



**Board Development Committee Meeting
Thursday, October 22, 2026, at 11:00 a.m.**

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AGENDA

- I. Welcome and Opening Remarks Mr. Pat Michaels, Committee Chair
- II. Approval of July 23, 2026, Meeting Minutes* Mr. Pat Michaels
- III. 2026 SWDB Satisfaction Survey Responses Ms. Pamela Jones
- IV. SC Works Partner Group Ms. Nina Staggers
- V. 2026 Workforce Development Month Update Ms. Pamela Jones
- VI. Other Business/Adjourn..... Mr. Pat Michaels

*Denotes Voting Item



**Governor's State Workforce Development Board
July 23, 2026, Board Development Committee Meeting Minutes**

Members Present:

Mr. Patrick "Pat" Michaels
Mr. Thomas Freeland
Mr. Charles Brave, Jr.
Ms. Hope Broadway
Ms. Robyn Knox

Members Absent:

Mr. Chris Hall

Welcome and Opening Remarks Mr. Pat Michaels, Committee Chair

Mr. Pat Michaels, Board Development Committee Chair, called the meeting to order at 11:00 a.m. A quorum was present.

Mr. Michaels welcomed new committee member Ms. Hope Broadway.

Approval of April 23, 2026, Meeting Minutes* Mr. Pat Michaels

Motion was made by Mr. Charles Brave, Jr., to approve the April 23, 2026, meeting minutes. Ms. Robyn Knox seconded the motion. The Committee unanimously approved the meeting minutes.

PY'26 Priority Updates Ms. Pamela Jones

Ms. Pamela Jones presented the Committee's PY'26 priorities, noting that the objectives and strategies in the 2024-2027 SWDB Strategic Plan were modified to align with the five pillars outlined 2026 Workforce Innovation and Opportunity Act (WIOA) State Plan Modification in accordance with the America's Talent Strategy: Building the Workforce for the Golden Age.

- Pillar III: Integrated Systems: Replacing a fragmented web of duplicative programs with a streamlined, coordinated system that delivers unified workforce services.
 - *SWDB Onboarding & Staff Training (Survey)*
 - Update the SWDB New Member Onboarding training using feedback from current and newly appointed SWDB members. SC Works Staff and partners will also use the updated training.
 - *Encourage SWDB members to engage with their Local Workforce Development Board (LWDB)*
 - Implementation of quarterly notices to SWDB members about LWDB meetings and activities in their Local Workforce Development Area.
 - *Explore SC Works Partner Conference*
 - Review the ongoing implementation strategy.



**Governor’s State Workforce Development Board
July 23, 2026, Board Development Committee Meeting Minutes**

Strategic Plan Discussion Mr. Pat Michaels

Mr. Michaels facilitated a discussion on the SWDB New Member Onboarding update project which supports the implementation of the Committee’s priority, “SWDB Onboarding & Staff Training (Survey).” Committee members discussed survey questions to assess SWDB members perception of the current process and what they would like to see going forward.

Staff will update the survey based on Committee feedback and present the responses to the 2026 SWDB Satisfaction Survey during the Committee’s Q2 meeting.

Additionally, the committee discussed what the criteria are of an engaged board member.

Other Business/Adjourn Mr. Pat Michaels

Mr. Michaels encouraged members to attend the 2026 SC Workforce and Manufacturing Summit on September 1 & 2, 2026, at the Columbia Metropolitan Convention Center. Members were asked to reply to the communication from Staff or email swdb@dew.sc.gov to register, noting any dietary restrictions and whether accommodations are needed.

Mr. Thomas Freeland, Chair of SWDB, emphasized the significance of attending the Governor’s Workforce Champions Award Ceremony and Summit in September.

Mr. Michaels reminded members that the next full board meeting is scheduled for Thursday, December 17, 2026, at 10:00 a.m. in the Harper Auditorium, encouraging in-person attendance.

Meeting adjourned at 12:01 p.m.

Responses Overview Closed

Responses

77

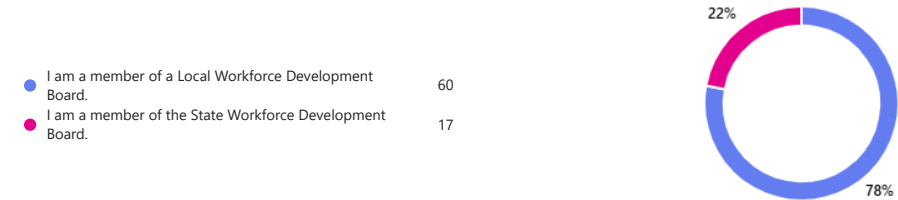
Average Time

11:37

Duration

26 Days

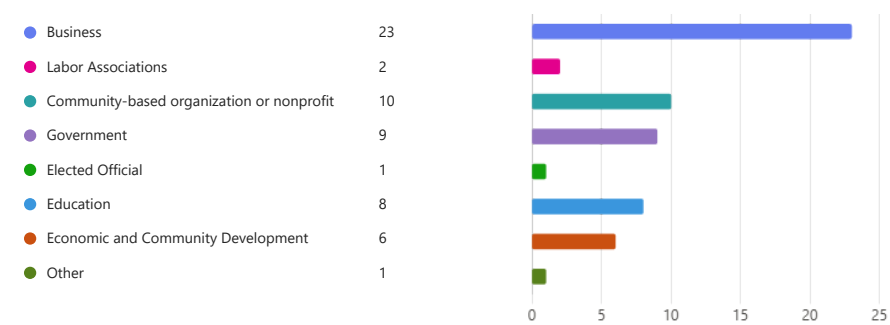
1. To what degree are you involved with workforce development in South Carolina?



3. How long have you been a member of the LWDB?



4. On the LWDB, I represent the following membership category:



5. If you selected 'Other' in response to question 4, please describe the category of membership you represent.

5
Responses

Latest Responses
...

1 respondents (20%) answered healthcare/hospital for this question.

Community

healthcare/hospital

hospital services

physician practices

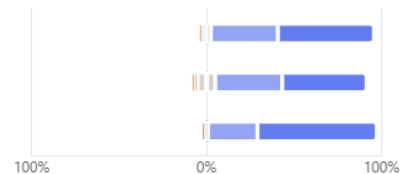
6. Role, Purpose and Priorities of the State Workforce Development Board (SWDB)

1: Strongly Disagree 2: Disagree 3: Neutral 4: Agree 5: Strongly Agree

I understand the role and priorities of the SWDB.

I understand the relationship between the SWDB, DEW, LWDBs and the broader workforce system.

A high level of engagement between LWDBs and the SWDB is necessary to achieve a high-quality, customer-driven workforce system.



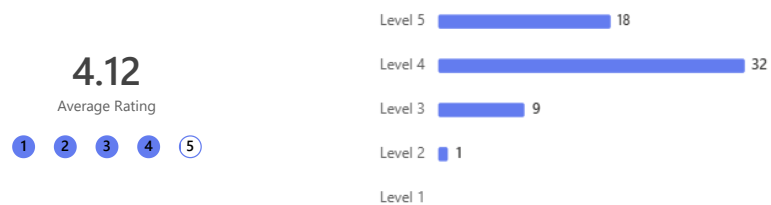
7. In your opinion, rate the current level of collaboration between your LWDB and the SWDB.



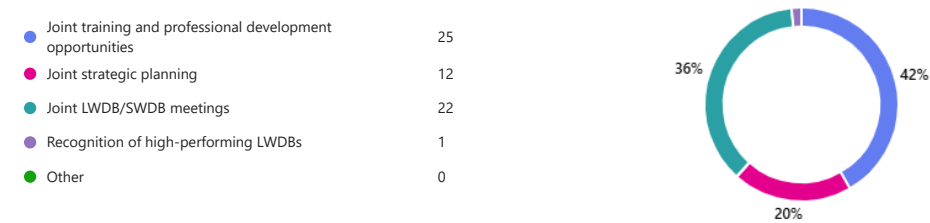
8. In your opinion, rate the current level of effectiveness of communication between your LWDB and the SWDB.



9. In your opinion, rate the current level of engagement between your LWDB and the SWDB.



10. How might we improve collaboration, communication, and engagement between the LWDB and SWDB?



11. If you selected 'Other' in response to question 10, please provide additional strategies to improve collaboration, communication and engagement.

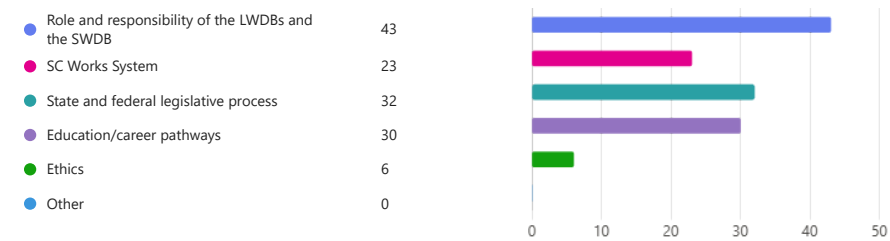
5
Responses

Latest Responses
...

1 respondents (20%) answered joint meetings for this question.

strategic joint meetings planning sessions
couple of these options

12. In what areas are you interested in joint training opportunities?



13. If you selected 'Other' in response to question 12, please provide additional joint training opportunities you would like to see moving forward.

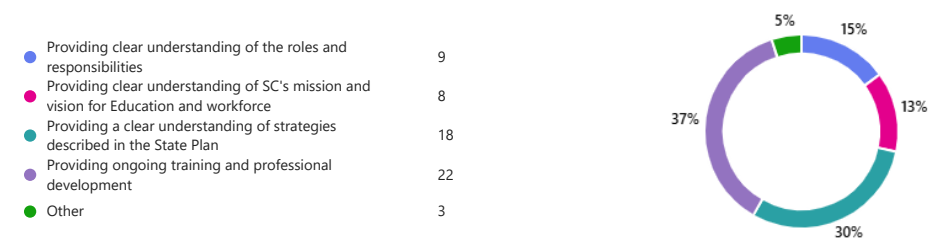
5
Responses

Latest Responses
...

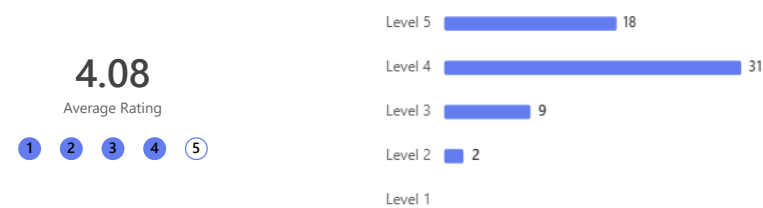
1 respondents (20%) answered Pell for this question.

Pell Workforce

14. How can the SWDB help your LWDB create a high-quality customer driven workforce system?



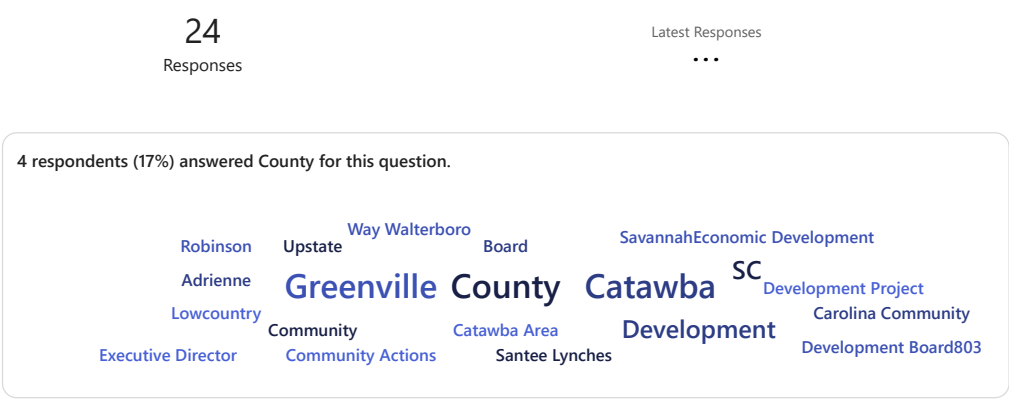
15. In your opinion, rate the current level of effectiveness of the SWDB.



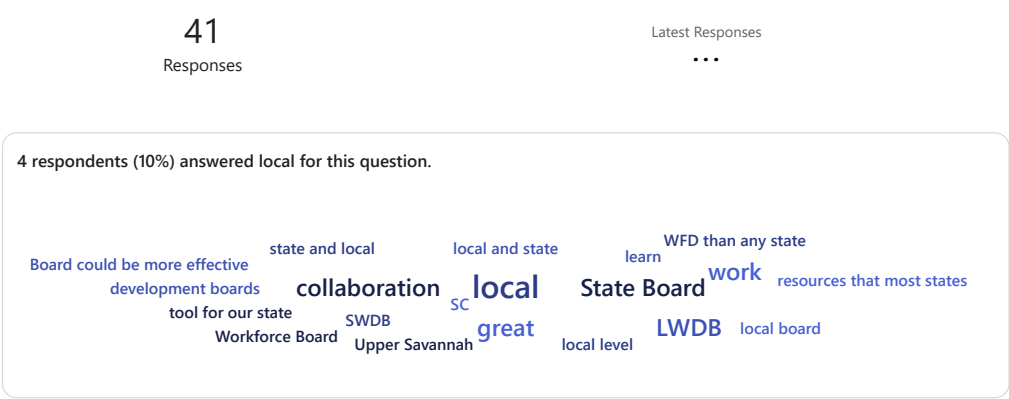
16. If the opportunity arose, would you be interested in serving on the State Workforce Development Board?



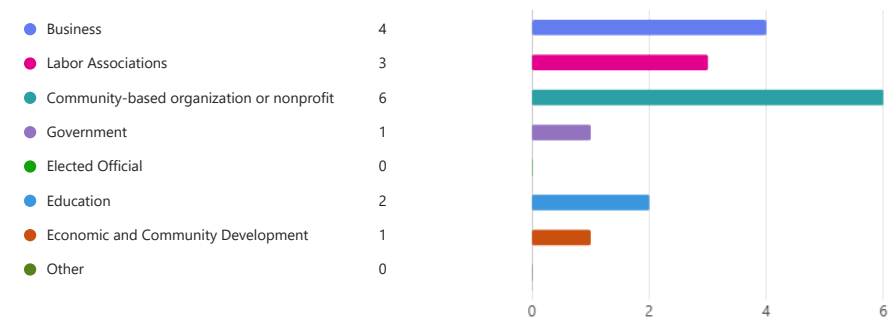
17. If you answered Yes to question 16, please provide your Name, Local Area, and contact information



18. Please share any other ideas, areas of concern, or general comments:



19. On the SWDB, I represent the following membership category:



20. If you selected 'Other' in response to question 2, please describe the category of membership you represent.



21. How long have you been a member of the SWDB?



22. Role, Purpose and Priorities of the SWDB

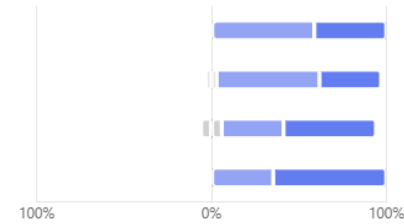
1: Strongly Disagree 2: Disagree 3: Neutral 4: Agree 5: Strongly Agree

I understand the role and priorities of the SWDB.

I understand the purpose and functions of the committee on which I serve.

The committee structure is appropriate for the purpose of the SWDB.

I understand the relationship between the SWDB, DEW and the broader workforce system.



23. Role, Purpose and Priorities of the SWDB

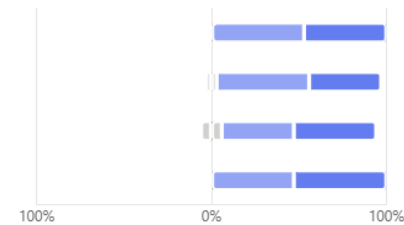
1: Strongly Disagree 2: Disagree 3: Neutral 4: Agree 5: Strongly Agree

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24. Role, Purpose and Priorities of the SWDB

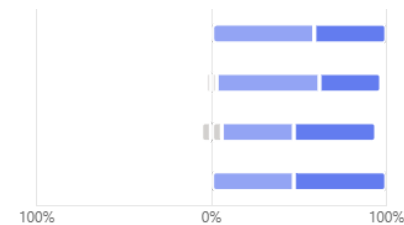
1: Strongly Disagree 2: Disagree 3: Neutral 4: Agree 5: Strongly Agree

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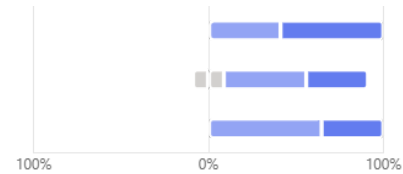
25. Participation and Engagement

1. Strongly Disagree 2. Disagree 3. Neutral 4. Agree 5. Strongly Agree

In the past year, I attended a majority of committee and SWDB meetings.

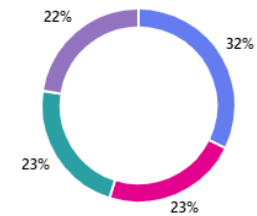
In the past year, I contributed to the work of my committee.

There is at least one other SWDB member I would feel comfortable calling to discuss a question or concern.



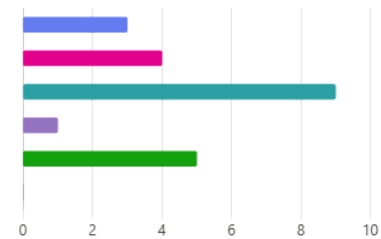
26. During the past year, I participated in one or more of the following events/activities:

State or local Chamber of Commerce events	10
Industry partnership meetings	7
Business roundtables	7
Local Workforce Development Board meeting(s)	7
Other	0



27. What support do you need to be a more effective and engaged SWDB member?

Clear understanding of my role and responsibilities.	3
Clear understanding of Board objectives and priorities.	4
Ongoing and regular training/professional development.	9
Connection to a mentor.	1
No response	5
Other	0



28. If you selected 'Other' in response to question 10, please provide additional strategies or ideas you need to be a more effective and engaged SWDB member?

0
Responses

0 responses submitted



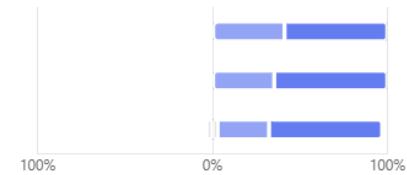
29. Operation/Management of the SWDB

1. Strongly Disagree 2. Disagree 3. Neutral 4. Agree 5. Strongly Agree

SWDB staff communicate timely.

Pre-meeting materials provide appropriate preparation to support informed decision-making.

Meetings are organized and ran efficiently.



30. In what ways can the overall operation/management of the SWDB be improved?

17
Responses

Latest Responses

"I have been on the Board for a little over 30 days."
"I think the operation/management of the SWDB is fine."
"Email all documents to us--don't put on a website with passwords to go find"

3 respondents (20%) answered board for this question.

Update

operation board
different committee
focus on these areas
good job
greater transparency
place for innovations
populations focus
timely communication
decision-making
Populations Committee
staff and board
Special Populations
focus on homelessness
workforce partners
amazed by the work
term unemployed
diverse initiative
Outcomes and goals
SWDB

31. Are there suggestions you have to improve board and/or committee meetings?

8
Responses

Latest Responses

"I have been on the Board for a little over 30 days."
"I am unsure why the Special Populations Committee ended. I don't think tho..."
...

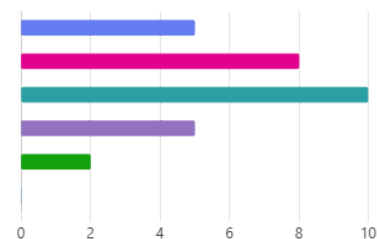
1 respondents (14%) answered layman's terms for this question.

Update

exceptions subject matter objectives particular industry longer meetings
topics clearly understood layman's terms matter expert groups get the same attention
owner Populations Committee picture for us millennials state plan easier
unsure ideas Special helpful conferences

32. In what areas are you interested in receiving training/professional development as it relates to your membership on the SWDB?

● Role and responsibilities of the Board	5
● SC Works System	8
● State and federal legislative process	10
● Education/Career Pathways	5
● Robert's Rule of Order	2
● Other	0



33. Please suggest training/professional development opportunities not listed.

5
Responses

Latest Responses

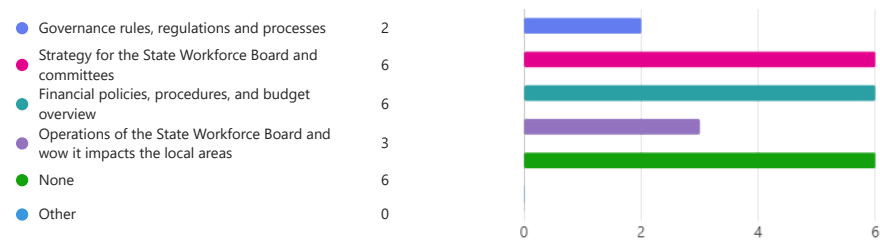
"I have been on the Board for a little over 30 days."
"Veteran Employment issues"
...

2 respondents (50%) answered veterans for this question.

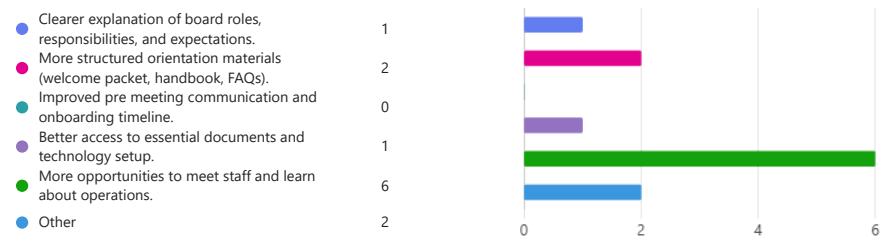
Update

Visuals able Employment issues USC boards
Veteran Employment SC college students veterans local college
good Separation from the military trackers of some sort bad goals along the way
boards are not

34. Is there information about the following board functions that you would like a refresher in?



35. What improvements could be made to the onboarding process based on your experience?



36. Please explain any answers that you provided on question 18.

7
Responses

Latest Responses

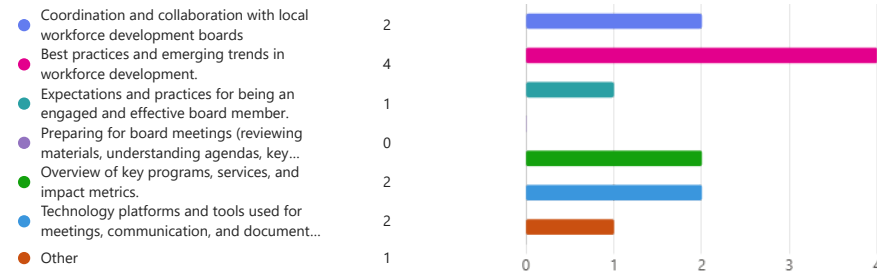
"New board members don't understand all the processes of DOL and what is ..."

...

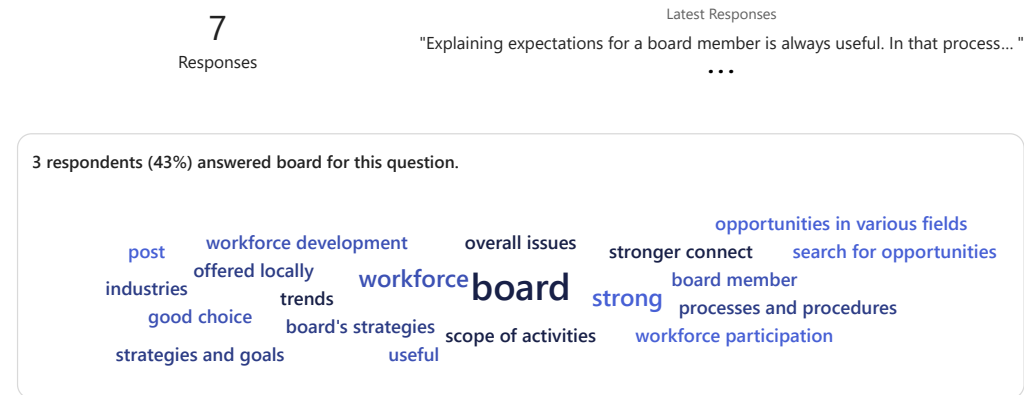
3 respondents (43%) answered process for this question.

operational structure handbooks onboarding process acronyms and the process briefings
big picture processes of DOL terms process complete
team is exceptional process of the SWDB process members
year of meetings board members team members New members daily role Handouts
additional information

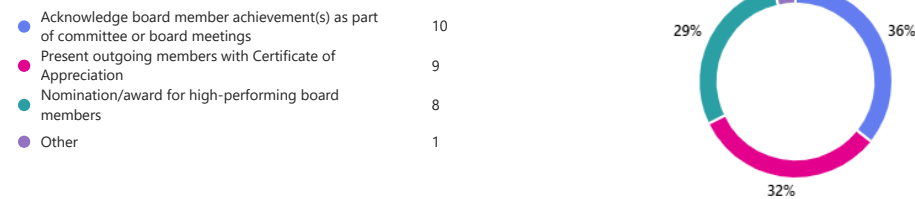
37. What, if any, topics should be added to the onboarding process for future members that would help them when they join the board?



38. Please explain any answers that you provided on question 20.



39. In your opinion, what is the best way to recognize the contributions and achievements of board members?



40. If you serve on other boards, please share any practices you have observed or implemented related to member engagement, re cognition, operations, onboarding, or professional development that could benefit the SWDB.

5

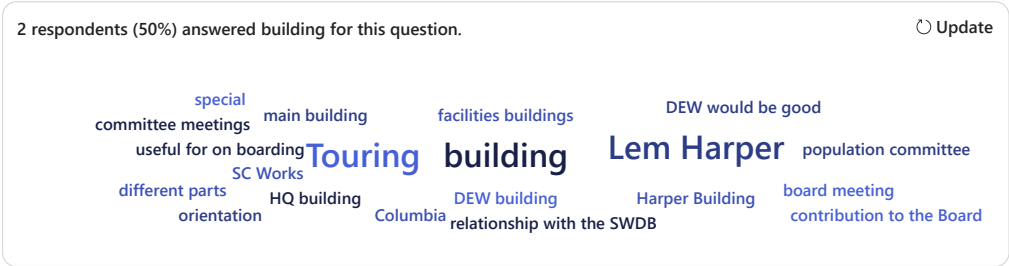
Responses

Latest Responses

"Using a scoring scale to evaluate each Board member's participation during ... "

"There should be a tour of the Columbia facilities buildings--SC Works, Lem ... "

...



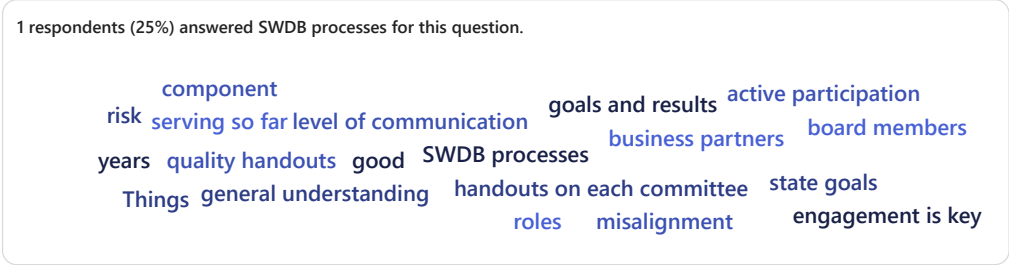
41. Please share any other ideas, areas of concern, or general comments:

4

Responses

Latest Responses

...





SC Works (WIOA) Partner Group Feedback Survey

Oct 15, 2026

The SC Works (WIOA) Partner Group Survey collects information on the overall effectiveness and perceived value of the Partner Group, with the goal of identifying opportunities to enhance the group's influence in the strategy, direction, and functioning of the SC Works system.



* Required

Individual Involvement in Partner Group

1. How long have you been involved in the SC Works Partner Group? *

- ☐ Less than 1 year
- ☐ 1-3 years
- ☐ 4-6 years
- ☐ 7-9 years
- ☐ 10+ years

2. How often do you attend partner meetings? *

- ☐ Every meeting
- ☐ Most meetings
- ☐ Some meetings
- ☐ Rarely do I attend meeting
- ☐ Never

3. How would you describe your level of contribution during meetings? *

- ☐ **High** - I regularly share input, ideas, or resources
- ☐ **Moderate** - I contribute where I can
- ☐ **Limited** - I mostly listen/observe
- ☐ None

4. What are the top three (3) factors that motivate your involvement in the partner group? *

Please select 3 options.

- ☐ The relevance of the group's work to my role
- ☐ Feeling my input is valued and makes a different
- ☐ Opportunities to collaborate with partners
- ☐ The usefulness of the information shared during the meetings
- ☐ I am required to participate

5. What are the top three (3) factors that limit your involvement in the group? *

Please select 3 options.

- ☐ Limited time or workload constraints
- ☐ Meeting schedule or timing conflicts
- ☐ Unclear expectations for my role in the group
- ☐ Meeting format (virtual, in-person, or hybrid) is not convenient
- ☐ Uncertainty about the group's impact or outcomes

Understanding of Purpose and Role

6. How clear is your understanding of the group's role and purpose? *

- ☐ **Very clear** - you fully understand the partner group's purpose, role, and how it fits into statewide efforts.
- ☐ **Mostly clear** - you understand the group's role and purpose for the most part, with only a few areas that are unclear.
- ☐ **Somewhat clear** - you have a general sense of the group's purpose and role, but several aspects are unclear or confusing.
- ☐ **Not very clear** - you have limited understanding of the group's purpose or role.
- ☐ **Not clear at all** - you do not understand the group's purpose or role.

7. In your own words, how would you describe the advisory group's primary role and purpose? *

8. How clear are the group's *current* goals and priorities to you? *

- ☐ **Very clear** - you fully understand the group's current goals and priorities, including what it is trying to accomplish and how those priorities guide its work.
- ☐ **Mostly clear** - you understand the group's goals and priorities for the most part, with only a few areas that are unclear or need clarification.
- ☐ **Somewhat clear** - you have a general sense of the group's goals and priorities, but several aspects are unclear, confusing, or not consistently communicated.
- ☐ **Not very clear** - you have limited understanding of the group's goals and priorities, and often do not know what the group is currently focused on.
- ☐ **Not clear at all** - you do not understand the group's current goals or priorities.

Perceived Value and Impact

9. Overall, how valuable do you believe the advisory group is to statewide workforce development efforts?

- ☐ **Extremely valuable** - the advisory group plays a critical role in statewide workforce development efforts and has a strong, noticeable impact.
- ☐ **Very valuable** - the group contributes meaningfully to statewide workforce development and provides clear benefits.
- ☐ **Moderately valuable** - the group offers some value and contributes in certain areas, but its overall impact is mixed or limited.
- ☐ **Slightly valuable** - the group provides minimal benefit, with only a few aspects contributing to statewide workforce efforts.
- ☐ **Not valuable** - the group does not provide meaningful value to statewide workforce development efforts.

10. How would you rate the group's overall influence on system-wide workforce development direction, strategy, or implementation? *

- ☐ **Strong influence** - the advisory group consistently shapes or significantly impacts state-level decisions, strategies, or outcomes.
- ☐ **Moderate influence** - the group influences state-level decisions or strategies in noticeable ways, but not consistently or not at the highest level.
- ☐ **Some influence** - the group occasionally contributes to state-level decisions or discussions, but its impact is limited or situational.
- ☐ **Little influence** - the group rarely affects state-level decisions or strategies.
- ☐ **No influence** - the group has no impact on state-level decisions, strategies, or outcomes.

11. Do you believe the SC Works Partner Group *should* play a role in shaping system-wide workforce development direction, strategy, or implementation?

- ☐ Yes, the group should play a significant role
- ☐ Yes, the group should play a moderate role
- ☐ Yes, the group should play a limited role
- ☐ No, the group should not play a role
- ☐ Unsure

12. What type of role do you believe the group should play in system-wide workforce development direction, strategy, or implementation? *

13. Please explain why you believe the group should not play a role in system-wide workforce development direction, strategy, or implementation. *

14. How aligned is the group's current work with the role you believe it should have in system-wide workforce development direction, strategy, or implementation? *

- ☐ **Very aligned** - the group's current work strongly reflects the role I believe it should have; activities, priorities, and outcomes clearly match my expectations.
- ☐ **Mostly aligned** - the group's work aligns well with the role I believe it should have, with only a few gaps or inconsistencies.
- ☐ **Somewhat aligned** - there is partial alignment between the group's current work and the role I think it should have, but several important areas do not match.
- ☐ **Not very aligned** - the group's current work rarely reflects the role I believe it should have; most activities and priorities feel misaligned.
- ☐ **Not aligned at all** - the group's work does not reflect the role I believe it should have in any meaningful way.

15. What factors most influence your perception of the group's value or influence? *

16. In your opinion, what has been the group's most meaningful impact? *

Communication and Engagement

17. How satisfied are you with communication and engagement within the group? *

- ☐ **Very satisfied** - communication and engagement consistently meet your expectations and support your involvement in the group.
- ☐ **Somewhat satisfied** - communication and engagement generally meet your expectations, with only minor issues.
- ☐ **Neither satisfied nor dissatisfied** - communication and engagement are acceptable but not notably positive or negative.
- ☐ **Somewhat dissatisfied** - communication and engagement fall short in several ways, causing some frustration or challenges.
- ☐ **Very dissatisfied** - communication and engagement are consistently ineffective or problematic.

18. What recommendations do you have for improving the group's communication or overall engagement? *

19. Does the bimonthly (every other month) meeting schedule provide adequate engagement? *

- ☐ Yes
- ☐ No

20. If no, please explain why the current cadence does not provide adequate engagement and recommend an alternative approach. *

21. What suggestions do you have for structuring advisory group meetings to maximize engagement and productivity?

*Please consider factors such as meeting length, format (virtual, in-person, or hybrid), and the balance between general updates and working sessions focused on advancing priorities. **

Opportunities for Improvement

22. What opportunities do you see for improving the group's overall effectiveness, value, and influence? *

23. What changes or support would help increase the group's effectiveness, value, and influence across partners and statewide workforce efforts? *

Final Thoughts

24. Is there anything else you would like to share about your experience with the partner group? *

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 Microsoft Forms



Board Development Committee

PY'26 Q2

Thursday, October 22, 2026

Board Development Committee Meeting Agenda

- I. WELCOME AND OPENING REMARKS
- II. APPROVAL OF JULY 23, 2026, MEETING MINUTES*
- III. 2026 SWDB SATISFACTION SURVEY RESPONSES
- IV. SC WORKS PARTNER GROUP
- V. 2026 WORKFORCE DEVELOPMENT MONTH UPDATE
- VI. OTHER BUSINESS/ADJOURN

Approval of July 23, 2026 Meeting Minutes*

Members Present:

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Mr. Thomas Freeland
Mr. Charles Brave, Jr.
Ms. Hope Broadway
Ms. Robyn Knox

Members Absent:

Mr. Chris Hall

Welcome and Opening Remarks Mr. Pat Michaels, Committee Chair

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Mr. Michaels welcomed new committee member Ms. Hope Broadway.

Approval of April 23, 2026, Meeting Minutes* Mr. Pat Michaels

Motion was made by Mr. Charles Brave, Jr., to approve the April 23, 2026, meeting minutes. Ms. Robyn Knox seconded the motion. The Committee unanimously approved the meeting minutes.

PY'26 Priority Updates.....Ms. Pamela Jones

Ms. Pamela Jones presented the Committee's PY'26 priorities, noting that the objectives and strategies in the 2024-2027 SWDB Strategic Plan were modified to align with the five pillars outlined 2026 Workforce Innovation and Opportunity Act (WIOA) State Plan Modification in accordance with the America's Talent Strategy: Building the Workforce for the Golden Age.

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 - Review the ongoing implementation strategy.

*Denotes Voting Item



SWDB SATISFACTION SURVEY RESPONSES

On a scale of 1-5 stars Rate the current levels between SWDB and LWDB



Collaboration
4.12



**Effectiveness of
communication**
4.12

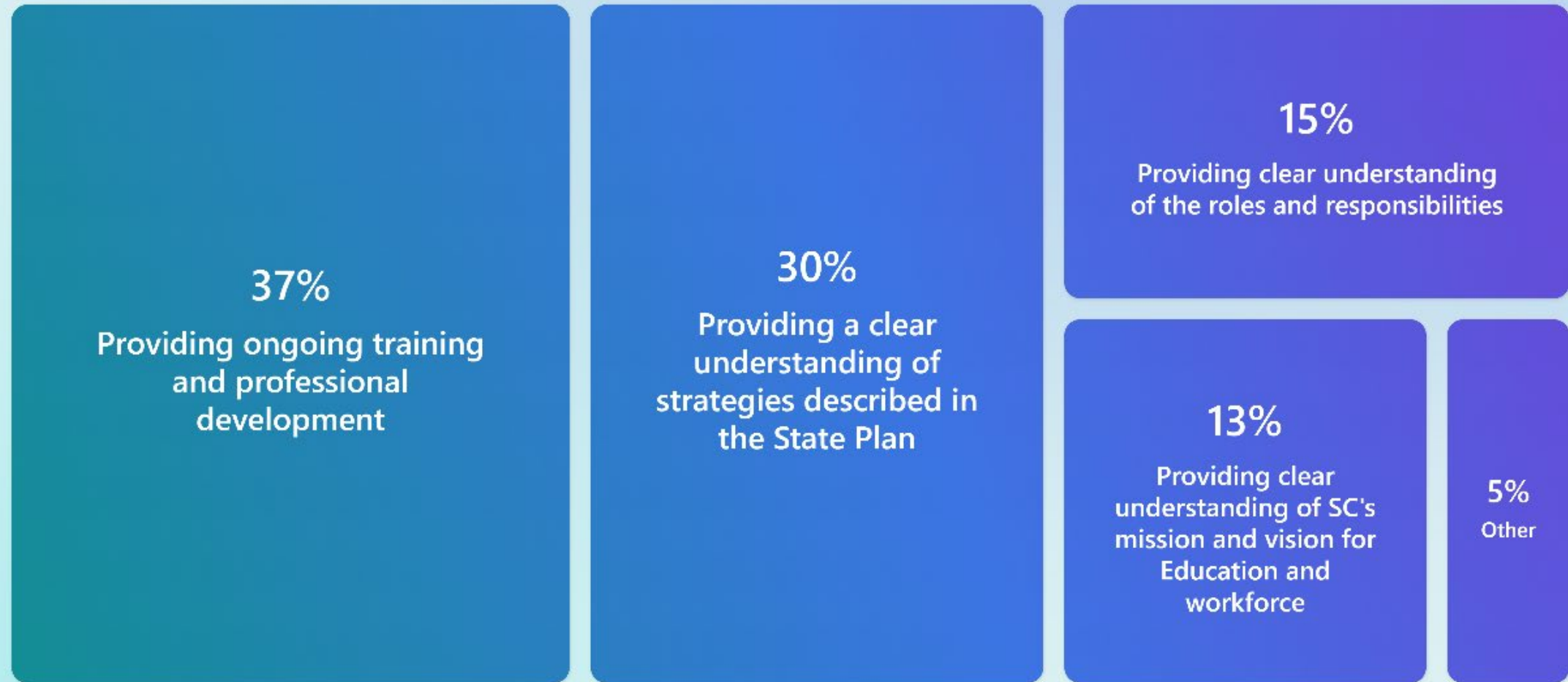


Engagement
4.12



**Effectiveness of
SWDB**
4.08

How can the SWDB help your LWDB create a high-quality customer driven work-force system?



Other ideas, areas of concern, or general comments

"The last 2 years I have seen improved communication, interaction and visibility of the SWDB and the connection with the LWDB's."

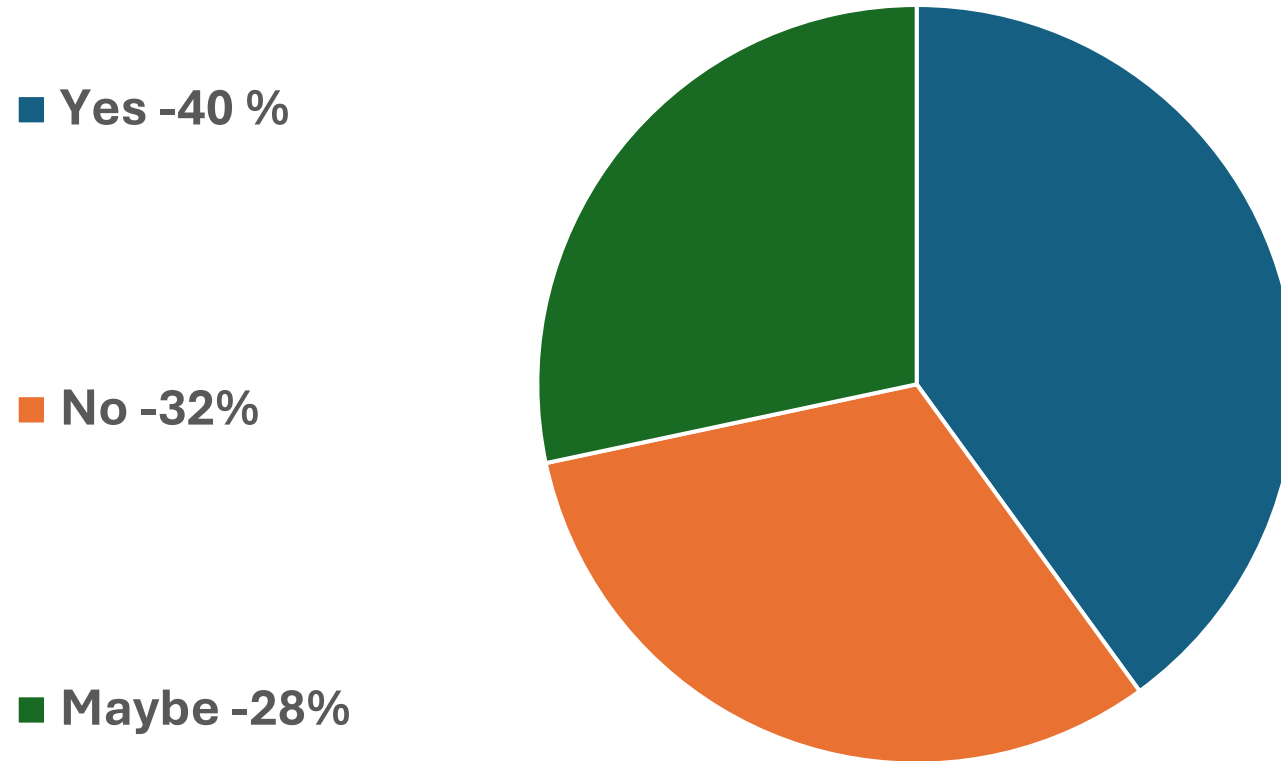
"I training should be mandatory for both the local and state work force development boards."

"We have to understand our workforce better to engage them more"

"creating theory of change paragraphs for the state and local plans to show how each of the tactics build on each other to make the long term goals work"

"The efforts for continuous growth is great. "

If an opportunity arose, would you be interested in serving on the State Workforce Development Board?

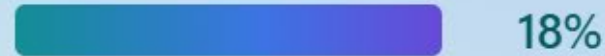


What support do you need to be a more effective and engaged SWDB member?

Clear understanding of my role and responsibilities.



Clear understanding of Board objectives and priorities.



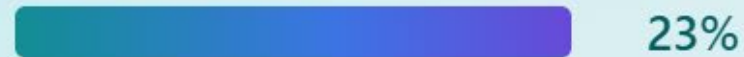
Ongoing and regular training/professional development.



Connection to a mentor.



No response



SWDB Responses and Opportunities

"My only suggestion is to have a subject matter expert explain objectives in layman's terms - paint a picture for us millennials. When ideas are broken down and clearly understood, it will be easier to build on them. (This geared toward the state plan)"

"New board members don't understand all the processes of DOL and what is done in the state. Handouts, briefings, or handbooks could help explain terms, organizations, and goals."

"Not understanding the complexity of the intertwining initiatives "

"The team is exceptional and I believe many "behind the scenes" team members could share additional information on their daily role and how that impacts the big picture."

"New board members don't understand all the processes of DOL and what is done in the state. Handouts, briefings, or handbooks could help explain terms, organizations, and goals."

"They are run well. I think they can be kept to an hour with just a few exceptions. Use the conferences to extend the topics and have longer meetings."

"I do think it is helpful when we include an owner from a particular industry to get their perspective..."

SC Works Partner Group

An Evaluation of
Effectiveness

SC WORKS

A proud partner of the american^{job}center[®] network





Purpose of the State Partner Group

- WIOA is designed to help jobseekers and workers access employment, education, training, and support services, while helping employers find the skilled workers, they need to remain competitive.
- WIOA defines the core and required programs that must participate in the state's workforce system and recommends optional or additional partners.
- Partners coordinate to develop a strategic plan for the workforce system, achieve shared accountability measures, and serve a common customer.



Key Accomplishments

- Developed South Carolina's first WIOA Unified State Plan
- Developed SC Works 101
- Contributed to development of systemwide policies
- Maintained stability of SC Works system during COVID



**How do we
enhance the
effectiveness of
the SC Works
Partners Group?**



Scope of Evaluation

- Involvement and engagement
- Perceived value and effectiveness (what is the current level of value and effectiveness?)
- Desired value and effectiveness (what would we like to get out of the partner group?)
- Opportunities for enhancement/improvement

Data Gathering

- Partner survey
- Virtual interviews w/
select representatives
- Focus group
discussions with the
SWDB
- Focus group
discussions with LWDAs
- National information
collection through NGA



What is the expected result?

- Greater awareness about whether the SC Works Partner Group as currently formed is effectively supporting the SC Works System
- Recommendations for improving the effectiveness of the SC Works Partner Group
- A plan for implementing the recommendations and a method for measuring whether the recommendations helped to improve the overall effectiveness of the group

Discussion Questions

1. How can the Board improve engagement with state-level partners to support statewide workforce strategy and implementation?
2. What changes or supports would help the Board engage state-level partners more effectively?
3. What types of input, collaboration, or work products from the Partner Group would be most valuable to the Board?
4. Where do you see gaps in how state-level partners are currently engaged in statewide workforce efforts?
5. How should the Partner Group's role align with the Board's priorities for the workforce system?

Statements & Amendments

Equal Opportunity Statement

"An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities."

Stevens Amendment Statement

"For program funding details in compliance with the Stevens Amendment, please visit www.dew.sc.gov/funding. "



2026 WORKFORCE DEVELOPMENT MONTH



WE ARE
SC@WORK!

WORKFORCE DEVELOPMENT

MONTH



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce



Events

304

Attendees

9,843

Employers

849

Workforce Development Month Analytics



These are the total analytics from the month of September – Workforce Development Month

472

Social Media Posts

162,000

Impressions

44

WDM Features/
Success Stories

almost 20,000
Video Views

4,613
Link Clicks













Other Business/Adjourn

Thank You!

Upcoming Meetings and Events:

Full Board – Thursday, December 17, 2026