



SOUTH CAROLINA
HOUSE OF REPRESENTATIVES
GOVERNMENT EFFICIENCY &
LEGISLATIVE OVERSIGHT COMMITTEE

Economic Development, Transportation, and Natural Resources
Subcommittee

Chairman Travis A. Moore

The Honorable Richard B. “Blake” Sanders

The Honorable Gary S. Brewer, Jr.

The Honorable W. Scott Montgomery, IV

The Honorable Wendell K. Jones

AGENDA

Tuesday, July 28, 2026

10:30 a.m.

Room 110 – Blatt Building

- I. Approval of Minutes of March 4, 2026 Meeting
- II. Discussion of the South Carolina Department of Employment and Workforce
 - SCDEW Workforce Development
- III. Adjournment



**SOUTH CAROLINA
HOUSE OF REPRESENTATIVES
GOVERNMENT EFFICIENCY &
LEGISLATIVE OVERSIGHT COMMITTEE**

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Room 228 Blatt Building

MEETING MINUTES

Wednesday, March 4, 2026
8:30 a.m.
Room 409 – Blatt Building

Archived Video Available

- I. Pursuant to House Legislative Oversight Committee Rule 6.7, South Carolina ETV was allowed access for streaming the meeting. You may access an archived video of this meeting by visiting the South Carolina General Assembly’s website (<http://www.scstatehouse.gov>) and clicking on Committee Postings and Reports, then under House Standing Committees click on Legislative Oversight. Then, click on Video Archives for a listing of archived videos for the Committee.

Attendance

- I. The Economic Development, Transportation, and Natural Resources Subcommittee meeting was called to order by Chair Travis A. Moore on Wednesday, March 4, 2026, in Room 408 of the Blatt Building. Representative Gary S. Brewer, Jr.; Representative Wendell K. Jones; and Representative Richard B. “Blake” Sanders were present for all or a portion of the meeting. Representative W. Scott Montgomery was not present.

Minutes

- I. House Rule 4.5 requires standing committees to prepare and make available to the public the minutes of committee meetings, but the minutes do not have to be verbatim accounts of meetings.

Approval of Minutes

- I. Representative Brewer made a motion to approve the meeting minutes from prior meeting. A roll call vote was held, and the motion passed.

Moton to approve meeting minutes.	Yea	Nay	Not Voting
Rep. Moore	✓		
Rep. Brewer	✓		
Rep. Jones			✓
Rep. Montgomery			✓
Rep. Sanders	✓		

Discussion of the South Carolina Department of Employment and Workforce

- I. Before beginning today's testimony, Chair Moore asks if there are any agency representatives who may address the subcommittee today or at future meetings who have not been placed under oath. Diana Goldwire, SCDEW's Assistant Director for Employment Services, was sworn.
- II. Assistant Director Goldwire begins her presentation to the subcommittee and discusses the following topics:
 1. Employment Services.

Throughout his presentation, Members ask Assistant Director Goldwire questions and she responds.

Adjournment

- I. There being no further business, the meeting is adjourned.



EMPLOYEES

832 FTEs

FUNDING

The majority of DEW's budget is funded through federal sources. The U.S. Department of Labor allocates funds from the Federal Unemployment Tax (FUTA) to the states to pay for administrative and operational costs. Employer-paid state unemployment taxes pay for state unemployment benefits.

General Funds FY 2025-26

\$12,984,847

Total Funds FY 2025-26

\$145,356,655

LEADERSHIP

SCDEW's director is appointed by the governor, with the advice and consent of the Senate. The director serves at the pleasure of the governor. (S.C. Code Ann. § 41-29-35).

SOUTH CAROLINA DEPARTMENT OF EMPLOYMENT & WORKFORCE

MISSION

To promote and support an effective, customer-driven workforce system that facilitates financial stability and economic prosperity for employers, individuals and communities.

VISION

To be viewed as an efficient, transparent, customer-friendly partner in providing quality workforce solutions.

MAIN GOAL

To match jobseekers with employers quickly, efficiently, and effectively, and we offer a variety of services to assist both groups. DEW, one of 21 cabinet agencies, is a partner in the state's workforce system. DEW and its partners provide a variety of workforce services for job seekers and employers at [SC Works Centers](#), [Connection Points](#) and satellite offices in 12 local workforce investment areas across all 46 SC counties.

SERVICES

SCDEW's director is appointed by the governor, with the advice and consent of the Senate. The director serves at the pleasure of the governor. (S.C. Code Ann. § 41-29-35).

Jobseekers

- Career counseling
- Job referrals
- Computer access
- Testing and training
- Résumé assistance
- Partner services
- Business consulting
- Second Chance Program (with SCDC)
- GED Incentive Program

Employees

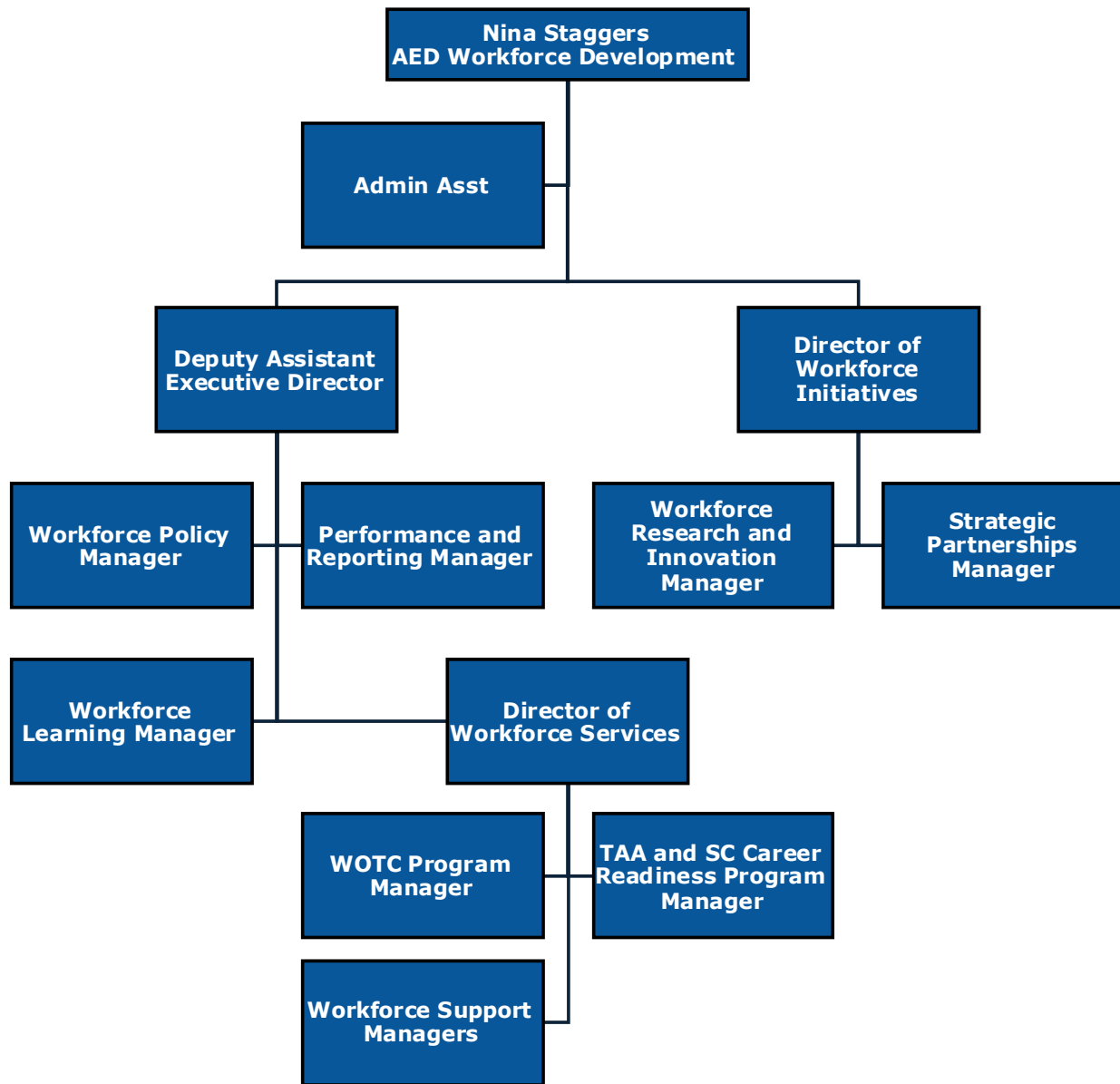
- Training
- Job market trends
- Tax credit info
- Recruiting and screening
- Posting job openings
- Transitional assistance

Workforce Development



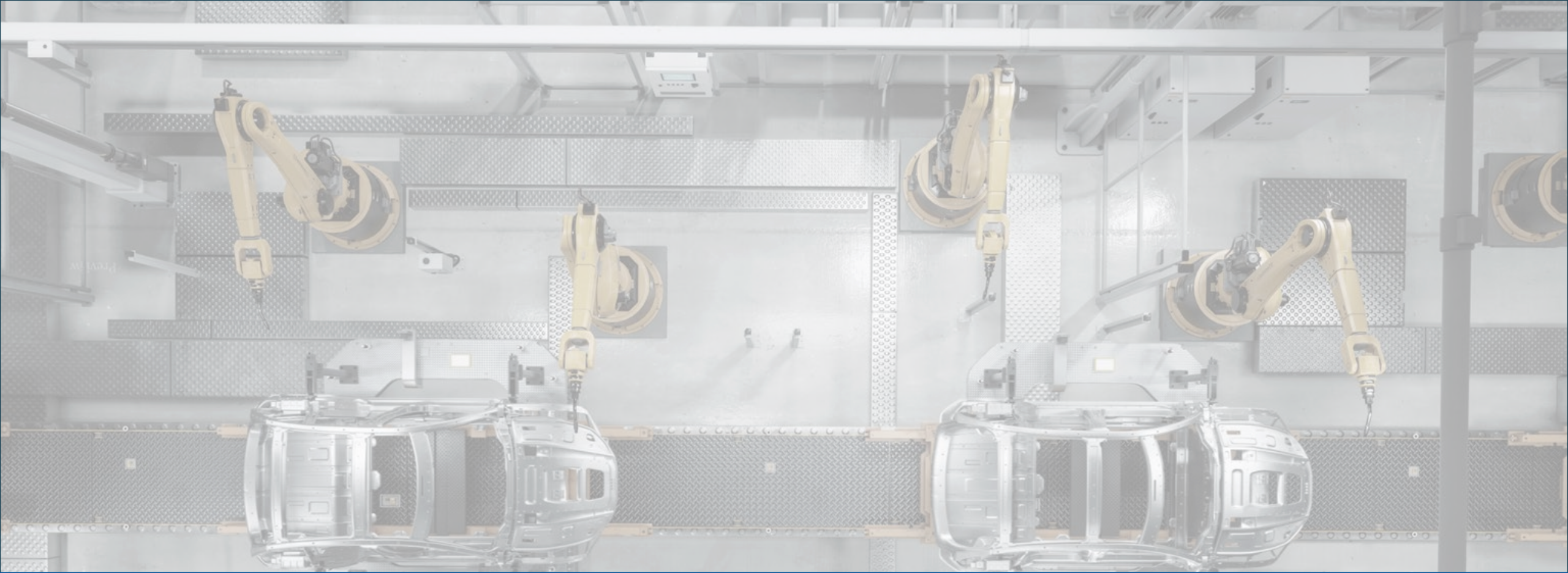
SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce





Role / Function

- Conduct workforce planning and research
- Administer workforce programs
- Develop policies and provide guidance to the workforce system
- Collect, analyze, and report performance outcomes
- Train workforce professionals in the SC Works system

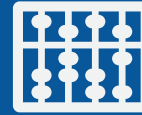


Workforce Innovation and Opportunity Act



WIOA Explained

The Workforce Innovation and Opportunity Act of 2014 (WIOA) creates the publicly-funded workforce system to help jobseekers and workers access employment, education, training, and support services and to match employers with skilled workers.



**Aligns federal
investments**



**Strengthens
governing bodies**



**Helps employers
find workers**



**Targets workforce
services**



**Increases
accountability**



**Improves services
to individuals with
disabilities**



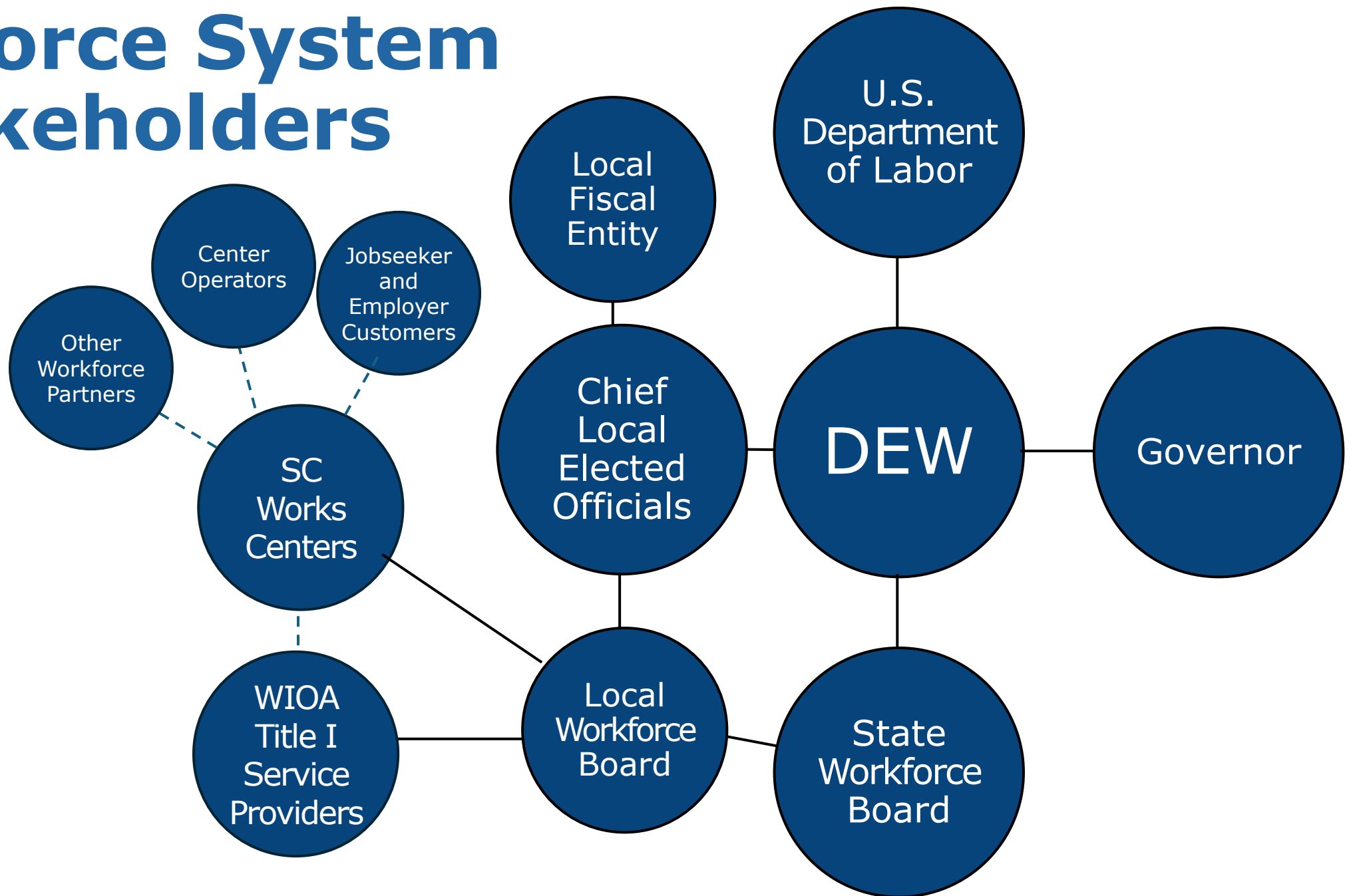
**Fosters
collaboration**



**Supports access
to services**



Workforce System Stakeholders



Federal & State Governing Bodies

**U.S.
Department of
Labor**

Governor

**Department of
Employment
and Workforce**

**State
Workforce
Development
Board**



State and Local Governing Bodies

- Drive the vision for the workforce system at the state and local levels and guide implementation of WIOA
- Advise and assist in establishing policies and procedures that strengthen the workforce system
- Promote, sustain, and grow regional economies through:
 - aligning investments in job training,
 - integrating service delivery across programs, and
 - ensuring that workforce investments are job-driven and match employers with skilled workers.
- Oversee operational systems and processes that benefit businesses and job seekers

Local Governing Bodies

**Chief Local
Elected Officials**

Fiscal Entities

**Local
Workforce
Boards**

Centers, Operators, and Providers

**Local
Workforce
Boards**

**SC Works
Centers**

**Center
Operators**

**Partner
Programs**

**Jobseekers
and
Employers**

State Workforce Development Board

Executive Leadership



Chairman, Thomas Freeland
Door System, part of ASSA
ABLOY



Vice Chairman, James W. Snead
Cooper Standard



Dr. Windsor Sherrill
Clemson University



Patrick Michaels
Goodwill Industries of the
Upstate/Midlands



John Uprichard
Find Great People (FGP)



Charles Brave, Jr.
American Federation of Labor and
Congress of Industrial Organizations
(AFL-CIO)



William Floyd
South Carolina
SC Department of Employment
and Workforce

VISION

Achieve and sustain South Carolina's workforce potential.

MISSION

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

GUIDING PRINCIPLES

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

GOALS/OBJECTIVES

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

STATE PLAN STRATEGIES

- 1.1 Implement a case management system that integrates data across the WIOA core partner programs.
- 1.2 Develop and implement cross-partner staff training to enhance service delivery to jobseekers and businesses.
- 1.3 Increase engagement between State and Local Workforce Development Boards (LWDBs).^{**}

1

SWDB ACTION ITEMS - IMPLEMENTATION

- 1.2.1 Host SC Works Partners trainings and information sessions.^(a)
- 1.2.2 Explore SC Works Partner Conference bi-annually.^(a)
- 1.3.1 Host SWDB and LWDB Joint training, meetings, and information sessions.^(a)
- 1.3.2 Encourage SWDB members to engage with their LWDB.^{(b)(c)(d)}

GOALS/OBJECTIVES

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

*High wage, growth, demand, mobility/retention are what the Coordinating Council for Workforce Development (CCWD) define as "priority occupations"

STATE PLAN STRATEGIES

- 2.1 Increase the percentage of participants that obtain high-value credentials.
- 2.2 Increase access to education and training necessary for individuals to use broadband to advance their personal goals and increase South Carolina's technology workforce competitiveness.
- 2.3 Improve strategic outreach and service delivery to employers to effectively match jobseekers with employers.
- 2.4 Increase awareness of career pathways in K-12.^{**}

2

SWDB ACTION ITEMS - IMPLEMENTATION

- 2.1.1 Host a SC Works partner forum around the Supply Gap Analysis/Priority Occupation.^(a)
- 2.1.2 Develop memo providing guidance for utilizing the Priority Occupations tool.^(a)
- 2.1.3 Develop Eligible Training Provider List (ETPL) performance measures.^(a)
- 2.1.4 Evaluate how employers and jobseekers access apprenticeships.^(a)
- 2.2.1 Promote SC Professional Skills Credential.^(a)
- 2.2.2 Develop SC Professional Skills Credential attainment goal.^(a)
- 2.3.1 Fund the expansion of Palmetto Business Barometer Survey.^(a)
- 2.3.2 Develop guidance on the delivery of local business services.^(a)
- 2.4.1 Explore how to maximize youth employment resources.^(a)

SWDB Spotlight: Transportation Pilot Projects

- The SWDB invested \$630,000 in five counties: Anderson, Dillon, Spartanburg, Walterboro, and Williamsburg, for the development and implementation of transportation demonstration projects. Grants were awarded for 18 months, from June 2017 through December 2018.*
- Grant recipients were required to track:
 - # of individuals transported who gained access to training
 - # of individuals transported who gained access to employment
 - # of individuals transported who maintained employment or completed training because they had access to transportation
 - Total ridership in all three categories
- At the end of the 24-month pilot, more than 6,700 individuals used the new or extended routes. Forty-seven percent of riders used transportation services to access employment and training and approximately 40% of riders used the routes to maintain employment or complete training.

*Grants awarded to Lowcountry and WorkLink were extended to 24 months, ending June 2019.

WIOA Programs and Partners

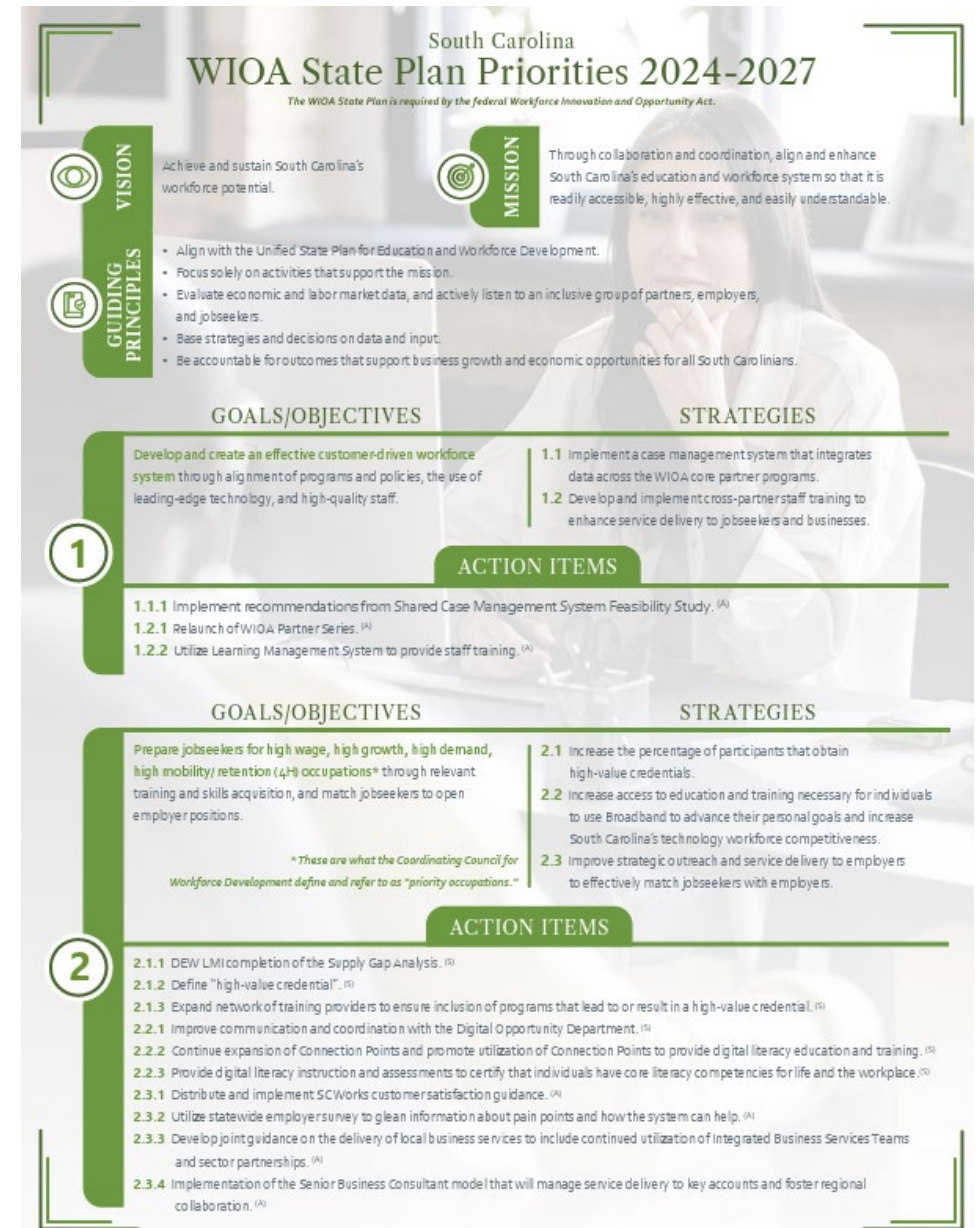
Programs	Partner Agency
Title I – Adult, Dislocated Worker, and Youth programs	DEW
Title II – Adult Education & Family Literacy Act programs	Dept. of Education Office of Career Readiness
Title III – Wagner-Peyser Act program	DEW
Title IV – Vocational Rehabilitation Act program	Vocational Rehabilitation Dept. Commission for the Blind

Strategic Planning

Each State must submit a plan that outlines a four-year strategy for the State's publicly funded workforce development system.

South Carolina has an approved plan covering **11** federal programs across **six** agencies that:

- Aligns with the SC Unified State Plan for Education and Workforce Development approved by the Coordinating Council for Workforce Development, and
- Provides direction for local and regional workforce planning.



Performance Accountability

WIOA programs are measured on six primary indicators of performance

(1) & (2) employment 2nd and 4th quarter after exit

Note: For Title I Youth, employment *or* enrolled in education or training activities

(3) Median earnings 2nd quarter after exit

(4) Measurable skill gains

(5) Credential attainment

(6) Effectiveness in Serving Employers

SC Works System

- SC Works is the brand for South Carolina's one-stop system.
- The one-stop system is a concept established in the WIOA legislation that requires programs and providers to make services available to job seekers and employers under "one roof."
- The SC Works system is a network of partners, brick-and-mortar locations, as well as virtual and mobile connections that help jobseekers and workers access employment, education, training, and support services.
- The main goal of SC Works is to match jobseekers to employers.



Partners in SC Works Centers



Centers & Workforce Infrastructure

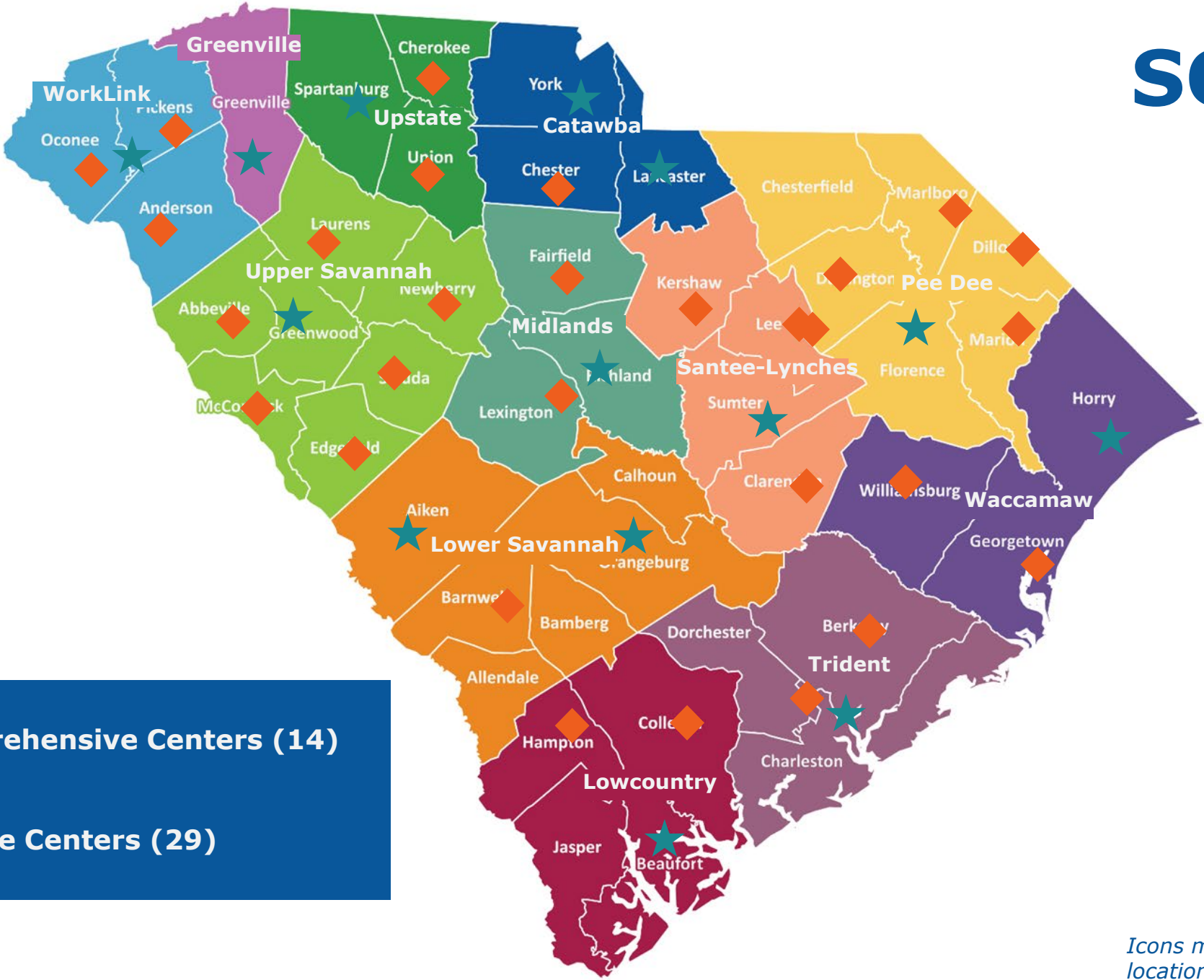
- 43 SC Works centers

- Each Local Workforce Development Area must have at least one Comprehensive Center

- SC Works Centers are established and operated by the 12 Local Workforce Development Boards

- Partners contribute to the cost of establishing and maintaining the centers through Infrastructure Funding Agreements
- For Program Year 2025 (July 1, 2025 – June 30, 2026), Infrastructure Funding Agreement costs exceed \$3 million

SC Works Centers





Comprehensive Centers (14)



Affiliate Centers (29)

Icons may not match the exact geographic location of a center within a county

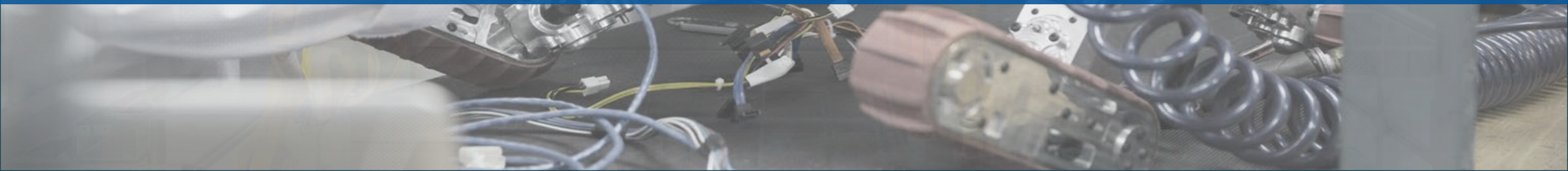
Programs Administered

- ✓ WIOA Adult, Dislocated Worker, and Youth Programs
- ✓ Work Opportunity Tax Credit
- ✓ Federal Bonding
- ✓ Trade Adjustment Assistance Act Program
- ✓ SC Career Readiness Program



Adult, Dislocated Worker, and Youth Programs

WIOA Title I



Adult, Dislocated Worker, and Youth Programs

- Three distinct programs
- Administered locally by local fiscal agents and local workforce boards
- Program services provided by service providers
- **Services generally include:**
 - ❖ Case management/career services
 - ❖ Training
 - ❖ Supportive services
 - *Ex. Transportation vouchers*

Program Eligibility

Adult Program

- **Age:** 18 years or older.
- **Eligibility:** Unemployed, underemployed, or have lost their jobs.
- May be eligible if facing barriers to employment, including lack of education, skills gaps, or needing assistance with job search and training.

Dislocated Worker Program

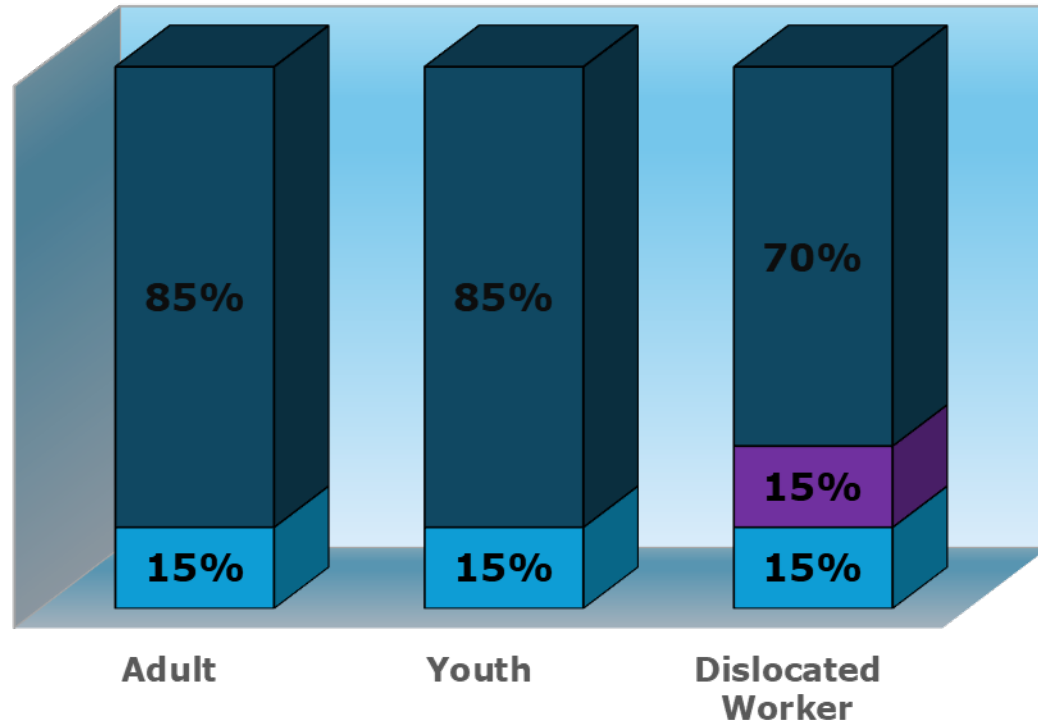
- **Age:** 18 years or older.
- **Eligibility:** Must have been terminated or laid off and are unlikely to return to their previous industry or occupation or have exhausted unemployment insurance benefits.
- May include veterans, military spouses, or displaced homemakers.

Youth Program

- **Age:** Out-of-school youth aged 16-24 not attending school and have barriers to employment. In-school youth aged 14-21, attending school, low income, and have barriers to employment.
- **Eligibility:** Priority placed on out-of-school youth, ages 16-24.
- **Barriers:** May include low literacy, lack of high school diploma or equivalent, involvement with the criminal justice system, or other challenges.

WIOA Title I Funding

State Allotments



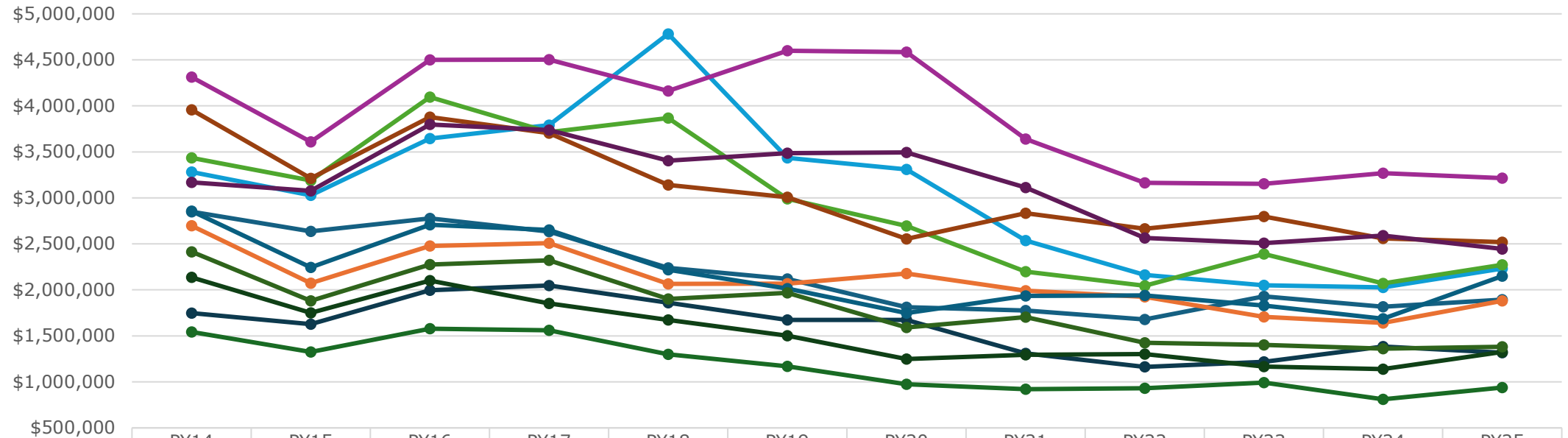
WIOA Program Allotments for Program Year 2025

Summary of the WIOA Adult, Youth, and Dislocated Worker Allocations

6/11/2025

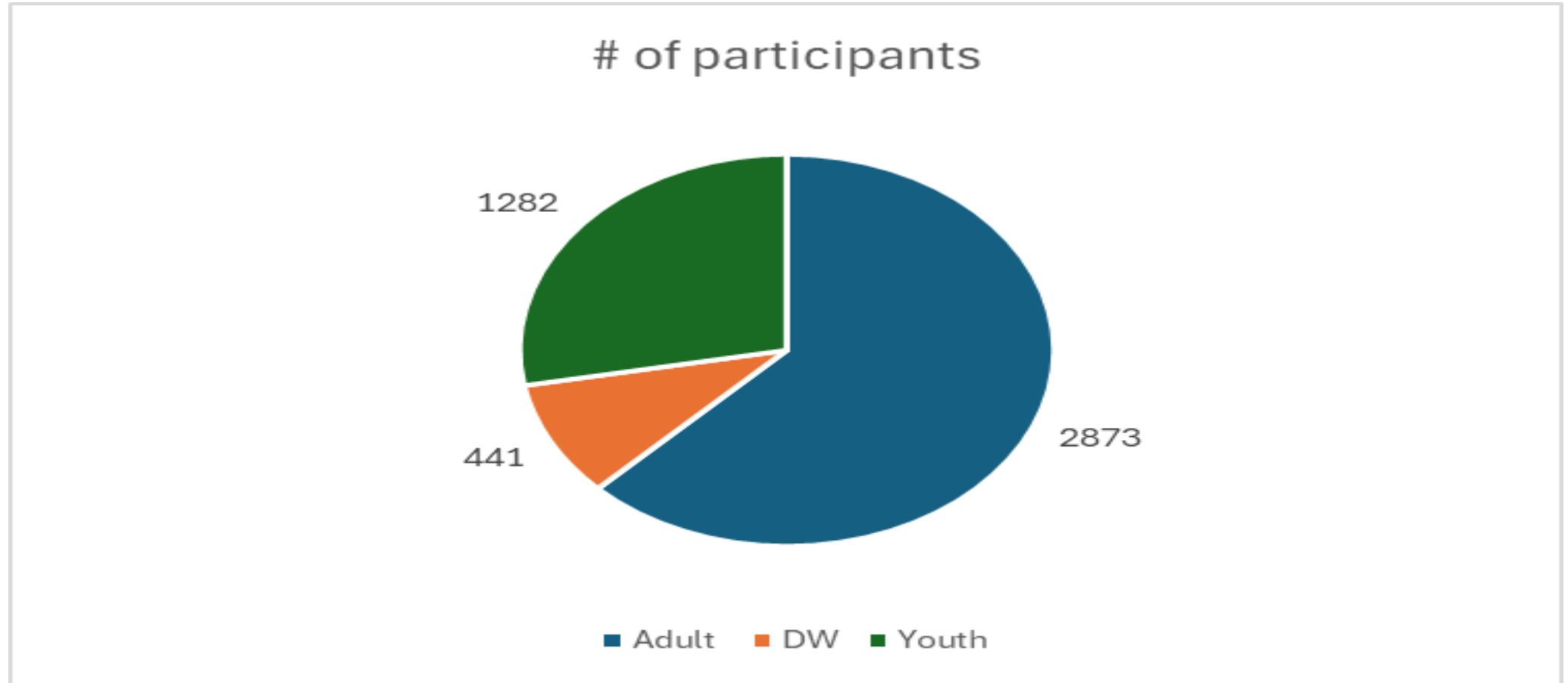
Fund Stream		Adult	Youth	Dislocated Worker	Total
Total allotment received		\$9,817,775	\$10,115,862	\$9,468,429	\$29,402,066
State	Statewide Activities (10%)	\$981,778	\$1,011,586	\$946,843	\$2,940,207
	State Administration (5%)	\$490,888	\$505,793	\$473,421	\$1,470,102
	State Rapid Response (15%)			\$1,420,265	\$1,420,265
	State Totals	\$1,472,666	\$1,517,379	\$2,840,529	\$5,830,574
Local Area Allocations	Percentage allocated to Local Areas	85%	85%	70%	Total
	Total allocated to Local Areas	\$8,345,109	\$8,598,483	\$6,627,900	\$23,571,492
	Trident	\$827,033	\$861,938	\$830,204	\$2,519,175
	Greenville	\$628,046	\$644,660	\$608,959	\$1,879,665
	Upper Savannah	\$480,636	\$476,578	\$368,696	\$1,325,910
	Upstate	\$767,853	\$794,327	\$587,074	\$2,149,254
	Midlands	\$1,079,503	\$1,216,753	\$918,643	\$3,214,899
	WorkLink	\$464,200	\$574,228	\$343,550	\$1,381,978
	Lower Savannah	\$803,294	\$812,050	\$615,957	\$2,231,301
	Pee Dee	\$820,165	\$781,649	\$670,241	\$2,272,055
	Catawba	\$714,671	\$725,138	\$455,045	\$1,894,854
	Santee-Lynches	\$490,221	\$479,711	\$347,555	\$1,317,487
	Lowcountry	\$355,821	\$347,512	\$236,491	\$939,824
	Waccamaw	\$915,666	\$883,939	\$645,485	\$2,445,090
	Local Area Totals	\$8,345,109	\$8,598,483	\$6,627,900	\$23,571,492
Total Allocation		\$9,817,775	\$10,115,862	\$9,468,429	\$29,402,066

Local Area Total Allocations by Year



	PY14	PY15	PY16	PY17	PY18	PY19	PY20	PY21	PY22	PY23	PY24	PY25
Catawba	\$2,849,588	\$2,635,669	\$2,777,895	\$2,633,943	\$2,238,201	\$2,118,091	\$1,810,820	\$1,775,590	\$1,678,565	\$1,929,507	\$1,817,467	\$1,894,854
Greenville	\$2,697,050	\$2,073,458	\$2,476,214	\$2,507,401	\$2,064,489	\$2,067,801	\$2,177,366	\$1,990,999	\$1,923,864	\$1,705,969	\$1,641,060	\$1,879,665
Lowcountry	\$1,541,865	\$1,325,241	\$1,577,907	\$1,560,073	\$1,298,783	\$1,168,385	\$974,849	\$919,544	\$930,112	\$991,976	\$810,796	\$939,824
Lower Savannah	\$3,282,174	\$3,028,587	\$3,644,706	\$3,792,001	\$4,782,397	\$3,435,935	\$3,309,445	\$2,536,690	\$2,161,821	\$2,050,426	\$2,027,155	\$2,231,301
Midlands	\$4,313,425	\$3,608,940	\$4,500,134	\$4,503,442	\$4,162,861	\$4,598,839	\$4,585,037	\$3,638,991	\$3,164,313	\$3,152,490	\$3,267,739	\$3,214,899
Pee Dee	\$3,434,901	\$3,189,018	\$4,095,307	\$3,714,588	\$3,866,661	\$2,988,917	\$2,695,693	\$2,199,271	\$2,044,730	\$2,389,885	\$2,069,467	\$2,272,055
Santee Lynches	\$1,748,459	\$1,626,839	\$1,995,647	\$2,047,748	\$1,859,495	\$1,672,871	\$1,672,857	\$1,310,871	\$1,162,690	\$1,217,213	\$1,385,312	\$1,317,487
Trident	\$3,957,362	\$3,212,685	\$3,878,959	\$3,703,983	\$3,139,706	\$3,006,492	\$2,554,933	\$2,832,417	\$2,664,056	\$2,797,343	\$2,558,462	\$2,519,175
Upper Savannah	\$2,135,845	\$1,751,091	\$2,100,063	\$1,853,860	\$1,672,989	\$1,503,009	\$1,247,908	\$1,294,293	\$1,302,200	\$1,166,259	\$1,139,144	\$1,325,910
Upstate	\$2,857,009	\$2,243,804	\$2,707,843	\$2,651,725	\$2,218,632	\$2,012,836	\$1,746,631	\$1,934,000	\$1,939,008	\$1,828,312	\$1,686,366	\$2,149,254
Waccamaw	\$3,168,619	\$3,077,682	\$3,797,294	\$3,738,009	\$3,403,892	\$3,486,013	\$3,493,321	\$3,111,189	\$2,564,674	\$2,506,922	\$2,589,447	\$2,445,090
Worklink	\$2,414,577	\$1,881,282	\$2,275,107	\$2,320,746	\$1,901,032	\$1,968,115	\$1,592,067	\$1,702,886	\$1,424,644	\$1,403,301	\$1,361,189	\$1,381,978

PY'24 Participant Counts



PY'24 Actual Program Performance

Statewide

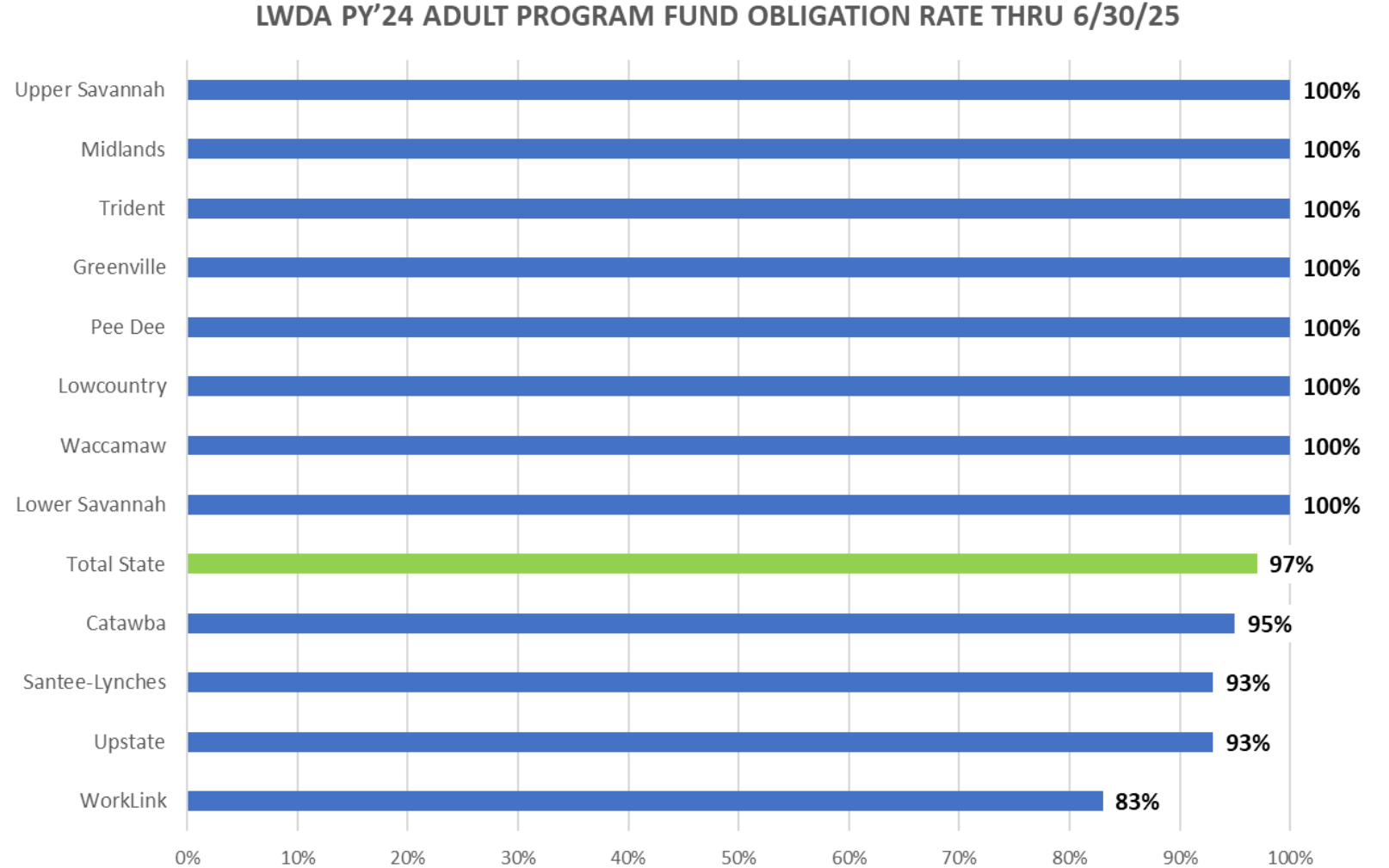
Indicator/Program	Title I Adult Goal	Title I Adult Actual	Title I Adult % of Goal	Title I DW Goal	Title I DW Actual	Title I DW % of Goal	Title I Youth Goal	Title I Youth Actual	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	79.1%	79.1%	100.0%	81.6%	79.9%	97.9%	78.0%	81.1%	104.0%	100.6%
Employment Rate Q4	78.3%	78.6%	100.4%	80.9%	84.3%	104.2%	75.0%	79.8%	106.4%	103.7%
Median Earnings	\$6,900	\$8,455	122.5%	\$8,550	\$10,183	119.1%	\$3,985	\$5,293	132.8%	124.8%
Credential Rate	67.5%	76.7%	113.6%	69.1%	84.9%	122.9%	63.0%	66.7%	105.9%	114.1%
Measurable Skill Gains	66.3%	75.1%	113.3%	67.7%	77.2%	114.0%	61.5%	73.8%	120.0%	115.8%
	Overall Program Score		110.0%	Overall Program Score		111.6%	Overall Program Score		113.8%	

Pass

Fail

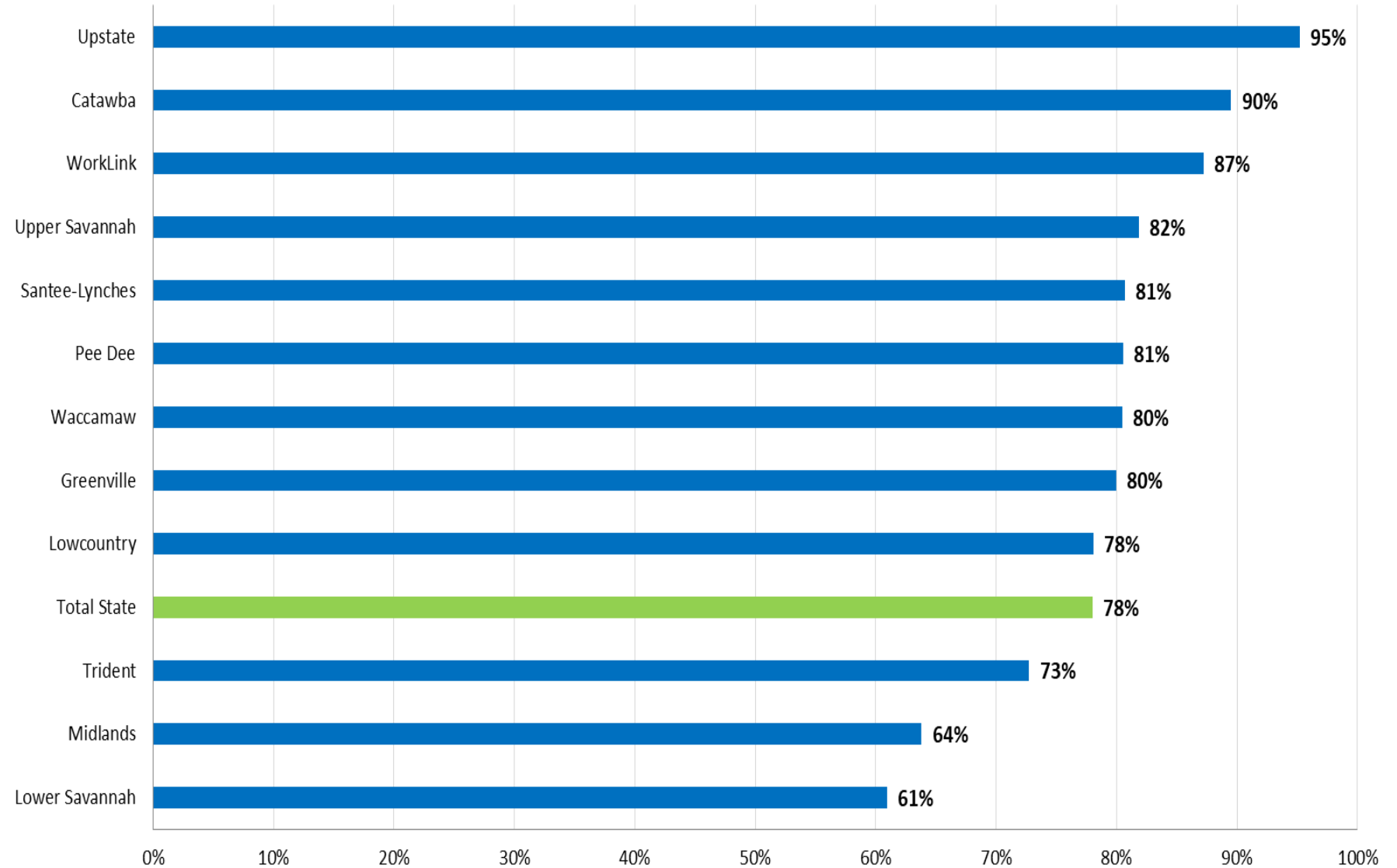
- An Overall Program Score (across all indicators) is at least 90.0%
- An Overall Indicator Score (across A/DW/Y programs) is at least 90.0%
- Have an Individual Indicator Score of at least 50.0%
- An Overall Program Score (across all indicators) that did not meet at least 90.0%
- An Overall Indicator Score (across A/DW/Y programs) that did not meet at least 90.0%
- Have an Individual Indicator Score that did not meet 50.0%

PY'24 Obligation Rate

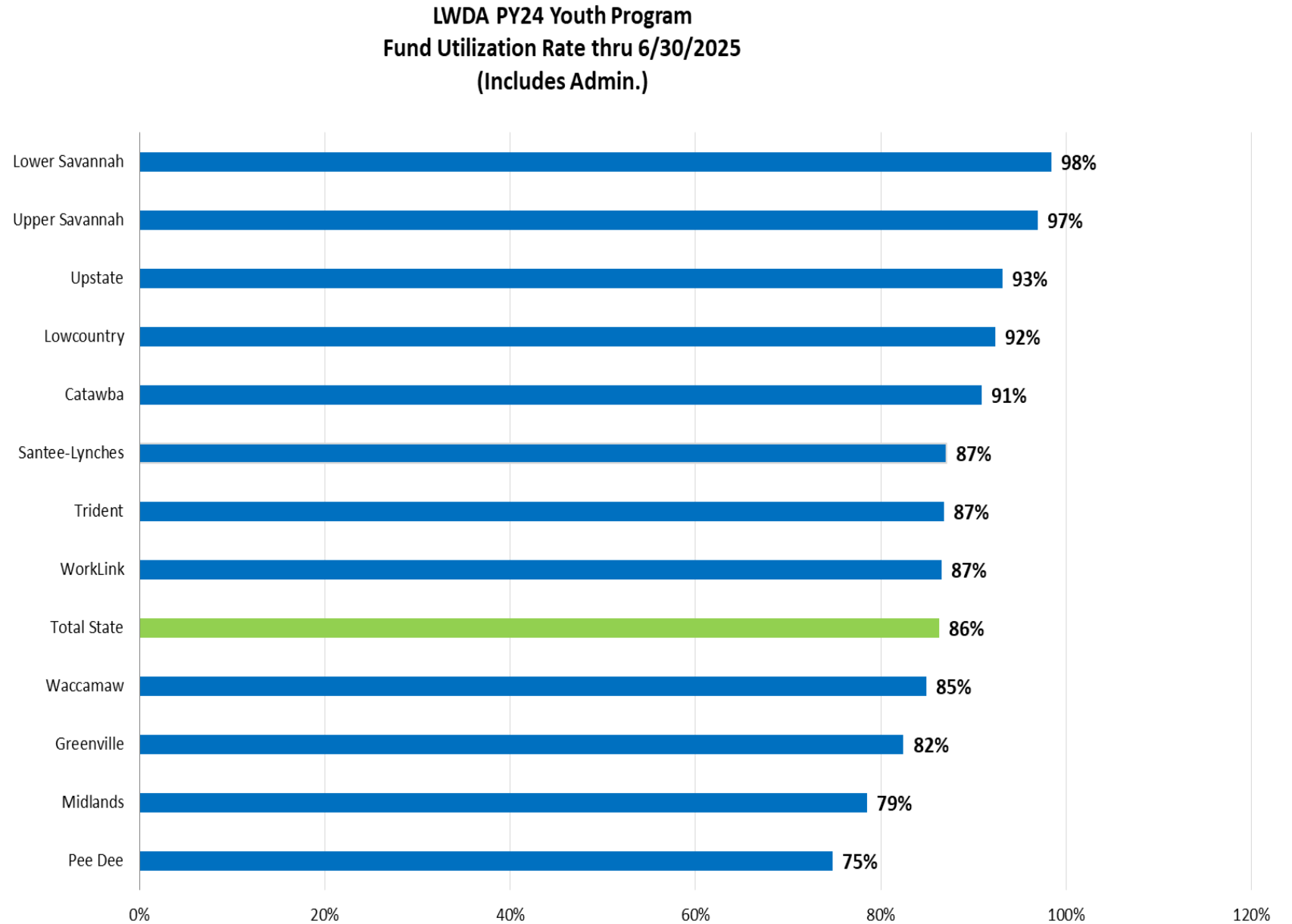


PY'24 Obligation Rate

LWDA PY24 Dislocated Worker Program
Fund Utilization Rate thru 6/30/2025
(Includes Admin.)

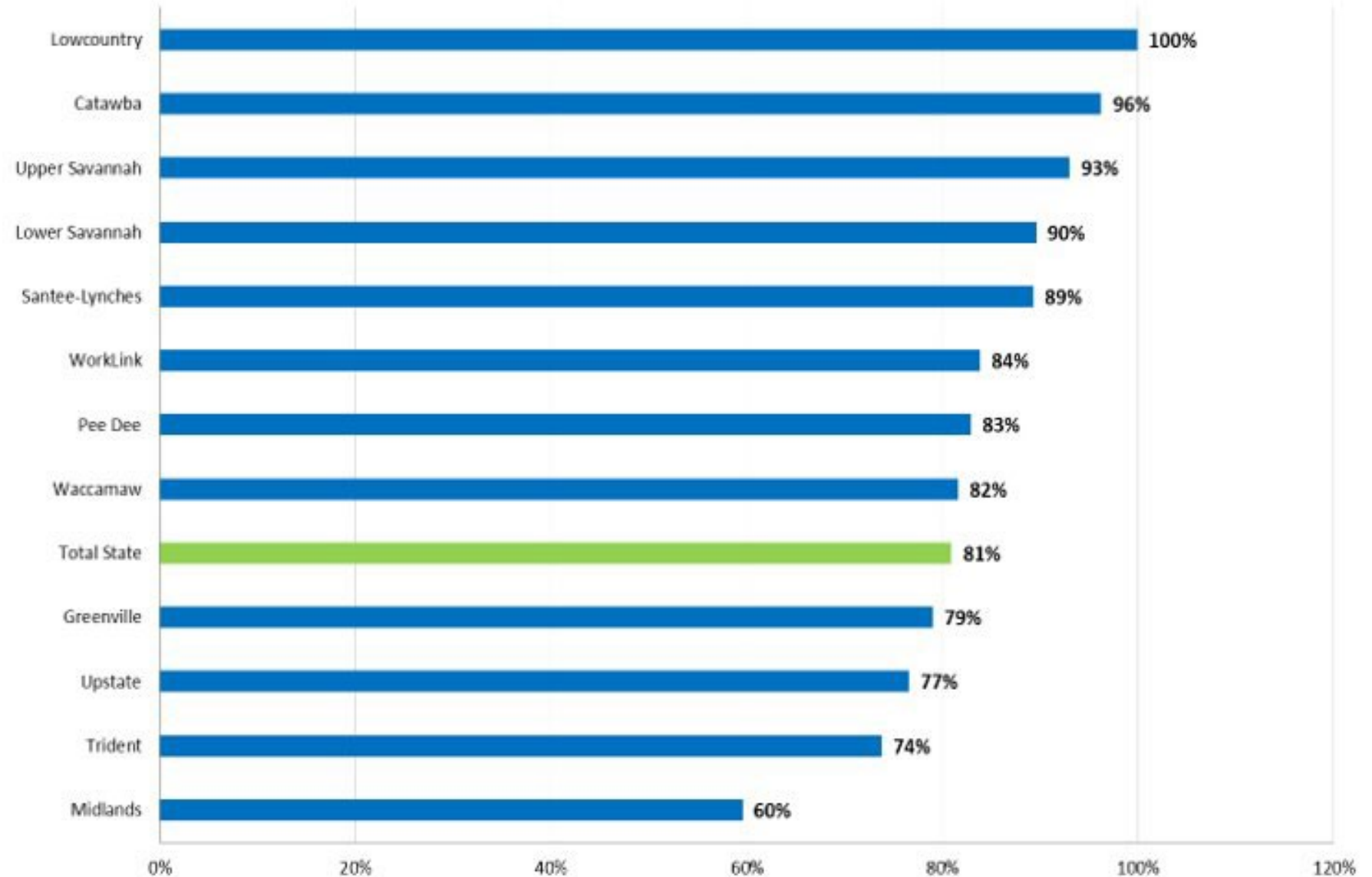


PY'24 Obligation Rate



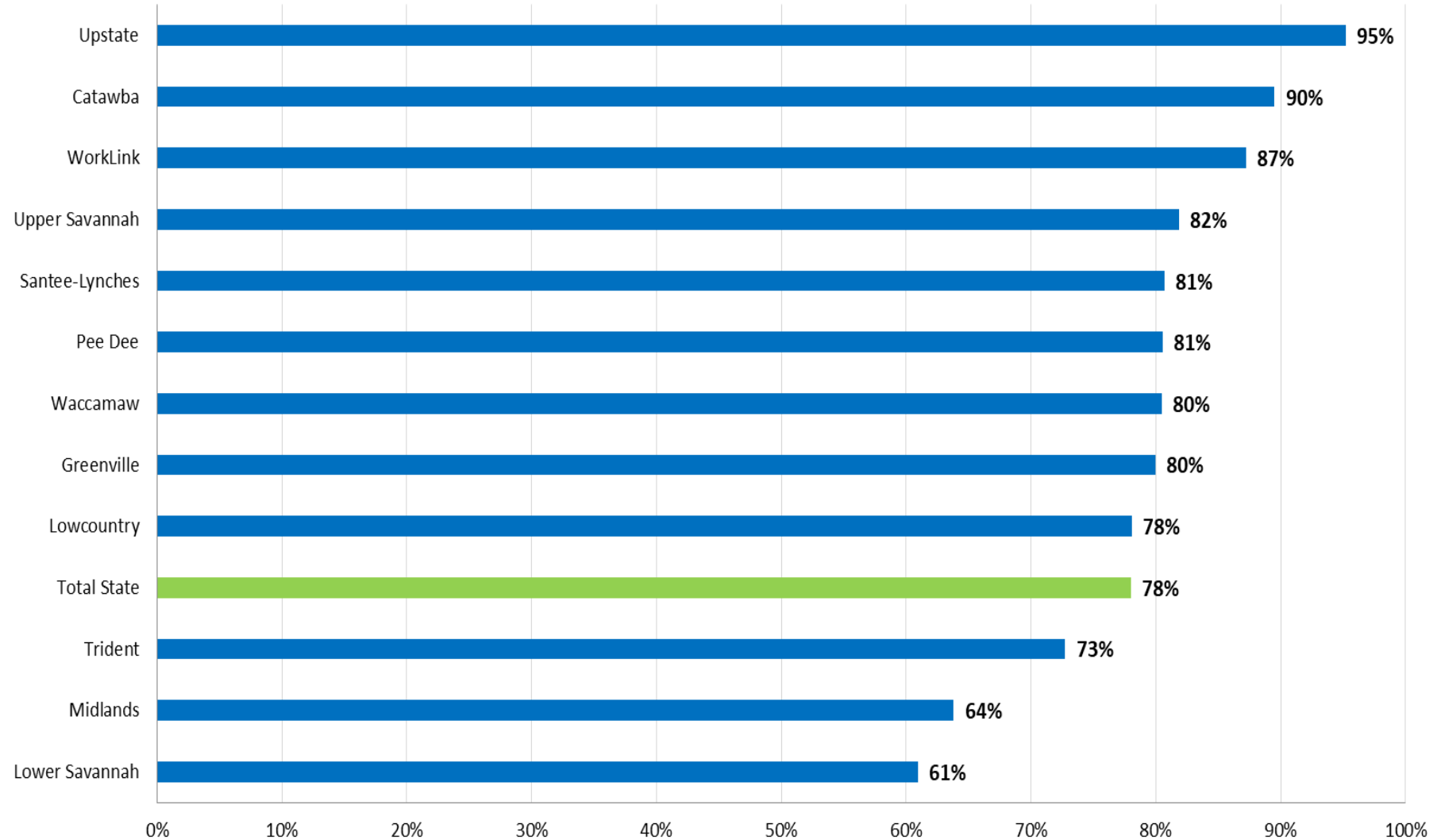
PY'24 Fund Utilization Rate

LWDA PY24 Adult Program
Fund Utilization Rate thru 6/30/2025
(Includes Admin.)



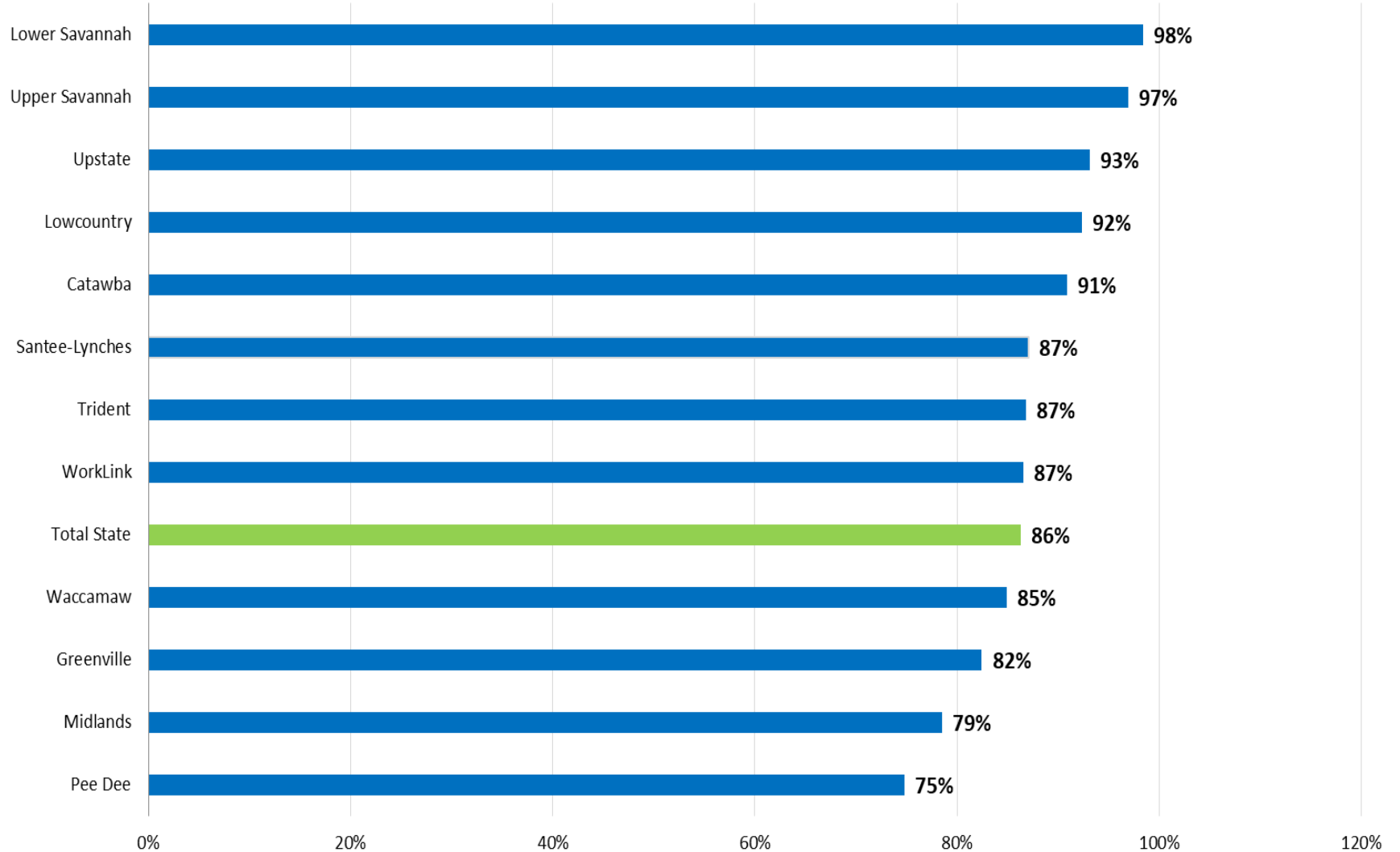
PY'24 Fund Utilization Rate

LWDA PY24 Dislocated Worker Program
Fund Utilization Rate thru 6/30/2025
(Includes Admin.)

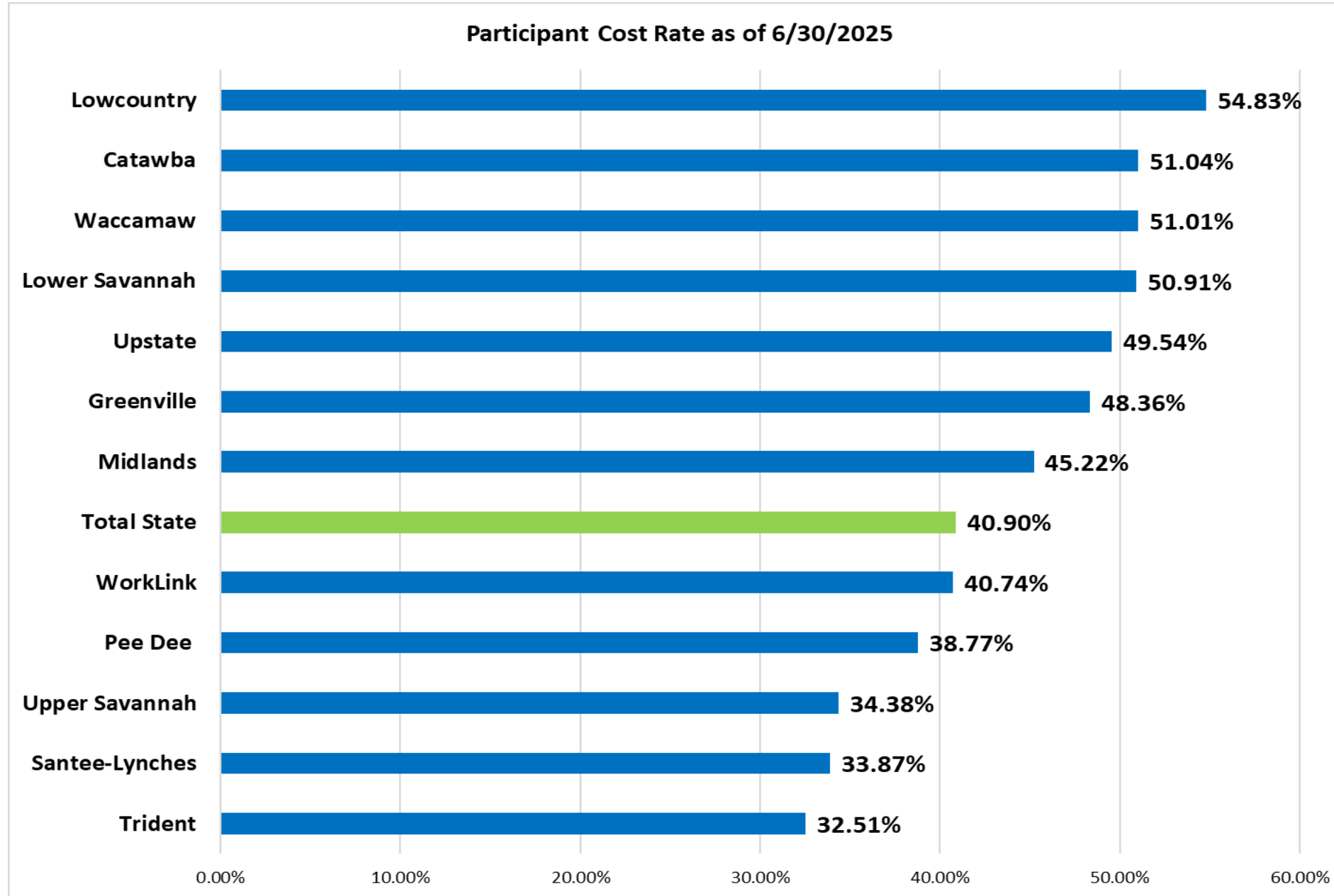


PY'24 Fund Utilization Rate

LWDA PY24 Youth Program
Fund Utilization Rate thru 6/30/2025
(Includes Admin.)

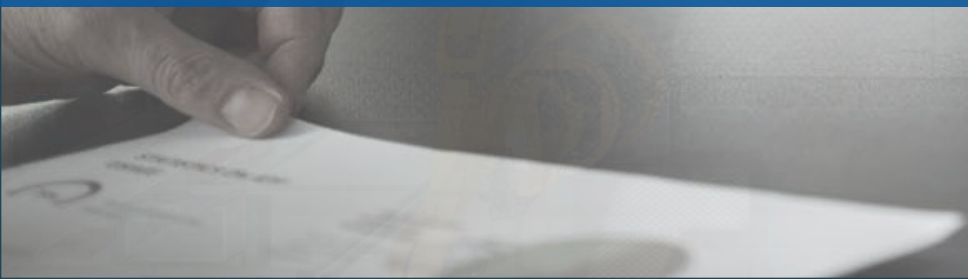


PY'24 Participant Cost Rate





Work Opportunity Tax Credit Program



Work Opportunity Tax Credit (WOTC)

BUSINESS INCENTIVE:

- The Work Opportunity Tax Credit ([WOTC](#)) program provides tax credits for businesses each time they hire a new, eligible employee.
- A business can claim a credit from \$1,200 up to \$9,600, reducing their federal tax liability, for each qualified new hire.

JOBSEEKER LEVERAGE:

- Jobseekers that face barriers may leverage the business incentive for an opportunity of employment.

WOTC Funding & Statistics

FUNDING (U.S. DOL):

- FY 2025 = \$255,868
 - Additional \$100K Backlog and Modernization Grant
- FY 2024 = \$267,444
 - Additional \$100K Backlog and Modernization Grant
- FY 2023 = \$250,468

STATISTICS (U.S. DOL):

Certifications vs Total Workload

- FY 2025 = 27,416 - TBD
- FY 2024 = 27,950 - 106,941
- FY 2023 = 36,243 - 123,819

WOTC determinations ebb and flow with the economic environment and the hiring practices of businesses located in each respective state.

WOTC Reauthorization Status

WOTC program authorization expired on December 31, 2025, under the Consolidated Appropriations Act, 2021 (Pub. L. 116-260), Division EE, Title I, Section 113.

- The processing of WOTC certification requests by states, using ETA's appropriated funds under the 'Employment Service National Activities' line item, is not entirely halted by a lapse in program authorization. **Under ETA's procedural guidance, states can/should continue to process certification requests (for new hires who started work on or before the program expiration date of 12/31/25) with their available FY'25 and forthcoming initial FY'26 WOTC funding.**
- States have **active FY'25 WOTC grants through September 30, 2026**. SWAs have been instructed to continue required activities under the WOTC Statement of Work (grant agreement) until further guidance is issued by ETA.

WOTC FY'25 Backlog & Modernization

Servicemember Civil Relief Act

Project Purpose: Enhance SC WOTC Online Portal to increase certification capability for veteran target groups meeting,

1. active-duty service, and
2. SNAP or unemployed target group criteria.

Those automated target groups are:

1. Veteran SNAP,
2. Veteran Unemployed 4+ weeks, and
3. Veteran Unemployed 6+ months.

Project Timeline:

- ✓ Began: August 21, 2025
- ✓ Completed: October 14, 2025

IRS Disaster Relief

Project Purpose:

- Allow electronic submissions of untimely WOTC certification requests due to an IRS Disaster Relief event
- Reduce instances of manual data entry backlog for SC WOTC staff

Project Timeline:

- ✓ Began: September 2, 2025
- ✓ Completed: January 5, 2026

WOTC FY'25 Backlog & Modernization

Dashboard for Out of State Requests

Assigned Case Numbers

Project Purpose:

- Allow the ability for SWA to securely communicate via email with consultants, independent employers, and other SWAs.
- Reduce time spent by SC WOTC staff on lengthy phone calls trying to identify the caller.

Project Timeline:

- ✓ Began: November 17, 2025
- ✓ Completed: January 16, 2026

Project Purpose:

Provide a quick view of which state is next in priority order for submission of wage and benefit requests to other states.

Quick View with Sort Capability

- ✓ State
- ✓ Last Inquiry Date
- ✓ Oldest Pending Hire Date
- ✓ Count

Project Timeline:

- ✓ Began: January 15, 2026
- ✓ Completed: February 18, 2026

WOTC FY'25 Backlog & Modernization

Independent Employer Upload

Project Purpose:

- To prepare for doing business with Certified Professional Employer Organizations (CPEO), the Independent Employer Batch Upload feature will be developed to allow the CPEO and PEO organizations acting as the employer, or co-employer, to submit a bulk file containing WOTC certification requests directly into the SC WOTC online portal. Currently, only consultants have that capability.
- Prevent SC WOTC staff from incurring a backlog of data entry of certification requests.

Project Timeline:

- ✓ Began: March 9, 2026
- ✓ Completed: TBD (projected May 4, 2026)

WOTC FY'25 Backlog & Modernization

Independent Employer Upload

Project Purpose:

SC WOTC online portal will be enhanced to allow consultant IDs to be updated in the event of acquisitions or mergers to reflect the new company's name.

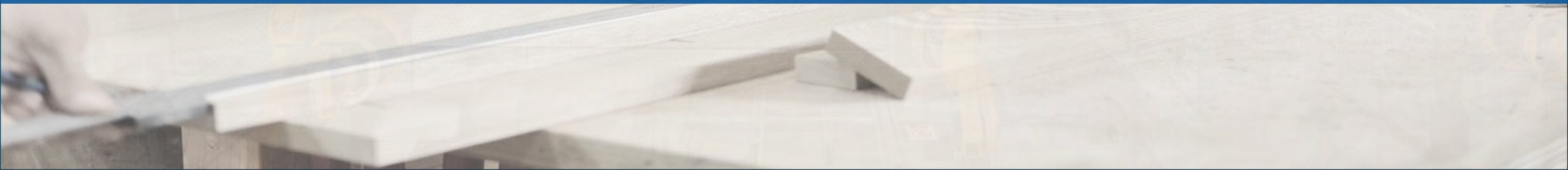
- Allow SWA ability to update the consultant ID
- Historical certification requests will remain attached to the new consultant ID
- Increase note field character space on the consultant profile to document the update
- Upload corporate documentation reflecting the updates

Project Timeline:

- ✓ Began: May 4, 2026
- ✓ Completed: TBD (projected before September 30, 2026)



Federal Bonding Program



Federal Bonding

- The purpose of the Federal Bonding program is to assist high-risk jobseekers obtain employment by offering fidelity bond coverage to businesses.
- A fidelity bond is an insurance policy that protects businesses against loss of money or property resulting from a covered employee's act of dishonesty.

Federal Bonding Eligibility & Coverage

ELIGIBILITY:

- Judicially Involved
- Recovering addicts
- TANF recipients
- Poor personal credit
- Lack of work history
- Dishonorably discharge
- Any perceived barrier

COVERED EVENTS:

- Forgery
- Embezzlement
- Larceny
- Theft

COVERAGE:

- \$5,000 - \$25,000 in coverage
- Six months of no-cost coverage

Federal Bonding Funding & Statistics

FUNDING

In 2019, South Carolina was awarded grant funds from the U.S. Department of Labor's Federal Bonding program.

The agency purchased **548** fidelity bonds. **No additional funding opportunities have been provided.**

Eligible Industries

Any industry may participate, except cannabis-related industries or gun shops.

Bond Issuance

CY 2024 = 19

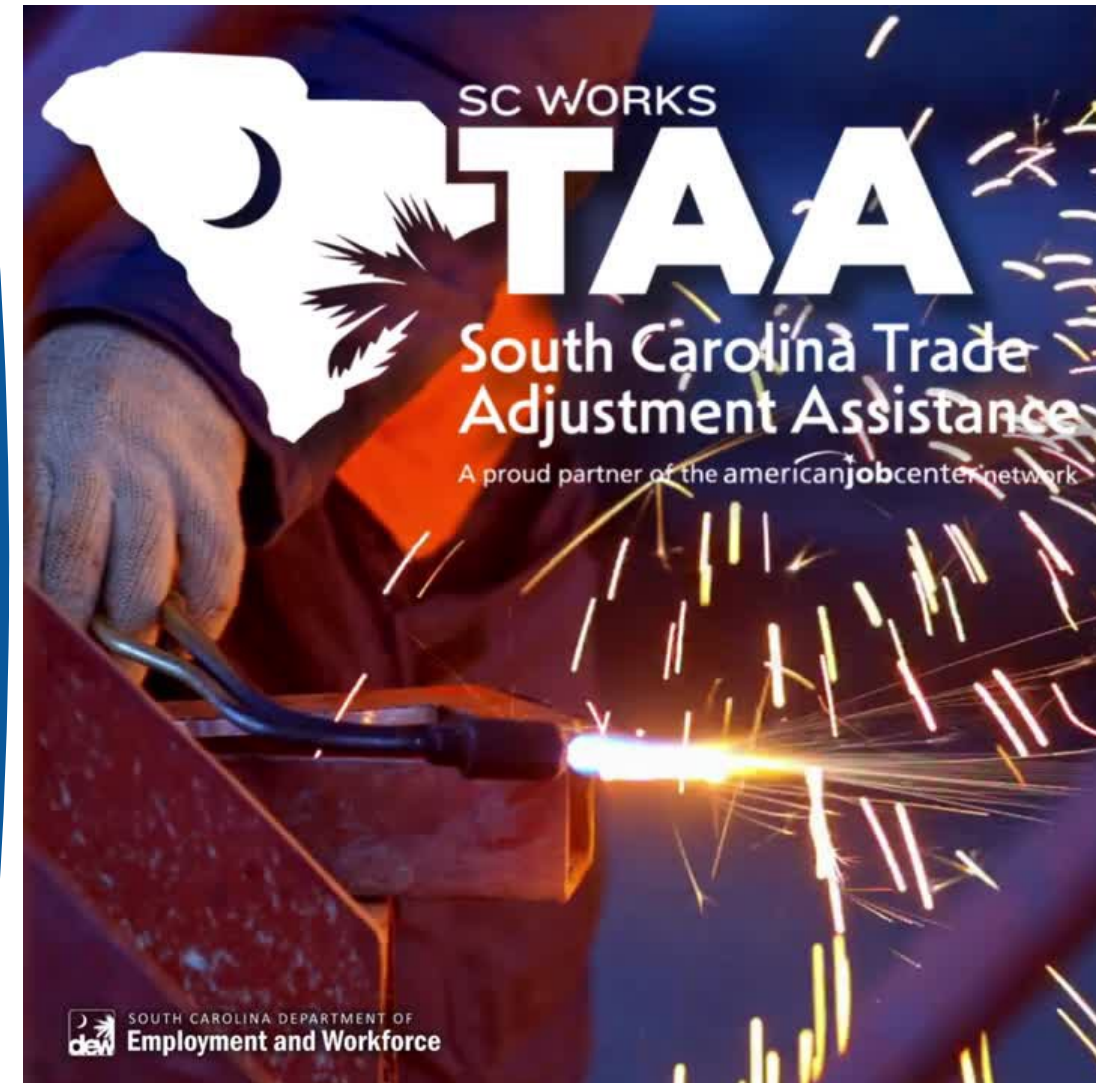
CY 2023 = 15

CY 2022 = 23

A man wearing a white hard hat and safety glasses is working on a large industrial machine. He is looking up at the machine, and his hand is visible near a red component. The background is a blurred industrial setting with various metal parts and structures.

Trade Adjustment Assistance Act Program

Trade Adjustment Assistance (TAA) is a federal reemployment program of the U.S. Department of Labor that provides services to **qualified workers who have lost their jobs, or whose hours have been reduced, as a result of foreign trade.**



Current Status of TAA

- On July 1, 2022, the termination provision under Section 285(a) of the Trade Act of 1974, as amended, took effect, due to lack of congressional reauthorization.
- Until further notice, the Department may not issue any determinations and may not process any new petitions or requests for reconsideration.
- Though in Sunset/Termination, guidance requires the continuance of serving those adversely affected workers from worker groups certified prior to July 1, 2022, and provide services and benefits as applicable.

Available Benefits & Services

Career and Case Management Services

- Assessments
- Career Counseling
- Individual Employment Plan (IEP)
- Soft Skills/Prevocational Services
- Job Search Assistance and Referrals
- Referral for Co-Enrollment with WIOA

Training

- Remedial Training for Basic Skills Upgrade
- Occupational Training
- On-The-Job Training
- Apprenticeship
- Customized Training

Fiscal Allocations

FY 2023

Amount Awarded –
\$300,464.00

Ranked 18th nationally for
dollars awarded

Ranked 4th regionally for
dollars awarded

FY 2024

Amount Awarded –
\$324,762.00

Ranked 7th Nationally for
dollars awarded

Ranked 1st Regionally for
dollars awarded

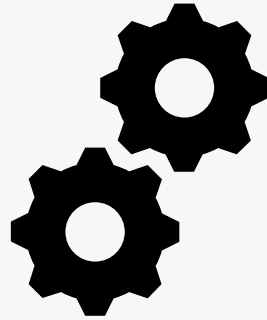
FY 2025

Amount Awarded –
220,654.54

Outcomes



**93 workers
served**



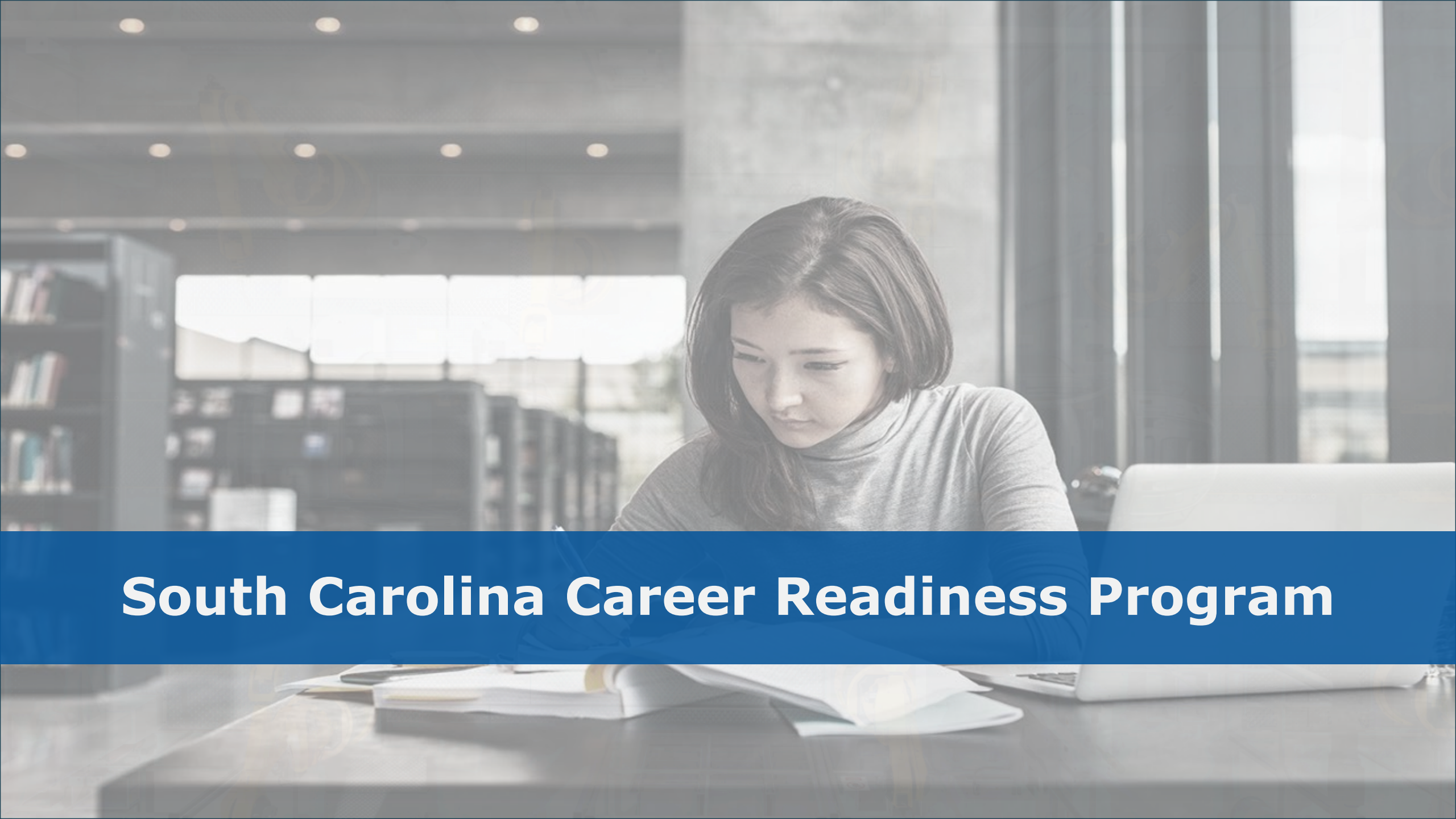
**3 enrolled in
occupation training**



**52 obtained
employment**

Area of Opportunity

- Reauthorization of the program is needed to reinstate full access to TAA benefits not currently available:
 - Trade Readjustment Allowance (TRA)
 - Job Search Allowance
 - Relocation Allowance
- If reauthorized, SC will have the ability to serve workers affected by foreign trade since termination.
 - **29** Petitions filed since July 1, 2022
 - **3,764** Workers potentially impacted



South Carolina Career Readiness Program

SC Career Readiness Program

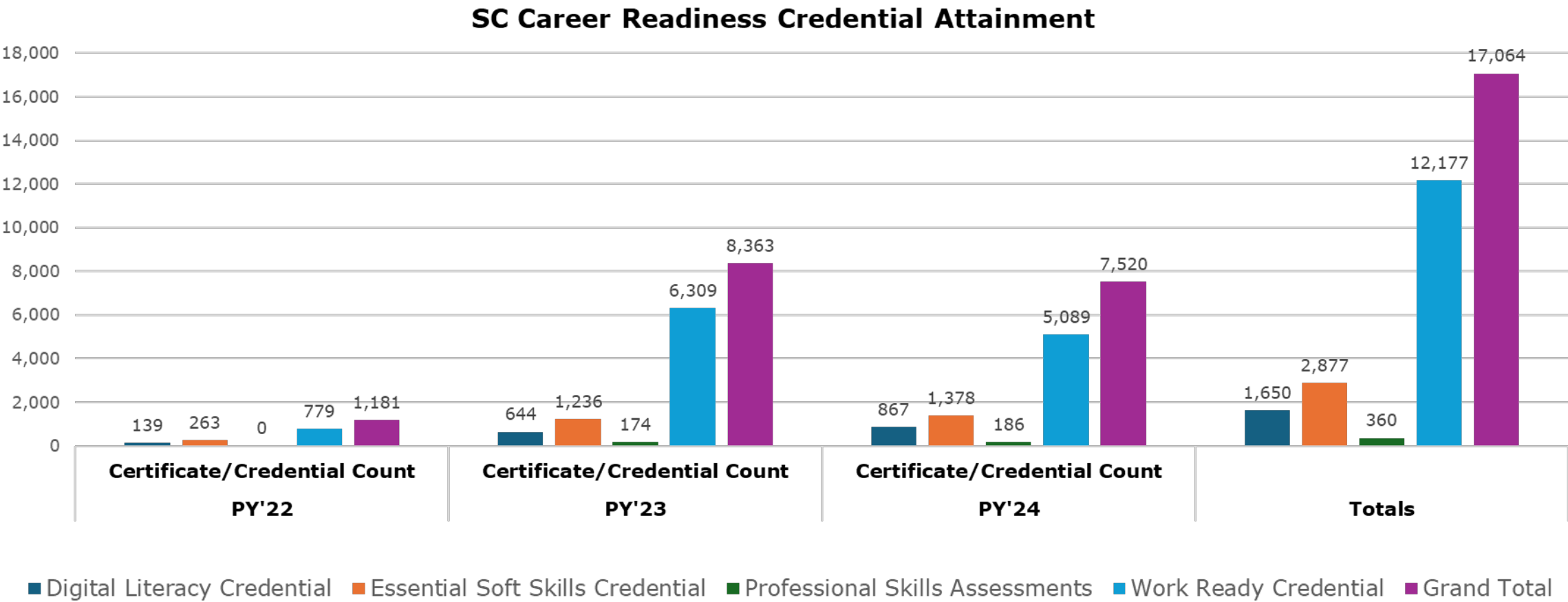
- Partnership with WIN Learning to equip jobseekers with relevant, industry-recognized credentials and help employers find qualified applicants

- **Types of Credentials:**

- Work Readiness
 - Work Ready Math
 - Work Ready Reading
 - Work Ready Data
- Digital Skills
- Essential Soft Skills
- Professional Skills Credential (Digital Skills + Essential Soft Skills)



SC Career Readiness Program Activity





Research, Innovation, and Special Projects

Research, Innovation, and Special Projects

Research

- ❖ **Electric Vehicle Workforce Analysis**

Innovation

- ❖ **Ready to Work Pilot**
- ❖ **Southern Carolina Alliance Regional Manufacturing Plan**
- ❖ **Workforce System Modernization and Transition**

Special Projects

- ❖ **Data sharing with SC Commerce & SC Manufacturing Extension Partnership**
- ❖ **SCWOS Modernization Project**

AMERICA'S TALENT
STRATEGY: BUILDING
THE WORKFORCE FOR
THE GOLDEN AGE



UNITED STATES
DEPARTMENT OF LABOR



UNITED STATES
DEPARTMENT OF COMMERCE



UNITED STATES
DEPARTMENT OF EDUCATION

Discussion on America's Talent Strategy

Building the Workforce for the Golden Age

What is America's Talent Strategy?

America's Talent Strategy lays out a comprehensive plan to:

- Address employer workforce needs
- Integrate existing workforce development systems to maximize efficiency and effectiveness
- Provide accountability for workforce training programs
- Upskill incumbent workers
- Develop alternatives for educational pathways

Five Pillars of the Strategy

Pillar I – Industry-Driven Strategies

Pillar II – Worker Mobility

Pillar III – Integrated Systems

Pillar IV – Accountability

Pillar V – Flexibility & Innovation

- **PI - Industry-Driven Strategies**
 - Build reliable talent pipelines led by industry and aligned with economic priorities
- **PII - Worker Mobility**
 - Increase labor force participation and career advancement through technology and data-driven tools
- **PIII - Integrated Systems**
 - Replace fragmented programs with coordinated, unified workforce services
- **PIV - Accountability**
 - Link federal investment to measurable outcomes and performance standards
- **PV - Flexibility & Innovation**
 - Promote rapid reskilling and AI-readiness through new models and workforce development

Pillar	Description	Areas of Focus	Alignment w/ Division Strategic Priorities
Pillar I Industry-Driven Strategies	Build reliable talent pipelines led by industry and aligned with economic priorities	• Scaling Registered Apprenticeships • Industry Skills Training Fund	• Develop tools and processes to improve access to Registered Apprenticeship opportunities for WIOA Title I participants • Utilize statewide employer survey to glean information about pain points and how the system can help • Write and distribute guidance on the delivery of WIOA Title I businesses services
Pillar II Worker Mobility	Increase labor force participation and career advancement through technology and data-driven tools	• Promote shared eligibility standard, simplified intake processes, and integrated digital tools • Using technology to enhance career navigation and mobility • Encourage use of robust integration capabilities • Minimum quality standards for ETPs • Support for initiatives that address barriers to training enrollment and completion	• Develop ETPL baseline performance measures. • Collect and distribute a catalog of promising practice and models for removing barriers to employment including, but not limited to, transportation, childcare, and housing • Continue implementation of CM/LX Modernization Project including selection of a system vendor, completion and implementation of a Change Readiness Plan, with emphasis on communicating project goals and progress to frontline staff, and development of a partner integration plan.

Pillar	Description	Areas of Focus	Alignment w/ Division Strategic Priorities
Pillar III Integrated Systems	Replace fragmented programs with coordinated, unified workforce services	- Planned consolidation of workforce programs - Streamlining program administration	Develop an action plan to facilitate orderly transition of WIOA Title I services and the structure and organization of the public workforce system pending changes to the amount and format of federal funding
Pillar IV Accountability	Link federal investment to measurable outcomes and performance standards	- Streamlining performance reporting - Focus on metrics that illustrate measurable impacts on reducing unemployment and progressing workers into higher paying jobs - Focus on Return on Investment of workforce programs	Coordinate with Systems Integration to create dashboards and other data visualization tools to publish program performance.
Pillar V Flexibility & Innovation	Promote rapid reskilling and AI-readiness through new models and workforce development	- Leverage existing flexibilities - Emphasis on waiver authority and state utilization of waivers to innovate the workforce system - Focus on utilization of AI for service delivery as well as AI literacy and training	- Design and pilot a policy academy and/or innovation lab framework - Develop and pilot at least one workforce development program. - Continue development and implementation of WOTC automation projects to improve WOTC processes

The Case for AI

- **America's Talent Strategy makes a strong case for AI**
 - Using Artificial Intelligence to enhance service delivery to jobseekers and employers
 - Providing AI literacy and training to jobseekers and incumbent workers
- **In what ways are we using or exploring the use of AI in workforce development?**
 - Incorporating AI to improve efficiency in case management, enhance job search and job application processes, and support employer recruitment and hiring decisions
 - Studying the impact of AI on current and emerging occupations, with a focus on the skills needed to remain competitive in the age of rapidly changing technologies
 - Inventorying AI literacy and training programs available in the marketplace
 - Providing AI literacy and training services through WIOA programs

Potential Impacts: Immediate and Long-Term

- **WIOA State Plans**
- **Funding for workforce programs**
- **Consolidation of workforce programs**
- **Organization of the workforce system**
- **New requirements**
- **Opportunity for flexibility**

BUSINESS CASE



Why are we doing this project?

- Geographic Solutions is currently the vendor for SCWOS.
- DEW's contract with Geographic Solutions will end June 2026 requiring DEW to procure a system vendor to continue maintaining SCWOS.

**...Why not
modernize the
system in the
process?**





The Case for Modernization

- The Workforce Innovation and Opportunity Act (WIOA) envisions a customer-centered workforce system that provides efficient access to education and training programs and services using a one-stop model.
- Partners are encouraged to use common intake applications, co-enrollment strategies, and referral procedures that make it easier for individuals to access the network of partners and services represented in the SC Works system.
- Additionally, partners are encouraged to share data for service delivery and reporting purposes.
- Implementation of a modern, integrated case management system will help ensure that individuals and employers have a seamless customer experience and receive the full range of services available through SC Works.

SCWOS Modernization Project

The current case management system is aging and disconnected, which constrains DEW's ability to effectively and efficiently promote and support WIOA services necessary to enable financial stability and economic prosperity for employers, individuals, and communities within South Carolina



A modern CM and LX solution is needed to improve the user experience for job seekers and employers, and to support faster, more data driven re-employment services and opportunities

Gartner Final Recommendations

Key Findings: Future State

Key Themes	Desired Future State	Potential Implications	
1 System Interoperability	Ability for CM/LX system to connect and exchange information with one another and with partner agencies	- Reduced departmental silos - Easier to capture accurate view of an individual's case - More consistent data across SCDEW - Increased operational efficiencies	
2 360 Degree View of Customer	Provide DEW staff members a centralized location to capture full picture of an individual or business in case management process	- Single source of truth to validate customer or employer information - One-time capture of customer info reducing potential for re-traumatizing individuals in sensitive situations	
3 Seamless User Experience	Provide a user experience that is intuitive, consistent, and seamless	- Improved User Satisfaction with SCDEW and SC Works websites - Job seekers receive their weekly benefits in full and on time because job search requirements are being tracked properly between UI system and SC Works	
4 Manually Intensive Processes	Automate processes currently being executed manually by DEW staff	- Automated processes reduce errors and increase accuracy of staff - Reduced work arounds and ad hoc reporting enhance operational efficiencies and enable staff to prioritize strategic initiatives	
5 Program Efficacy	Better understand efficacy of job-seeker support programs across CM and LX systems	- Ability to comprehensively and cohesively access data and information - Extract the full value of individual programs that SCDEW incorporates - Make data-driven resource investment decisions based on program efficacy	

RESTRICTED

reserved.

Gartner®

SCWOS MODERNIZATION PROJECT MILESTONES

FORMERLY THE CASE MANAGEMENT (CM) AND LABOR
EXCHANGE (LX) RFP PROJECT



A group of six people are seated around a rectangular wooden table in a bright, modern meeting room. Large multi-paned windows are in the background, and a large potted plant sits on the left. A clock is visible on the wall. The scene is overlaid with a semi-transparent blue filter. The text "Q&A/ Discussion" is centered in white.

Q&A/ Discussion