

State Workforce Development Board Meeting Thursday, June 19, 2025, at 11:00 a.m.

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

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AGENDA

I.	Welcome and Opening Remarks Mr. Thomas Freeland, SWDB Chair
II.	Approval of March 20, 2025, Meeting Minutes*Mr. Freeland
III.	Review of SWDB Bylaws*Mr. Pat Michaels
IV.	PY'25 SWDB Funding Recommendation*Ms. Pamela H. Jones
V.	LWDA Subsequent Designation & LWDB Certification* Ms. Tameka Pauling
VI.	DEW Director's Report Mr. William Floyd
VII.	Partner SpotlightDepartment of Social Services
VIII.	LWDA/Business SpotlightPee Dee - AESC
IX.	SWDB Member AcknowledgementMr. Freeland
Х.	Other Business/AdjournMr. Freeland



MEMBERS PRESENT:

Mr. Thomas Freeland
Mr. Warren Snead
Mr. William Floyd
Mr. Charles Brave, Jr.
Ms. Susan Cohen
Col. Craig Currey (retd.)
Ms. Darline Graham
Ms. Darline Graham Dr. Tim Hardee

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 Sherrill Mr. Jeremy Stephens Ms. Britt D. Vergnolle

MEMBERS ABSENT:

Mr. Cliff Bourke, Jr. Mr. Gregory C. Clark Mr. Michael W. Sexton Mr. Gregory L. Tinnell Senator Ross Turner Mr. John Uprichard

Director Floyd reported that third quarter Regional Workforce Advisor and the DEW Rural Outreach Team activity fostered 610 student engagement opportunities and led to over 325 successful job placements, respectively. He advised that the Stay to Apply Your Skills (S.T.A.Y.S.) program, which encourages Veterans to stay in South Carolina by offering them five interview opportunities when they use the SC Works system, continues to positively impact veterans and employers throughout South Carolina.

He also highlighted that the CCWD has officially launched the Find Your Future resource portal. This centralized platform offers end users access to various resources related to education and workforce development throughout South Carolina.

Ms. Dorothy Weaver, the Director of Communications at DEW, presented on the SC Works branding campaign entitled "Where There's More." As of March 2025, this initiative has generated approximately \$1,000,000 in return on investment.



NGA Legislative Update......**Mr. Timothy Carlton** Mr. Tim Carlton, Legislative Director at the National Governors Association, provided the third quarter legislative update covering Congress's Continuing Resolution, reauthorization of the Workforce Innovation and Opportunity Act (WIOA), and changes in federal leadership.

On March 15, 2025, Congress passed a full-year Continuing Resolution for fiscal year 2025, maintaining the established fiscal year 2024 funding levels for WIOA formula programs. The WIOA reauthorization, "A Stronger Workforce for America Act," was removed from the March 2025 Continuing Resolution. Both chambers of Congress must support additional federal action before any proposed changes can be enacted.

The Senate confirmed Lori Chavez-DeRemer as the United States Secretary of Labor. Henry Mack, III has been nominated to serve as the Assistant Secretary of the Employment and Training Administration.

Partner Spotlight......Office of Adult Education To enhance collaboration and raise awareness of partner services, showcasing the innovation and accomplishments of partner programs significantly impacting workforce development, the Partner Spotlight agenda has been added the SWDB quarterly meeting. Mr. Mike King, State Adult Education Director, delivered the first update in this initiative, focusing on adult education programs, including enrollment, services, and performance.

In the program year 2023-2024, Adult Education saw student enrollment reach over 23,000 individuals. Its Title II programs met all five negotiated measures related to employment, median earnings, credential attainment, and measurable skills gains.

Two service offerings that have positively contributed to these workforce preparation outcomes are the Integrated Education and Training (IET) and Workplace Literacy (WPL) Programs. In the program year 2023-2024, these initiatives served 382 students (IET) and 474 employees (WPL).

In March 2025, the Strategic Plan for 2024-2027 was finalized. The completed version will be available on the SC Works website and the CCWD's Find Your Future Portal. Additionally, it will be distributed to state partners, WIOA administrators, local workforce development board members, and non-traditional partners. State Workforce Development Board members will receive a physical copy of the finalized plan, along with a laminated one-page summary detailing its priorities, by mail.



SWDB Member AcknowledgmentMr. Freeland Chairman Freeland introduced and welcomed three new SWDB members:

- Ms. Britt D. Vergnolle, with over 25 years of experience in business leadership, will hold a business representative on the SWDB. She brings extensive expertise in employee recruiting services, particularly for businesses in the Southeast facing chronic labor shortages.
- Mr. Jeremy Stephens, Executive Vice President and Chief Human Resources Officer at Tidelands Health, will join the board as a business representative. He brings extensive experience in strategic leadership across various human resource functions within health systems, including recruiting, staffing, employee health and wellness, compensation, training and development, safety, and enterprise project management.
- Mr. George Patrick "GP" McLeer, Jr., Mayor of the City of Fountain Inn, will serve as a chief local elected official representative. He brings to the board valuable expertise in policy monitoring at all levels that affect the nonprofit sector, as well as experience in nonprofit advocacy engagement.

Other Business/Adjourn.....**Mr. Freeland** Chairman Freeland reminded SWDB and Local Workforce Development Board members that the Annual Ethics Training will be on Tuesday, April 15, 2025, at 11:00 a.m. The State's Ethics Commission will facilitate this virtual training.

SWDB members will also participate in WIOA Funding Allocation Training, reviewing the WIOA Funding Allocation formula and providing additional information related to allocation and monitoring requirements on April 23, 2025, at 11:00 a.m.

The next full board meeting will be on June 19, 2025, at 11 a.m. in the C. Lem Harper building.

The meeting adjourned at 12:41 p.m.

AMENDED

BYLAWS

STATE WORKFORCE DEVELOPMENT BOARD STATE OF SOUTH CAROLINA

ARTICLE I: ESTABLISHMENT

- 1.1 <u>NAME:</u> In accordance with the Workforce Innovation and Opportunity Act (WIOA), and applicable Federal Regulations, the name of this organization shall be the State Workforce Development Board (State Board or SWDB).
- **1.2 PROVISIONS OF ESTABLISHMENT:** The State Board was established in accordance with WIOA section 101, et al.
- **1.3** <u>AREA SERVED:</u> The area to be served by the State Board is the geographical and political jurisdiction of the State of South Carolina.
- **1.4** <u>STATE ADMINISTRATIVE AGENCY:</u> The State Administrative Agency designated by the Governor to administer WIOA title I is the South Carolina Department of Employment and Workforce (DEW).

ARTICLE II: PURPOSE AND AUTHORITY

- 2.1 <u>PURPOSE:</u> The State Board shall provide advice to the Governor and direction to DEW on workforce development issues affecting the State, particularly those pertaining to the implementation of WIOA.
- **2.2** <u>AUTHORITY:</u> The State Board shall perform all functions mandated by WIOA and perform such other duties as directed by the Governor. In no event shall the State Board operate programs or provide services to eligible participants.
- **2.3 <u>DUTIES:</u>** As required by WIOA section 101(d), the State Board shall oversee the following duties, and other duties as directed by the Governor:
 - A. Development, implementation, and modification of the state plan;
 - B. Review of statewide policies, programs, and recommendations on actions that should be taken by the State to align workforce development programs to support a comprehensive and streamlined workforce development system, including the review and provision of comments on the State Plans, if any, for programs and activities of SC Works partners that are not core programs;
 - C. Development and continuous improvement of the workforce development system, including –
 - identification of barriers and means for removing barriers to better coordinate, align, and avoid duplication among the programs and activities carried out through the system;
 - development of strategies to support the use of career pathways for the purpose of providing individuals, including low-skilled adults, youth, and individuals with barriers to employment, including individuals with disabilities, with

workforce investment activities, education, and supportive services to enter or retain employment;

- 3. development of strategies for providing effective outreach to and improved access for individuals and employers who could benefit from services provided through the workforce development system;
- development and expansion of strategies for meeting the needs of employers, workers, and jobseekers, particularly through industry or sector partnerships related to in-demand industry sectors and occupations;
- identification of regions, including planning regions, for the purposes of section 106(a), and the designation of local areas under section 106, after consultation with local boards and chief elected officials;
- 6. development and continuous improvement of the SC Works delivery system in local areas, including providing assistance to local boards, SC Works operators, SC Works partners, and providers with planning and delivering services, including training services and supportive services, to support effective delivery of services to workers, jobseekers, and employers; and
- 7. development of strategies to support staff training and awareness across the workforce development system and its programs;
- D. Development and updating of comprehensive State performance accountability measures to assess core program effectiveness under WIOA section 116(b);
- E. Identification and dissemination of information on best practices, including best practices for
 - 1. effective operation of SC Works centers, relating to the use of business outreach, partnerships, and service delivery strategies, including strategies for serving individuals with barriers to employment;
 - development of effective local boards, which may include information on factors that contribute to enabling local boards to exceed negotiated levels of performance, sustain fiscal integrity, and achieve other measures of effectiveness; and
 - 3. effective training programs that respond to real-time labor market analysis, that effectively use direct assessment and prior learning assessment to measure an individual's prior knowledge, skills, competencies, and experiences, and that evaluate such skills and competencies for adaptability, to support efficient placement into employment or career pathways;
- F. Development and review of statewide policies affecting the coordinated provision of services through the SC Works system, as described in WIOA section 121(e), including the development of
 - 1. objective criteria and procedures for use by local boards in assessing the effectiveness, physical and programmatic accessibility, and continuous improvement of SC Works centers;
 - 2. guidance for the allocation of SC Works center infrastructure funds under WIOA section 121(h); and
 - policies relating to the appropriate roles and contributions of entities carrying out SC Works partner programs within the SC Works delivery system, including approaches to facilitating equitable and efficient cost allocation in such system;
- G. Development of strategies for technological improvements to facilitate access to and improve the quality of services and activities provided through the SC Works delivery system, including such improvements to –

- enhance digital literacy skills (as defined in section 202 of the Museum and Library Services Act [20 U.S.C. 9101]; referred to in this Act as "digital literacy skills");
- accelerate the acquisition of skills and recognized postsecondary credentials by participants;
- 3. strengthen the professional development of providers and workforce professionals; and
- 4. ensure such technology is accessible to individuals with disabilities and individuals residing in remote areas;
- H. Development of strategies for aligning technology and data systems across SC Works system partner programs to enhance service delivery and improve efficiencies in reporting on performance accountability measures, including the design and implementation of common intake, data collection, case management information, and performance accountability measurement and reporting processes and the incorporation of local input into such design and implementation to improve coordination of services across SC Works partner programs;
- Awareness of allocation formulas used for the distribution of funds to local areas for adult and youth workforce investment activities, as permitted under WIOA sec. 128(b)(3) and 133(b)(3), and knowledge of program funding levels for each local workforce development area;
- J. Preparation of the annual reports described in WIOA section 116(d), paragraphs (1) and (2).
- K. Development of the statewide workforce and labor market information system described in section 15(e) of the Wagner-Peyser Act (29 U.S.C. 491-2(e)); and
- L. Development of such other policies as may promote statewide objectives for, and enhance the performance of, the workforce development system in the State.
- **2.4 OTHER DUTIES:** In accordance with guidance from United States Department of Labor (DOL) and state policies, the SWDB may hear, participate in, and render decisions regarding dispute resolutions and/or appeals made to the State Board. In such cases, the SWDB Chair will designate the Executive Committee or an Ad Hoc Committee of at least three SWDB members to hear the appeal. The committee will hear the appeal and issue a written decision within 60 business days from receipt of a written appeal.

ARTICLE III: MEMBERSHIP

3.1 <u>COMPOSITION AND APPOINTMENT</u>: The State Board shall be composed of members as outlined in WIOA section 101(b), The SWDB shall consist of members who are individuals with optimum policy-making authority within the organizations, agencies, or entities they represent. The members of the board shall represent diverse regions and populations of South Carolina, including urban, rural, and suburban areas.

The State Workforce Development Board must consist of the following voting members:

- A. the Governor;
- B. a member of each chamber of the State legislature (to the extent consistent with state law), appointed by the appropriate presiding officers of such chamber; and
- C. members appointed by the Governor, which must include:
- 1. a majority of representatives of businesses or organizations in South Carolina who

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Deleted: of

- (i) are the owner or chief executive officer for the business or organization, or is an executive with the business or organization with optimum policymaking or hiring authority, and also may be members of a local board;
- (ii) represent businesses, or organizations representing businesses, that provide employment and training opportunities that include high-quality, workrelevant training and development in in-demand industry sectors or occupations in the state; and
- (iii) are appointed from a list of potential members nominated by state business organizations and business trade associations; and
- (iv) at a minimum, one member representing small businesses as defined by the U.S. Small Business Administration.
- 2. not less than 20 percent who are representatives of the workforce within South Carolina, which:
 - (i) shall include two or more representatives of labor organizations, who have been nominated by state labor federations;
 - (ii) shall include one representative, who shall be a member of a labor organization or a training director, from a joint labor-management apprenticeship program, or if no such program exists, a representative of a registered apprenticeship program in the State;
 - (iii) may include one or more representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of individuals with barriers to employment, including organizations that serve veterans or that provide or support competitive, integrated employment for individuals with disabilities; and
 - (iv) may include one or more representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that service out-of-school youth; and
- 3. the balance of the members shall include representatives of government who:
 - (i) shall include the lead state officials with primary responsibility for the core programs; and
 - 1. the adult, dislocated worker, and youth program authorized under WIOA title I and the Wagner-Peyser Act;
 - 2. the Adult Education and Family Literacy Act (AEFLA) program authorized under WIOA title II ; and
 - 3. the State Vocational Rehabilitation (VR) program authorized under the Rehabilitation Act of 1973, as amended by WIOA title IV;
 - (ii) shall include two or more chief elected officials representing both cities and counties, where appropriate; and
 - (iii) other representatives and officials as the Governor may designate, such as, but not limited to,
 - 1. the state agency officials from agencies that are SC Works partners that are not core programs;
 - State agency officials responsible for economic development or juvenile justice programs in South Carolina;
 - 3. individuals who represent an Indian tribe or tribal organization, as such terms are defined in WIOA section 166(b); and

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- 4. State agency officials responsible for education programs in the State, including chief executive officers of community colleges and other institutions of higher education.
- TERM LIMITS: Members of the SWDB serve for a term of years as provided 3.2 below. Service shall be defined as beginning at the time of appointment and ending upon resignation or removal from the board. Term limits shall be effective July 1, 2015.
 - A. Three (3) year term;
 - 1. State Legislators and Chief Elected Officials
 - 2. "Other" Representatives as the Governor may designate¹
 - B. Four (4) year term:
 - 1. Representatives of Business
 - 2. Representatives of Labor
 - 3. Representatives of Community-Based Organizations

Board members may serve two terms. Their second term will automatically begin at the end of their first term unless the appointing party indicates otherwise.

Hold-over Status: Board members may serve in a hold-over capacity at the end of their second term until the appointing party makes a new appointment, a successor is duly elected, or the board member resigns or is otherwise removed.

Board members may be reappointed for a third (3rd) term after a break in service. A break in service shall be defined as at least 12 consecutive calendar months after resignation or removal. Persons removed from the board pursuant to Section 3.3C or 3.3D below are not eligible for reappointment.

Exception: The Board Chair serves for a period of time as requested by the Governor after which time he/she may be appointed to the Board as a member according to the term limits provided above.

- 3.3 TERMINATION OF MEMBERSHIP: Membership may be terminated for one or more of the following reasons:
 - A. Failure to continue to meet the requirements of the membership category of which the qualifications were the basis for his/her initial appointment. A status change includes retirement, change in membership category, and/or affiliation. When this occurs, the Board member must provide written notification to the Governor of his/her status change. At a minimum, notification shall include: the Board member's name, membership category, and affiliation. A copy of the notification shall be delivered to DEW.
 - B. Resignation of a Board Member. A Board member may resign from the SWDB at any point during his/her term. When this occurs, the Board Member must provide

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Deleted: with the option for reappointment for one (1) consecutive three (3) year term, by the presiding officer of either the House or Senate

Deleted: with the option for reappointment by the Governor for one (1) consecutive four (4) year term:

Commented [PJ1]: Removed: "the option for reappointment by the appointing part for one (1) consecutive term" with the addition of the 'second term automatically begin' language below

Commented [PJ2]: Added: Board members second term would automatically begin at the end of the first term. Added to align w/CCWD section 3.2.

Commented [PJ3]: Added: Board members may continue to serve in a Hold-over status at the end of their second term

¹ As provided in WIOA section 101(b)(1)(C)(iii)(II), the SWDB may include such other representatives and officials as the Governor may designate, such as: State agency officials from agencies that are SC Works partners, state agency officials responsible for economic development or juvenile justice programs, individuals who represent an Indian tribe or tribal organization, and state agency officials responsible for education programs, including chief executive officers of community colleges and other institutions of higher education. Edit - 6/13/2025

written notification to the Governor of his/her decision to resign. The resignation will take effect upon delivery of the notification to the Governor. At a minimum, the notification shall include: the board member's name, membership category, and affiliation. A copy of the notification shall be delivered to DEW.

- C. Failure to comply with attendance as outlined in Section 6.1 of these Bylaws, or the SWDB Attendance Policy.
- D. Failure to represent the SWDB in a manner deemed appropriate by the Governor or the Board Chair.

Board membership may also be terminated without cause at the sole discretion of the Governor.

ARTICLE IV: ORGANIZATION

4.1 <u>**CHAIR:**</u> The Chair of the State Board shall be a business representative appointed by the Governor. The term of office shall be subject to the Board Member term limits as described in Section 3.2.

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

- A. Prepare the agenda and preside over all regular and special meetings of the State Board and Executive Committee.
- B. Assign State Board members to standing and ad hoc committees of the State Board.
- C. Establish such work groups as shall be deemed necessary and appropriate. Work group members are not required to be members of the State Board.
- D. Serve as an Ex-Officio member of all committees of the State Board.
- E. Sign all documents requiring the signature of the State Board Chair.
- F. Delegate authority and responsibility as needed.
- **4.2** <u>VICE-CHAIR:</u> The Vice-Chair shall be appointed by the Chair and perform the duties of the Chair in the event of the Chair's absence or disability. The term of office shall be subject to the term limits as described in Section 3.2.

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

- A. Preside at regular and special State Board meetings in the absence of the Chair.
- B. At the direction of the Chair, sign all documents requiring the signature of the Chair when the Chair is unable to do so because of illness or any other emergency which, in the opinion of the State Board, prevents the Chair from performing such functions of the office.
- C. Perform such other duties as may be from time to time assigned by the Chair or by the State Board.

The Vice-Chair does not automatically ascend to the Chair position at the resignation or termination of the Chair.

4.3 EXECUTIVE COMMITTEE: The Executive Committee shall consist of the Chair and Vice-Chair of the State Board, the Governor, Committee Chairs, and other members appointed by the Board Chair. The State Board Chair shall serve as Chair of the Executive

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Committee without voting privilege except in the case of a tie vote. The Executive Committee shall take no action contrary to the policies established by the State Board.

Whenever necessary, due to time constraints or extenuating circumstances, the Executive Committee shall have authority to act on behalf of the SWDB. When this occurs, all actions of the Executive Committee are final and do not require approval of the SWDB. The SWDB will receive a summary of the actions taken at the next regularly scheduled meeting, including the circumstances that required the Executive Committee to act on behalf of the SWDB.

- **4.4** <u>STANDING AND AD HOC COMMITTEES:</u> The State Board Chair shall establish such standing committees, ad hoc committees, and work groups/taskforces as shall be deemed necessary and appropriate for carrying out the functions of the State Board. Work group and taskforce members are not required to be members of the State Board.
- **4.5. BOARD ENGAGEMENT:** To ensure active participation of board members, the Chair assigns each member to at least one committee. Committees are tasked with carrying out specific functions as identified by the Committee Chair and members of the committee, with advice and approval of the Executive Committee. Committee functions include, but are not limited to, WIOA implementation. Committee functions are outlined in Committee Charters, which may be amended, from time to time, by the Executive Committee.

ARTICLE V: MEETINGS

5.1 <u>SCHEDULE OF MEETINGS:</u>

- A. The State Board shall meet a minimum of four (4) times per year. Additional meetings may be called at any time by the Chair or upon written request of not less than a simple majority of the State Board members.
- B. Committees shall meet a minimum of four (4) times per year. Additional meetings may be called at any time by the Committee Chair.
- C. <u>The State Board and/or Committees may occasionally fulfill their quarterly</u> meeting requirements by attending trainings or special events in-lieu of hosting formal meetings.

5.2 NOTICE OF MEETINGS:

- A. Written notice of State Board meetings shall be given to each State Board member, by email, not less than seven (7) days prior to the meeting. The notice must include the meeting location and the date and time of the meeting.
- B. Notice of committee meetings shall be made available to all State Board members. State Board members may attend any committee meeting. However, voting is restricted to committee members only.

5.3 <u>QUORUM:</u>

A. A simple majority of the members appointed to the State Board shall constitute a quorum for the purpose of transacting business at State Board meetings. In the absence of a quorum, all voting items <u>may</u> be decided via electronic vote or deferred until a subsequent meeting. Electronic vote will be done by email or other survey means after prior discussion in a board meeting.

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- B. Three (3) committee members shall constitute a quorum for committee meetings. Committee action may be taken by those members present at any regularly scheduled or special committee meeting called by the Chair.
- 5.4 <u>**RULES OF ORDER:**</u> Robert's Rules of Order shall govern how State Board and committee meetings are conducted, except as modified by statute, rule, or the SWDB Bylaws.
- **5.5** ORDER OF BUSINESS/AGENDA: The order of business for meetings shall be determined by the Chair and published to members prior to the meeting via email or other electronic means.
- **5.6** <u>**MINUTES:**</u> Formal minutes of all State Board meetings (regular and called) shall be required and be available for review. Such minutes become part of the public record and therefore need to be reviewed and approved by the full Board or committee at the next scheduled meeting.

At a minimum, these minutes shall include:

- A. The date, time, and place of the meeting.
- B. The members recorded as either present or absent.
- C. The substance of all matters proposed, discussed or decided and, at the request of any member, a record of any votes taken.
- D. Any other information that any Board member requests be included or reflected in the minutes.

The minutes do not have to describe the nature of the discussion preceding any given action.

Meeting minutes approved by the State Board will be kept on file by DEW for at least three (3) years and posted on the SC Works website.

5.7 **PROCEEDINGS AND REPORTS:** Written record of committee proceedings shall be maintained, and appropriate reports will be provided at State Board meetings. The recommendations of a committee must be approved by a majority of the State Board, before being submitted for the Governor's consideration or for official release to organizations outside of the State Board. The State Board will receive a copy of all final reports that are submitted to the Governor.

ARTICLE VI: ATTENDANCE

6.1 <u>ATTENDANCE:</u> Regular attendance at SWDB and committee meetings is expected of each board member. Participation in Board meetings may be accomplished either in-person or remotely. A member shall notify the Board Chair or staff at least 24 hours in advance of a meeting if the member is unable to attend. In an emergency, the member shall contact the Board Chair or staff as reasonably possible. Failure to notify shall be recorded in the minutes as an unexcused absence.

A member who has two (2) unexcused absences from either a SWDB or committee meeting may receive a letter from the Chair encouraging more consistent attendance. A Board member who has three (3) unexcused absences from either a SWDB or committee meeting

will have their attendance and participation reviewed by the Executive Committee. The Executive Committee may recommend to the Governor's Office that a member who has failed to regularly attend SWDB and committee meetings be removed from the Board.

6.2 <u>ALTERNATIVE DESIGNEE PROCESS</u>: To encourage board member engagement and meeting attendance, the use of alternative designees shall not be permitted.

Exception: _The Governor is permitted to appoint a designee, who shall be a representative of the Governor's office, to attend SWDB meetings on his/her behalf. The Governor's designee shall have voting authority and be permitted to vote on behalf of the Governor.

ARTICLE VII: VOTING

7.1 <u>VOTING AND VOTING AUTHORITY:</u> Votes shall be cast only by State Board members. Each voting member shall have one (1) vote. A member may vote in person or electronically at the time a vote is called, provided an electronic means of voting has been approved by the SWDB. Electronic vote will be done by email or other survey means. A roll-call vote may be called by any voting member of the State Board. No votes shall be taken by secret ballot. There are no provisions for voting by proxy, alternates, or representatives of a State Board member. Persons representing State Board members and other visitors may participate in discussion only upon recognition by the Board Chair, but may not motion for a vote or vote on a matter.

Exception: _The Governor's designee, as permitted by Section 6.2, shall have voting authority and be permitted to vote on behalf of the Governor.

7.2 <u>CONFLICT OF INTEREST:</u> If a member has a conflict of interest, he or she shall not cast a vote or participate in discussion prior to a vote on any matter relating to that interest, or otherwise use his or her influence to the member's benefit, that of a family member, the entity he or she represents, an individual with whom he or she is associated, or a business with which he or she is associated. Disclosure of a board member's conflict of interest must be presented in writing to the State Board Chair and be recorded in the written minutes of a SWDB and/or committee meeting. The board member will be excused from any votes, discussions, or other actions on a matter on which the potential conflict of interest exists, and the minutes will be noted. Additionally, each member will read and sign the SWDB Conflict of Interest Policy, which outlines the SWDB's approach to identifying and evaluating potential conflicts of interest and assisting members in addressing conflict of interest, as prescribed by the State Ethics Law (S.C. Code Ann. § 8-13-100, et al.).

ARTICLE VIII: TRANSPARENCY

8.1 TRANSPARENCY: In accordance with the Freedom of Information Act and the WIOA Sunshine Provision, State Board meetings, including committee meetings, shall be open to the public, except when the Board or a committee convenes in executive session. Additionally, the State Board shall make available to the public, on a regular basis through open meetings, information regarding the activities of the State Board, including information regarding the State Plan prior to submission of the plan, information regarding membership, and, minutes of formal meetings of the State Board, upon request.

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ARTICLE IX: SUPPORT STAFF

9.1 <u>STAFF:</u> The State Board shall have designated staff from within DEW to support the activities of the State Board. The number of staff providing support to the board shall be commensurate with the functions and activities of the State Board. The State Board may also obtain the services of such other professional, technical, and clerical personnel as may be necessary to carry out its functions.

ARTICLE X: COMPENSATION

10.1 <u>COMPENSATION:</u> No compensation shall be paid to members of the State Board except that official travel costs and other expenses of members will be reimbursed at a rate equal to that authorized by the State of South Carolina for its employees. Members who are compensated for expenses by public sources other than the State Board shall not receive compensation from the State Board.

ARTICLE XI: AMENDMENT OF BYLAWS

11.1 <u>AMENDMENT:</u> The SWDB Bylaws may be amended or repealed by a two-thirds (2/3) vote of those members present at a State Board meeting, provided there is a quorum and notice of proposed action has been presented in writing to State Board members 10 days prior to the vote.

Amended and approved by the SWDB on June 19, 2025

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PY'25 SW Program Budget and Funding Request							
Carry-in Funding		-	-				
	PY'24 SW Program	\$	1,415,203.43				
New Funding							
	PY'25 SW Program	\$	2,940,207.00				
Total funds Available (carry-in and new)		\$	4,355,410.43				
PY'25 Initiatives			Amount		Description		
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 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 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				

State Workforce Development Board

PY'24 Q4 Thursday, June 19, 2025



Artificial Intelligence Usage: To safeguard the privacy and confidentiality of our conversations, we do not permit the use of AI bots in virtual meetings. If an attendee is identified as an AI bot, then it will be removed from the meeting. Thank you for your understanding and cooperation.

SWDB Meeting Agenda

- I. WELCOME AND OPENING REMARKS
- II. APPROVAL OF MEETING MINUTES FROM March 20, 2025*
- III. REVIEW OF SWDB BYLAWS*
- IV. PY'25 FUNDING RECOMMENDATIONS*
- V. LWDA SUBSEQUENT DESIGNATION & LWDB CERTIFICATION*
- VI. DIRECTOR'S REPORT
- VII. PARTNER SPOTLIGHT
- VIII. LWDA/BUSINESS SPOTLIGHT
- IX. SWDB MEMBER ACKNOWLEDGEMENT
- X. OTHER BUSINESS/ADJOURN





MEMBERS PRESENT:

Mr. Thomas Freeland	Ms. Felicia Johnson	Mr. Cliff Bourke, Jr.
Mr. Warren Snead	Mr. Mike King	Mr. Gregory C. Clark
Mr. William Floyd	Rep. Randy Ligon	Mr. Michael W. Sexton
Mr. Charles Brave, Jr.	Mr. George "GP" McLeer, Jr.	Mr. Gregory L. Tinnell
Ms. Susan Cohen	Mr. "Pat" Michaels	Senator Ross Turner
Col. Craig Currey (retd.)	Ms. Elaine Morgan	Mr. John Uprichard
Ms. Darline Graham	Mr. Tyler Servant	
Dr. Tim Hardee	Dr. Windsor Sherrill	
Mr. Chris Hall	Mr. Jeremy Stephens	
Mr. Jay Holloway	Ms. Britt D. Vergnolle	

way Ms. Britt D. Vergnolle

MEMBERS ABSENT:

Welcome and Opening Remarks......Mr. Thomas Freeland, SWDB Chair Chairman Thomas Freeland called the meeting to order at 11 a.m. A quorum was present.

Director Floyd reported that third quarter Regional Workforce Advisor and the DEW Rural Outreach Team activity fostered 610 student engagement opportunities and led to over 325 successful job placements, respectively. He advised that the Stay to Apply Your Skills (S.T.A.Y.S.) program, which encourages Veterans to stay in South Carolina by offering them five interview opportunities when they use the SC Works system, continues to positively impact veterans and employers throughout South Carolina.

He also highlighted that the CCWD has officially launched the Find Your Future resource portal. This centralized platform offers end users access to various resources related to education and workforce development throughout South Carolina.

Ms. Dorothy Weaver, the Director of Communications at DEW, presented on the SC Works branding campaign entitled "Where There's More." As of March 2025, this initiative has generated approximately \$1,000,000 in return on investment.

Approval of March 20, 2025 Meeting Minutes*



*Denotes voting item

REVIEW of SWDB BYLAWS* MR. PAT MICHAELS



SWDB BYLAWS

AMENDED

BYLAWS

STATE WORKFORCE DEVELOPMENT BOARD STATE OF SOUTH CAROLINA

ARTICLE I: ESTABLISHMENT

- 1.1 <u>NAME:</u> In accordance with the Workforce Innovation and Opportunity Act (WIOA), and applicable Federal Regulations, the name of this organization shall be the State Workforce Development Board (State Board or SWDB).
- 1.2 <u>PROVISIONS OF ESTABLISHMENT:</u> The State Board was established in accordance with WIOA section 101, et al.
- 1.3 <u>AREA SERVED:</u> The area to be served by the State Board is the geographical and political jurisdiction of the State of South Carolina.
- 1.4 <u>STATE ADMINISTRATIVE AGENCY</u>: The State Administrative Agency designated by the Governor to administer WIOA title I is the South Carolina Department of Employment and Workforce (DEW).

ARTICLE II: PURPOSE AND AUTHORITY

- 2.1 <u>PURPOSE</u>: The State Board shall provide advice to the Governor and direction to DEW on workforce development issues affecting the State, particularly those pertaining to the implementation of WIOA.
- 2.2 <u>AUTHORITY</u>: The State Board shall perform all functions mandated by WIOA and perform such other duties as directed by the Governor. In no event shall the State Board operate programs or provide services to eligible participants.
- 2.3 <u>DUTIES:</u> As required by WIOA section 101(d), the State Board shall oversee the following duties, and other duties as directed by the Governor:
 - A. Development, implementation, and modification of the state plan;
 - B. Review of statewide policies, programs, and recommendations on actions that should be taken by the State to align workforce development programs to support a comprehensive and streamlined workforce development system, including the review and provision of comments on the State Plans, if any, for programs and activities of SC Works partners that are not core programs;
 - C. Development and continuous improvement of the workforce development system, including –
 - identification of barriers and means for removing barriers to better coordinate, align, and avoid duplication among the programs and activities carried out through the system;
 - development of strategies to support the use of career pathways for the purpose of providing individuals, including low-skilled adults, youth, and individuals with barriers to employment, including individuals with disabilities, with

workforce investment activities, education, and supportive services to enter or retain employment;

- development of strategies for providing effective outreach to and improved access for individuals and employers who could benefit from services provided through the workforce development system;
- development and expansion of strategies for meeting the needs of employers, workers, and jobseekers, particularly through industry or sector partnerships related to in-demand industry sectors and occupations;
- identification of regions, including planning regions, for the purposes of section 106(a), and the designation of local areas under section 106, after consultation with local boards and chief elected officials;
- 6. development and continuous improvement of the SC Works delivery system in local areas, including providing assistance to local boards, SC Works operators, SC Works partners, and providers with planning and delivering services, including training services and supportive services, to support effective delivery of services to workers, jobseekers, and employers; and
- development of strategies to support staff training and awareness across the workforce development system and its programs;
- D. Development and updating of comprehensive State performance accountability measures to assess core program effectiveness under WIOA section 116(b);
- E. Identification and dissemination of information on best practices, including best practices for –
- effective operation of SC Works centers, relating to the use of business outreach, partnerships, and service delivery strategies, including strategies for serving individuals with barriers to employment;
- development of effective local boards, which may include information on factors that contribute to enabling local boards to exceed negotiated levels of performance, sustain fiscal integrity, and achieve other measures of effectiveness; and
- 3. effective training programs that respond to real-time labor market analysis, that effectively use direct assessment and prior learning assessment to measure an individual's prior knowledge, skills, competencies, and experiences, and that evaluate such skills and competencies for adaptability, to support efficient placement into employment or career pathways;
- F. Development and review of statewide policies affecting the coordinated provision of services through the SC Works system, as described in WIOA section 121(e), including the development of –
- objective criteria and procedures for use by local boards in assessing the effectiveness, physical and programmatic accessibility, and continuous improvement of SC Works centers;
- guidance for the allocation of SC Works center infrastructure funds under WIOA section 121(h); and
- policies relating to the appropriate roles and contributions of entities carrying out SC Works partner programs within the SC Works delivery system, including approaches to facilitating equitable and efficient cost allocation in such system;
- G. Development of strategies for technological improvements to facilitate access to and improve the quality of services and activities provided through the SC Works delivery system, including such improvements to –







PY'25 SW Program Budget and Funding Request					
Carry-in Funding					
	PY'24 SW Program	\$ 1,415,203.43			
New Funding	and an annual	4			
	PY'25 SW Program	\$ 2,940,207.00	-	A	
Total funds Available (carry-in and new)		\$ 4,355,410.43			
DVI25 Initiations		Amount		Description	
PY'25 Initiatives		Amount		Description	
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 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 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			



LWDA SUBSEQUENT DESIGNATION and LWDB CERTIFICATION*

MS. TAMEKA PAULING











State Workforce Development Board Update

Thursday, June 19th, 2025

Speaker: Executive Director William Floyd



BE PRO BE PRO

Number of People Working

2022-Present



Unemployment Rate

2022-Present Seasonally Adjusted























State Winner

south carolina department of Employment and Workforce



2025 Workforce Development Month

- Governor McMaster will issue a proclamation declaring September 2025 as Workforce Development Month to be presented by Lt. Gov. Pamela Evette at the Workforce Symposium on September 17th.
- Workforce Champion Award to be announced on September 16th at the Governor's Mansion.
- SC@Work: Photo Contest winners will be announced.
- DEW will organize job fairs, rural events, workshops, and collaborative partner events statewide. Last year's totals:
 - 102 Recruitment events (10 virtual)
 - 4,712 Attendees
 - 648 Employers
 - 1,881 Potential Hires
 - Career Coach events, Be Pro Be Proud appearances, workshops, and other events.





Workforce Symposium





- South Carolina Chamber of Commerce hosting.
- DEW is sponsor.
- Wednesday, September 17, 2025.
- Columbia Convention Center.
- Lt. Gov. presenting executive order for 2025 Workforce Development Month.



Workforce Champion Award



September 16th at the Governor's Mansion





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.



AF



PARTNER SPOTLIGHT: DEPARTMENT OF SOCIAL SERVICES



Breakdow





DSS SOUTH CAROLINA DEPARTMENT of SOCIAL SERVICES

Achieving Stability. Strengthening Families.

State Workforce Development Board Meeting

June 19, 2025

LaToya Roundtree, SC Department of Social Services SNAP E&T Program Director



Our State Plan highlights the need for collaboration between our Employment and Training Program and the State Workforce Development Board.

As a part of the workforce development ecosystem, SNAP E&T can assist with meeting employer demands for skilled labor and creating a stronger South Carolinian workforce.


SNAP Employment & Training Program

SNAP E&T provides training and employment opportunities to SNAP households to increase their income to reduce their dependency on SNAP benefits and lead to self-sufficiency.

> For-Profit and Non-Profit Organizations Educational Providers Technical Colleges Community-Based Organizations Faith-Based Organizations



Current Successes

• Together with our partner providers, SNAP E&T has achieved significant employment outcomes during FFY24. Many of these are shared in success story videos.

• In 2024, Blue Hustle was introduced to our communities.









Achieving Stability. Strengthening Families.

Feedback?

What suggestions do you have for SNAP E&T to better support the Board's initiatives?

LaToya S. Roundtree

Latoya.Roundtree@dss.sc.gov

803-605-4120

LWDA/BUSINESS SPOTLIGHT:

PEE DEE LWDA/AESC AESC|South Carolina's Energy Revolution









SC WORKS



FLORENCE COUNTY Economic Development PARTNERSHIP







9/1/2024-8/31/2025



Innovation Grant "Pee DeeEV"

Features of the Pee Dee's Innovation Grant (PeeDeeEV)

- Supports Governor McMaster's Executive Order 2022-31:
 - Supports the EV industry
 - Facilitates interagency cooperation and coordination and encourages public engagement
 - Enhances the State's anticipated EV-related workforce availability and capacity needs
 - Use of public-private partnerships and utilization of federal, state or other funds to promote/support EV industry

PeeDeeEV aligns with goals & strategies of the State Plan: Prepares job seekers for high-growth, high-wage, high-demand, and highmobility (4H) occupations

AESC is bringing over **1,600 jobs** to the Pee Dee Region:

Entry level roles: Production Technicians, Forklift Drivers, Warehouse Support, and Apprenticeships for Maintenance Technicians

Non-entry level positions: Quality Assurance (QA), Engineering/Reliability, Operations/Manufacturing Supervisors, Accounting, Finance, Legal, HR, IT/IS, Supply Chain and Environmental, Health & Safety

Alignment with State Plan, continued

- Improves the education and workforce infrastructure network to decrease obstacles to work to improve recruitment and retention of workers
 - At all AESC **Recruitment** Events, AESC presented and answered questions and three to four entities were a part of the agenda:
 - Pee Dee Regional Transportation Authority (RTA)- shared about current services & engagement with AESC to provide direct services
 - SC CCR&R (Child Care Resource & Referral) helps people find high-quality childcare and/or start their own childcare business
 - readySC- shared the new training center being developed and training which all new entry levels would be required to complete
 - Local technical college- shared the relevant certificates and programs available







Cont. Alignment with State Plan

- Implements a multifaceted outreach strategy to rural and underserved communities to ensure that individuals living in these areas of South Carolina have access to employment & training resources
 - Outreach Coordinator to plan/participate in recruitment activities in all six rural Pee Dee counties (Chesterfield, Darlington, Dillon, Florence, Marion and Marlboro)
 - Business Services Representative (BSR) to assist Outreach Coordinator & develop OJTs & coordinate WIN soft skills certifications
 - 10 OJT positions with AESC & other energy sector employers
 - Multi-media: professional videos, radio, social media, targeted episodic videos, CTV Streaming, Billboards, Bus Wraps, Targeted Display ads on Google, Direct Mail to unemployed & underemployed

			ar :
Date	Event	Attendees	C.
9/18/2024	Florence District 1 Adult Ed Job Fair	157	
09/27/2024	Success Summit (SC Works Pee Dee partners)	65	
09/29/2024	Helping Florence Flourish (HFF) Community Communion (20 churches)	300	
10/01/2024	Dillon County Job Fair	61	
10/08/2024	Marlboro County Job Fair	79	
10/11/2024	Marlboro County Wellness Resource Day	275	
10/17/2024	Dillon County Veterans Services Day	100	
10/24/2024	SC Works Pee Dee Fall Job Fair SIMT	711	
10/30/2024	SC@Work Rural Job Fair (Lake View, Dillon County)	36	
11/08/2024	SC@Work Rural Job Fair (Darlington)	8	
11/13/2024	AESC Recruitment Event (Florence)	1730	
11/14/2024	SC Works Pee Dee Veterans' Job Fair (Florence National Guard)	122	
12/4/2024	AESC Recruitment Event (Marlboro)	132	
02/03/2025	AESC Recruitment Event (Marion)	251	
02/18/2025	AESC Outreach Awareness event (CMEOC, Cheraw)	18	
03/04/2025	SC Works Pee Dee Spring Job Fair (SIMT, Florence)	327	
3/13/2025	West Florence High School College and Career Day	243	
3/19/2025	Florence 1 Adult Education Resource Fair	76	
03/27/2025	SC Works Pee Dee Job Fair Housing Authority (Cheraw)	56	
03/31/2025	AESC Recruitment Event (Darlington)	286	
04/03/2025	SC Works Pee Dee Job Fair (Continuum, Lake City)	496	
4/8/2025	Re-Entry Job Fair	54	
4/10/2025	Alfred Rush Academy Career Day	115	
04/11/2025	JAG Program Graduation (Marion County)	18	
04/15/2025	AESC Recruitment Event (Cheraw)	89	
04/17/2025	South Florence High School Career Fair	207	
04/29/2025	Darlington County School District Career Fair	75	
04/29/2025	Coker College Career Fair	375	
04/30/2025	Florence 1 Adult Education Job Fair	330	
5/5/2025	Alfred Rush Academy Senior Session	35	
05/23/2025	Clergy/Partner Lunch Info Session	26	
	TOTAL	6853	

• Sample of Activities of the grant-funded **OUTREACH COORDINATOR:**

- Thus far reaching over **6853** individuals via Job Fairs, AESC Recruitment events, high school & college career fairs
- Engages "boots on the ground" organizations: SC Works Pee Dee partners, SC@Work: Rural Connections, libraries, faith-based organizations, non-profits, veterans' organizations, local governments, schools, etc.



Florence County AESC Recruitment Event 11/13/2024 1,730 Attendees





Marlboro County AESC Recruitment Event12/04/2024132 Attendees



Marion County AESC Recruitment Event 02/03/2025 251 Attendees Darlington County AESC Recruitment Event 03/31/2025 286 attendees





Coordinator w/ Marion Mayor & Councilman



AESC Recruitment Event Cheraw



Coordinator with Dillon Mayor & County Econ. Dev. Dir.



Pee Dee COG at gigafactory w/AESC Execs



SC Works Pee Dee Partner Meeting





BSRs with Lake City Mayor

Event for faith-based partners



Coordinator at SC@Work Lake View Job Fair



Outreach Coordinator at CreekBridge STEM Academy Career Fair



AESC Talent Acquisition, Workforce Advisor, Pee Dee COG, Florence County Econ Dev.

.aesc-group.con





Job Fair in Lake City, SC



Darlington County AESC event 03/31, 286 attendees



SC Works Job Fair Florence

Coordinator @ SC Works Access Point with CMEOC and SCDEW Rural Connections



Innovation Grant Outreach





Campaign Flighting

Campaigns are strategically flighted based on tactic, client priorities, and budget. From November 2024 through August 2025, budget allocations are distributed by tactic and timed to align with AESC's evolving hiring needs across the flight period and targeted to the six Pee Dee counties.

Media Type	Nov	Dec	Jan	Feb	March	April	May	June	July	August
Traditional Radio (30x/station) 6										
Targeted Episodic Video										
CTV/OTT (Streaming TV)										
Outdoor										
Bus Wraps										
Targeted Display										
Direct Mail/Local Pubs (4 counties)										



Radio stations were selected based on both their geographic coverage and their programming formats to ensure broad reach across diverse audiences within the six counties.

- WCOS Country
- WJMX Top-40

Lillington

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etteville

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- WEGX Country
- WYNN-Hip-Hop
- WMXT Classic Hits





Online episodic video ads are served to job seekers across the six counties of the Pee Dee region and are partnered with companion banners to allow users to act on the ad after viewing the video content. Much like display, video helps to drives awareness, interest, and engagement by linking directly to the application site.

Date Range Impressions		Clicks	CTR
2/14-4/30	167,029	14,226	8.52%

Click through rate (CTR) benchmark for recruitment ads is 0.20% making this a successful campaign to-date.





Carlee D. U Level Trainer Smyrna, Tennessee - Started 2018

	Dec	Jan	Feb	March	April	May	June	July	Aug
Marlboro		Jessica G.							
Chesterfield								Carl	ee D.
Darlington		Christop	her W.						
Marion				C	hristopher W.				
Florence							Jess	se C.	
Dillon			Taylor H						

Taylor

Jessica G.

Christopher W.



"My favorite part of working at AESC is being at the forefront of battery innovation while building lasting relationships with colleagues."

> Jessica G. Senior Manager, Quality Assurance - Smyrna, Tennessee - Started 2015

Our team members say it best! Read more at US.AESC-GROUP.COM / HIRI SC WORKS american**job**center

AESE

NESC

PEE DEE WIOA is an equal opportunity employer/program and auxiliary aids and services are available upon request to individuals with disabilities.

For program funding details in compliance with the Stevens Amendment, please visit https://www.scworkspeedee.org/workforce_board/stevens_amendment.php

Bus routes were strategically chosen near the AESC facility to support and enhance local recruitment visibility.















Window Perf on Non Printed Windows









Targeted display ads are served to job seekers across the six counties of the Pee Dee region, driving awareness, interest, and engagement by linking directly to the application site. Featuring current employees, the ads also showcase AESC's positive workplace culture.

Date Range	Impressions	Clicks	CTR	CTR	
11/22-4/30	8,134,381	22,156	0.27%		

Click through rate (CTR) benchmark for recruitment ads is 0.15% making this a successful campaign todate.





Carlee D. U Level Trainer Smyrna, Tennessee - Started 2018

NEST



WOAN is at equal opportunity implement program and anothery add and onloss are available apportungent to indefaults with disabilities. For program Another density incomplement with the Sources Anotheris please visit tages/www.constepender.org/wwwfares_board/source_amendment.php



"The Innovation Grant is powering a truly impressive workforce development campaign across the Pee Dee. Through high-quality multimedia marketing, the support of a dedicated outreach coordinator and business services representative, and reimbursement for On-the-Job Training, the grant has been essential to supporting efforts to connect local talent to the 1,620 high-paying jobs AESC is creating."

Jeffrey DeLung, Director of Business Development North Eastern Strategic Alliance



"On behalf of the Pee Dee Workforce Development Board, we are appreciative of the Innovation Grant awarded by the SC Department of Employment & Workforce on behalf of the State Workforce Development Board. This grant has allowed us to work together with AESC and our economic development partners, but more importantly, to offer life changing career opportunities to individuals with barriers to employment within our rural region."

ank You!

Les Echols, Chair Pee Dee Workforce Development Board

Florence County Economic Development Partnership values the work of the Pee Dee COG



AESC Gigafactory 1.7M + Sq. Ft



AESC readySC Training Center Entrance to the new Florence Global Technolgy Park 1,000+ Acres

"The innovation grant has proven invaluable to the project and AESC, serving as a key tool for community engagement and education. It has significantly advanced community understanding of EV technology and is directly contributing to the recruitment of over 1,600 jobs committed by AESC for the new Gigafactory. This strategic initiative not only informs the Pee Dee Region but also directly facilitates AESC's recruitment goals, Therefore, underscoring the grant's critical role in the company's success." - Gregg Robinson, CEO, Florence County Economic Development Partnership





State Workforce Development Board Meeting

AESC Florence



June 19, 2025

Global Battery Market Forecast



Battery Technology Market Size 2024 to 2034 (USD Billion)



High-level perspective

The market for batteries is projected to **more than double in the next decade** between 2024 and 2034. While the market was sized at nearly **121 billion** U.S. dollars in 2024, it is expected to reach the size of almost **260 billion** U.S. dollars in 2034.

The dominant segment of the market will continue to be the **lithium-ion** battery segment.

Source: https://www.precedenceresearch.com/battery-technology-market

Without AESC's explicit authorization, any recording of photos, screen captures, videos or other form of data collection for the purpose of reproducing or disseminating information contained in this document is strictly prohibited, and AESC reserves the right to pursue violations of its information security policy to the fullest extent permitted by law.

Regionalization of EV Battery Manufacturing

Current global battery cell capacity announcements suggest a move toward regionalization in Europe and North America.

Global announced nameplate capacity for production of Li-ion battery cells, GWh/year



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Current Geopolitical Forces and Forecast

• Strong support for U.S. domestic manufacturing

• Challenges to industry-specific support, incentives

• Potential changes with tax reform debate

• EV batteries vs. Storage batteries
AESC: Japanese Heritage



A JV rooted in Japan's industrial craftsmanship

1st Companies to Mass Produce EV Batteries Best-in-class Safety Record

Critical safety incider

Strong Expertise

The First and the Biggest Battery Plants

Founded in **2007**



Years Experience







12 к

~20%

in R&D Function

- Global R&D Center
- Global Engineering Center

~10%

with PhD Degree¹

~70% with Master's Degree¹ Note: 1-Employees in R&D center

AESC is a pioneer in lithium-ion battery developed from the automotive craftsmanship and leadership in technology

Nov. 2010

AESC started its battery

supply to Nissan LEAF

battery

NEC

Æ

Nissan and NEC jointly

Oct. 2010

for EV

AESC started mass

production of battery

established AESC to

produce Lithium-ion

Apr. 2007

batteries

AESC: Timeline



A IBA 2011 **AESC received IBA Company Technology Awards for its** contribution on Lithium-ion

2012

UK

AESC started mass

production of EV

AESC goes global, receiving investments and partnerships with global clean energy and institution investors

Renault announced the strategic partnership with AESC

AESC Gigafactory commissioned in Ordos Net-Zero Industrial Park, powered by green energy



NESE

AESC: Current Product Offerings

Diversified product solution enables AESC technology competitiveness and to serve a variety of OEM requirements

46X Cylindrical Solution



Earliest commercialization from 2024 Leading-edge Energy and Charging Performance

Dynamic Fast Charging

Ultimate fast charging, trustworthy long-range operation 10-minute fast charging

Ultimate Safety Technology

Multidimensional safety protection design Comprehensive thermal safety management, preventing battery pack from thermal propagation

Prismatic Solution



Ultimate Safety System Design Low-temperature Cell Technology Available

Longest Industrialization History Efficient System Solution

Solid-state Solution



NESC

Sample Validation with Industry-leading Performance

Super Long-range Operation

Better balance between energy density and service life High Nickel Chemistry with 310 Wh/kg, extending driving range to 1000 kilometers

Low-Temperature Cell Technology

Industry-leading cold resistant technology improve at least 10% energy retention at freezing weather, extending driving range over

Long Life-Cycle Technology

Multidimensional material innovative technology Service life can reach 15 years or 150,000 km

Diversified Products Portfolio

Dual chemistry (NMC and LFP) strategy and three kinds of cell formats (Prismatic, Pouch and Cylindrical Cells)

Recognized by World Class OEMs



Selected EV battery customers

HONDA

LAND= -ROVER **NESC**



Utility Scale Grid Storage Battery Applications AESE

Strategic cooperation with the World's Leading ESS Integrators through strong product and global delivery capacity





Global HQ and Plants in Operation



NESC

Global Plants under Construction



6 Gigafactories under construction, meeting the needs of worldclass clients

Sunderland Gigafactory

Extremadura Gigafact Dou



t Douai Gigafactory



rance

Cangzhou Gigafactory



Bowling Green Gigafactory



Florence Gigafactory



AESC announces business investment in Florence County

Proud to be in South Carolina

 "South Carolina has been an automotive manufacturing powerhouse for over 30 years, and AESC's decision to establish operations in Florence County and to create jobs for thousands of South Carolinians shows that we will continue to be one for years to come," said Governor Henry McMaster.

Building in Florence



- Working with to power their new generation of EVs
- Robust site selection process: other states/other SC cities ruled out
- Key South Carolina attributes:
 - South Carolina is home to 500 automotive companies, is the No.1 exporter of passenger vehicles, and is No.1 producer of tires in the U.S.—employing over 72,000 South Carolinians

• Florence attributes:

- Readiness of the skilled workforce required to deliver a project of this scale and importance
- Cooperation of State, County, City
- Location a plus for logistics for sea, rail and trucking
- Looking to be good member of community

AESC in Florence



- Construction of 1.7 million square foot facility
 - Large enough to house 29 football fields or park 30 747 jets wing-to-wing



Sample Types of Positions

NESC

Maintenance:

- Maintenance Technician
- Controls Technician
- Tool & Die Technician

Operations:

- Production Associate / Manufacturing Technician
- Production/Manufacturing Team Lead

Quality:

- Quality Assurance Technician & Technologist
- Quality Control Technician & Technologist

Supply Chain:

- Warehouse Associate
- Logistics Associate

Environmental, Health & Safety:

EHS Specialist

Other:

- Office Administrator
- IT Specialist
- Engineers
- Interns

AESC has written Letter of Support for FDTC application to National Science Foundation to have specialized FDTC Mechatronics and Machine Tool programs that teaches modern manufacturing processes and theories and can transfer that theoretical knowledge onto the factory floor

Florence Hiring Event





AESC's first formal hiring event (in conjunction with PeeDee COG) in November 2024 was an overwhelming success with over 1,730 local applicants attending in person

How We Will Succeed

NESC



Partnering with the strong local resources such as those shown here as well as leveraging the valuable training programs we will be offering in our AESC training center, we can continue to prepare staff for our manufacturing and maintenance positions and offer skills for future career development within AESC

Only Together Will We Succeed





Thank you!



SWDB MEMBER ACKNOWLEDGMENT





COL. CRAIG CURREY Transitions Homeless Center of Columbia





Back to Work



PROGRAM LENGTH:

We work with community organizations to develop a schedule that works for program participants. Classes can last from 2-6 weeks depending on the partner's needs and the topics covered.

Classes are held at the organization location, SC Works, and/or location that works best for the community organization.

PROGRAM INCLUDES:

- > Soft skills and Job Search Training
- > 10-12 classes that includes:
- > Mock Interviews
- > Hiring Event or Individualized Interviews
- > Graduation Ceremony

Attendance and completion of all sessions are required to complete the program.



CONTACT US:

backtoworkprogram@dew.sc.gov

Email:

Locally:

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Sponsored by...

SOUTH CAROLINA DEPARTMENT OF **Employment and Workforce**

In partnership with...

SC WORKS A proud partner of the americanjobcenter network

Updated: July 2024

South Carolina Department of Employment and Workforce (DEW) promotes and supports an effective, customer driven workforce system that facilitates financial stability and economic prosperity for employers, individuals, and communities.

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.

Catalog: #171 ·····



Since 2015, the **Back to Work Program** has conducted over **85+ Graduations** with over 400 Graduates!

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FELICIA JOHNSON SC Vocational Rehabilitation







South Carolina Vocational Rehabilitation Department Partnership with Tru by Hilton

SCVRD is thrilled to announce our new partnership with Tru by Hilton Clemson, Seneca, which opens exciting opportunities for our consumers.

► Through this collaboration, individuals can engage in work experiences, job tryouts, and direct job placements within the hospitality industry.

Andrew Valentine, General Manager, has already welcomed one consumer to the team and plans to create more opportunities for others.

This initiative provides valuable hands-on experience and empowers individuals to thrive in their careers. We eagerly anticipate the positive impacts this partnership will bring!



South Carolina Vocational Rehabilitation Department Services and a Determined Youth Combine for the Win!

► Consumer Lakota Miller took advantage of the pre-employment services offered by SCVRD to complete a Culinary-based Work-Based Learning Experience with Kingston Resorts/EOS Hospitality during the 2023-2024 school year. After exploring various opportunities at the resort, Lakota decided she wanted a dynamic outdoor work environment.

► Determined to secure a position with Kingston after her Work-Based Learning Experience, she applied and interviewed for a job but was not offered the position. Undeterred, Lakota improved her interviewing skills with the help of SCVRD, reapplied for a position, interviewed again, and was ultimately hired.

▶ In 2024, Lakota began her role at the Hilton Myrtle Beach Resort as a pool attendant, where she provides excellent customer service and ensures the safety of guests in the pool area.

▶ Her journey is a testament to Lakota's tenacity and the meaningful work SCVRD does in helping youth discover job opportunities and develop the skills they need to succeed.

RANDY LIGON SC House Of Representatives





PAT MICHAELS Goodwill Industries of Upstate/Midlands SC





CAREER SERVICES

Career Pathways

20+ training programs within 5 in-demand areas of interest

Healthcare, Transportation and Logistics, Skilled Trade, Clean Tech and Technology





Clean Tech Accelerator

Need Heat Pump Technicians?

The HVAC business is booming. Trained talent is hard to find. You need employees you can count on, who are highly skilled and can easily adapt to your company culture and grow your business. Goodwill[®] can help.

Through the Goodwill Clean Tech Accelerator™, we are providing job training and support services so people in your community can begin careers in clean tech especially for heat pump installation.

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Goodwill is Training Your Future Workforce Today

Job seekers looking to get into a sustainable industry are benefiting from the Goodwill Clean Tech Accelerator, and so can you!

This training academy is focused on skilling and scaling the entry-level clean tech workforce through rapid competency and cohort-based learning.

Our Heat Pump Technicians Are Ready to Work

All of our trainees gain:

- Workplace safety (OSHA-10, CPR/First Ald/AED)
- Construction skills and certifications
- Heat Pump Installation and O&M skills and credentials (EPA 608, BlocPower Heat Pump Technician Certification)
- Customer service skills

Fill your hiring needs and build your team with trained individuals who have a strong desire to succeed and who are passionate about working toward a brighter future. *It's truly a win-win scenario*.

accenture

Interested in partnering with us?

cleantech@goodwillsc.org 877-LETSWRK

In partnership with:

Climate & Community Lab



ELAINE MORGAN Berkeley Chamber of Commerce







BCRH

Berkeley Community Resource Hub

Health • Well Being • Training • Education







J.WARREN SNEAD Cooper Standard





Cooper Standard Certified S.T.A.Y.S Employer





JEREMY STEPHENS Tidelands Health





New program gives high school students a jumpstart on a health care career



Health Science Pathway Start Training for your career Today!

Georgetown County School District is collaborating with Horry-Georgetown Technical College and Tidelands Health to inspire, support, and prepare students for careers in healthcare. Students gain clinical training and experience while earning high school credit.

Program Options:

- Nursing Pre-Program (LPN or RN)
- Clinical Medical Assistant
- Electrocardiography Technician (EKG) Course work can apply to both certificate and degree programs at HGTC.

Program Process:

GEORGETOWN COUNTY

- Express an interest in participating.
- Submit Tidelands Health Scholars Application for EKG and CMA pathways.
- BECOME A TIDELANDS HEALTH SCHOLAR TODAY! Complete HGTC Dual Enrollment Courses.
- Start your new Career or Continue your education at HGTC.

See your school counselor for more information.

TIDELANDS HEALTH

HORRY GEORGETOWN

There's More.



LWDB Meeting Presentations





Thank You!

2025 Workforce Development Symposium -Wednesday, September 19, 2025

