



State Workforce Development Board Meeting
Thursday, December 11, 2025, at 11:00 a.m.

S.C. Department of Employment and Workforce
C. Lem Harper Building
631 Hampton Street
Columbia, SC 29201

Join on your computer or mobile app
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Meeting ID: 273 988 875 461 5
Passcode: ih3U843G

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+1 803-400-6195
Phone Conference ID: 527 401 169#

AGENDA

- I. Welcome and Opening Remarks Mr. Thomas Freeland, SWDB Chair
- II. Approval of Minutes from June 19, 2025* Mr. Freeland
- III. DEW Director's Report Mr. William Floyd
- IV. Partner Spotlight SC Commission for the Blind
- V. High-Performing Workforce Award Ceremony Mr. Freeland
- VI. Adjourn Mr. Freeland

*Denotes voting item



Governor's State Workforce Development Board

June 19, 2025, State Workforce Development Board Meeting Minutes

MEMBERS PRESENT:

Mr. Thomas Freeland
Mr. William Floyd
Mr. Cliff Bourke, Jr.
Mr. Charles Brave, Jr.
Mr. Gregory C. Clark
Col. Craig Currey (retd.)
Ms. Darline Graham
Ms. Felicia Johnson
Mr. Mike King

Rep. Randy Ligon
Mr. George "GP" McLeer, Jr.
Mr. "Pat" Michaels
Ms. Elaine Morgan
Mr. Tyler Servant
Dr. Windsor W. Sherrill
Mr. Jeremy Stephens
Mr. Gregory L. Tinnell
Ms. Britt D. Vergnolle

MEMBERS ABSENT:

Ms. Susan Cohen
Mr. J. Chris Hall
Dr. Tim Hardee
Mr. Jay Holloway
Mr. Michael W. Sexton
Mr. Warren Snead
Senator Ross Turner
Mr. John Uprichard

Welcome and Opening Remarks **Mr. Thomas Freeland, SWDB Chair**

Mr. Thomas Freeland, State Workforce Development Board (SWDB) Chair, called the meeting to order at 11:00 a.m. A quorum was present.

Mr. Freeland acknowledged the guest speakers:

- Latoya Roundtree with the Department of Social Services,
- Ken Srebnik and Jeff Deaton with AESC
- Brigitte Coates, Pee Dee Local Workforce Development Area

He thanked the State and Local Workforce Development Board members who attended the SWDB training(s) in April and noted that:

- 72 board members participated in the Annual Ethics Training, marking the first invitation for local board members
- 62% of SWDB members participated in the WIOA Funding Allocation Formula Training, including several who joined virtually

Approval of March 20, 2025, Meeting Minutes* **Mr. Freeland**

Col. Craig Currey motioned to approve the March 20, 2025, meeting minutes. Mr. Charles Brave, Jr. seconded the motion. The State Workforce Development Board (SWDB) unanimously voted to approve the meeting minutes.

Review of SWDB Bylaws* **Mr. Pat Michaels**

Mr. Pat Michaels recommended the following *key* revisions to the SWDB Bylaws:

- **Article III** –remove “the option for reappointment for one consecutive term” and add that a second term would automatically begin at the end of the first term. Add language to Section 3.2 Term Limits for Holdover Status to address the scenario where board members, at the discretion of the governor, may continue to serve in a hold-over capacity at the end of their second term until they are formally reappointed, or a successor is duly appointed.



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- **Article V** - add language in Section 5.1(C) permitting the State Board and/or Committees to attend trainings or special events approved by SWDB staff and the Board chair to serve as substitutes for hosting formal meetings, to fulfill the quarterly full board and/or Committee meeting requirements allowing flexibility to meet quarterly meeting requirements within a given year.

Mr. Charles Brave, Jr. motioned to approve the amended SWDB Bylaws. Mr. George "GP" McLeer, Jr. seconded the motion. The amended Bylaws were unanimously approved by the State Workforce Development Board.

PY'25 SWDB Funding*Ms. Pamela H. Jones

Ms. Pamela Jones presented the following interim funding recommendation of \$2.1 million for PY'25 statewide activities, including funding to support outreach, LWDA funding, security at SC Works Centers, and operational costs.

- *Workforce Development Symposium Sponsorship – \$15,000:* This funding will be used to cover the sponsorship costs for the 2025 Workforce Development Symposium hosted by the SC Chamber of Commerce in partnership with DEW and the State Workforce Development Board.
- *Workforce Heroes and High-Performing Workforce Board Awards – \$1,600:* This funding will be used for the costs associated with trophies and awards for Workforce Heroes and High-Performing Workforce Boards.
- *SC Works Conference – \$150,000:* The SC Works Conference will bring together WIOA programs, SC Works staff, and partners to discuss current and future workforce development challenges, while facilitating networking among workforce development leaders and staff across our state.
- *LWDA Funding – \$864,000:* Local Workforce Development Areas (LWDA) that received a decrease in Program Year (PY) 2024 funding would be provided a grant in the amount of 75 percent of the loss experienced. These grants would have a period of performance of one program year.
- *SC Works Branding and Outreach – \$100,000:* Outreach is a key component of any workforce strategy. Funding will support state-level outreach and promotion of the SC Works system and workforce programs.
- *Statewide Operating Costs – \$25,000:* Funding will be used for SWDB and SC Works operating costs, including the annual Blanket Accident Insurance policy renewal, participation in national organizations such as the National Governors Association, software, and other operating expenses.



Governor's State Workforce Development Board
June 19, 2025, State Workforce Development Board Meeting Minutes

- *SC Works Security Funding – \$1,000,000:* Funding will be used to deploy security guards at SC Works centers to ensure a safe environment for staff and customers by monitoring activities and intervening to de-escalate volatile situations.

Ms. Jones explained that the funding request for security in the SC Works Centers is to ensure the safety of customers who receive services and SC Works staff and partners. Staff is reviewing the method by which the funding will be deployed.

Mr. Charles Brave, Jr. motioned to approve the PY'25 interim funding recommendation. Mr. George “GP” McLeer, Jr. seconded the motion. The State Workforce Development Board unanimously approved the PY'25 interim funding recommendation.

LWDA Subsequent Designation & LWDB Certification* Ms. Tameka Pauling
Ms. Tameka Pauling, Workforce Support Manager, presented on the subsequent designation of local workforce development areas (LWDA) and certification of local workforce development boards (LWDB). She explained that WIOA requires the Governor in each state to designate local areas and certify local boards every two years. All 12 local areas submitted timely petitions and are compliant with subsequent designation and certification requirements. Ms. Pauling recommended subsequent designation and certification for all 12 local areas and local workforce boards for Program Years 2024 and 2025.

Mr. George “GP” McLeer, Jr. motioned to approve the subsequent designation and certification for all 12 areas and boards for Program Years 2024 and 2025. Mr. Gregory C. Clark seconded the motion. The State Workforce Development Board unanimously approved the LWDA Subsequent Designation & LWDB Certification.

DEW Director’s Report..... Mr. William Floyd
Mr. William Floyd, Executive Director, S.C. Department of Employment and Workforce (DEW), presented the state’s employment situation, including employment rates, current agency initiatives and projects, and an update from the Coordinating Council for Workforce Development (CCWD).

Partner Spotlight..... Department of Social Services
The Partner Spotlight showcases the innovation and accomplishments of partner programs that significantly impact workforce development, enhances collaboration, and raises awareness of partner services. The 4th quarter partner spotlight was SC Department of Social Services (DSS), presented by Ms. Latoya Rountree, SNAP E&T Program Director. Ms. Roundtree’s presentation focused on the Supplemental Nutritional Assistance Program Employment and Training (SNAP E&T) and Temporary Assistance for Needy Families (TANF) Work Programs, administered by DSS’s Division of Employment Services.



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In compliance with the US Department of Agriculture Food and Nutrition Service (USDA FNS) Ms. Roundtree facilitated a discussion seeking input from the Board on how the SNAP E&T program can better support the Board's initiatives.

LWDA/Business Spotlight..... Pee Dee/AESC

In Program Year (PY) 2023, SWDB allocated \$3 million for Workforce Innovation Grants (INN) to support Local Workforce Development Areas (LWDAs) in piloting new strategies for enhancing the delivery of workforce development resources. Pee Dee LWDA was awarded Workforce Innovation funding. Ms. Brigitte Coates, Workforce Regional Director of the Pee Dee LWDA, along with Mr. Ken Srebnik, AESC Director of Marketing, and Mr. Jeff Deaton, AESC Sr. VP, presented on how the funding has been used to engage and support employers in the energy sector in the Pee Dee Region.

SWDB Member Acknowledgement.....Mr. Freeland

Chairman Freeland recognized the following members for their contributions to the state's workforce development system through relevant initiatives or notable accomplishments in PY'24:

- Col. Craig Currey (retd.), CEO, Transitions Homeless Center
- Commissioner Felicia Johnson, SC Vocational Rehabilitation
- Representative Randy Ligon, House of Representatives
- Mr. Pat Michaels, CEO & President, Goodwill Industries of the Upstate/Midlands South Carolina
- Ms. Elaine Morgan, CEO, Berkeley Chamber of Commerce
- Mr. Warren Snead, HR Manager, Cooper Standard
- Mr. Jeremy Stephens, Executive VP and Chief HR Officer, Tidelands Health

Ms. Pamela Jones recognized SWDB Chair, Mr. Thomas Freeland and Vice-Chair Mr. Warren Snead, for "leading by example" presenting to local workforce development boards in support of the Board's priority to increase engagement between the state and local workforce areas.

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

Chairman Freeland reminded members that in lieu of a PY'25 1st quarter SWDB meeting, members are asked to attend the 2025 Workforce Development Symposium on September 17, 2025, at the Columbia Metropolitan Convention Center Board.

The next full board meeting will occur during the second quarter of PY'25 in the C. Lem Harper Building. Following the SWDB meeting, members and guest will celebrate the Local Workforce Development Board's High-Performing Workforce Development nominees presenting them with the 2024 Workforce Hero Award.

The meeting adjourned at 12:41 p.m.



State Workforce Development Board

PY'25 Q2

Thursday, December 11, 2025

SWDB Meeting Agenda

- I. WELCOME AND OPENING REMARKS
- II. APPROVAL OF MEETING MINUTES FROM JUNE 19, 2025*
- III. EXECUTIVE DIRECTOR'S REPORT
- IV. PARTNER SPOTLIGHT
- V. HIGH-PERFORMING WORKFORCE AWARD CEREMONY
- VI. OTHER BUSINESS/ADJOURN

MEMBERS PRESENT:

Mr. Thomas Freeland
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Mr. Charles Brave, Jr.
Mr. Gregory C. Clark
Col. Craig Currey (retd.)
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DIRECTOR'S REPORT

WILLIAM FLOYD, EXECUTIVE DIRECTOR

Statewide Development Board Meeting

**S.C. Department of
Employment and Workforce
Executive Director William Floyd**

December 11, 2025



A scenic view of a bridge over a river. In the foreground, a wooden boardwalk with a metal railing runs along the water's edge. Large trees with green leaves frame the scene. In the background, a long, multi-arched concrete bridge spans the river under a blue sky with scattered clouds.

WTOA Annual Report



Scan Me!

WIOA Report Highlights

- **Fiscal and Programmatic performance outcomes**
- **Progress Toward Achieving Vision and Goals**
 - SCWOS Modernization Activity.
 - Cross-Partner Staff Training.
 - High-Value Credentials and Supply Gap Analysis.
- **Promising Practice**
 - The agency's Work Opportunity Tax Credit (WOTC) department received a grant to automate a manual practice and saw a 47% reduction in the backlog of requests needing action.

South Carolina WIOA State Plan Priorities 2024-2027
The WIOA State Plan is required by the federal Workforce Innovation and Opportunity Act.

VISION
Achieve and sustain South Carolina's workforce potential.

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

GUIDING PRINCIPLES

- Align with the Unified State Plan for Education and Workforce Development.
- Focus solely on activities that support the mission.
- Evaluate economic and labor market data, and actively listen to an inclusive group of partners, employers, and jobseekers.
- Base strategies and decisions on data and input.
- Be accountable for outcomes that support business growth and economic opportunities for all South Carolinians.

GOALS/OBJECTIVES

STRATEGIES

1

Develop and create an effective customer-driven workforce system through alignment of programs and policies, the use of leading-edge technology, and high-quality staff.

ACTION ITEMS

- 1.1 Implement a case management system that integrates data across the WIOA core partner programs.
- 1.2 Develop and implement cross-partner staff training to enhance service delivery to jobseekers and businesses.

GOALS/OBJECTIVES

STRATEGIES

2

Prepare jobseekers for high wage, high growth, high demand, high mobility/retention (4-H) occupations* through relevant training and skills acquisition, and match jobseekers to open employer positions.

* These are what the Coordinating Council for Workforce Development define and refer to as "priority occupations."

ACTION ITEMS

- 2.1 Increase the percentage of participants that obtain high-value credentials.
- 2.2 Increase access to education and training necessary for individuals to use broadband to advance their personal goals and increase South Carolina's technology workforce competitiveness.
- 2.3 Improve strategic outreach and service delivery to employers to effectively match jobseekers with employers.



Scan Me!



CCWD Activity Update

COORDINATING COUNCIL FOR WORKFORCE DEVELOPMENT

Membership

Chair



William Floyd, Chair*
Director, Department of Employment and Workforce



Dr. Jeffrey Perez*
President & Executive Director, Commission on Higher Education



Dr. Galen DeHay
President, Tri-County Technical College



Richard Hutto
Director, Housing Finance and Development Authority



Duane Parrish
Director, Department of Parks, Recreation, and Tourism

Vice-Chair



Dr. Tim Hardee, Vice Chair*
President, State Technical College System



Jay West*
Appointee of the Speaker of the House of Representatives



Anna Duvall
Student Transitions Services Team Lead, Department of Education



Felicia Johnson
Commissioner, Vocational Rehabilitation Department



W. Hartley Powell
Director, Department of Revenue

Executive Committee



Dr. Rebecca Battle-Bryant*
Director, Office of Statewide Workforce Development



Mandy Baltzegar
Executive Director of Human Resources, Phoenix Specialty



Dr. Harrison Goodwin
Superintendent, Kershaw County School District



Barbara Livingston
Director of Human Resources, Gregory Electric Company, Inc



David Vaughan
Member, South Carolina House of Representatives



Harry M. Lightsey, III*
Secretary, Department of Commerce



Dr. David Cole
President, Medical University of South Carolina



Jay Hamm
Vice President of Operations, Lexington Medical Center



Todd McCaffrey
Secretary, Department of Veterans' Affairs



Hugh E. Weathers
Commissioner, Department of Agriculture



Shane Massey*
Senator, South Carolina Senate



Dr. Richard Cosentino
President, Lander University



Hollie Harrell
Director, Anderson 1 & 2 Career and Technology Center



Brad Hutto
Senator, South Carolina Senate



Cezar McKnight
Former Member, South Carolina House of Representatives



Michael Morris
Head of Site HR / Compliance Delegate



Guest Panel Topics

- Discussion of how educators are helping students gain soft/essential skills occurred through a panel with educators spanning K-12, technical colleges, and universities.
- Project updates included work-based learning communication, college and career ready indicator research, and agencies partnering to prepare individuals for waste water treatment, water treatment, and building code inspectors (LLR, State Tech, Voc Rehab).

Committee updates

- continued development of the next supply-gap analysis,
- progress on creation of a career pathways template for industries and educators to utilize,
- veterans' Smart Start virtual transition assistance tool
- centralized data dashboards coming to FindYourFuture.sc.gov next year along with content on best practices,
- results of an employer survey on functionality most desired in the Find Your Future Portal, and
- progress on securing a consultant to assist with drafting the RFP and program assurance for the Portal (Nina is on the committee that approved scope of work)



Workforce Development Month Recap

2025 Workforce Development Month

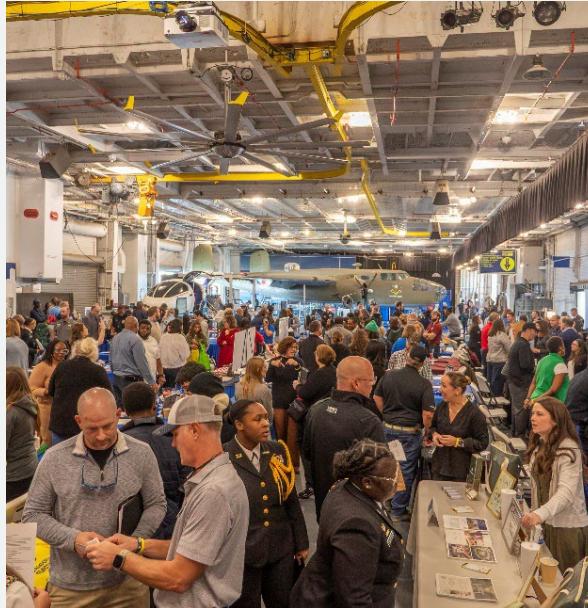
- Dozens of job fairs and hiring events with at least four in every workforce area of the state.
- SC@Work Rural Connections Outreach increased to more than 50 community events and workshops for September.
- SC Chamber of Commerce Workforce Symposium.
- Michelin: 2025 Workforce Champion Award Ceremony.
- Black River Electric Cooperative: Announcement of the 2025 SC@Work Photo Contest Winner.



SC@WORK:
PHOTO CONTEST

The background image is a wide-angle aerial photograph of the Arthur Ravenel Jr. Bridge in Charleston, South Carolina. The bridge is a cable-stayed bridge with two tall pylons and multiple stay cables. It spans a large body of water, likely the Cooper River, with a distant shoreline visible under a dramatic sky filled with scattered clouds and a setting sun on the horizon.

Fiscal Year 2025 Activities



STAYS

Since launching, the program has worked with over **650 participants** and expanded its network of STAYS employers to at least 320 participating organizations.

In just one year, at least **260 veterans** and **military spouses** have been hired as a result.

672

320

261

Participants

Employers

Hires



S.T.A.Y.S

Rural Outreach PY'25



Recruitment Events

Month	Events	Attendees	Employers	Follow-Ups	Potential Hires	Virtual
July'25	102	3,068	260	1,963	1,037	10
August'25	85	2,297	256	1,082	748	14
September'25	87	3,843	476	2,105	1,180	8
October'25	81	3,051	392	1,754	815	9

A scenic waterfront boardwalk with palm trees, colorful buildings, and boats in the background.

2026 Initiatives

Monthly Initiatives



February: Job Shadowing (including work based learning, seasonal work, youth employment, looking for a job after graduation)



April: Spring Into Employment
(RESEA, WRAP, Second Chance, and Growing SC@Work. Resume refresh, practicing interviewing skills)



May: Small Business Recognition



September: Workforce Development Month



October: NDEAM & Manufacturing Month



November: Veterans in the Workforce



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce

THANK YOU

An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. For program funding details in compliance with the Stevens Amendment, please visit www.dew.sc.gov/funding.



Supplemental
Nutrition
Assistance
Program



PARTNER SPOTLIGHT: SC Commission for the Blind



PARTNER SPOTLIGHT: SC COMMISSION FOR THE BLIND

NIKI OUTEN,
TRAINING CENTER PROGRAM LEAD &
BUSINESS ENTERPRISE PROGRAM TRAINER





South Carolina
Commission for the Blind

WIOA Core Partner

Workforce Innovation & Opportunity Act

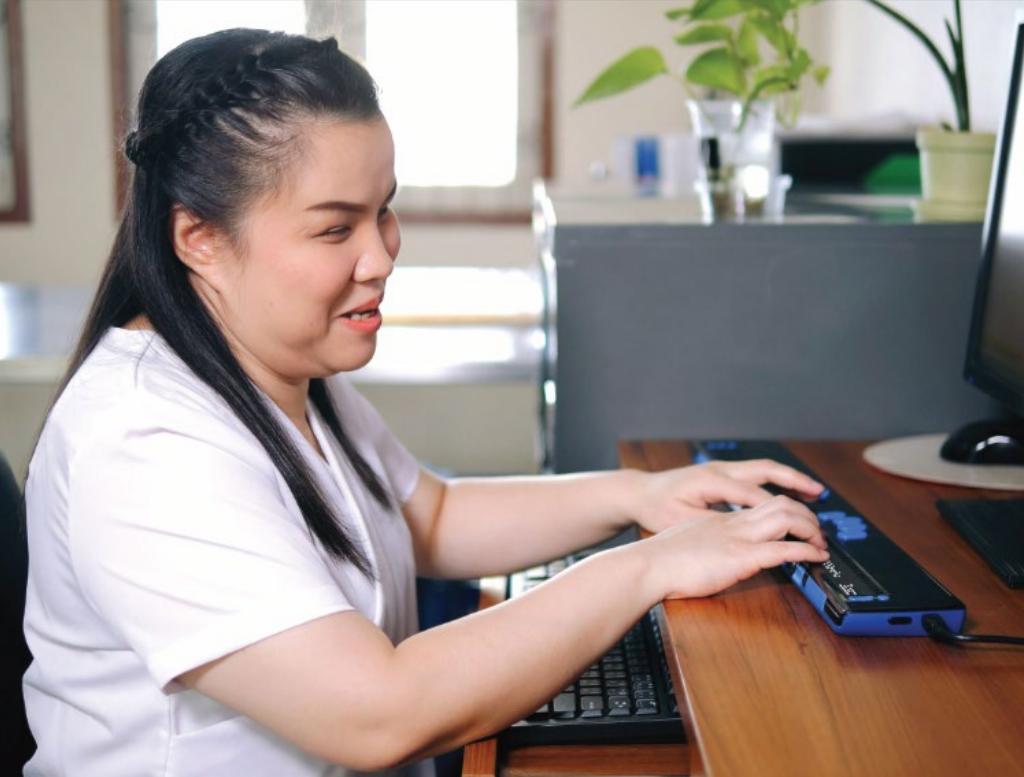
- ▶ SC Commission for the Blind
- ▶ SC Department of Employment and Workforce
- ▶ SC Department of Education Office of Adult Education
- ▶ SC Vocational Rehabilitation Department



Our Mission



Providing quality, individualized vocational rehabilitation, independent living, and prevention services that lead to competitive and integrated employment and/or social and economic independence for individuals who are blind and low vision.



Services

Employment

Independence

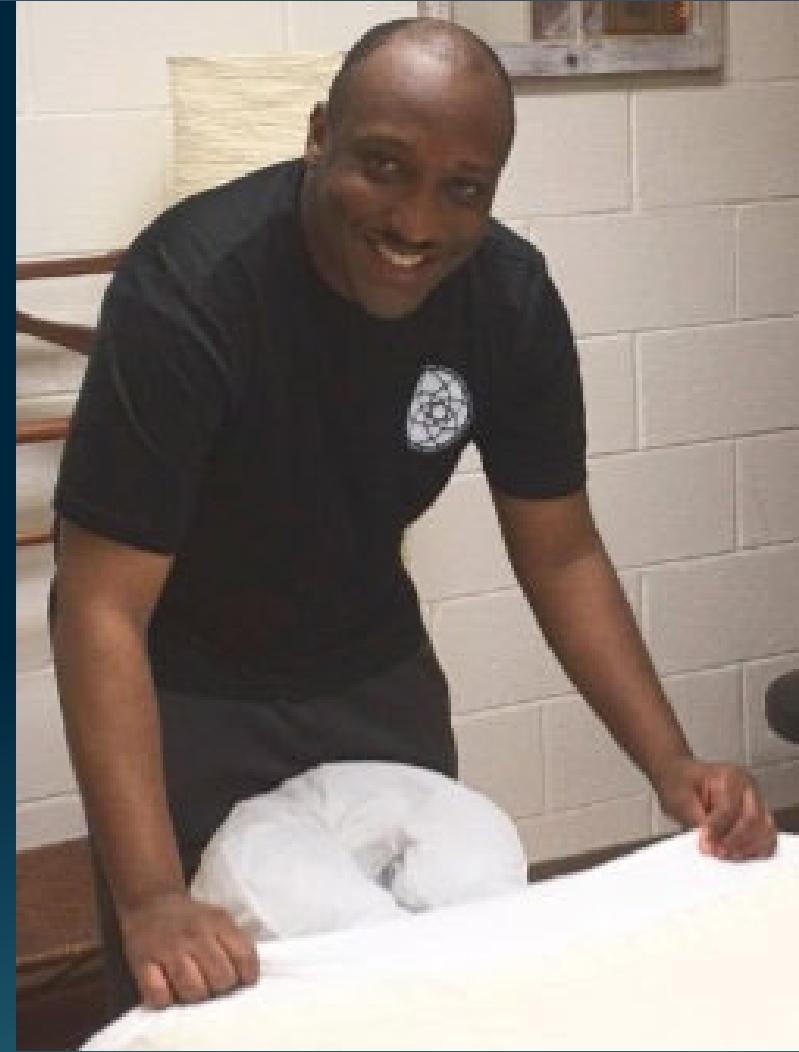
Prevention

Services

Employment

Vocational Rehabilitation

- ▶ The largest program at SCCB
- ▶ Serves youth and adults with legal blindness or severe visual disability
- ▶ Assists consumers in building skills necessary to:
 - ▶ Maintain independence and self-sufficiency
 - ▶ Find, maintain, regain, or advance in competitive, integrated employment
- ▶ Provides employers with skilled workers



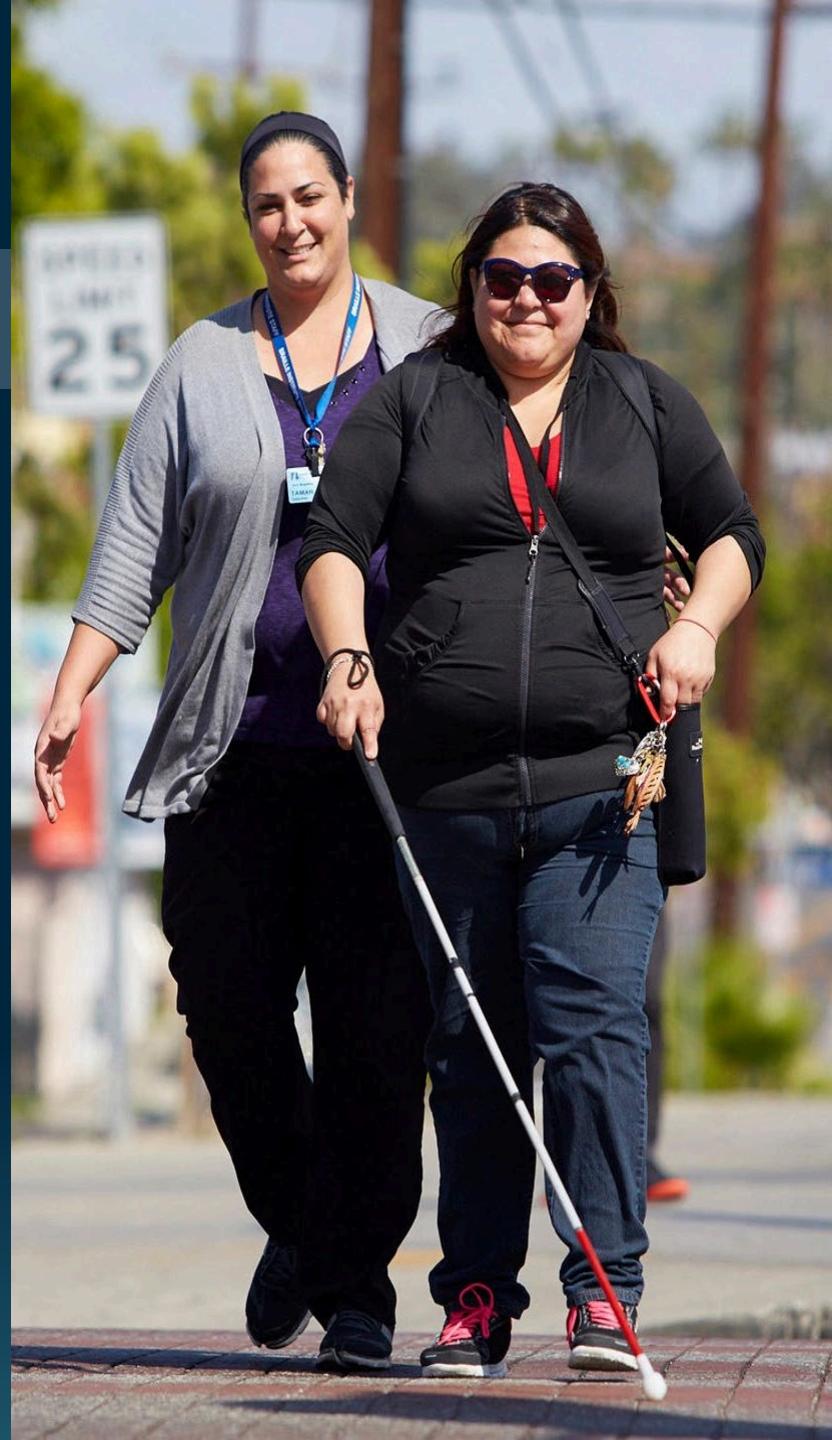
Services

Employment

Vocational Rehabilitation

Services may include:

- ▶ Adjustment services such as:
 - ▶ Orientation and Mobility instruction
 - ▶ Home Management skills
- ▶ Vocational Evaluation
- ▶ Assistive technology assessments and training
- ▶ Assistance with educational goals



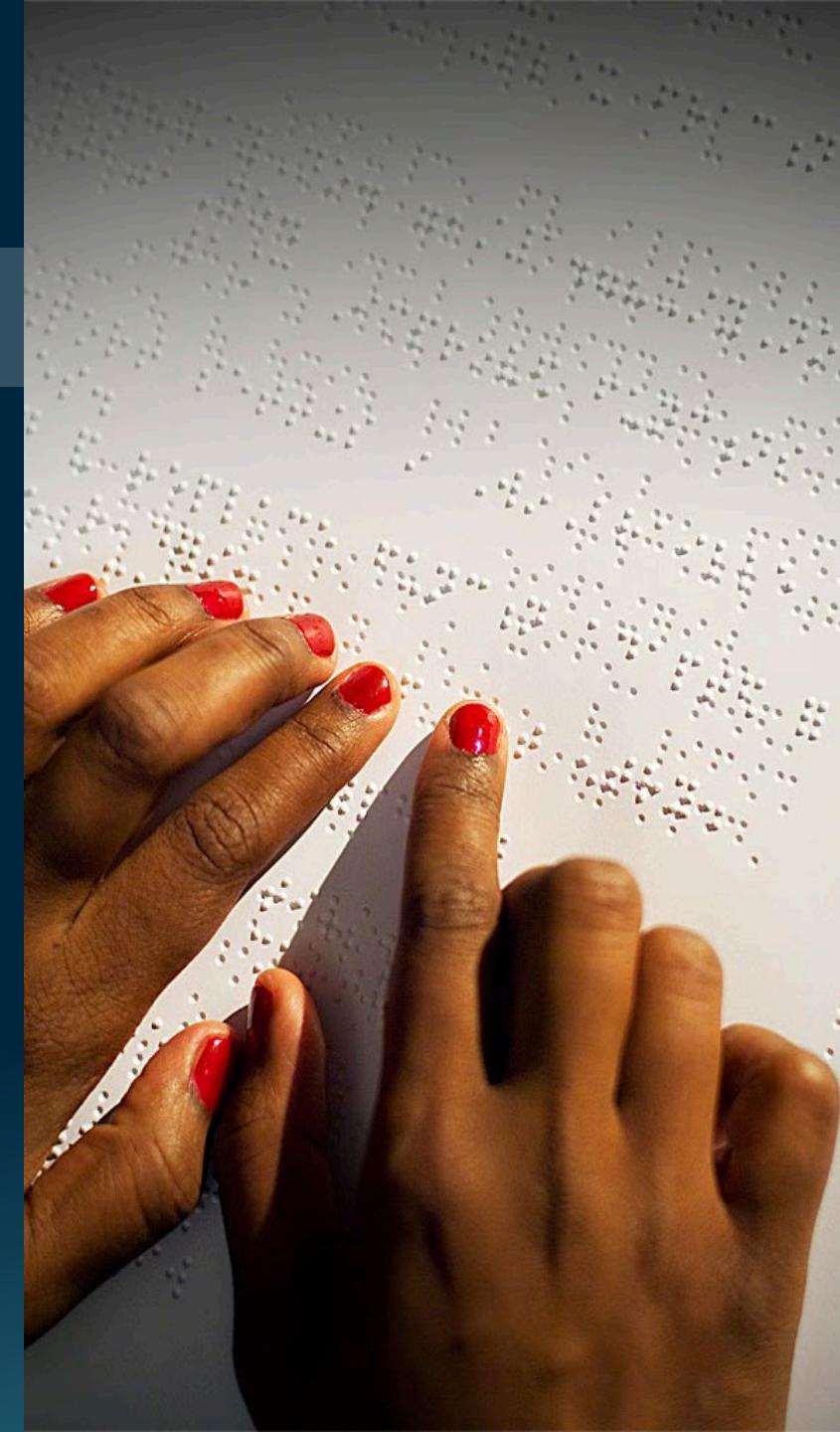
Services

Employment

Vocational Rehabilitation

Training center

- ▶ Offers residential and non-residential programs to meet consumer needs
- ▶ Located on SCCB's Columbia Campus
- ▶ Services/training may include:
 - ▶ Braille instruction
 - ▶ Home management
 - ▶ Computer skills
 - ▶ Self-employment
 - ▶ Assistive technology assessments and training



Services

Employment

Youth Services

- ▶ For youth who are blind or low vision ages 13-24
- ▶ Part of Vocational Rehabilitation
- ▶ Promotes independence and vocational success
- ▶ Helps students navigate from pre-school to post-secondary education to employment



Services

Employment

Pre-Employment Transition Services (Pre-ETS)

- ▶ Available to students ages 13-21 presumed eligible for services (IEP or 504 plan indicates they MAY meet SCCB eligibility, but they do NOT have to apply for services)
- ▶ Pre-ETS include:
 - ▶ Self-Advocacy
 - ▶ Career Readiness
 - ▶ Job Exploration
 - ▶ Work Based Learning
 - ▶ Postsecondary Counseling

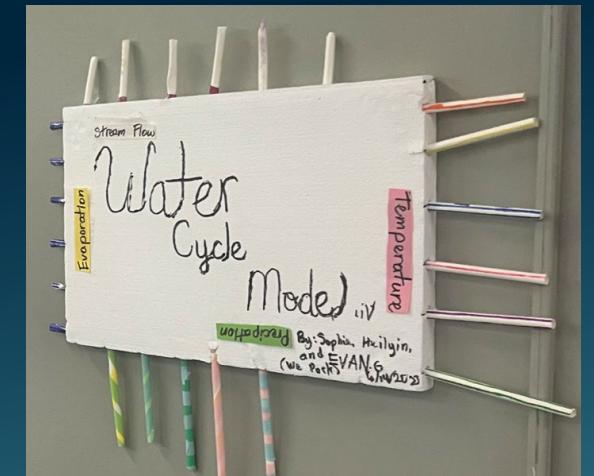


Services

Employment

Summer Teen

- ▶ Multi-week program for any student aged 13-21 currently receiving VR services from SCCB
- ▶ Students participate in residential programming which may include:
 - ▶ Planning travel using different transportation options (ride share, public transportation, etc.)
 - ▶ Learning about personal finance and budgeting
 - ▶ Some complete work-based learning experiences with local employers



Services

Employment

Business Enterprise Program (BEP)

- ▶ Opportunity for qualified adult consumers receiving VR services to become self-employed vending or food service facility operators
- ▶ Licensed vendors operate vending or food service locations on federal or other property statewide:
 - ▶ Includes vending machine routes, cafeterias, micro markets, and military dining facilities

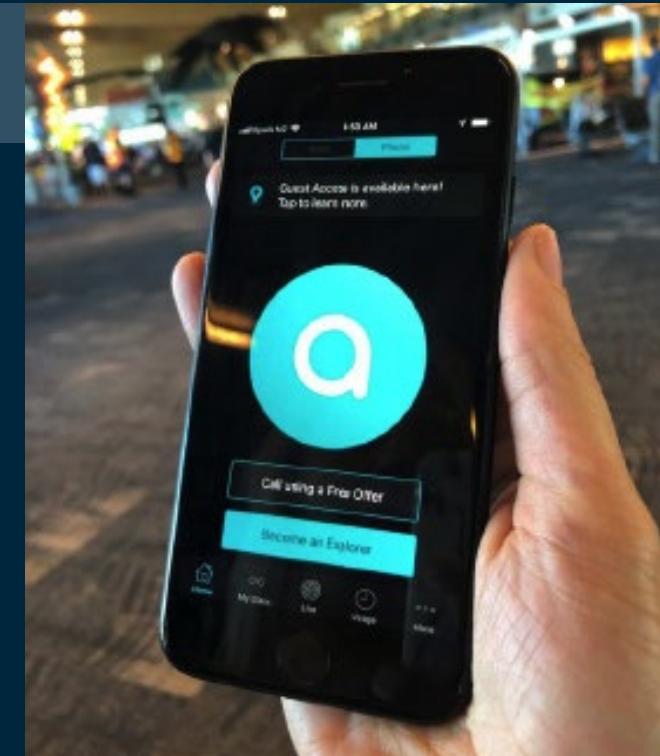


Services

Rehabilitation Technology

Assistive technology allows an individual with a vision impairment to access information:

- ▶ Screen readers such as JAWS (Job Access With Speech)
- ▶ Screen magnifiers such as ZoomText
- ▶ Hand-held magnifiers
- ▶ Low vision devices
- ▶ Smart phone apps



Services

Rehabilitation Technology

Assists consumers of all ages:

- ▶ Low vision assessment
- ▶ Recommendations for devices that address specific barriers in daily living activities
- ▶ Training on proper use of low vision aids

Evaluation of consumer's vision may include:

- ▶ Visual field testing
- ▶ Sensitivity to contrast and lighting assessment



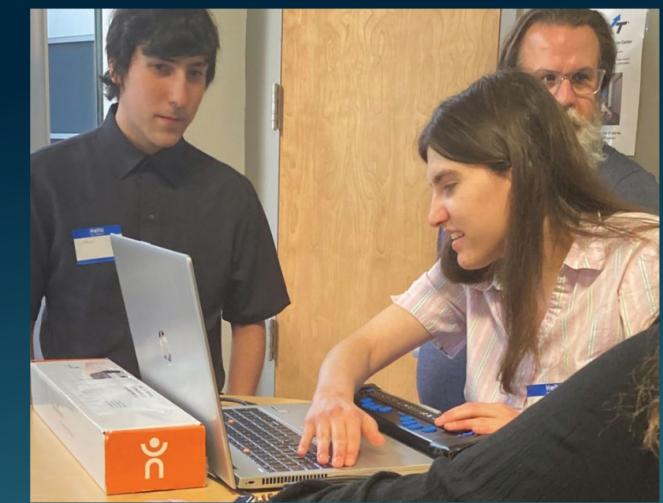
Services

Deaf-blind Bilingual Services

Specialized services for individuals who are blind or low vision:

- ▶ Who are also Deaf or hard-of-hearing
- ▶ Whose primary language is not English

Provides support for all SCCB programs which require a bilingual counselor or Deaf-blind expertise



Services

Independence

Children's Services

- ▶ For children ages 3-12
- ▶ Ensure assistive technology available at home
- ▶ Build confidence and self-sufficiency from an early age
- ▶ Works closely with a child's family, school, and other agencies and organizations to ensure the child receives necessary training and accommodations



Services

Independence

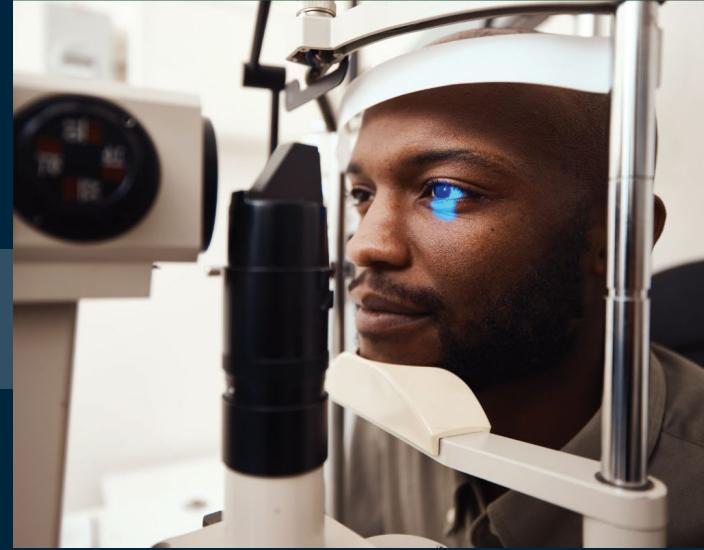
Older Blind Services

- ▶ Assist those 55 and older in remaining independent
- ▶ May provide specialized training:
 - ▶ Adjustment to blindness
 - ▶ Orientation and Mobility instruction
 - ▶ Use of adaptive computer software
- ▶ May provide low vision aids such as:
 - ▶ Digital magnifiers
 - ▶ Electronic reading devices



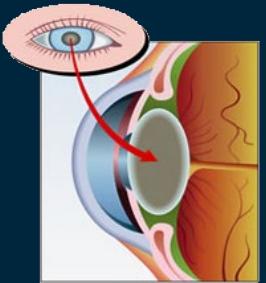
Services

Prevention

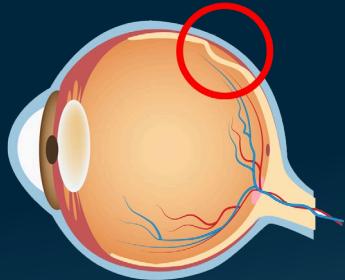


Prevention Services

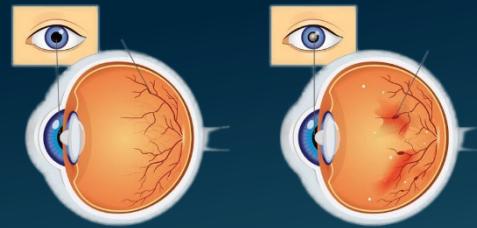
- ▶ Assistance for sight-saving surgeries for individuals who meet financial need requirements
- ▶ Education on blindness prevention and eye safety



Cataract



Retinal Detachment



Diabetic Retinopathy

Eligibility for Services

Eligibility for Services

Legal Blindness

For most SCCB programs, an applicant must:

- ▶ Meet the definition of legal blindness OR
- ▶ Have a progressive visual condition that may lead to blindness within 24 months

Legal blindness means a person has:

- ▶ A visual acuity of 20/200 in the better eye, with correction, OR
- ▶ A visual field of 20 degrees or less

Some programs may have additional requirements



Eligibility for Services

Legal Blindness



20° field of view

OR



20/20 vision

200 feet away

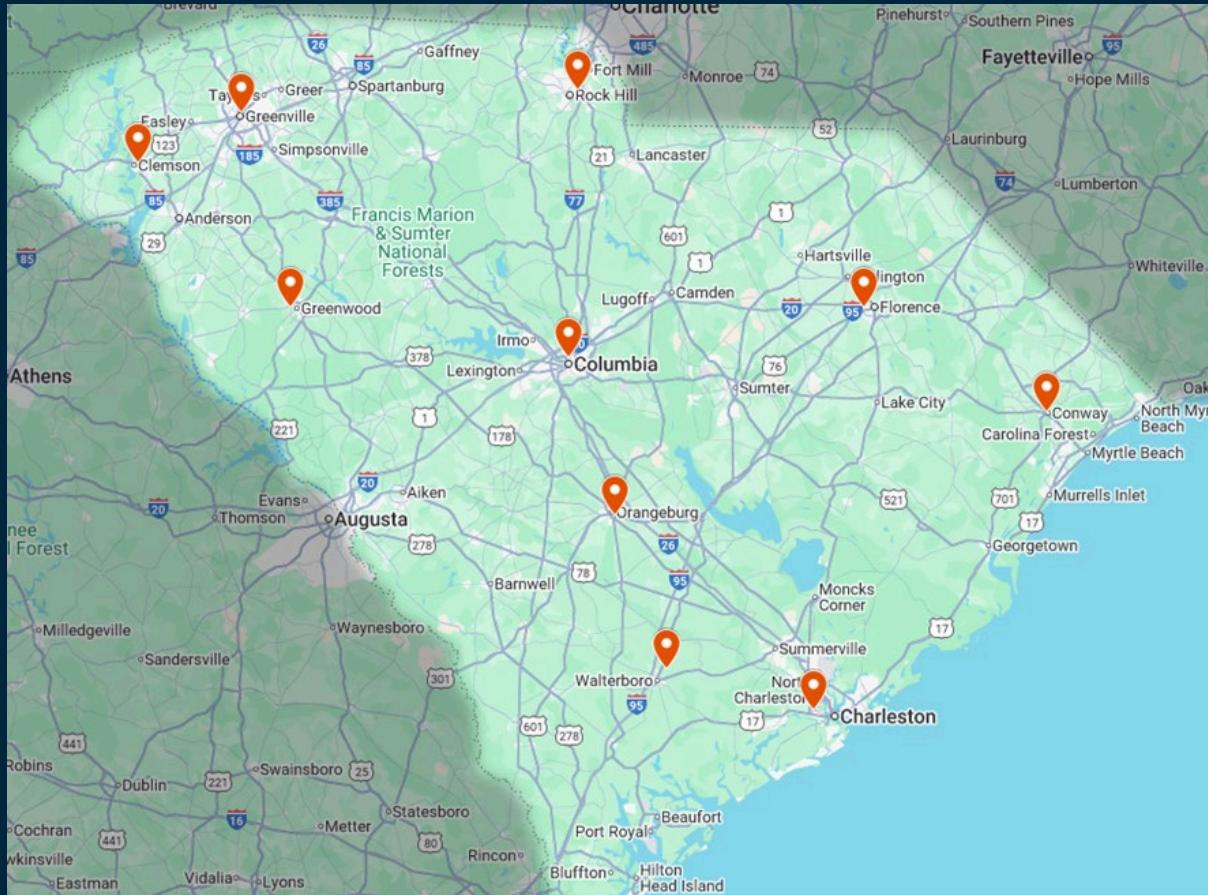


20/200 vision

20 feet away

For More Information

SCCB Locations



sccb.sc.gov/about/locations/



South Carolina Commission for the Blind

1-888-335-5951 (toll free)

sccb.sc.gov



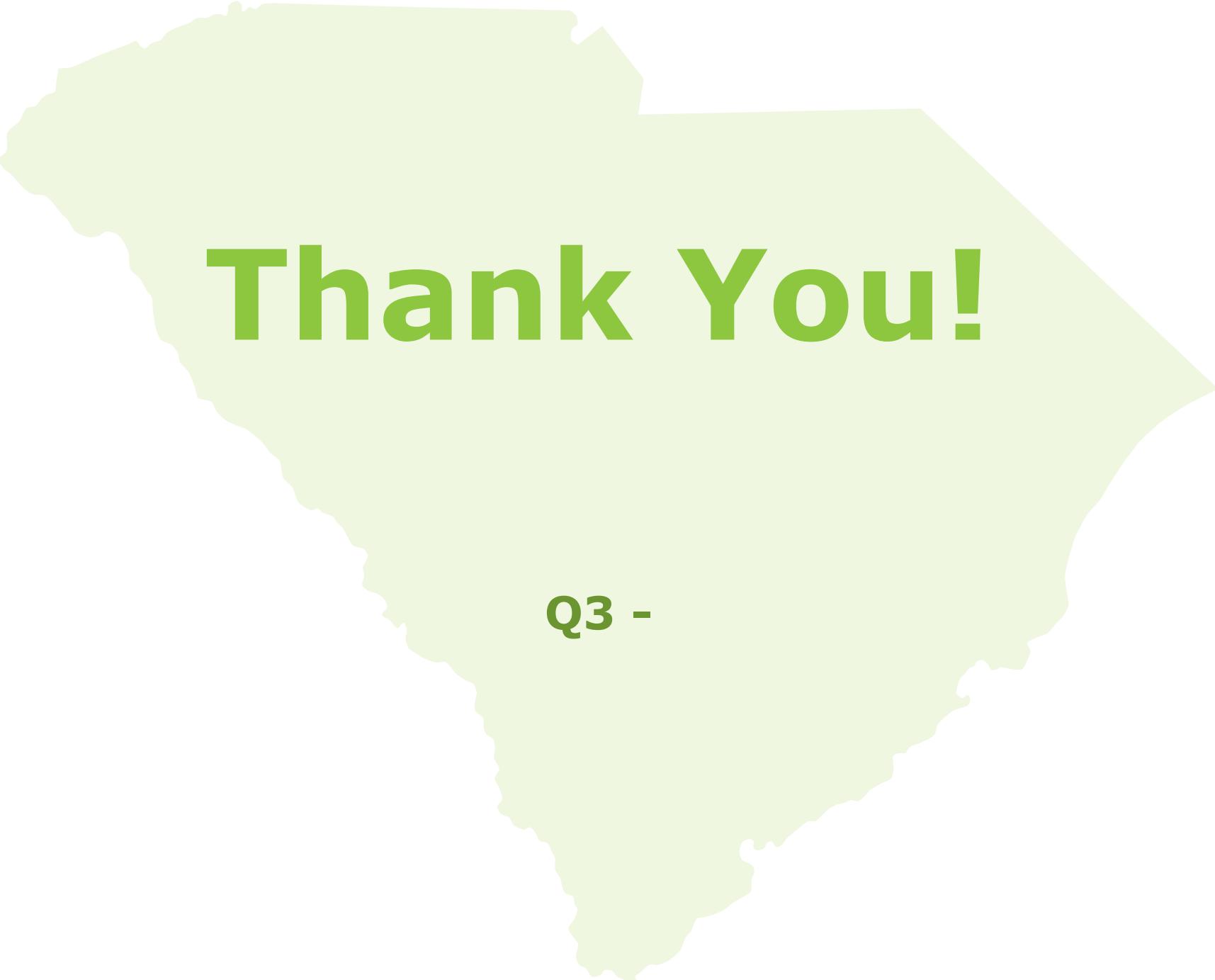
High-Performing Workforce Award Ceremony



2024 WORKFORCE HERO AWARD



HIGH-PERFORMING WORKFORCE BOARD INCENTIVE AWARD



Thank You!

Q3 -