



**Committee on Workforce Innovation Meeting
Thursday, October 30, 2025, at 11:00 a.m.**

Join on your computer or mobile app

[Click here to join the meeting](#)

Meeting ID: 246 626 315 397 7

Passcode: KF3vD7ZP

Or call in (audio only)

+1 803-400-6195

Phone Conference ID: 459 159 856#

AGENDA

- I. Welcome and Opening RemarksDr. Windsor Sherrill, Committee Chair
- II. Approval of July 31, 2025, Meeting Minutes* Dr. Sherrill
- III. SC Career Readiness Program UpdateMs. Lashawn Thompson
- IV. Committee Priority Implementation Discussion..... Dr. Sherrill
 - a. Explore how to maximize K-12 Youth Resources
 - b. Catalog of promising practice and models for removing obstacles
- V. Other Business/Adjourn..... Dr. Sherrill

*Denotes Voting Item

**Governor's State Workforce Development Board
July 31, 2025, Workforce Innovation Committee Meeting Minutes**

Members Present:

Dr. Windsor Sherrill*, Chair
Ms. Susan H. Cohen
Col. Craig Currey
Dr. Tim Hardee
Mr. George Patrick "GP" McLeer, Jr.
Ms. Britt Vergnolle

Members Absent:

Mr. Jay Holloway
Ms. Felicia Johnson
Ms. Elaine Morgan
Mr. Tyler Servant
Sen. Ross Turner

Welcome and Opening RemarksDr. Windsor Sherrill, Committee Chair

Dr. Windsor Sherrill, Workforce Innovation Committee Chair, called the meeting to order at 11:00 a.m. A quorum was present.

Dr. Sherrill welcomed new Committee members, Mayor GP McLeer, Jr. and Ms. Britt Vergnolle.

Approval of May 7, 2025, Meeting Minutes*Dr. Sherrill

Col. Craig Currey motioned to approve the May 7, 2025, meeting minutes. Ms. Susan Cohen seconded the motion, and the Committee unanimously approved the meeting minutes.

SC Career Readiness Program Update..... Ms. Nina Staggers

To support the Innovation Committee's priorities to promote and develop the credential attainment goal for the SC Professional Skills Credential, awarded to jobseekers who successfully complete the WIN Learning Digital Skills and Essential Soft Skills assessment, Ms. Nina Staggers provided an overview of the SC Career Readiness Program. Launched in 2023 in partnership with WIN Learning, this program provides employers with credentials that validate employees' skills, streamlining the hiring process. It also provides jobseekers with a credential that showcases their abilities, making them more competitive in the job market.

Ms. Staggers explained the three (3) components of the SC Career Readiness Program:

- WIN Job Analysis, where independent contractors tour the work environment to help employers identify WIN Learning Work Ready Academic Skills, Digital Skills, and Essential Soft Skills needed by new and existing workers for job entry and advancement,
- WIN Courseware is available for jobseekers to learn the skills, and
- six (6) WIN Assessments and Credentials, Work Ready Math, Work Ready Reading, Work Ready Data, Digital Skills, Essential Soft Skills, and the custom solution, Professional Skills.

Discussion:

After the presentation, the Committee agreed to expand the scope of this priority so that instead of promoting and developing metrics for only the Professional Skills Credential, the Committee will promote and develop metrics for the SC Career Readiness Program in its entirety. It will analyze data during the Q3 meeting to set achievement goals.

**Governor's State Workforce Development Board
July 31, 2025, Workforce Innovation Committee Meeting Minutes**

Other Business/Adjourn.....Dr. Sherrill

Dr. Sherrill encouraged committee members to participate in Workforce Development Month activities in September, a time to celebrate the SC Works system, including SC Workforce Professionals. Staff will communicate dates and locations of activities occurring in members' areas.

She also asked members to participate in choosing the [SC@Work](#): 2025 Photo Contest winner. DEW's Communication Department emailed SWDB members voting instructions. The voting period closes on Monday, August 11, 2025, at 11:59 pm.

Dr. Sherrill reminded members and guests that in place of the first-quarter's SWDB meeting, everyone is encouraged to attend the 2025 Workforce Development Symposium on September 17, 2025, at the Columbia Metropolitan Convention Center. Members were asked to reply to the communication from Staff or by emailing swdb@dew.sc.gov to be registered.

The meeting was adjourned at 12:04 p.m.



Workforce Innovation Committee

PY'25 Q2

Thursday, October 30, 2025

Workforce Innovation Committee Meeting Agenda

- I. WELCOME AND OPENING REMARKS
- II. APPROVAL OF JULY 31, 2025, MEETING MINUTES*
- III. SC CAREER READINESS PROGRAM OVERVIEW
- IV. DISCUSSION ON COMMITTEE PRIORITIES
- V. OTHER BUSINESS/ADJOURN

Approval of July 31, 2025 Meeting Minutes*

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Col. Craig Currey
Dr. Tim Hardee
Mr. George Patrick "GP" McLeer, Jr.
Ms. Britt Vergnolle

Members Absent:

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SC Career Readiness Program Overview

Ms. Lashawn Thompson



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce

SC Career Readiness

Program Updates

Workforce Innovation Committee

Thursday, October 30, 2025





Quarter 1 Recap

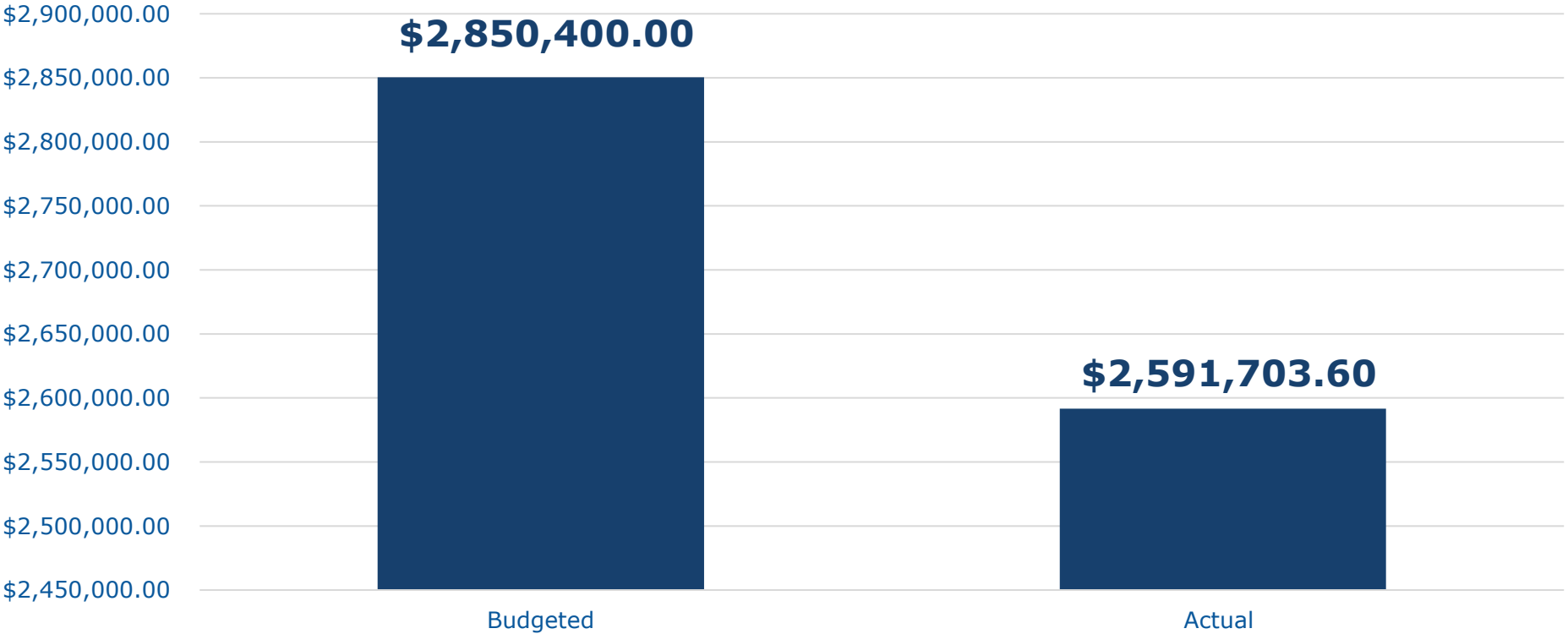
Q1 Meeting Recap

- Presented an overview of SC Career Readiness program including:
 - Program components
 - Program benefits
 - Program activity (credential attainment and courseware utilization)
- Committee requested additional information to be used in determining key performance indicators:
 - Survey individuals who have received a credential
 - Analyze total program costs and calculate a cost per credential
 - Evaluate the assessment pass rate and credential achievement levels
- Recommend KPIs for Committee discussion



Cost Of Program Operations

SC Career Readiness Cost Overview



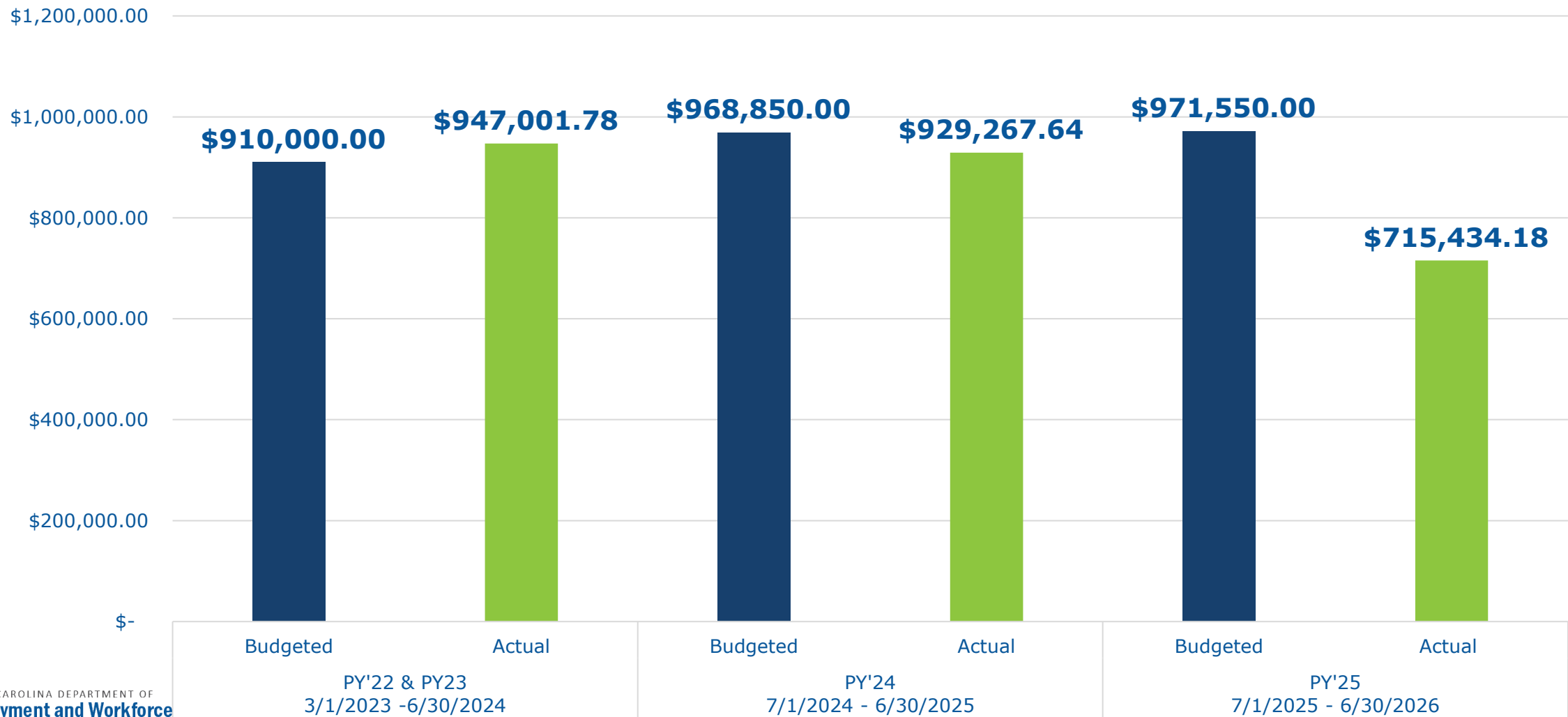
Total Budgeted Cost:
\$2,850,400

Total Actual Cost:
\$2,591,704

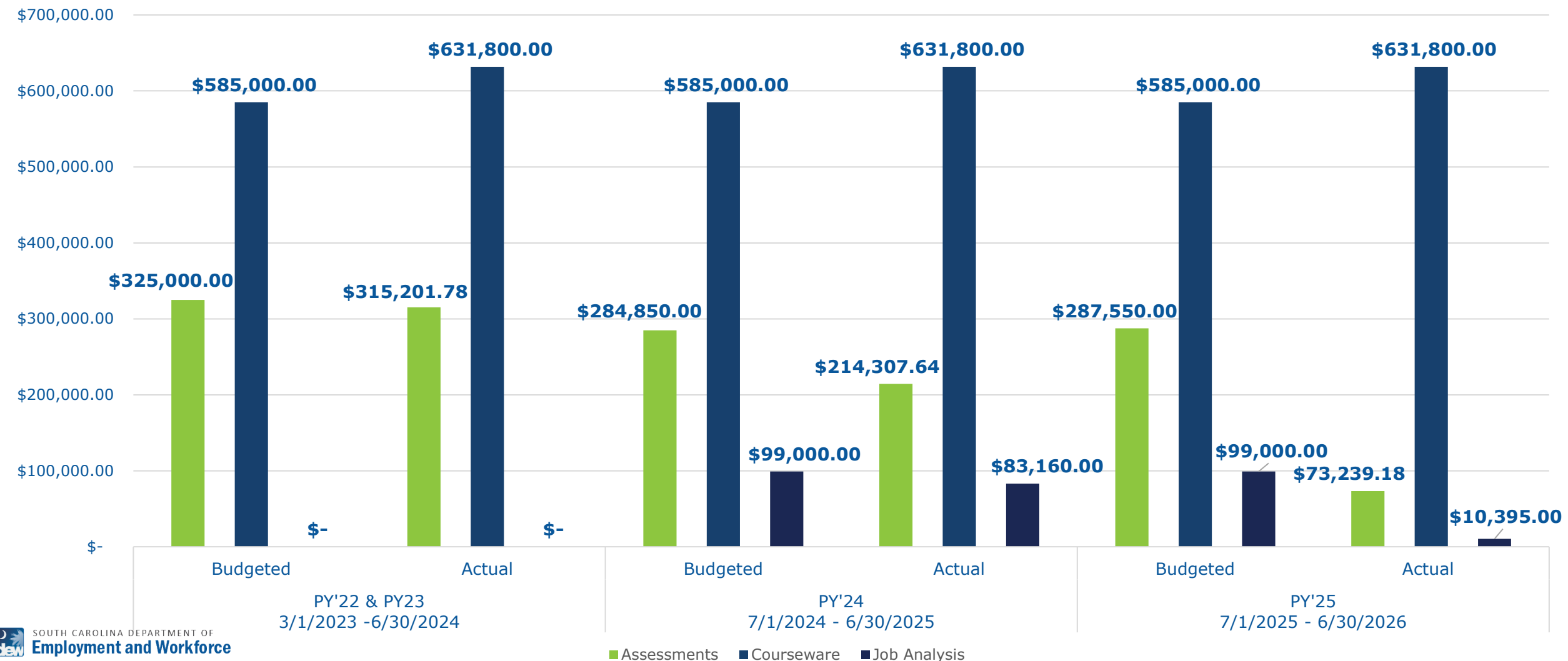
Difference Total v. Actual:
\$258,696

Fund Utilization Rate:
91%

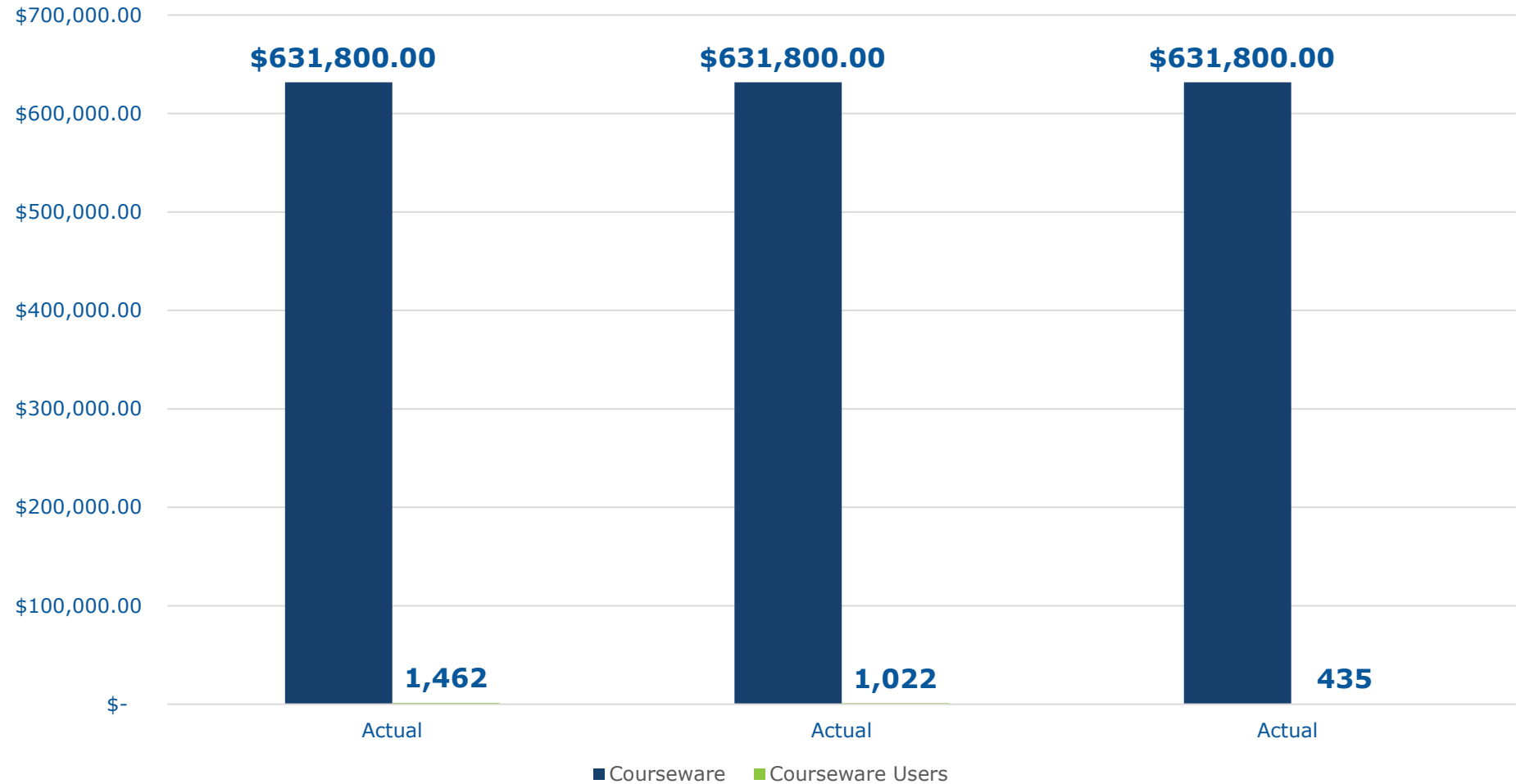
SC Career Readiness Budgeted v. Actual Cost by Program Year



SC Career Readiness Budgeted v. Actual Cost by PY and Type



SC Career Readiness Budgeted v. Actual Cost for Access to Courseware

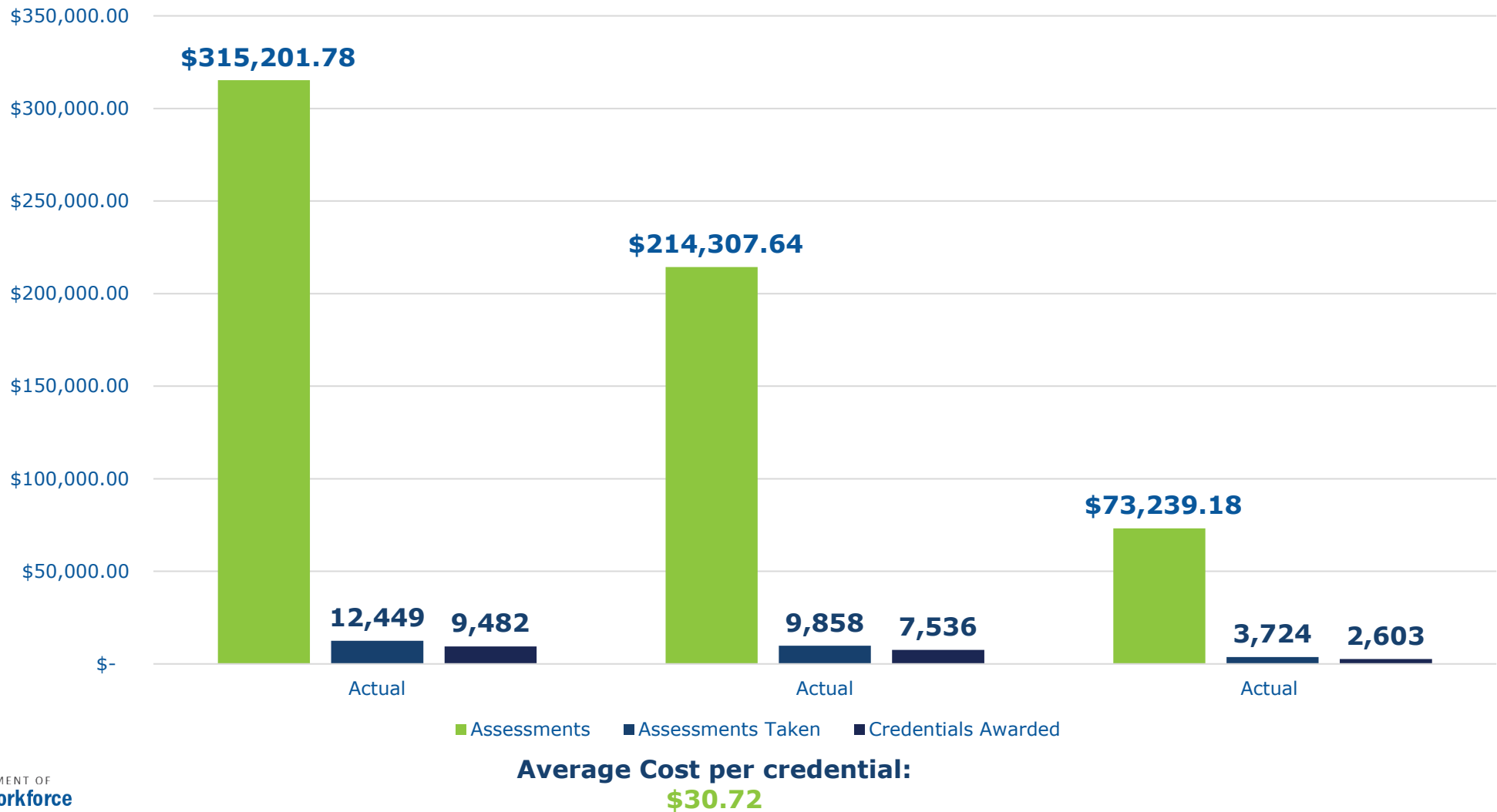


Average Cost per User:
\$649

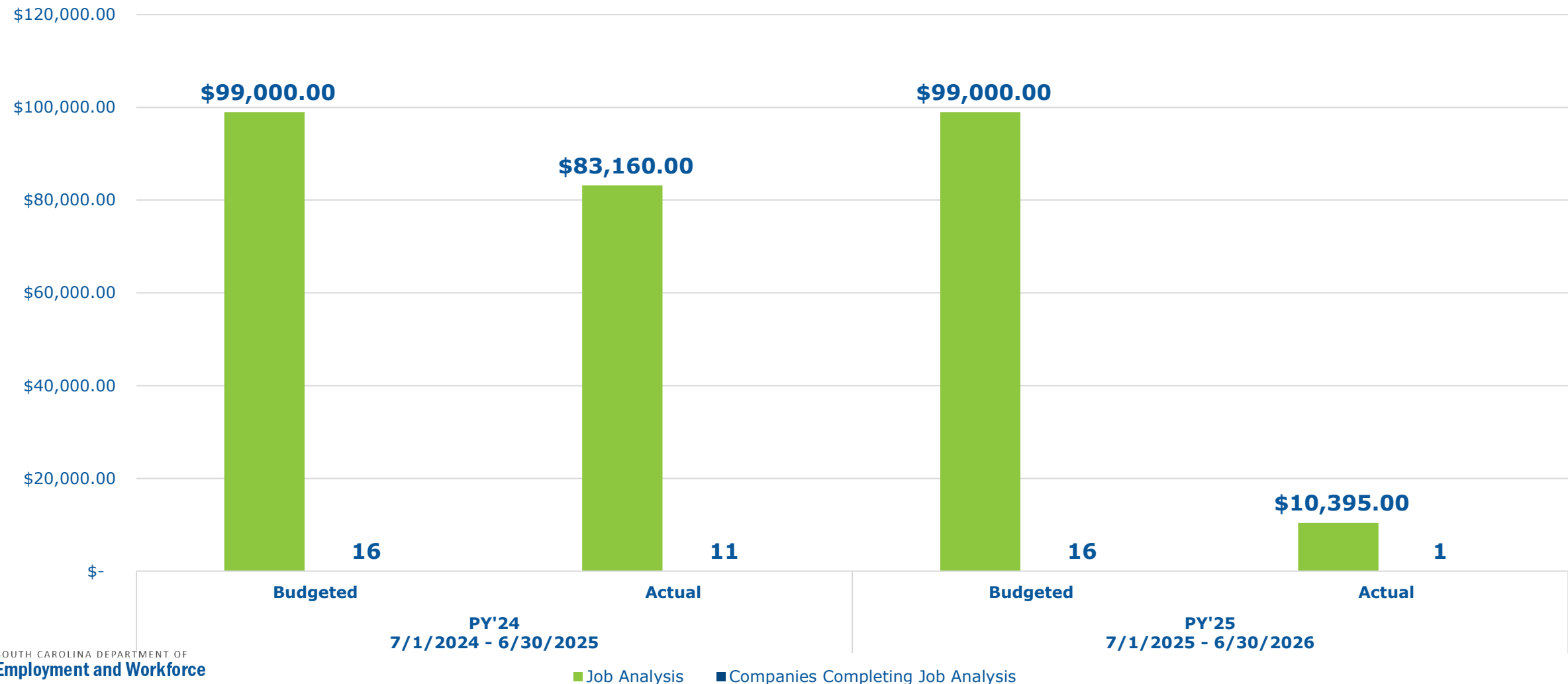
SC Career Readiness Budgeted v. Actual Cost Assessment Activity



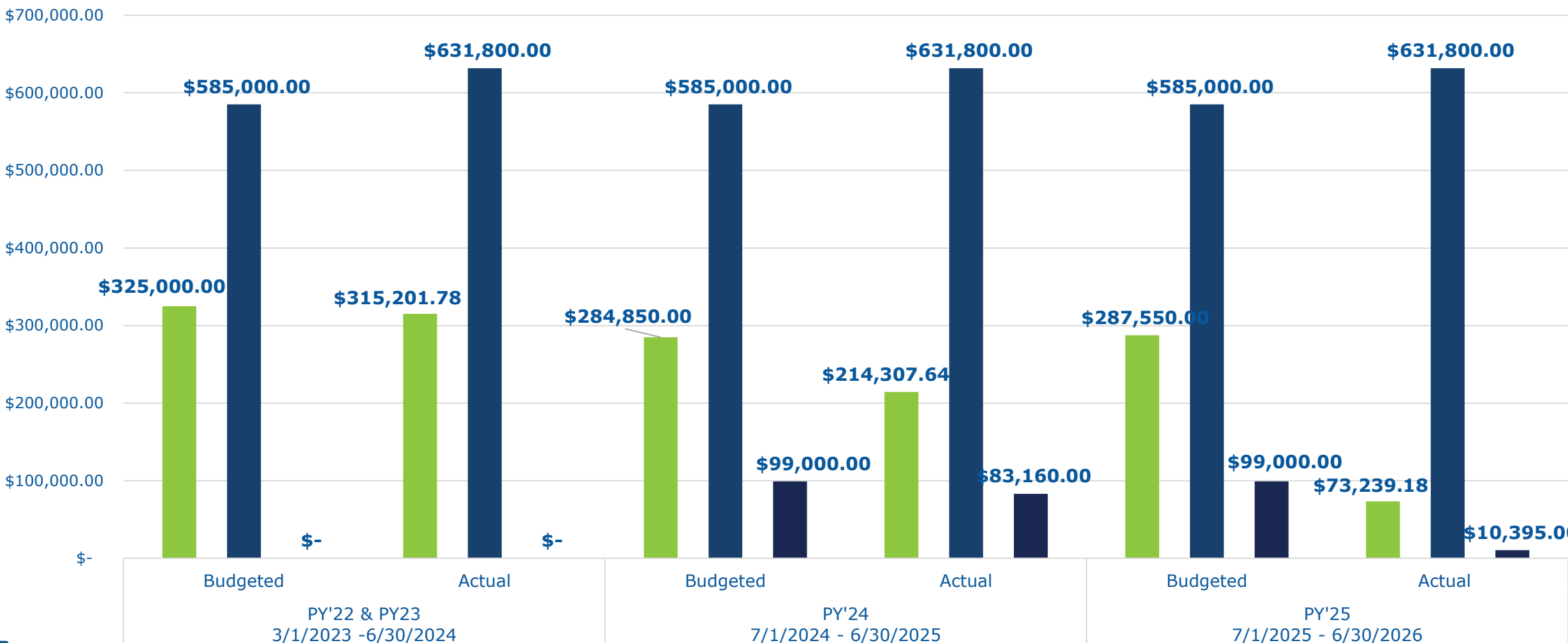
SC Career Readiness Budgeted v. Actual Cost Per Credential



SC Career Readiness Budgeted v. Actual Cost Job Analysis Activity



SC Career Readiness Budgeted v. Actual Cost

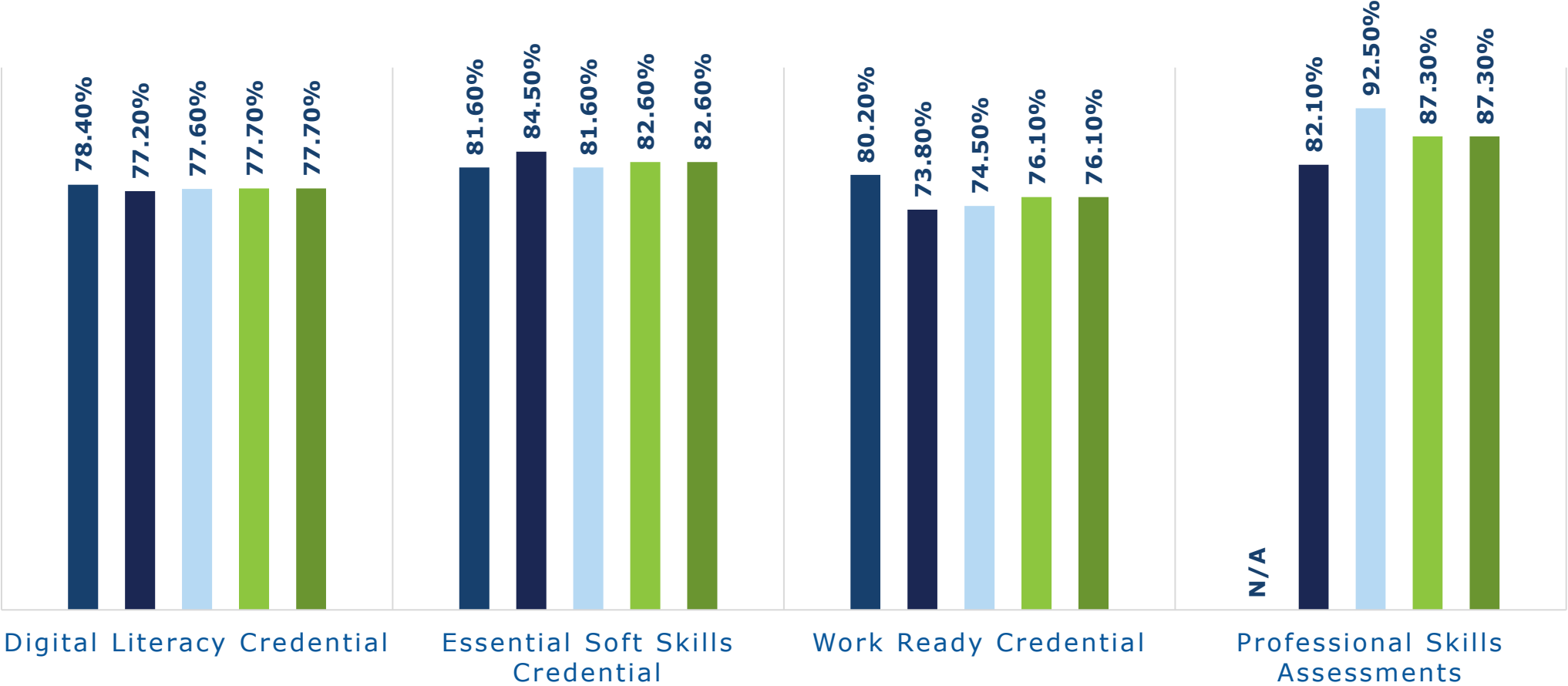




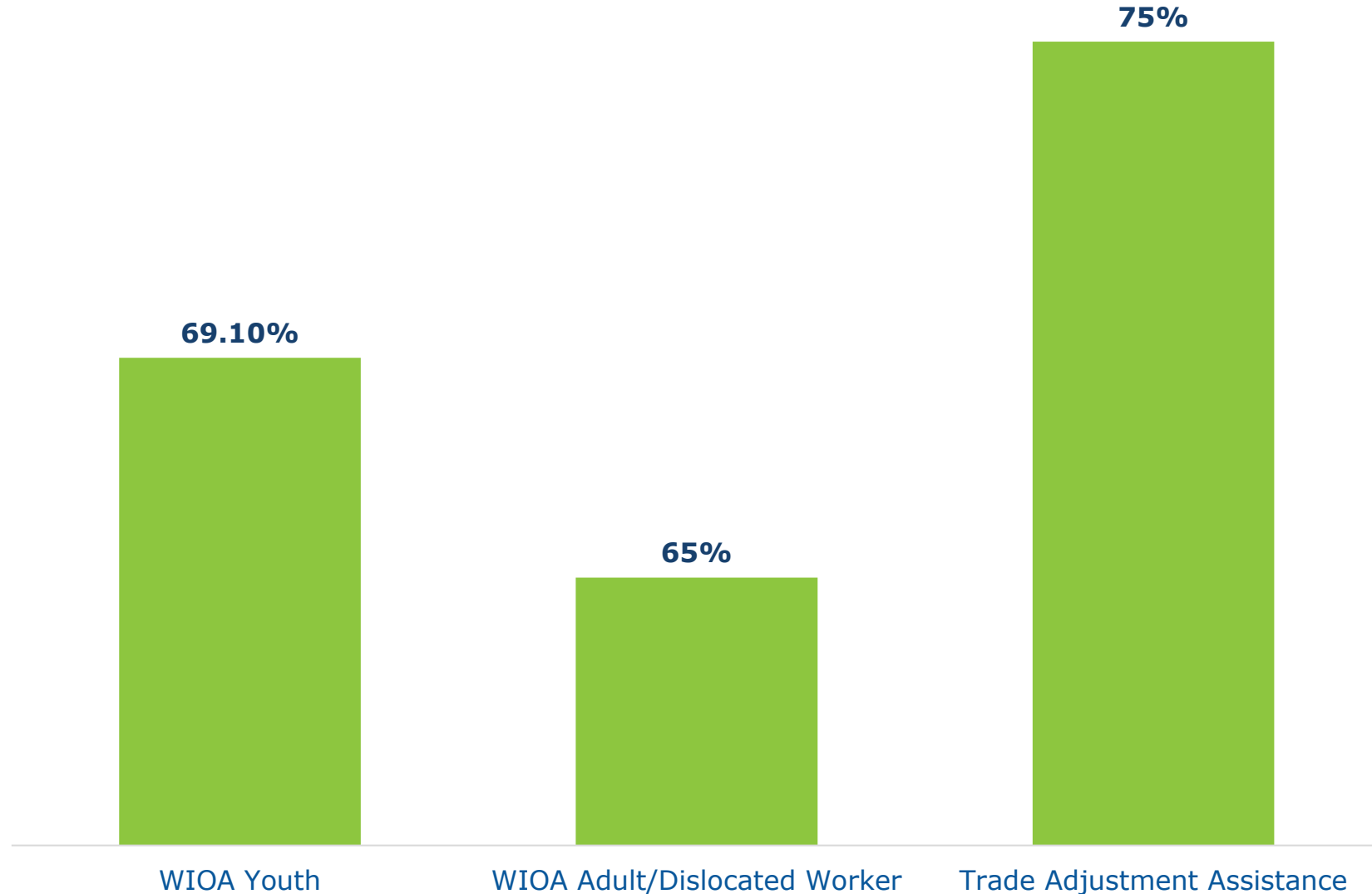
Programmatic Updates

Credential Attainment Rate Over Program

■ Year 1(-6/30/2023) ■ Year 2 (7/1/23 - 6/30/24) ■ Year 3 (7/1/24 - 6/30/25) ■ Year 4 (7/1/25 - Present) ■ Average

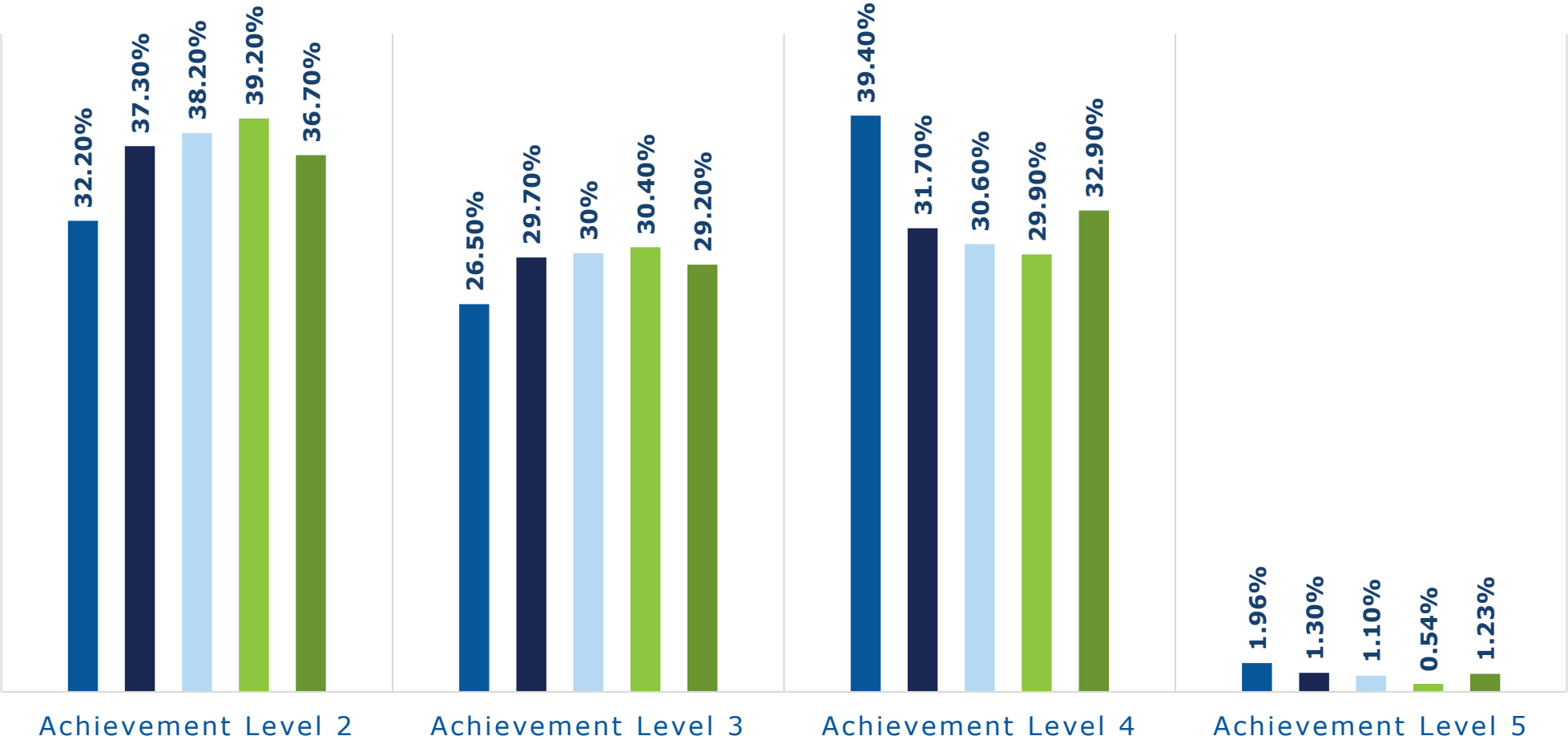


Federal Programs Credential Attainment Requirement



WIN Achievement Level Rate Over Program

■ Year 1(-6/30/2023) ■ Year 2 (7/1/23 - 6/30/24) ■ Year 3 (7/1/24 - 6/30/25) ■ Year 4 (7/1/25 - Present) ■ Average



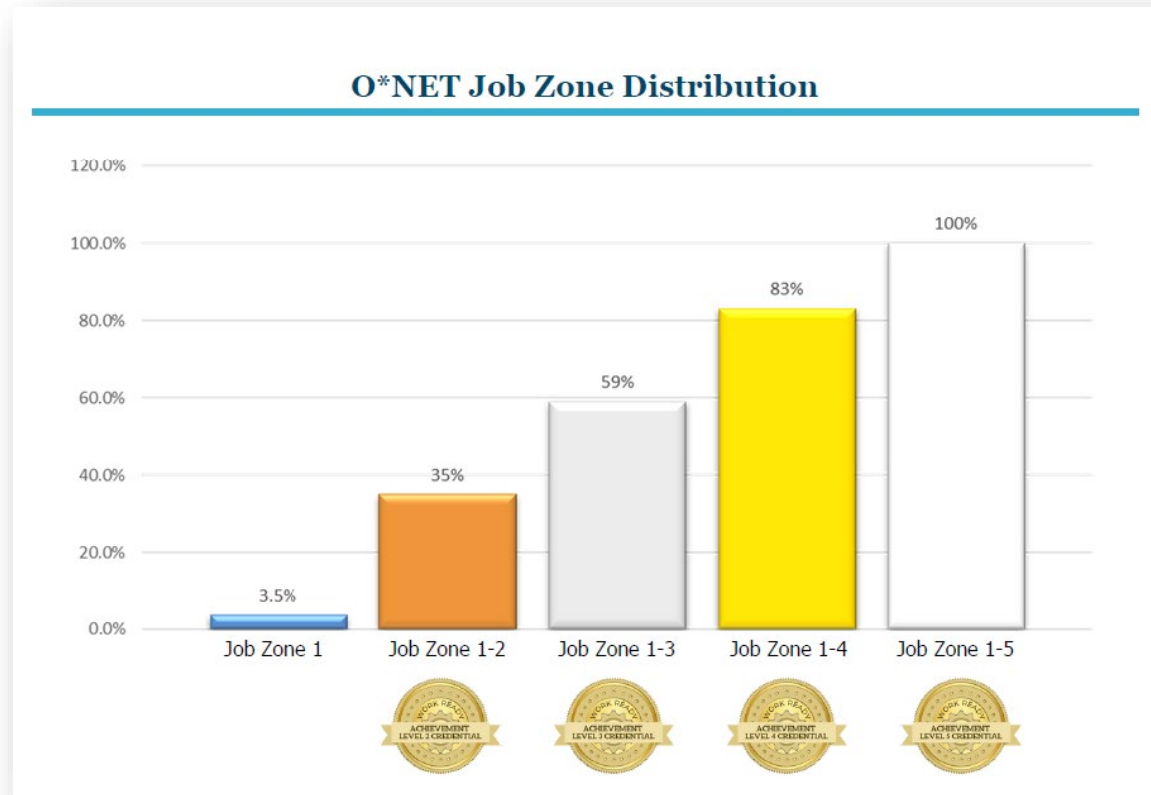


Top 25 Occupations And Alignment With Occupational Information Network (O*NET) Job Zones And WIN Credentials

Understanding O*NET Job Zones

Job Zone	Experience	Education	Training	Examples
1 – Little to no preparation	Little or no previous work-related skill, knowledge, or experience is needed	May require a high school diploma or GED certificate	A few days to a few months of on-the job training	Fast Food and Counter Workers
2 – Some preparation	Some previous work-related skill, knowledge, or experience is usually needed	Usually require a high school diploma	A few months to one year of on-the job training; apprenticeship	Retail Salespersons, First-Line Supervisors of Retail Sales, Food Preparation and Serving Workers, Stockers and Order Fillers, Heavy and Tractor-Trailer Truck Drivers, Secretaries and Administrative Assistants, Except Legal, Medical, and Executive Customer Service Representatives, Laborers and Freight, Stock, and Material Movers, Hand Security Guards and Production Workers
3 – Medium preparation	Previous work-related skill, knowledge, or experience is required	Most require training in vocational schools, related on-the-job experience, or an associate's degree	One or two years of training involving both on-the-job experience and informal training; apprenticeship	Maintenance and Repair Workers, General Radiologic Technologists and Technicians Janitors and Cleaners, Except Maids and Housekeeping Cleaners Computer User Support Specialists Licensed Practical and Licensed Vocational Nurses Cardiovascular Technologists and Technicians
4 – Considerable preparation	Considerable amount of work-related skill, knowledge, or experience is needed	Most of these occupations require a four-year bachelor's degree	Usually need several years of work-related experience, on-the-job training, and/or vocational training.	Registered Nurses Medical and Health Services Managers Social and Human Service Assistants Securities, Commodities, and Financial Services Sales Agents
5 – Extensive preparation	Extensive skill, knowledge, and experience are needed	Most of these occupations require graduate school	May need some on-the-job training, but most of these occupations assume that the person will already have the required skills, knowledge, work-related experience, and/or training.	Physical Therapists

O*NET Job Zone & WIN Achievement Level Alignment



Achievement Level 2:

Earning an Achievement Level 2 credential indicates that the learner has the foundational skills to pursue o*NET Job Zone Level 2 career pathways.

Achievement Level 3:

Earning an Achievement Level 3 credential indicates that the learner has the foundational skills to pursue o*NET Job Zone Level 3 career pathways.

Achievement Level 4:

Earning an Achievement Level 4 credential indicates that the learner has the foundational skills to pursue o*NET Job Zone Level 4 career pathways.

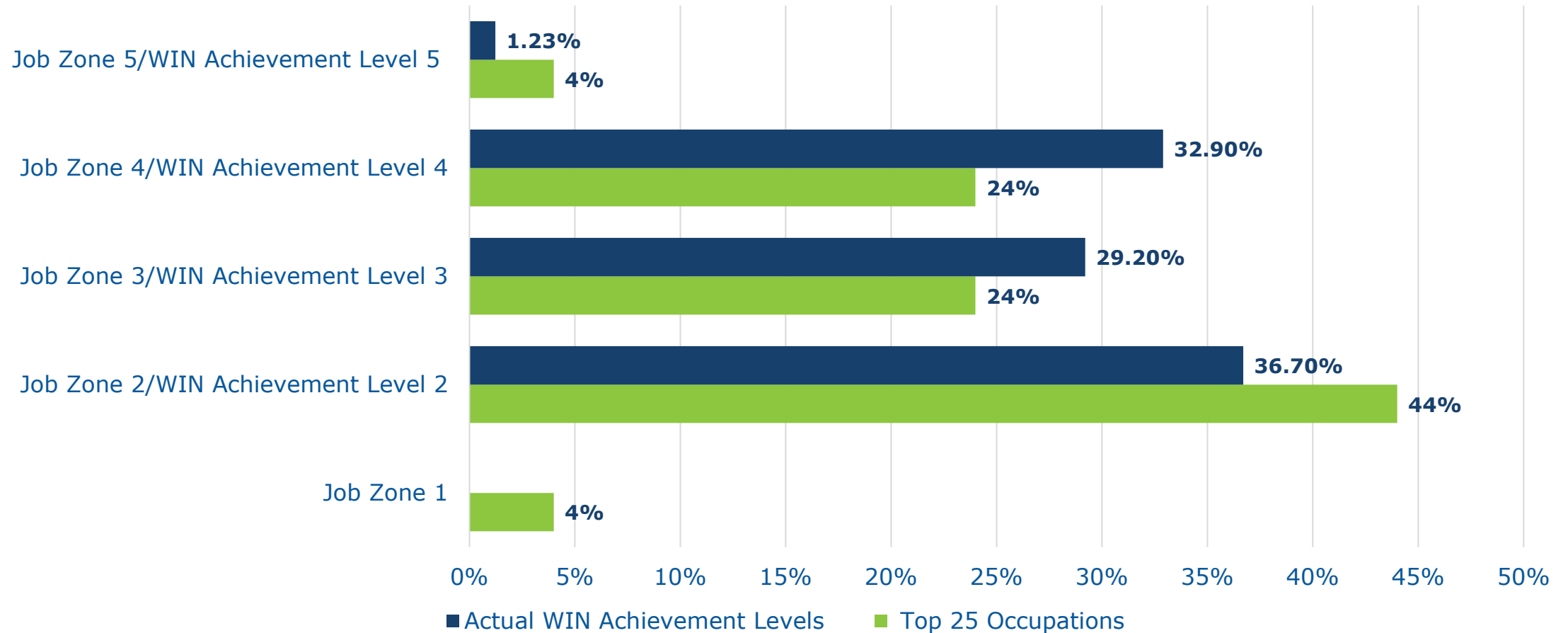
Achievement Level 5:

Earning an Achievement Level 5 credential indicates that the learner has the foundational skills to pursue o*NET Job Zone Level 5 career pathways.

Top 25 Job Openings Statewide

Job Zone	Occupation	Total Active Postings in SC, Oct 2024 - Oct 2025
1	Fast Food and Counter Workers	9,661
2	Retail Salespersons	21,515
2	First-Line Supervisors of Retail Sales Workers	20,759
2	First-Line Supervisors of Food Preparation and Serving Workers	11,337
2	Stockers and Order Fillers	10,855
2	Heavy and Tractor-Trailer Truck Drivers	9,954
2	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	9,378
2	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	7,812
2	Customer Service Representatives	6,822
2	Laborers and Freight, Stock, and Material Movers, Hand	5,773
2	Security Guards	5,208
2	Production Workers, All Other	5,132
3	Maintenance and Repair Workers, General	13,145
3	Radiologic Technologists and Technicians	8,447
3	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	7,185
3	Computer User Support Specialists	4,988
3	Licensed Practical and Licensed Vocational Nurses	4,883
3	Cardiovascular Technologists and Technicians	4,875
4	Registered Nurses	40,984
4	Medical and Health Services Managers	15,731
4	Social and Human Service Assistants	10,556
4	Securities, Commodities, and Financial Services Sales Agents	8,269
4	Human Resources Specialists	6,789
4	Business Operations Specialists, All Other	6,534
5	Physical Therapists	6,918

Alignment Of WIN Credential Achievement Levels With O*NET Job Zones For Top 25 Occupations





Jobseeker Survey Feedback

Survey Highlights

- **55%** reported the credential delivered the outcomes they anticipated
- **30%** indicated the attainment of the WIN credential helped them obtain a job
- **15%** said it did not directly impact their job search
- **55%** are still seeking employment
- Employer Recognition of WIN
 - **10%** - stated employer required the WIN credential
 - **30%** - said WIN credentials were not required, but believe the credential strengthened their application
 - **60%** - reported employer did not mention it
- Limited employer recognition underscores the importance of connecting credentials to in-demand jobs

Key Takeaways

- **Program Efficiency & Cost**

- Program costs have remained relatively flat
- Fund utilization is strong at **91%**
- The cost per credential is reasonable and consistent across the program years
- Further evaluation is needed to determine ROI of WIN Courseware

- **Credential Attainment & Alignment**

- Participants are steadily earning WIN credentials, and many achievement levels align with in-demand jobs, demonstrating program effectiveness
- Credential attainment aligns with or exceeds benchmarks for federal programs, though some gaps remain at certain levels

Key Takeaways

- **Workforce Opportunities and Diversity**

- Top occupations span multiple sectors, offering diverse career opportunities
- Linking credential to in-demand jobs ensures alignment with workforce needs

- **Employer Engagement**

- Employer recognition of WIN credentials is limited
- Outreach is needed to increase awareness, utilization of the job analysis tool, and adoption of WIN credentials in hiring decisions

- **Jobseeker Support**

- While many participants report positive outcomes, additional guidance and training could help jobseekers attain higher level credentials and improve employment outcomes

Projected Key Performance Indicators and Next Steps

- **Indicators**

- Fund utilization rate
- WIN assessment utilization and credential attainment rate
- Alignment of WIN achievement levels with Job Zones for in-demand jobs
- Employer utilization of the WIN Job Analysis Tool

- **Next Steps**

- Four key indicators identified for tracking and improvement
- Numeric growth targets to be set after baseline data review
- Focus on measurable progress in fund utilization, credential attainment, alignment with job zones, and employer engagement



Discussion + Q&A

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.



Discussion on Implementation of Committee Priorities

Workforce Innovation Committee

PY'25

Priorities	Description
Promote SC Career Readiness Program, developing credential attainment goal. (Expanded – Q1)	Promote SC Career Readiness Program credentials across the workforce system, increasing the number of credentials obtained, while increasing the number of employers that recognize the credential as a value add when evaluating employment applicants.
Explore how to maximize youth employment resources.	Increase awareness of resources for career pathways for K-12 students and parents.
Collect and distribute a catalog of promising practice and models for removing obstacles, primarily related to transportation, childcare, and housing.	Collect promising practices, models, and resources to increase awareness of resources to mitigate obstacles to employment, to create and distribute an electronic and physical resource catalog for to the SC Works system.

Committee Discussion on Implementation of Priorities

- I. EXPLORE HOW TO MAXIMIZE YOUTH EMPLOYMENT RESOURCES
- II. COLLECT AND DISTRIBUTE A CATALOG OF PROMISING PRACTICE AND MODELS FOR REMOVING OBSTACLES TO EMPLOYMENT



Thank You!

Upcoming Meetings and Events:

Full Board – December 11, 2025