



**Executive Committee Meeting
Thursday, September 11, 2025, at 11:00 a.m.**

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AGENDA

- I. Welcome and Opening Remarks Mr. Thomas Freeland, SWDB Chair
- II. Approval of May 29, 2025, Meeting Minutes*Mr. Freeland
- III. PY'25 Funding Update*Ms. Pamela Jones
- IV. Committee Updates..... Committee Chairs
- V. Workforce Development MonthMs. Jones
- VI. Other Business/Adjourn.....Mr. Freeland

*Denotes Voting Item

**Governor's State Workforce Development Board
May 29, 2025, Executive Committee Meeting Minutes**

MEMBERS PRESENT:

Mr. Thomas Freeland*
Mr. Warren Snead*
Mr. Pat Michaels
Dr. Windsor Sherrill

MEMBERS ABSENT:

Mr. William Floyd
Mr. Charles Brave, Jr.
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.

Approval of February 27, 2025, Meeting Minutes* Mr. Freeland

Mr. Pat Micheals motioned to approve the February 27, 2025, meeting minutes. Mr. Warren Snead seconded the motion. The Committee unanimously approved the meeting minutes.

Review of SWDB Bylaws* Ms. Pamela Jones

The SWDB Bylaws are reviewed every 2-3 years. The last revisions were completed in June 2022. The suggested revisions align the bylaws with the current operations of the board and correct grammatical errors. Mrs. Pamela Jones, Strategic Partnerships Manager, reviewed the following as recommended revisions:

- **Article III** – The current bylaws do not address members serving beyond the expiration of their term limits. Added language in 3.2, Term Limits for Holdover Status, allows board members, at the discretion of the Governor, to continue to serve beyond the expiration of their term until they are formally reappointed, or a successor is duly appointed.
- **Article V** – Language added in 5.1(C) permitting the State Board and/or Committees may fulfill their quarterly meeting requirements by attending trainings or special events in-lieu of hosting formal meetings. These activities may serve as substitutes for hosting formal meetings, provided they achieve the necessary criteria to meet the mandated number of meetings within a given year.

Dr. Windsor Sherrill motioned to approve the suggested revisions to the SWDB Bylaws. Mr. Pat Michaels seconded the motion. The Committee unanimously approved the proposed revisions to the SWDB Bylaws, advancing it them to the full SWDB for final approval.

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. Warren Snead motioned to approve the subsequent designation and certification for all 12 areas and boards for Program Years 2024 and 2025. Dr. Windsor Sherrill seconded the motion.

**Governor's State Workforce Development Board
May 29, 2025, Executive Committee Meeting Minutes**

The Committee unanimously approved the LWDA Subsequent Designation & LWDB Certification, advancing it to the full SWDB for final approval.

PY'25 Funding Recommendations.....Ms. Pamela H. Jones

Mrs. Jones presented an 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. The final budget recommendations will be presented to the full SWDB for approval.

- *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.
- *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.

Chairman Freeland opened the floor for questions and discussion. 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. The Executive Staff is reviewing the method by which the funding will be deployed.

**Governor's State Workforce Development Board
May 29, 2025, Executive Committee Meeting Minutes**

K-12 Engagement.....Ms. Laura Cox

To support the WIOA State Plan objective of preparing jobseekers for priority occupations, the SWDB decided, in its 2024-2027 Strategic Plan, to increase awareness of career pathways in K-12 education through an exploration of current youth employment resources. Ms. Laura Cox, Regional Workforce Advisor Director, presented on South Carolina's Regional Workforce Advisors (RWA), who are building a globally competitive talent pipeline by fostering productive connections among education, businesses, and community members.

Regional Workforce Advisors were established by the Education and Economic Development Act (EEDA) of 2005 to empower youth and adults by making education relevant to their career aspirations. RWAs are a valuable resource available to youth, serving those from Kindergarten through their first jobs and beyond. The twelve RWAs in SC, each focused on the LWDAs they serve, are coordinating and facilitating the delivery of information, resources, and professional development to educators. They are working closely with educators to provide activities and opportunities that enable students to be learn, explore, and experience their career interests, such as industry tours and work-based learning experiences. RWAs also facilitate local connections between businesses and those involved in education, and work with school districts and institutions of higher education to create and coordinate workforce education programs.

Committee Updates..... Committee Chairs

- *Board Development Committee – Pat Michaels*
During the 4th quarter Board Development Committee (BDC) meeting,
 - Ms. Pamela Jones reviewed suggested revisions to the SWDB Bylaws. These revisions were outlined and voted upon earlier in today's meeting.
 - The Committee continued to discuss the SC Works Conference, reviewing the theme "prepare, serve, and lead," with conference sessions being organized around these three tracks. The Committee will continue to explore this initiative in PY'25.
- *SC Works Management Committee – Warren Snead*
During the 4th quarter SC Works Management Committee (SCWMC) meeting,
 - Mr. Spencer Rice, the Eligible Training Provider List (ETPL) Coordinator, presented an overview of the ETPL and discussed its importance for jobseekers, providers, and employers. This discussion was a preparatory step for the SCWMC's PY'25 priority to establish baseline performance measures and create additional benchmarks related to performance in accordance with the ETPL regulations.
 - Ms. Nina Staggers provided an update on the implementation of the Secret Shopper Recommendations from the PY'23 study, conducted by the Research and Evaluation Group (EvalGroup), which aimed to evaluate the customer experience when interacting with the SC Works System. DEW staff will continue to monitor the centers activities, reviewing customer satisfaction for PY'24.
- *Workforce Innovation Committee – Dr. Windsor Sherrill*
During the 4th quarter Workforce Innovation Committee (WIC) meeting,

**Governor's State Workforce Development Board
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- Ms. Pamela Jones reviewed the WIC's priorities for the 2024-2027 State Workforce Development Board (SWDB) Strategic Plan, providing updates on the progress of each initiative.
- Ms. Nina Staggers shared an update on the EmpowerU: Futures Unlocked Initiative. This initiative offered youth participants involved in the Department of Juvenile Justice system with the opportunity to engage with virtual reality technology, enhancing their career exploration efforts. Workshop topics included, but were not limited to, social media safety, interview tips, job search strategies, email etiquette, and federal bonding. Of the participants tracked from the cohort, 15 out of 31 graduated from the program. One highlighted success story was a graduate by the name of Alex, who was connected with a military recruiter to help turn his aspirations into reality.

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

Mr. Freeland reminded members that the next full board meeting is scheduled for June 19, 2025, at 11 a.m. in the C. Lem Harper Building. He noted that members received a Save-the-Date for the 2025 Workforce Development Symposium on September 17, 2025, at the Columbia Metropolitan Convention Center. Reminding members that, in lieu of a 1st quarter Board meeting, members are asked to attend the Symposium.

Part one of the SC Works Information Sessions, titled "Beyond the Record," is scheduled for Tuesday, June 3, 2025, at 2:00 p.m. This discussion will explore the challenges and opportunities facing justice-involved individuals and the future of South Carolina's reentry workforce.

Part two of this session will occur on June 10, 2025, at 2:00 p.m. and will feature several successful nonprofit reentry programs.

Both sessions will be held virtually via Microsoft Teams and align with the board's priority to increase awareness of resources that mitigate obstacles to employment.

The meeting was adjourned at 12:13 p.m.



Executive Committee

PY'25 Q1

Thursday, September 11, 2025

EXECUTIVE COMMITTEE MEETING AGENDA

- I. WELCOME AND OPENING REMARKS
- II. APPROVAL OF MAY 29, 2025, MEETING MINUTES*
- III. PY'25 FUNDING UPDATE*
- IV. COMMITTEE UPDATES
- V. WORKFORCE DEVELOPMENT MONTH
- VI. OTHER BUSINESS/ADJOURN

APPROVAL OF MAY 29, 2025 MEETING MINUTES*

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Mr. Thomas Freeland*
Mr. Warren Snead*
Mr. Pat Michaels
Dr. Windsor Sherrill

MEMBERS ABSENT:

Mr. William Floyd
Mr. Charles Brave, Jr.
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Welcome and Opening Remarks **Mr. Thomas Freeland, SWDB Chair**
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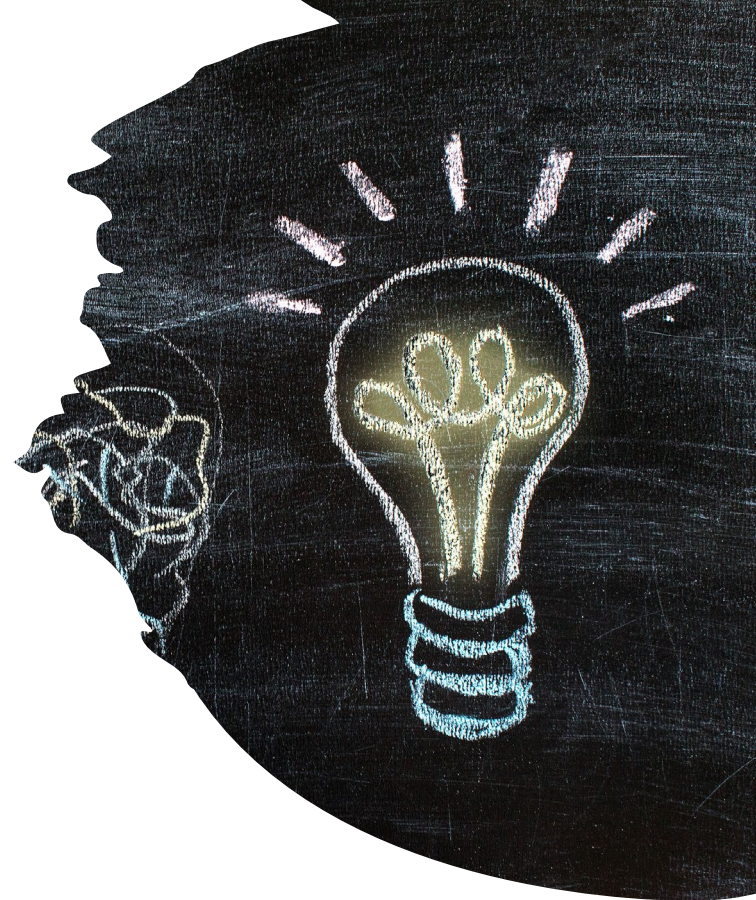
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Mr. Warren Snead motioned to approve the subsequent designation and certification for all 12 areas and boards for Program Years 2024 and 2025. Dr. Windsor Sherrill seconded the motion.



PY'25 FUNDING UPDATE*

PY'25 SW Program Budget and Funding Approved			
Carry-in Funding			
	PY'24 SW Program	\$ 1,475,273.59	
New Funding			
	PY'25 SW Program	\$ 2,947,980.10	
Total funds Available (carry-in and new)		\$ 4,423,253.69	
<u>PY'25 Initiatives</u>	<u>Amount</u>		<u>Description</u>
2025 Workforce Development Symposium Sponsorship	\$ 15,000.00		The state continues to celebrate Workforce Development Month in September. The SC Chamber Workforce Development Symposium will be held on September 17, 2025, sponsored by DEW and the State Workforce Development Board. The SWDB will recognize winners of the SC@ Work Photo Contest. Funding will cover the symposium sponsorship fee.
Workforce Heroes Trophies and High-Performing Workforce Board Award	\$ 1,600.00		Cost associated with trophies for Workforce Heroes Awards and High-Performing Board Award.
SC Works Partner Conference	\$ 150,000.00		The SC Works Conference will unite 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 Restoration Funding	\$ 864,000.00		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 year, from July 1, 2025 to June 30, 2026.
SC Works Branding and Outreach	\$ 100,000.00		Outreach is a key component of any workforce strategy. Funding will support the state-level outreach and promotion of the SC Works system and workforce programs.
SWDB/SC Works Operating Cost	\$ 25,000.00		Funding 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.
SC Works Security Funding	\$ 1,000,000.00		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.
Total	\$ 2,155,600.00		



COMMITTEE UPDATES



2025 WORKFORCE DEVELOPMENT MONTH



WE ARE

SC@WORK!

WORKFORCE DEVELOPMENT

MONTH

Join Us for the Third Annual Workforce Champion Award Ceremony and Reception!

You are cordially invited to join Governor Henry McMaster and First Lady Peggy McMaster to honor this year's Workforce Champion Award recipient, a business that has demonstrated extraordinary effort and innovation! A press conference will be held with S.C. Department of Employment and Workforce Executive Director William Floyd and other esteemed guests on the grounds, followed by a reception inside the Governor's Mansion with hors d'oeuvres and refreshments. Guests include:

- Coordinating Council for Workforce Development
- Legislators
- State Workforce Development Board
- 2025 Workforce Champion Award Recipient
- South Carolina Cabinet Members
- College Presidents
- Education and Workforce Partners



To RSVP, please scan the QR code, click on this image, or visit: tinyurl.com/2025wcadew by **Wednesday, September 9.**

This invitation is intended for the original recipient only and is non-transferrable. Please do not forward this invitation to someone else to take your place.



WORKFORCE DEVELOPMENT

S Y M P O S I U M

September 17, 2025

Columbia Metropolitan
Convention Center

SC@WORK



JOBSEEKERS, BE A PART OF SC@WORK!

FIND YOUR NEXT JOB!
Our SC Works consultants can help you with:

September is...

WORKFORCE DEVELOPMENT MONTH!


This month is all about connecting **YOU** with employers! The South Carolina Department of Employment and Workforce (DEW) in partnership with SC Works provides jobseekers with various programs and services **AT NO COST** in order to find a job.

Learn more at: <https://scworks.org/jobseeker/find-job>

During this month, DEW and SC Works will promote numerous opportunities for jobseekers and employers through job fairs, open house events, workshops, social media, press releases, and more! Statewide forums with industry organizations will address the pressing workforce challenges and existing solutions, while DEW will work with other government agencies, business professionals, and experts in various fields to examine the economy, statewide and local job markets, and find innovative ways to increase participation in the labor force.



VISIT OUR VIRTUAL ENGAGEMENT CENTER!



- Job Search Assistance
- Disability Accommodation Assistance
- Veteran Services
- Education and Training Programs
- Unemployment Insurance
- Transportation Assistance
- Child Care Assistance
- Trade Adjustment Assistance
- And More!



Follow us for more information and updates: [f](#) [t](#) [@](#) [in](#)

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.



EMPLOYERS, SHOW US SC@WORK!

FIND YOUR NEXT HIRE!
Our SC Works business consultants can help you with:

September is **WORKFORCE DEVELOPMENT MONTH!**

This month is all about connecting **YOU** with jobseekers! The South Carolina Department of Employment and Workforce (DEW) in partnership with SC Works provides employers with various programs and services **AT NO COST** in order to find and train qualified candidates.

Learn more at: <https://scworks.org/employer/business-services>

During this month, DEW and SC Works will promote numerous opportunities for jobseekers and employers through job fairs, open house events, workshops, social media, press releases, and more! Statewide forums with industry organizations will address the pressing workforce challenges and existing solutions, while DEW will work with other government agencies, business professionals, and experts in various fields to examine the economy, statewide and local job markets, and find innovative ways to increase participation in the labor force.



TRAINING FOR NEW AND EXISTING STAFF!

- Assessing Potential Hires Through Credential Testing
- Candidate Screening & Matching Services
- Interviewing Facilities
- Accessing SC Works Online Services (SCWOS)
- Hiring Jobseekers with Barriers
- Business Centers
- Employer Programs
- Transitional Assistance
- Business Tax Credits
- And More!



Follow us for more information and updates: [f](#) [t](#) [@](#) [in](#)

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.



WE ARE SC@WORK!

September is **WORKFORCE DEVELOPMENT MONTH!**

This month is all about connecting employers with jobseekers and the South Carolina Department of Employment and Workforce (DEW)'s Labor Market Information (LMI) Division is here to help **YOU** make informed workforce related decisions.

Learn more at: scworkforceinfo.com

LMI produces and presents data, statistics, and analysis related to employment and South Carolina's workforce including:

- Labor Supply and Demand
- Wages and Income
- Labor Force and Unemployment Statistics
- Employment Projections
- Labor Force Demographics
- Community Profiles

Read LMI's Magazine: **TRENDS**



TRENDS



Coming in Late 2024!



BE ON THE LOOKOUT FOR LMI'S NEW AND IMPROVED WEBSITE!



Check Out Our State's Hot Jobs!



Check Out Our Library of Videos and Reports!



Check Out Our Other Resources!

QUESTIONS?

Imicustomerservice@dew.sc.gov



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Thank You!

Upcoming Meetings and Events:

**Third Annual Workforce Champion Award and Reception –
September 16, 2025**

**2025 Workforce Development Symposium –
September 17, 2025**

Full Board – December 11, 2025