policy decisions; and
  - (b) makes recommendations for using legislative and executive means to improve system alignment, accountability, and efficiency;
- (12) development and implementation of a method for conducting an ongoing inventory of existing workforce programs to identify duplications among and within the programs and identify ineffective programs; and



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(13) coordinate with the South Carolina Department of Veterans' Affairs to develop and implement procedures that connect active duty military spouses, family members, veterans, and military retirees to job opportunities and career support.

(C) The Executive Director of the Department of Employment and Workforce shall serve as Chairman of the CCWD, and, as Chairman of the CCWD, monitor and audit the implementation of this chapter, review accountability and performance measures, and annually report to the Governor and the General Assembly by December first of each fiscal year, on the:

- (1) actions taken by the council during the previous fiscal year;
- (2) engagement of the council to include attendance, participation, and compliance with the USP, and;
- (3) any recommendations for legislation.

The Executive Director or OSWD may submit additional reports on an ongoing basis as considered necessary.

(D) Agencies represented on the CCWD shall provide staff for the CCWD. These staff members may be provided by means of memorandums of agreement that address the scope of duties of each member agencies' personnel in providing this staff support.

(E) The Department of Employment and Workforce shall provide office space and equipment for the OSWD.

### Article 7

#### Regional Workforce Advisors

**Section [41-30-710](#).** (A) The OSWD shall provide oversight to the regional workforce advisors (RWA), which are to coordinate and facilitate the delivery of information, resources, and services to students, educators, employers, and the community as provided in this article. The OSWD shall ensure that RWA's are providing services in schools and directly to students regarding opportunities available to students in industries and businesses across the State. The department shall hire RWAs and shall seek input from the State Department of Education and others, as needed, in carrying out the requirements of this section.

(B) The primary responsibilities of these advisors are to:

- (1) provide services to students and adults for career planning, employment seeking, training, and other support functions;
- (2) provide information, resources, and professional development programs to educators;
- (3) provide resources to school districts for compliance and accountability pursuant to the provisions of Chapter 59, Title 59;
- (4) provide information and resources to employers including, but not limited to, education partnerships, career-oriented learning, and training services;
- (5) facilitate local connections among businesses and those involved in education; and
- (6) work with school districts and institutions of higher education to create and coordinate workforce education programs.

(C) Each RWA shall coordinate career development, and postsecondary transitioning for the schools in its region.

(D) The RWAs shall provide data and reports that the department requests.

(E) Each RWA's geographic area of responsibility must conform to the geographic configuration of the local areas designated pursuant to the Workforce Innovation and Opportunity Act, Pub.L. 113-128. Each RWA's geographic area of responsibility shall have an advisory board comprised of a school district superintendent, high school principal, local workforce investment board chairperson, technical college president, four-year college or university representative, career center director or school district career and technology education coordinator, parent-teacher organization representative, and business and

civic leaders. Appointees must reside or do business in the geographic area of the RWA's geographic area of responsibility. Local legislative delegations shall make the appointments to their respective advisory boards.

**Section 41-30-720.** The Department of Employment and Workforce, in collaboration with the Department of Commerce, the State Board for Technical and Comprehensive Education, the Commission on Higher Education, and the State Department of Education shall plan and promote the career information and employment options and preparation programs provided for in this section by:

- (1) identifying potential employers to participate in the career-oriented learning programs;
- (2) serving as a contact point for employees and job seekers who are seeking career information and training;
- (3) providing labor market information including, but not limited to, supply and demand;
- (4) promoting increased career awareness and career counseling through the management and promotion of the South Carolina Occupational Information System;
- (5) collaborating with local agencies and businesses to stimulate funds; and
- (6) cooperating in the creation and coordination of workforce education programs.

#### **Contribution and wage reports, criteria and filing requirements revised**

SECTION 3. Section [41-31-160](#) of the S.C. Code is amended to read:

**Section 41-31-160.** The department shall not require contribution and wage reports more frequently than quarterly. Effective with the quarter ending March 31, 2024, every employer with ten or more employees and every individual or organization that, as an agent, reports wages on a total of ten or more employees on behalf of one or more subject employers, shall file that portion of the "Employer Quarterly Contribution and Wage Reports" containing the employee's social security number, name, Standard Occupational Classification (SOC) code, total number of hours worked, and total wages electronically, in a format approved by the department. The department may waive the requirement to file electronically if a hardship is shown. In determining whether a hardship has been shown, the department shall take into account, among other relevant factors, the ability of the employer to comply with the filing requirement at a reasonable cost.

#### **Requests for determination of insured status, employer criteria, filing requirements**

SECTION 4. Section [41-35-615](#) of the S.C. Code is amended to read:

**Section 41-35-615.** All notices given to an employer concerning a request for determination of insured status, a request for initiation of a claim series in a benefit year, a notice of unemployment, a certification for waiting-week credit, a claim for benefits, and any reconsideration of a determination must be made by United States mail or electronic mail. The employer may designate with the department its preferred method of notice. If an employer does not make a designation, then notices must be made by United States mail. The employer may not be required to respond to the notice until ten calendar days, or the next business day if the tenth day falls on a Saturday, Sunday, or state holiday, after the postmark on notices sent via United States mail or ten calendar days after the date a notice is sent via electronic mail. Effective March 1, 2024, every employer with ten or more employees and every individual or organization that, as an agent, reports information to the department on ten or more employees on behalf of one or more subject employers, shall file responses to department requests for information regarding an individual's claim for benefits (e.g. job separations, wage audits, etc.) electronically, in a format approved by the department. The department may waive the requirement to file electronically if a hardship is shown. In determining whether a hardship is shown, the department

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shall take into account, among other relevant factors, the ability of the employer to comply with the filing requirement at a reasonable cost.

**Repeal**

SECTION 5. Article 13 and Article 15 of Chapter 1, Title 13 of the S.C. Code are repealed.

**Time effective**

SECTION 6. This act takes effect upon approval by the Governor.

Ratified the 17th day of May, 2023.

Approved the 19th day of May, 2023.

## Appendix C. USP Milestones

Below are additional details about the milestones completed and tentatively planned for the state's unified education and workforce development strategic plan (USP). Also below are additional details about outreach and feedback sought as part of the process.

### **Listen to Issues & Create Framework**

July 2023

- Staff from CCWD member organizations (CCWD staff) determine the following:
  - Structure for USP
  - Vision and mission
  - Priorities, topics, and goals

August 2023

- CCWD staff small groups refine goals and draft strategies

September 2023

- CCWD staff small groups finalize draft strategies
- Begin obtaining feedback on goals and strategies by meeting with industry associations
- CCWD staff small groups begin drafting tactics for each strategy

### **Continue Creating Framework & Obtain Feedback**

October 2023

- Obtain feedback on goals and strategies
- CCWD staff small groups continue drafting tactics for each strategy

November 2023

- Present feedback and edits in CCWD Executive Committee meeting (November 14)

December 2023

- Present feedback and edits to CCWD Staff Liaisons
- Present status in full CCWD meeting (December 14)

### **Create Metrics & Obtain Feedback**

January and February 2024

- Discuss and determine metrics all CCWD member organizations will help the state achieve

February 2024

- Review and discuss metrics in CCWD Executive Committee meeting (February 20)

March 2024

- Executive Committee, if ready, votes on metrics in full CCWD meeting (March 19)

### **Adopt, Implement, Review and Revise**

March 2024 through May 2025

- Implement USP (once adopted)

June 2025 and annually thereafter

- Start routine of annually reviewing USP goals, strategies, and tactics so updates are made prior to agencies submitting their individual strategic plans in the Accountability Report
- Revise and implement updated USP

July through September 2025 and annually thereafter

- Agencies incorporate USP into individual strategic plan submitted with their Accountability Reports to the Executive Budget Office

## *Coordinating Council for Workforce Development*

### **Virtual Calls with Industry Associations**

During each of the hour-long virtual meetings below CCWD staff presented the status of work on the USP and requested feedback, revisions, ideas, etc. CCWD staff requested association personnel actively participate in discussions during these calls to ensure the needs of each of their constituencies were represented in the USP. Some of the associations not only provided feedback during the calls, but also invited CCWD staff to present to their membership to obtain additional feedback (e.g., SC Restaurant and Lodging Association and United Way Chapters).

- Overview of USP work - 9/13
- Goal Two: Skills - 9/20
- Goal One: Awareness - 9/18
- Goal Three: Obstacles - 9/21

The industry associations and those who represent various industry associations that were invited to attend are listed below. If there are others you would recommend for inclusion on future calls, please contact CCWD staff.

#### SC Manufacturers Alliance (SCMA)

- Sara Hazard and Elisabeth Kovacs

#### SC Chamber

- Bob Morgan, Cynthia Bennett, and Will Frierson

#### SC Competes

- Susie Shannon and Kim Christ

#### SC Trucking Association

- Rick Todd

#### SC Hospital Association

- Thornton Kirby and Lara Hewitt

#### SC Medical Association

- Richele Taylor

#### SC Nurses Association

- Teshieka (TK) Curtis-Pugh

#### SC Health Care Association

- Randy Lee

#### SC Restaurant and Lodging Association

- Susan Cohen

#### SC Retail Association (SCRA)

- Krista Hinson

#### SC Economic Developers Association

- Sandy Steele

#### United Way of SC

- John-Mark Bell

#### SC Bio

- Erin Ford

#### SC Retail Association (SCRA)

- Krista Hinson

#### Forestry Association of SC

- Cam Crawford

#### Home Builders Association of SC

- Alex James

#### Municipal Association of SC

- Todd Glover and Scott Slatton

#### SC Association of Counties

- Tim Winslow and Joshua C. Rhodes

#### SC School Boards Association

- Scott Price

#### Palmetto State Teachers Association

- Kathy Madness

#### SC Education Association

- Sherry East

#### Public Charter School Alliance of SC

- Kevin S. Mason

#### SC Automobile Dealers Association

- E. Sims Floyd, Jr.

#### SC Bankers Association

- Neil Rashley

#### Lobby SC (Graduation Alliance and SCEDA)

- Sunnie Harmon and John DeWorken

#### Beacon Association Management

- Katie Koon

#### Gallman Personnel Services

- Karen Smith

#### 1101 Public Affairs

- Ben Homeyer

#### Capitol Consultants

- Annie Wilson

#### Copper Dome Strategies

- Jeff Thordahl

## *Coordinating Council for Workforce Development*

### **Completed and Scheduled USP Presentations**

During each of the events below CCWD staff presented, or will present, the current work on the USP and request attendee feedback to incorporate in revisions to the plan.

- SC Restaurant and Lodging Assoc Board Meeting – 9/12
- Sustain SC Event – 9/14
- Statewide Career and Technical Education Monthly Directors' Meeting– 9/19
- WorkLink (Anderson, Oconee Pickens) Workforce Development Board Meeting – 9/20
- SC Child Care Resource and Referral Group Meeting – 9/21
- TogetherSC member webinar (800+ non-profit members across the state) – 9/28
- Midlands - Mechanical Contractors Association of SC Meeting – 10/05
- SC Chamber Education and Workforce Development Committee Meeting– 10/05
- Education Oversight Committee Meeting – 10/09
- Lowcountry Hospitality Association Meeting – 10/10
- Statewide United Way CEOs Webinar – 10/11
- Florence - Mechanical Contractors Association of SC Meeting – 10/12
- Ten @ the Top Meeting (includes Greenville, Spartanburg, Anderson, Pickens, Oconee, Greenwood, Laurens, Cherokee, Union, and Abbeville) – 10/12
- Statewide Workforce Development Board (SWDB) - Committee on Workforce Innovation Meeting – 10/19
- Western SC Economic Development Partnership (includes Aiken, Edgefield, McCormick, and Saluda) Meeting – 10/26
- DEW Statewide Regional Managers Meeting – 11/6
- Charleston Chamber of Commerce Meeting – 11/13
- SWDB Executive Committee Meeting – 11/14
- Catawba Council of Government (COG) Meeting (includes Chester, Lancaster, Union, and York) – 11/14
- Midlands Workforce Development Board Meeting – 12/7
- Upper Savannah Council of Government Meeting (includes Abbeville, Edgefield, Greenwood, Laurens, McCormick and Saluda) – 12/8

## Appendix D. SOC Code Milestones

Below are additional details about the milestones completed and tentatively planned for the Standard Occupational Classification Code project.

### Research and Design Phase

May 2023

- Project planning commenced

June 2023

- Funding was approved
- SUITS SOC code functionality was designed
- Discussion on Occucoder
- Communication/Marketing strategy commenced

July 2023

- SUITS SOC code implementation began
- Reached out to other states to discuss Occucoder, and lessons learned
- Planning for Batch process commenced

### Communication and Training Phase

August 2023

- TPA tracking of wage reports were discussed
- Communication plan was drafted and approved
- SC CPA and TPAs were invited to be part of the SUITS SOC code functionality demonstrations
- Social media postings commenced

September 2023

- Meeting with the National reporting consortium
- Occucoder agreements were reviewed and approved
- Discuss IVR changes with INCONTACT
- Discussed communication strategies with Indiana
- Discuss employee data with SCEIS

October 2023

- Occucoder implementation began
- SCDEW SOC code webpage was drafted
- Employer SOC code training materials and FAQs
- Discuss SC state agency employee SOC code and hours worked data collection with State Auditors Account

### Implementation Phase

November 2023

- Soft launch of SUITS functionality, Occucoder and SCDEW SOC code webpages
- CSRs and SCDEW staff received SOC code training

December 2023

- 4<sup>th</sup> Q2023 wage report will include SOC codes (Not mandatory yet)
- Communications and marketing campaigns begin
- Discuss EEOC with Human Resources
- SUITS and Occucoder demonstrations for staff and employee groups

*Coordinating Council for Workforce Development*

January – March 2024

- 4<sup>th</sup> Q2023 SOC code and hours worked data will be analyzed
- Roadshows and townhalls to be conducted
- Update as part of the CCWD quarterly full board meeting
- SOC Codes will be made mandatory in April 2024



## Appendix E. Inventory of Programs Milestones

Below are additional details about the milestones completed and tentatively planned for the Inventory of Programs project.

### **Initial Collection**

May 2023

- Project planning commenced

June and July 2023

- Employer Service Menu and Protocols
  - Meetings with agencies to pilot collection of related business services commence

August and September 2023

- Employer Service Menu and Protocols
  - Meetings with pilot agencies to collect services continue
  - Pilot list of agency contacts and services submitted
- Broad Inventory List
  - Meetings with staff from all CCWD agencies commence

### **Dashboards and Protocols**

October 2023

- Employer Service Menu and Protocols
  - Finalize pilot inventory of contacts and services
  - Drafting MOA for “Rules of Engagement” protocols to outline how entities will jointly utilize information when interacting with businesses begins
- Broad Inventory List
  - All CCWD agencies submit initial list of services provided across the state

November 2023

- Employer Service Menu and Protocols
  - Drafting of Memorandum of Agreement (MOA) for protocols continues
  - Draft dashboard of services and contacts created to provide visual for review and discussion
  - Questions added to SC Chamber Palmetto Barometer Survey to determine businesses’ needs/desires in how information is made available to them
- Broad Inventory List
  - Draft dashboard of all services created for review

### **Protocols and Leave Behinds**

December 2023

- Employer Service Menu and Protocols
  - MOA for protocols language agreed upon, sent to agency lawyers for final revisions, and finalized
  - Analysis of business Palmetto Barometer responses
  - Assign staff to revise dashboard and develop other leave behind tools
- Broad Inventory List
  - Draft dashboard distributed for review/analysis

January and February 2024

- Employer Service Menu and Protocols

## *Coordinating Council for Workforce Development*

- Dashboard revisions and leave behind drafts finalized
- Discussion of how to centralize information from engagements to avoid double knock, etc.
- Broad Inventory List
  - Discussion of additional individual menus of services (e.g., job seekers, etc.)

### **Focus Groups and Expand List**

#### March and April 2024

- Employer Service Menu and Protocols
  - Focus group testing of dashboard, leave behind, and engagement protocols
  - Revise dashboard, leave behind, and engagement protocols based on focus group responses
  - Begin discussion for wireframe of web-based application
  - Add 2-3 additional agencies to pilot to begin process of submitting their services for employers
- Broad Inventory List
  - Determine next additional menu to pursue and form pilot group of agencies to repeat same steps as pilot group for employer services

#### May through August 2024

- Employer Service Menu and Protocols
  - Explore options and further develop wireframe drafts to present to the group
  - Determine whether to pursue individual procurement to create, then add to central portal, or continue utilizing interim temporary dashboard until central portal creation has progressed further
- Broad Inventory List
  - Repeat same steps as pilot group for employer services to create additional service menus applicable to other stakeholder groups (e.g., educators, job seekers, etc.)

#### September 2024 and going forward

- Employer Service Menu and Protocols
  - Continue adding agencies to existing pilots as needed until all agencies are added and process for continual updates is established
- Broad Inventory List
  - Continue adding agencies to existing pilots (and create new pilots) as needed until all agencies are added and process for continual updates is established

## Appendix F. Education and Workforce Website and Portal Milestones

Below are additional details about the milestones completed and tentatively planned for the Education and Workforce Website and Portal.

### **Develop initial documents**

October 2023

- Develop Business Case
- Create Project Charter

November 2023

- Prepare Draft Work Breakdown Structure (for all deliverables of project)
- Establish Stakeholder Register
- Approve Project Charter
- Develop Project Roadmap
- Brief CCWD Executive Committee on Project Status (November 14)

### **Preliminary market research**

November 2023 through January 2024

- Prioritize stakeholders and governing body
- Research feasibility consultants, RFI and RFP writing consultants, web design vendors, etc.
- ID all potential tasks to complete project
- Research/create list of websites and resources used by target audiences/stakeholders
- ID known requirements
- Decide on vendor strategy/refine scope of project
- Develop draft project timeline
- Develop draft project plans (resource plan, project budget, risks register, and communications Plan)

### **Feasibility study**

February through March 2024

- Summarize responses from potential feasibility consultant and obtain CCWD Executive Committee approval to enter contract with feasibility consultant
- Enter contract with feasibility consultant

March through August/September 2024

- Feasibility consultant work
  - Dispense stakeholder needs/wants survey
  - Assess stakeholder survey feedback
  - ID, prioritize, and group requirements per survey feedback
  - Prioritize deliverables per survey feedback
  - Training recommendations/skills assessment for utilization and maintenance
  - Market scan to determine options and potential costs
- Continue pursuing interim projects

August/September through October 2024

- Review work of feasibility vendor
- Brief CCWD Executive Committee (8/20) so they may determine funding requests and path forward based on results of vendor's work to date
- Continue pursuing interim projects

## Appendix G. Florida Opportunity Portal and REACH Act

The REACH Act Section 14.36, F.S. passed into law in 2021, was Florida’s blueprint for enhancing access, alignment, and accountability across their state’s workforce development system. The strategic alignment and coordination of education and workforce initiatives includes an online opportunity portal, allowing access to available state, federal, and local services, and tools. As South Carolina desires to provide its residents, Florida seeks to provide Floridians with broader access to education and training options, labor market information, career planning tools, workforce training, and education support. Additionally, the REACH Act strengthens oversight, accountability, and transparency measures for the network of agencies, partners, and systems.

The Florida Act includes aligning and coordinating Florida’s workforce development system; creating a “no-wrong-door-entry strategy” where Floridians may access services from any workforce partner with a common intake form and case management system; increasing accountability by requiring workforce training services to be performance-based; and coordinating and facilitating data sharing agreements of the state’s workforce performance data among state agencies.

Florida recently had a [feasibility study](#) completed for its opportunity portal. The study provides a roadmap for program establishment, technical integration, and enhanced business process integration. The roadmap and program budget, as of June 30, 2023, are shown in Figure 14 and 15.<sup>43</sup>

### FL WINS PROGRAM BUDGET AS OF JUNE 30, 2023

Total Appropriation	FY 2022-23 Release		
\$250,000,000	\$25,000,000		

Activity/Contract	Total Projected Cost	FY 2022-23 Spend	FY 2023-24 Projected Spend
IV&V	\$3,900,000	\$723,922	\$852,317
Business Support and Technical Advisory	\$16,692,770	\$2,956,491	\$1,841,472
Business Process Reengineering and Transformational Change Management	\$5,934,385	\$948,897	\$3,012,096
Personnel	\$5,390,180	\$186,455	\$1,411,410
Maintenance & Operations	\$46,017,000	\$402,693	\$300,582
Systems Integrator, Customer Portal, and Data Hub*	\$172,065,615	-	\$50,000,000
<b>Total Project</b>	<b>\$250,000,000</b>	<b>\$5,218,458</b>	<b>\$57,417,877</b>

\* Awaiting output of the Business Process Reengineering project

Figure 14. Florida Workforce System Integration program budget.

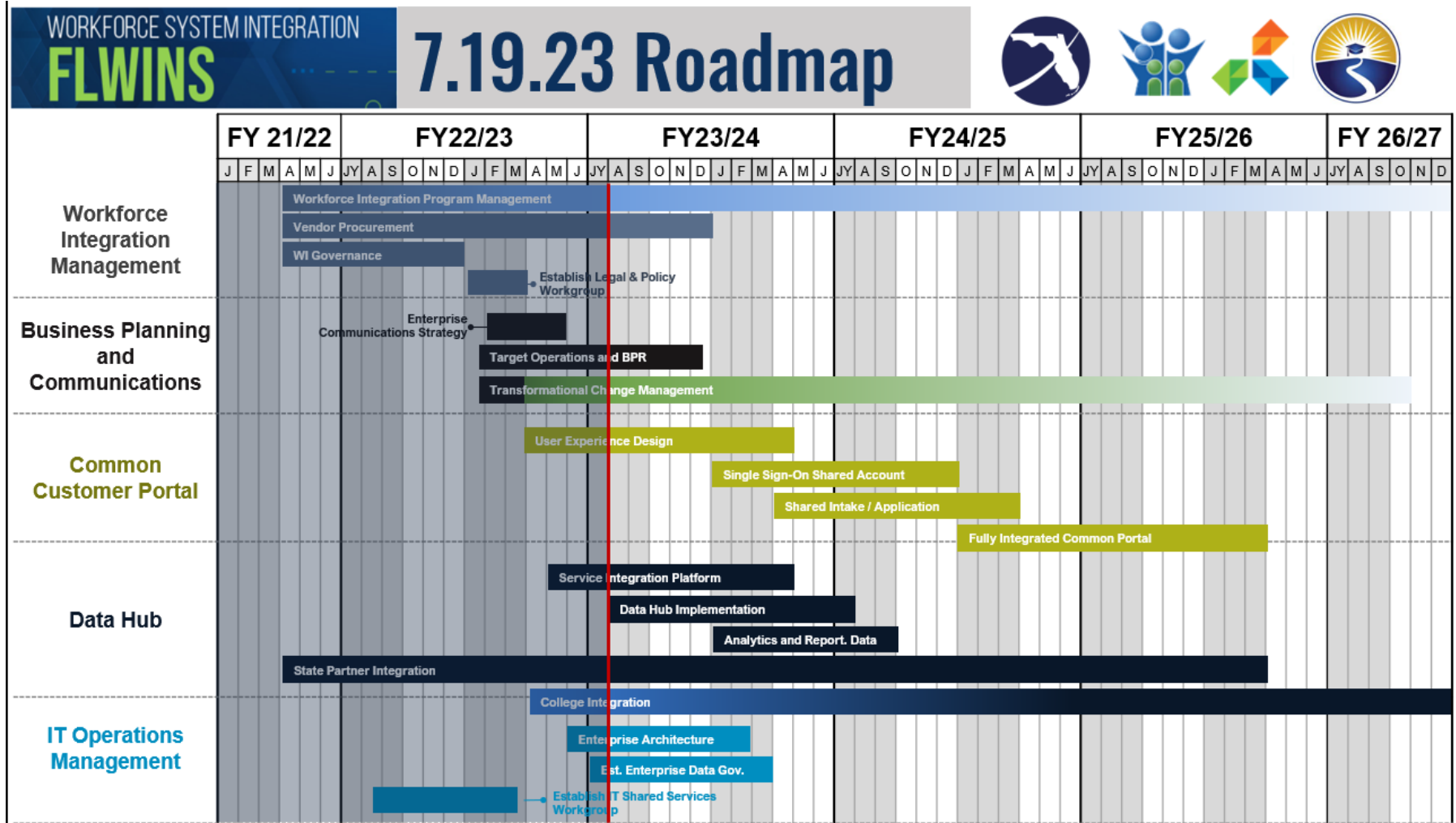


Figure 15. Florida Workforce System Integration Roadmap.

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<sup>1</sup> S.C. Code Section 41-30-520(1); 41-30-540(C)

<sup>2</sup> CCWD Bylaws Section 4.2

<sup>3</sup> S.C. Code Section 41-30-320

<sup>4</sup> CCWD Bylaws Section 4.3.2

<sup>5</sup> S.C. Code Section 41-30-320 and CCWD Bylaws Section 4.3.9

<sup>6</sup> S.C. Code Section 41-30-530(A)

<sup>7</sup> S.C. Code Section 41-30-530(B)

<sup>8</sup> CCWD Bylaws Section 3.2

<sup>9</sup> S.C. Code Section 41-30-530

<sup>10</sup> S.C. Code Section 41-30-520

<sup>11</sup> CCWD Bylaws Section 3.2

<sup>12</sup> S.C. Code Section 41-30-540(B)

<sup>13</sup> Note: The North American Industry Classification System (NAICS) - Classification of business establishments by type of economic activity. NAICS is reviewed every five years for potential revisions, so that the classification system can keep pace with the changing economy. This is the only time that new NAICS codes can be considered.

<sup>14</sup> U.S. Bureau of Economic Analysis, "Industries," <https://www.bea.gov/resources/learning-center/what-to-know-industries> (accessed 10.7.21). Hereinafter, "U.S. Bureau of Economic Analysis Industries."

<sup>15</sup> S.C. House of Representatives, House Legislative Oversight Committee, "Letter from Commerce to Subcommittee (4.6.22)," under "Committee Postings and Reports," under "House Legislative Oversight Committee," under "Commerce, Department of," and under "Correspondence," [https://www.scstatehouse.gov/CommitteeInfo/HouseLegislativeOversightCommittee/AgencyWebpages/Commerce/Letter%20from%20Commerce%20to%20Subcommittee%20\(4.6.22\).pdf](https://www.scstatehouse.gov/CommitteeInfo/HouseLegislativeOversightCommittee/AgencyWebpages/Commerce/Letter%20from%20Commerce%20to%20Subcommittee%20(4.6.22).pdf) (accessed June 2, 2022). See response to questions #69. Hereinafter "Letter from Commerce to Subcommittee (4.6.22)."

<sup>16</sup> U.S. Bureau of Labor Statistics, "Standard Occupational Classification (SOC) System," <https://www.bls.gov/soc/> (accessed July 21, 2022). Hereinafter, "Standard Occupational Classification (SOC) System." See Attachment C STEM [https://www.bls.gov/soc/Attachment\\_C\\_STEM\\_2018.pdf](https://www.bls.gov/soc/Attachment_C_STEM_2018.pdf).

<sup>17</sup> Letter from Commerce to Subcommittee (4.6.22). See response to question #69.

<sup>18</sup> Letter from Commerce to Subcommittee (4.6.22). See response to question #69.

<sup>19</sup> Standard Occupational Classification (SOC) System.

<sup>20</sup> Standard Occupational Classification (SOC) System.

<sup>21</sup> Standard Occupational Classification (SOC) System.

<sup>22</sup> S.C. House of Representatives, House Legislative Oversight Committee, "Meeting Minutes" (June 29, 2021), under "Committee Postings and Reports," under "House Legislative Oversight Committee," under "Commerce, Department of" and under "Meetings and Agency Presentations," [www.scstatehouse.gov/CommitteeInfo/HouseLegislativeOversightCommittee/AgencyWebpages/Commerce/June%2029,%202021%20Meeting%20Minutes.pdf](http://www.scstatehouse.gov/CommitteeInfo/HouseLegislativeOversightCommittee/AgencyWebpages/Commerce/June%2029,%202021%20Meeting%20Minutes.pdf) (July 20, 2022). A video of the meeting is available at <https://www.scstatehouse.gov/video/archives.php?key=11345>. See video at 00:10:23-00:10:23. The meeting packet, which includes the agency presentations, is available at [www.scstatehouse.gov/CommitteeInfo/HouseLegislativeOversightCommittee/AgencyWebpages/Commerce/June%2029,%202021%20-%20Meeting%20Packet.pdf](http://www.scstatehouse.gov/CommitteeInfo/HouseLegislativeOversightCommittee/AgencyWebpages/Commerce/June%2029,%202021%20-%20Meeting%20Packet.pdf). Also, links to individual agency presentations are available under the "Agency Presentations" heading. Hereinafter, "June 29, 2021, meeting minutes, packet, and video." See also, S.C. House of Representatives, House Legislative Oversight Committee, "Letter from Department of Education to Subcommittee (3.25.22)," under "Committee Postings and Reports," under "House Legislative Oversight Committee," under "Commerce, Department of," and under "Correspondence," [https://www.scstatehouse.gov/CommitteeInfo/HouseLegislativeOversightCommittee/AgencyWebpages/Commerce/Letter%20from%20SCDE%20to%20Subcommittee%20\(22.03.25\).pdf](https://www.scstatehouse.gov/CommitteeInfo/HouseLegislativeOversightCommittee/AgencyWebpages/Commerce/Letter%20from%20SCDE%20to%20Subcommittee%20(22.03.25).pdf) (accessed July 20, 2022). See response to question #2. Hereinafter, "Letter from Department of Education to Subcommittee (3.25.22)."

<sup>23</sup> Letter from Commerce to Subcommittee (4.6.22). See response to question #69.

<sup>24</sup> S.C. Code Section 59-59-50, “The clusters of study **may** be based upon the national career clusters and **may** include, but are not limited to: ... “(emphasis added).

<sup>25</sup> Letter from Commerce to Subcommittee (4.6.22). See response to question #69.

<sup>26</sup> June 29, 2021, meeting [minutes](#), [packet](#), and [video](#). See video at 00:10:23-00:10:57.

See also, Department of Education, “Career Clusters,” <https://ed.sc.gov/instruction/career-and-technical-education/programs-and-courses/career-clusters/> (accessed July 21, 2022). Hereinafter, “Department of Education Career Clusters.”

<sup>27</sup> June 29, 2021, meeting [minutes](#), [packet](#), and [video](#). See video at 00:10:23-00:10:57.

See also, Department of Education Career Clusters.”

<sup>28</sup> June 29, 2021, meeting [minutes](#), [packet](#), and [video](#). See video at 2021.06.00:11:41-00:11:59.

<sup>29</sup> June 29, 2021, meeting [minutes](#), [packet](#), and [video](#). See video at 00:12:38-00:13:04.

<sup>30</sup> Letter from Department of Education to Subcommittee (3.25.22). See response to question #2.

<sup>31</sup> S.C. General Assembly, “2018 Coordinating Council for Workforce Development Annual Report,” under “Publications,” under “State Agency Publications,” under “Current State Agency Reports,” under “COMMERCE, DEPARTMENT OF,” <https://www.scstatehouse.gov/reports/DeptofCommerce/CCWD%202018%20Report.pdf> (accessed June 7, 2022). See pages 50-51. Hereinafter, “2018 Coordinating Council for Workforce Development Annual Report.”

<sup>32</sup> Letter from Commerce to Subcommittee (4.6.22). See response to question #70.

<sup>33</sup> S.C. General Assembly, “2017 Coordinating Council for Workforce Development Annual Report,” under “Publications,” under “State Agency Publications,” under “Current State Agency Reports,” under “COMMERCE, DEPARTMENT OF,” <https://www.scstatehouse.gov/reports/DeptofCommerce/CCWD%20Report%202017.pdf> (accessed June 7, 2022). See page 7. Hereinafter, “2017 Coordinating Council for Workforce Development Annual Report.”

<sup>34</sup> 2017 Coordinating Council for Workforce Development Annual Report. See page 8.

A one-time inventory was initially completed in 2005 through a grant provided by the South Carolina Chamber of Commerce. It showed that combined there is at least \$321 million dollars of state and federal funds for employment and training services, with at least 87% being federal funds. It further showed these state and federal workforce funds flow through numerous state agencies and programs.

<sup>35</sup> S.C. Code Section 41-30-540(B)(7)(d),(e); and 41-30-540(B)(12)

(7) creation and maintenance of an Education and Workforce Portal to provide South Carolinians with information critical to their lifelong educational journey, which may include, but is not limited to:

(d) comprehensive inventory of all education and training assets in the State; and

(e) global view of workforce-related program data including federal, state, and local education and training options and opportunities;

(12) development and implementation of a method for conducting an ongoing inventory of existing workforce programs to identify duplications among and within the programs and identify ineffective programs;

<sup>36</sup> Column by S.C. House Speaker Murrell Smith: A focus on workforce development in our state, *The Sumter Item* by Rep. Murrell Smith, Speaker of the House, January 19, 2023

<sup>37</sup> S.C. Code Section 41-30-110(A)(2)

The purpose of this chapter is to endeavor to reach the workforce potential of this State. It seeks to coordinate, align, and enhance all publicly funded workforce development services and centralize oversight of the entities that provide these services to enhance accountability, enhance transparency, and promote a customer-centric workforce system so that the opportunities available through it are easy to access, highly effective, and simple to understand, and to provide a mechanism to marshal workforce development resources and services to meet the immediate and future needs of specialized industry workforce demands and economic development commitments of this State and in specific areas of the State. Further, this chapter seeks to:

(1) deliver value-added services to business customers by collaborating with them to address skills shortages in priority industries and in-demand occupations;

(2) provide for broader dissemination of information to help students, parents of students, and job seekers make career choices based on an awareness of jobs, skills in demand, and related educational pathways;

- (3) develop methods for coupling workforce training with a continuum of services to assist those who are struggling to overcome workforce participation barriers; and
- (4) address obstacles unique to those in rural areas.

<sup>38</sup> S.C. Code Section 41-30-110(A)(2)

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- (4) address obstacles unique to those in rural areas.

<sup>39</sup> S.C. Code Section 41-30-540(7) and (10)

<sup>40</sup> SC Lawmakers looking to streamline statewide workforce development efforts, Live 5, WCSC by Mary Green, January 18, 2023

<sup>41</sup> S.C. Code Section 41-30-540(A)(2)

<sup>42</sup> 2017 Act No. 35 (H.3220), Section 1, eff May 10, 2017

<sup>43</sup> July 2023 presentation to Executive Steering Committee available at [https://floridajobs.org/docs/default-source/division-of-workforce-services/workforce-integration/fl-wins-esc-presentation-july-20234c853aa4cbbb61cbb02aff01004f56df.pdf?sfvrsn=723e5bb0\\_0](https://floridajobs.org/docs/default-source/division-of-workforce-services/workforce-integration/fl-wins-esc-presentation-july-20234c853aa4cbbb61cbb02aff01004f56df.pdf?sfvrsn=723e5bb0_0) (accessed November 20, 2023).