



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

Wednesday, August 12, 2026

9:00 a.m.

Room 110 – Blatt Building

- I. Approval of Minutes of July 28, 2026 Meeting
- II. Discussion of the South Carolina Department of Employment and Workforce
 - Labor Market Information
 - Office of Statewide Workforce Development
 - Chief of Staff
- III. Adjournment



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

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Charlie LaRosa Research Analyst	Riley McCullough Research Analyst	

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Telephone: (803) 212-6810 Fax: (803) 212-6811
Room 228 Blatt Building

MEETING MINUTES

**Tuesday, July 28, 2026
10:30 a.m.
Room 110 – 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 Tuesday, July 28, 2026, in Room 110 of the Blatt Building. Representative Gary S. Brewer, Jr.; Representative W. Scott Montgomery; and Representative Richard B. “Blake” Sanders were present for all or a portion of the meeting. Representative Wendell K. Jones 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. Nina Staggers, SCDEW's Assistant Executive Director for Workforce Development, was sworn.
- II. Assistant Director Staggers begins her presentation to the subcommittee and discusses the following topics:
 1. Workforce Development.

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

Labor Market Information

Dr. Bryan Grady
Assistant Executive Director



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce

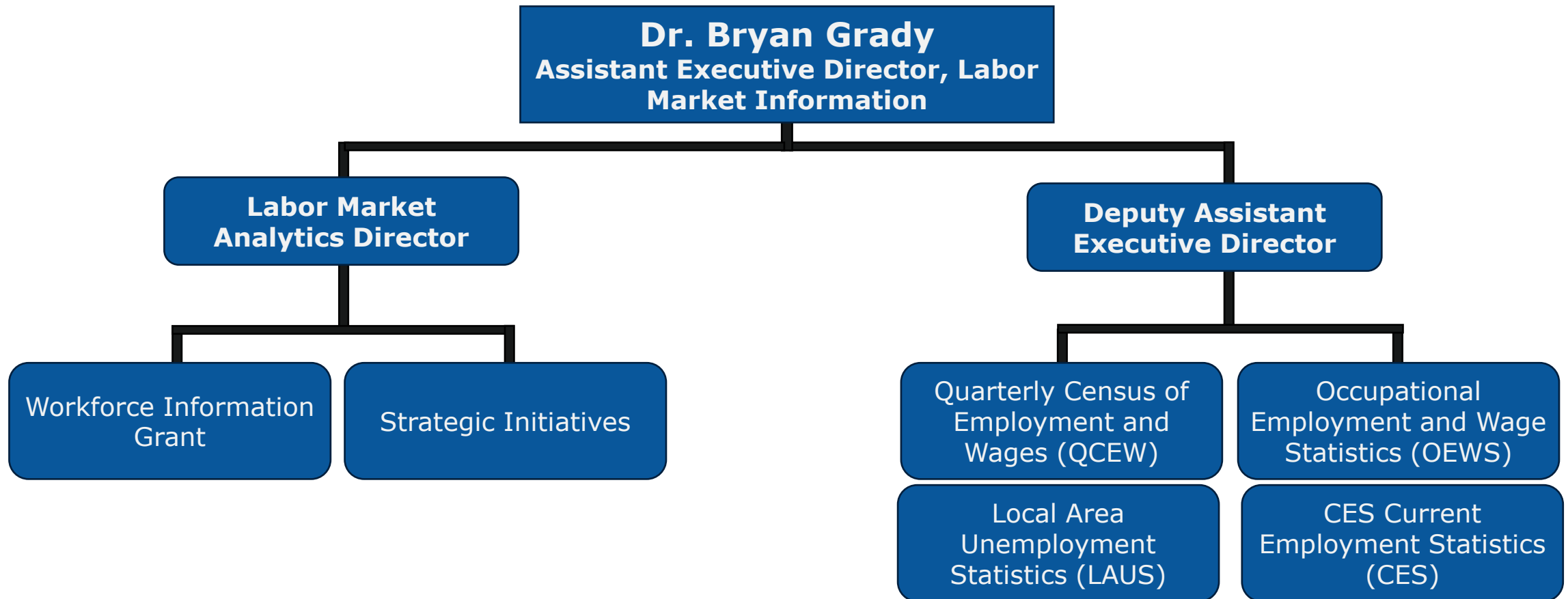


What is Labor Market Information?

- Labor Market Information (LMI) is data and analysis on employment, unemployment, wages, sectors, occupations, and related concepts – in the past, present, and future.
- This can be as simple as the number of jobs in a certain place and as complex as evaluating what college degrees lead to the highest return on investment for the student.
- DEW's LMI Division creates, disseminates, and evaluates this material to assist the state workforce system.

Labor Market Information Division

- **25 Employees:** 23 FTES + 2 temporary/interns
- **Vacancies:** 1
- **Retirement Eligibility:** 7 employees (31%) eligible to retire within three years; of those, 6 are eligible now



The personnel information shown on this slide is as of July 1, 2026

Data Production & Dissemination

Five federal-state LMI products generate data:

- Local Area Unemployment Statistics (LAUS)
- Current Employment Statistics (CES)
- Quarterly Census of Employment and Wages (QCEW)
- Occupational Employment and Wage Statistics (OEWS)
- Industry and occupation employment projections (EP)



Local Area Unemployment Statistics

LAUS produces four numbers monthly for the state and localities:

- 1 Employment**
people with jobs
- 2 Unemployment**
people who are jobless but available to work and looking for a job
- 3 Labor force**
employed people + unemployed people
- 4 Unemployment rate**
percent of labor force unemployed

Current Employment Statistics

- **Current Employment Statistics** (CES) produces the number of jobs by economic sector, for the state and its eight metropolitan areas, every month.
- **Local Area Unemployment Statistics** (LAUS) and Current Employment Statistics make up the monthly employment situation report that DEW issues via press release.

Note that LAUS is based on a survey of households, while CES is a survey of employers.

There are methodological differences too, so the two surveys may tell different stories.

Quarterly Census of Employment and Wages

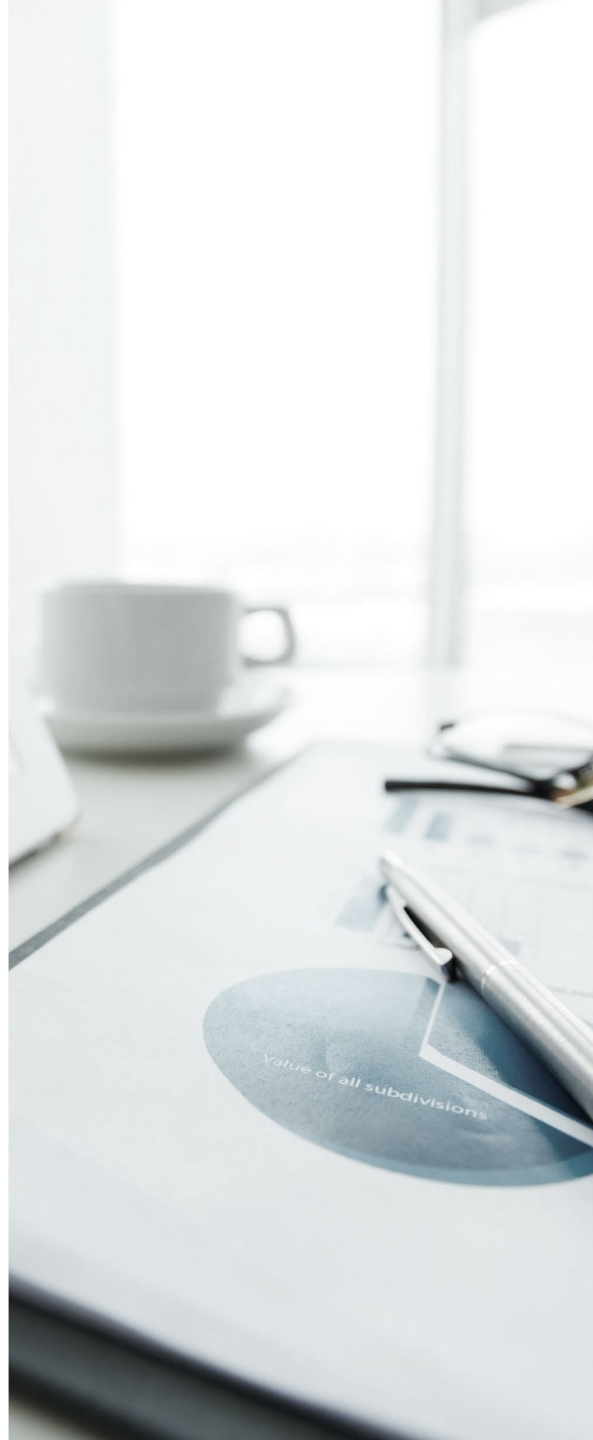
- Quarterly Census of Employment and Wages (QCEW) is a record of all businesses covered by the UI system by industry and county of how many employers and jobs there are and how much they pay.
- This is the “second draft” of employment counts (after Current Employment Statistics).
- BLS requires QCEW analysts to reach a response rate of **70%** in units and/or **80%** in employment by June 30. This target was met in March.

Occupational Employment and Wage Statistics

- Unlike Current Employment Statistics (CES) and Quarterly Census of Employment and Wages (QCEW), Occupational Employment and Wage Statistics (OEWS) provides information on payroll and salary by occupation rather than industry.
- OEWS is published annually at the state and regional level. These estimates requires a lot of data collection and processing.
- BLS requires each analyst to collect data from **75%** of their assigned schedules by June 5. This target was met in April.

Employment Projections

- ETA requires LMI to produce ten-year employment projections by industry and occupation at the state level (in even years) and Workforce Development Area level (in odd years).
- LMI released statewide projections for 2024-2034 in June. These data include total jobs, growth rate, and annual openings.



Workforce Information Grant

In addition to employment projections, this unit also provides data and insights to stakeholders.

In the last fiscal year, the unit has :



Filled **160** data requests



Given **28** talks to audiences like councils of governments, economic developers, educational leaders, and others



Written the required Annual Performance Report



Published **38** LMI Insights posts

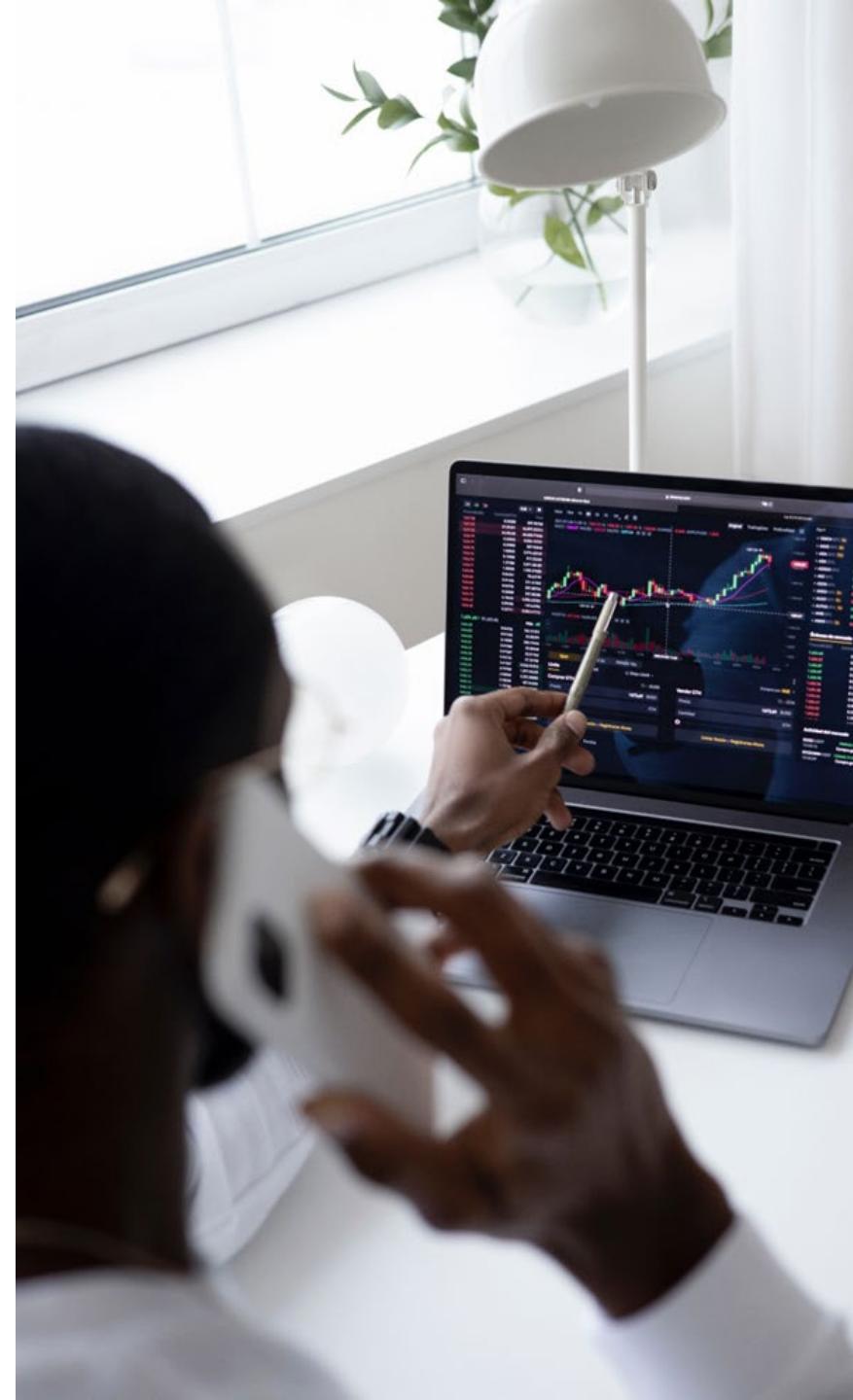
Data Analysis

The Statewide Education and Workforce Development Act outlines specific data-related deliverables that became the focus of LMI's Strategic Initiatives Unit, including:

- Validating Standard Occupational Classification (SOC) codes reported in quarterly wage records
- Return on investment analysis of the state's education, training, and workforce programs
- Supply gap analysis that evaluates divergences between college graduates and labor demand from employers

SOC Codes

- DEW's Unemployment Insurance Division collects quarterly wage records that include the name and social security number of the employee, how much they earned, and the name and NAICS of the employer.
- In 2024, employers began reporting the number of hours the employee worked and their SOC code, which is the federal standard for classifying occupations.
- This will dramatically improve our understanding of the state's labor market conditions.



Why Are SOC Codes Important?

SOC codes give us a unique glimpse into the labor market and provide a common language beyond mere job titles. This opens the door to previously inaccessible data insights, including:

- Turnover rates within an industry or occupation
- Wages for specific individuals before and after a job change
- Distribution of individuals working one or more part-time jobs
- Longitudinal wage and title progression (i.e., career ladders)
- LMI expects to launch a Job Transition dashboard in Summer 2026 that highlights its analysis of turnover based on SOC code data.

Return on Investment Analysis

- The Statewide Education and Workforce Development Act calls for development of a **reliable and replicable model** for measuring returns on public investment in individual education and workforce programs.
- In 2026, LMI developed the Workforce Outcomes Dashboard, a tool that shows the wages of graduates from South Carolina education and training programs and the industries and occupations they enter after completion.
- The dashboard uses education data from the SC Commission on Higher Education paired with DEW's wage records.



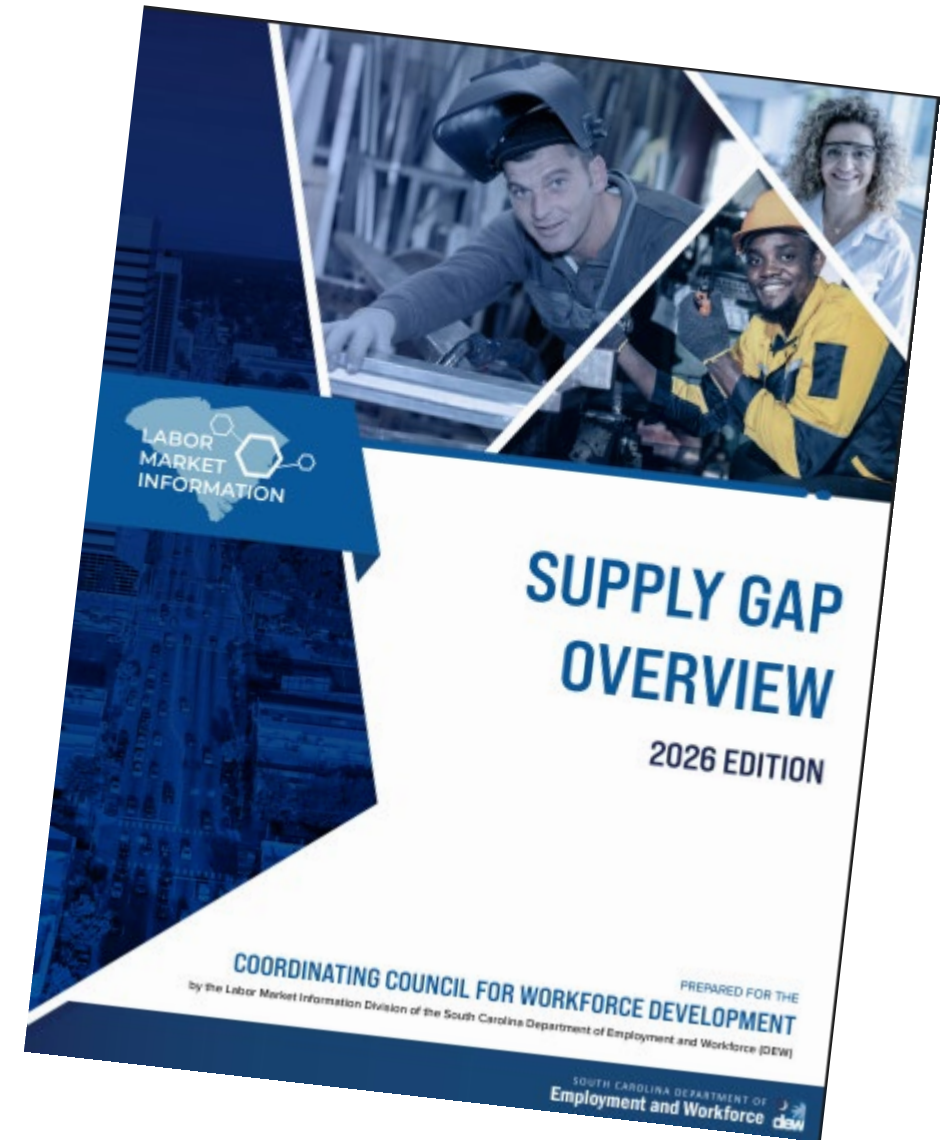
Supply Gap Analysis (SGA)

- A “**supply gap**” exists when the demand for an occupation or skill exceeds the supply of qualified workers available.
- **Large supply gaps suggest that education and training providers may need to retool to increase production and retention of students to better meet workforce needs.**
- The Statewide Education and Workforce Development Act requires the “development and implementation of an annual statewide workforce and education supply gap analysis” within the Unified State Plan.

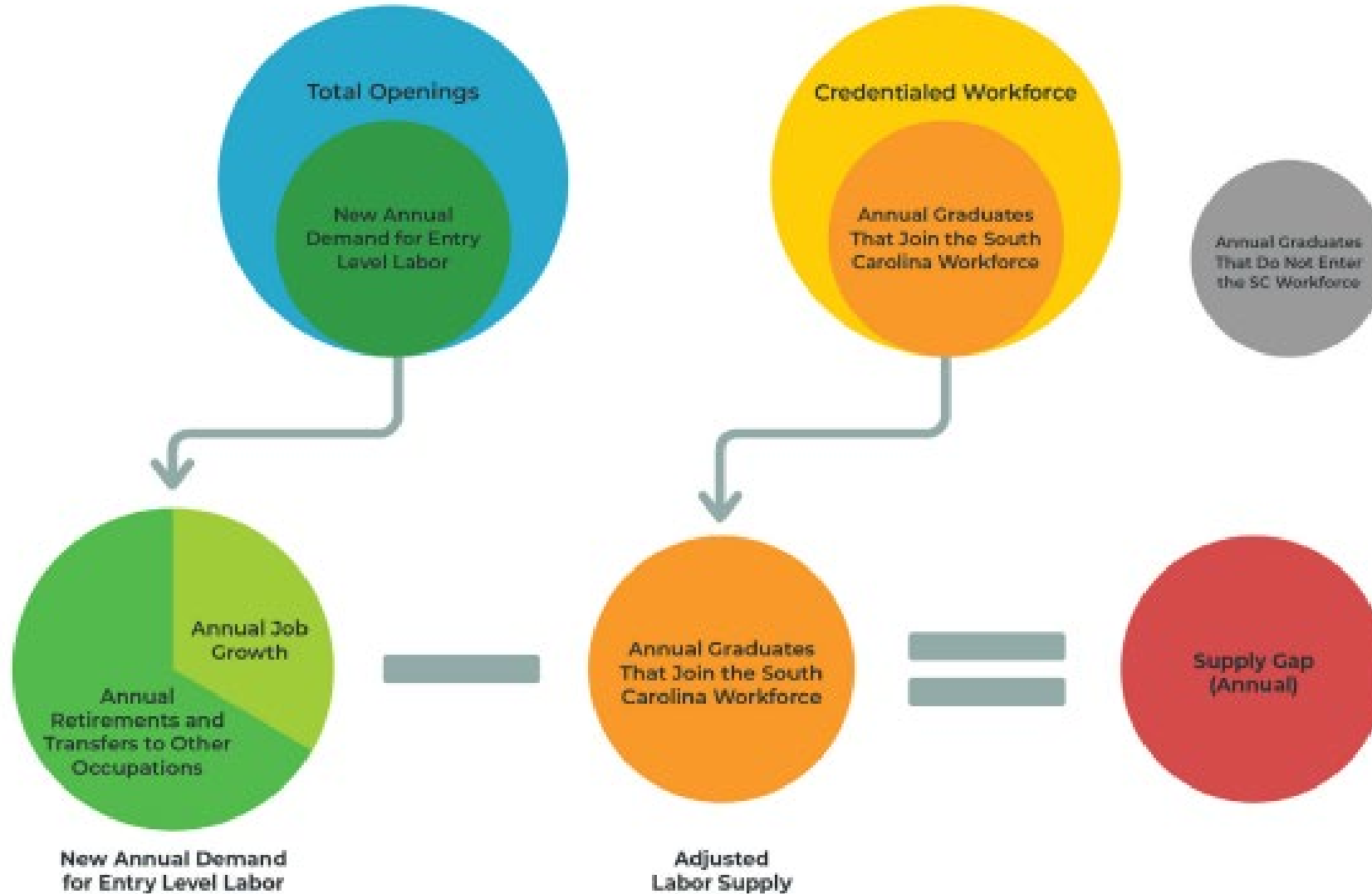


Second Edition Enhancements

- While the first edition (2025) focused on post-secondary graduates and jobs requiring a post-secondary credential, the second edition now also incorporates high school graduates and the jobs for which they are qualified to provide a fuller picture of labor supply and demand.
- Labor supply is now estimated from the number of South Carolina high school and post-secondary graduates, adjusted for in- and out-migration.
- Labor demand is estimated by combining job postings (adjusted for turnover) with projected job openings.



Components of the Supply Gap



Results by Career Cluster

Career Cluster	SGA Rating
Advanced Manufacturing	Moderate Gap
Agriculture	Narrow Gap
Arts, Entertainment, & Design	Narrow Gap
Construction	Wide Gap
Digital Technology	Wide Gap
Education	Narrow Gap
Energy & Natural Resources	Moderate Gap
Financial Services	Moderate Gap
Healthcare & Human Services	Wide Gap
Hospitality, Events, & Tourism	Moderate Gap
Management & Entrepreneurship	Moderate Gap
Marketing & Sales	Wide Gap
Public Service & Safety	Narrow Gap
Supply Chain & Transportation	Moderate Gap

Office of Statewide Workforce Development



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce





Office of Statewide Workforce Development

Dr. Rebecca Battle-Bryant, Director



Collaborate with stakeholders in education, government, and industry to develop and maintain a unified workforce plan for the state.

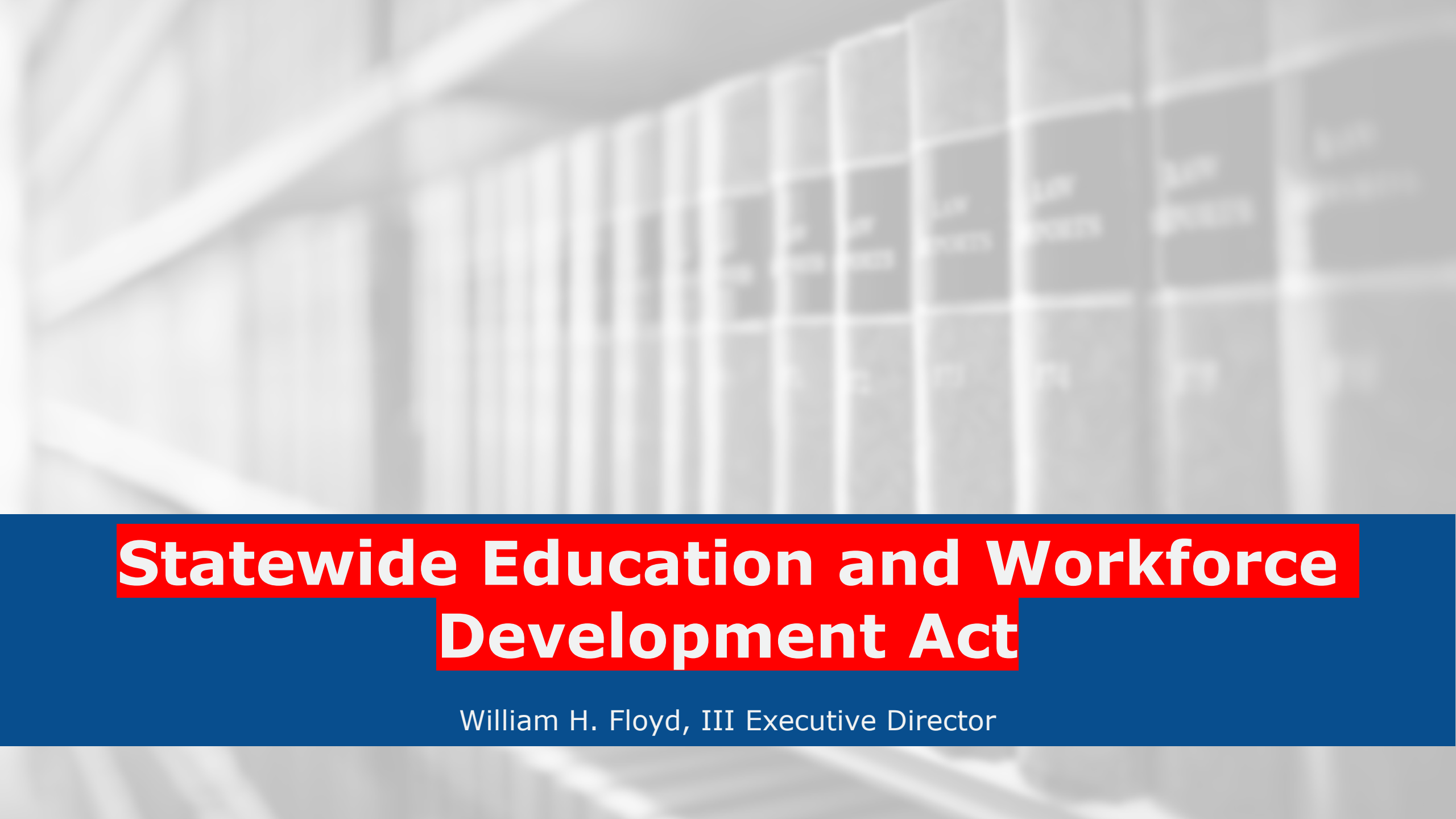


Facilitate coordination of education and workforce development at the state, regional, and local levels.



Provide centralized access to information critical to the lifelong education and career journeys of South Carolinians.

Together, the Office of Statewide Workforce Development and the Coordinating Council for Workforce Development are responsible for discussion, collaboration, and information-sharing that helps prepare and train workers to meet South Carolina's current and future workforce needs.



Statewide Education and Workforce Development Act

William H. Floyd, III Executive Director

Statewide Education & Workforce Development Act

History & Purpose

The Office of Statewide Workforce Development was established in 2023 by the Statewide Education and Workforce Development Act. [Act No. 67/H. 3726; Chapter 30, Title 41]

The act states its purpose to:

- ✓ **coordinate** and **align** publicly funded workforce services;
- ✓ **centralize oversight** to enhance **accountability** and **transparency**;
- ✓ promote a **customer-centric**, **accessible**, and **effective** workforce system; and
- ✓ meet the **immediate** and **future needs of industry** and our **economic development** commitments.

[Section 41-30-110]

Statewide Education & Workforce Development Act

Act Directives

To accomplish these goals, the act:

- **expanded** the **Coordinating Council for Workforce Development** (CCWD),
[Section 41-30-520]
- **transferred** S.C. Department of Commerce workforce development responsibilities (CCWD & Regional Workforce Advisors) to DEW,
[Section 41-30-130]
- **directed** creation of a **Unified State Plan for Education and Workforce Development** and a **central Education and Workforce Portal**, and
[Sections 41-30-540 and 41-30-120(5)]
- **established** the **Office of Statewide Workforce Development**.
[Section 41-30-310]

Expanded Coordinating Council for Workforce Development

Executive Committee



William Floyd, Chair
Director, Department of
Employment and Workforce



**Dr. Tim Hardee, Vice
Chair**
President, State Technical
College System



Dr. Rebecca Battle-Bryant
Director, Office of Statewide
Workforce Development



Harry M. Lightsey, III
Secretary, Department of
Commerce



Dr. Jeffrey Perez
President & Executive Director,
Commission on Higher Education



Ellen Weaver
State Superintendent,
Department of Education



Shane Massey
Senator, South Carolina Senate



Jay West
Former Member, South Carolina
House of Representatives



Dr. David Cole
President, Medical University
of South Carolina



Dr. Richard Cosentino
President, Lander University



Dr. Galen DeHay
President, Tri-County
Technical College



Dr. Erin Clarke
Career Services & School
Counseling Engagement,
Department of Education



Dr. Harrison Goodwin
Superintendent, Kershaw County
School District



Hollie Harrell
Director, Anderson 1 & 2 Career
and Technology Center



David Vaughan
Member, South Carolina House
of Representatives



Rex Rice
Senator, South Carolina Senate



Jay Hamm
Vice President of Operations,
Lexington Medical Center



Michael Morris
Head of Site HR / Compliance
Delegate



Tana Lee
Business Development Manager,
Pyramid Contracting, LLC



Barbara Livingston
Director of Human Resources,
Gregory Electric Company, Inc



Mandy Baltzegar
Executive Director of Human
Resources, Phoenix Specialty



Andy Carr
President/CEO, Manufacturing
Extension Partnership



Brad Hutto
Senator, South Carolina Senate



Cezar McKnight
Former Member, South Carolina
House of Representatives



Thomas Freeland
Chair, State Workforce
Development Board



Jess Key
Director of Talent Acquisition,
Development, and Administration,
Newport News Shipbuilding



Todd McCaffrey
Secretary, Department of
Veterans' Affairs



Felicia Johnson
Commissioner, Vocational
Rehabilitation Department



Emily Farr
Director, Labor, Licensing,
and Regulation



Frank Rainwater
Director, Revenue and Fiscal
Affairs



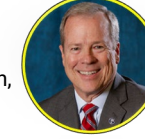
Dana Yow
Director, Education Oversight
Committee



Ann Vandervliet
Executive Director, First Steps
to School Readiness



Hugh E. Weathers
Commissioner, Department
of Agriculture



Duane Parrish
Director, Department of
Parks, Recreation and
Tourism



W. Hartley Powell
Director, Department of
Revenue



Robert Macdonald
Executive Director, State
Housing Finance and
Development Authority



Bill Kirkland
Interim Director, South
Carolina Research Authority



Adrienne Fairwell
President & CEO, SCETV and
SC Public Radio



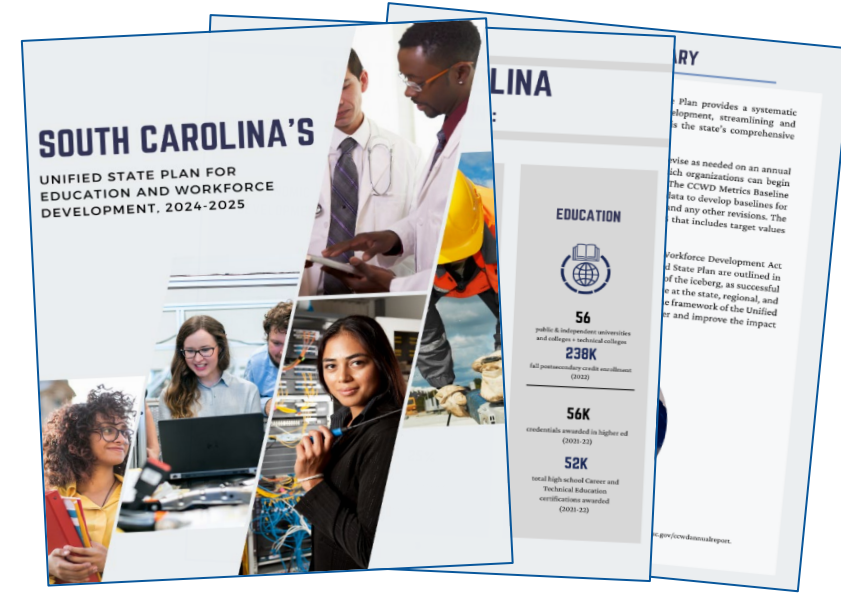
Seat added by Statewide Education and
Workforce Development Act (Act 67 of
2023)

Seat added by Executive Committee
pursuant to Section 41-30-520(29)

Statewide Education & Workforce Development Act Projects

“The legislation filed this week will **streamline** the delivery of workforce development **efforts** in the state. Currently these responsibilities needlessly lie with too many different agencies that do not adequately coordinate. That approach must end. **This bill will eliminate duplication, improve efficiencies** and achieve a more coordinated effort in our workforce and education pipeline.”

- **“Speaker Smith: It's time to streamline SC's workforce development efforts to help grow economy”**
By S.C. House Speaker Murrell Smith, *The Post and Courier*



These projects are tasked by the act to the Coordinating Council for Workforce Development with primary staff support from DEW's Office of Statewide Workforce Development in addition to other DEW staff.



Unified State Plan

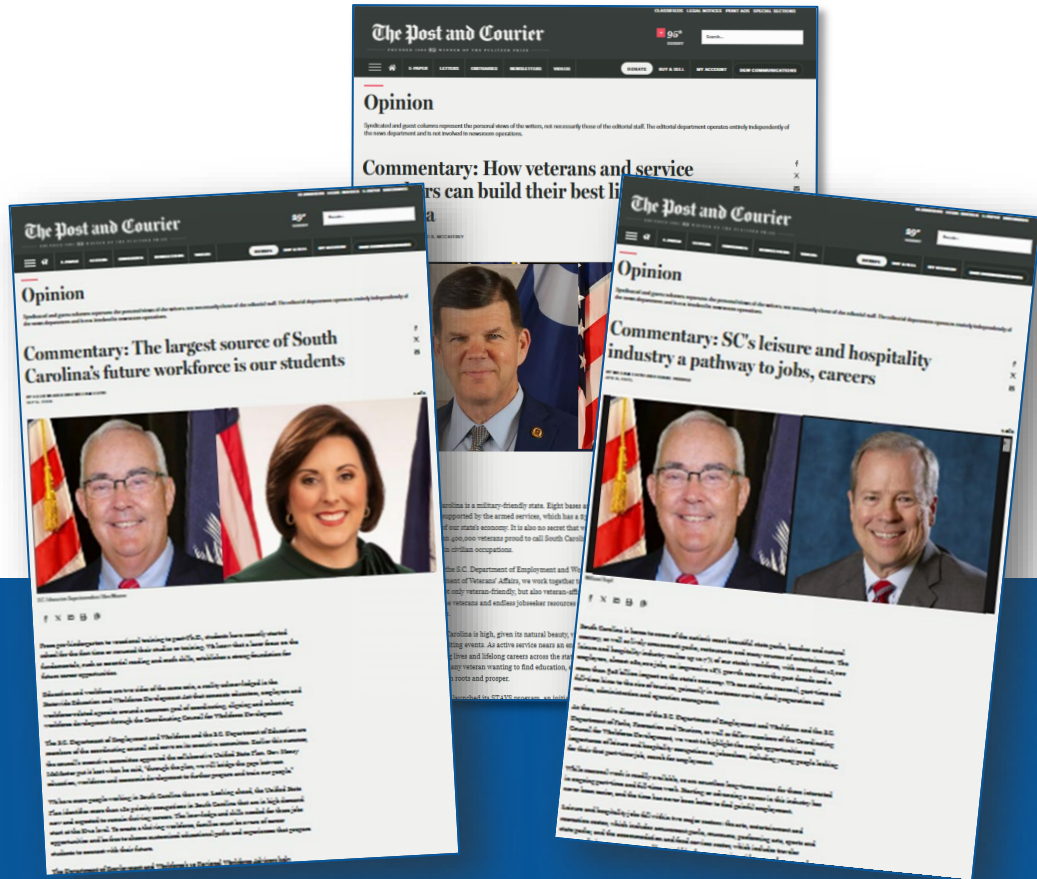
- Performance metrics
- Ability to track progress of Unified State Plan
- Annual review/update of Unified State Plan
- Method to identify long-term workforce needs



Education and Workforce Online Portal (Multi-Year Phases)

- Career pathways tool
- Educational program alignment toolkit
- Labor market information
- Inventory of the state's education and training assets
- Workforce program information (e.g., training options and opportunities)

Other Statewide Education & Workforce Development Act Projects



Develop Models for Return on Investment



Barriers & Benefits Cliffs



Supply Gap Analysis



Annual Reports



Collection of Industry / Employer Feedback on Workforce Needs



Workforce Dictionary of Standardized Terminology and Definitions

Office of Statewide Workforce Development

➤ **Role & Responsibilities**

[Sections 41-30-310 and 41-30-320]

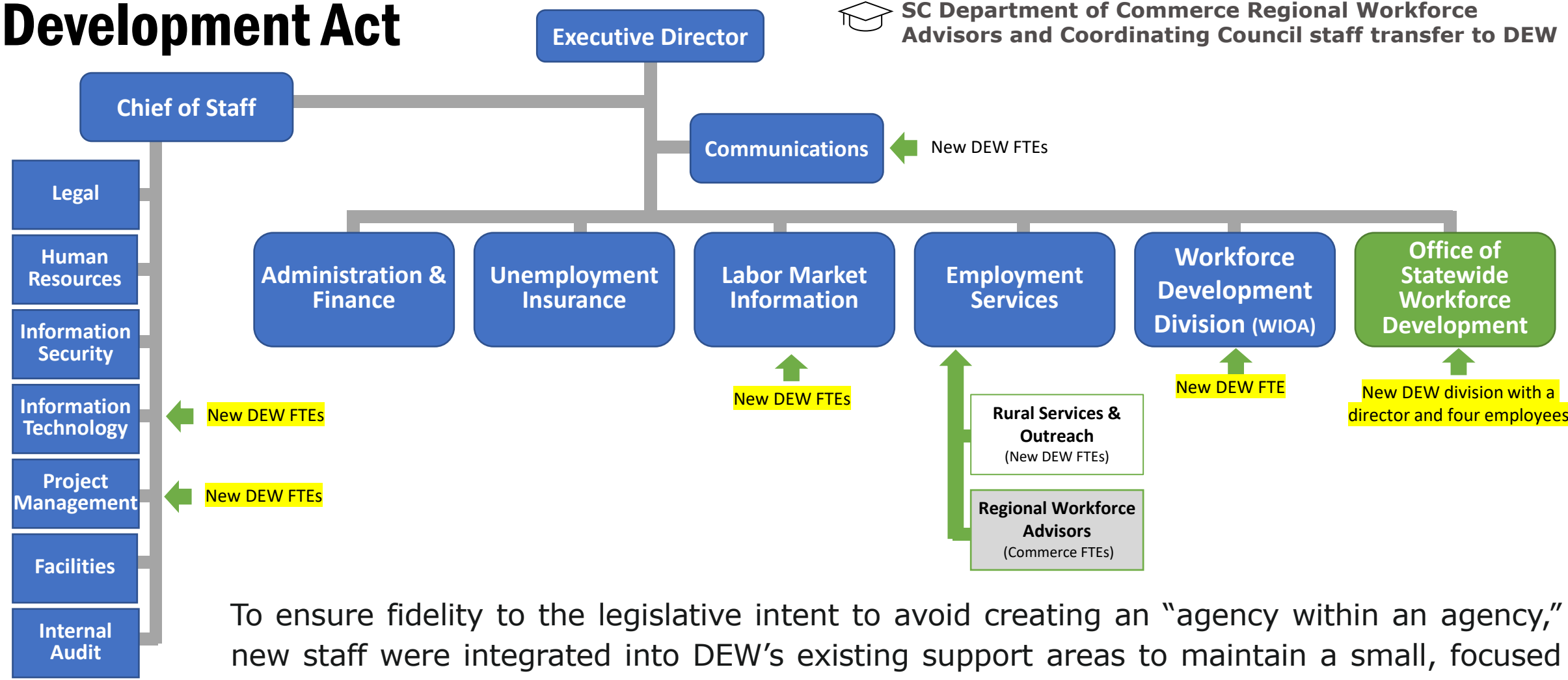
The OSWD is established within DEW with a director appointed by the Governor, with advice and consent of the Senate, compensated under the Agency Head Salary Review process and guidelines.

➤ **Duties:**

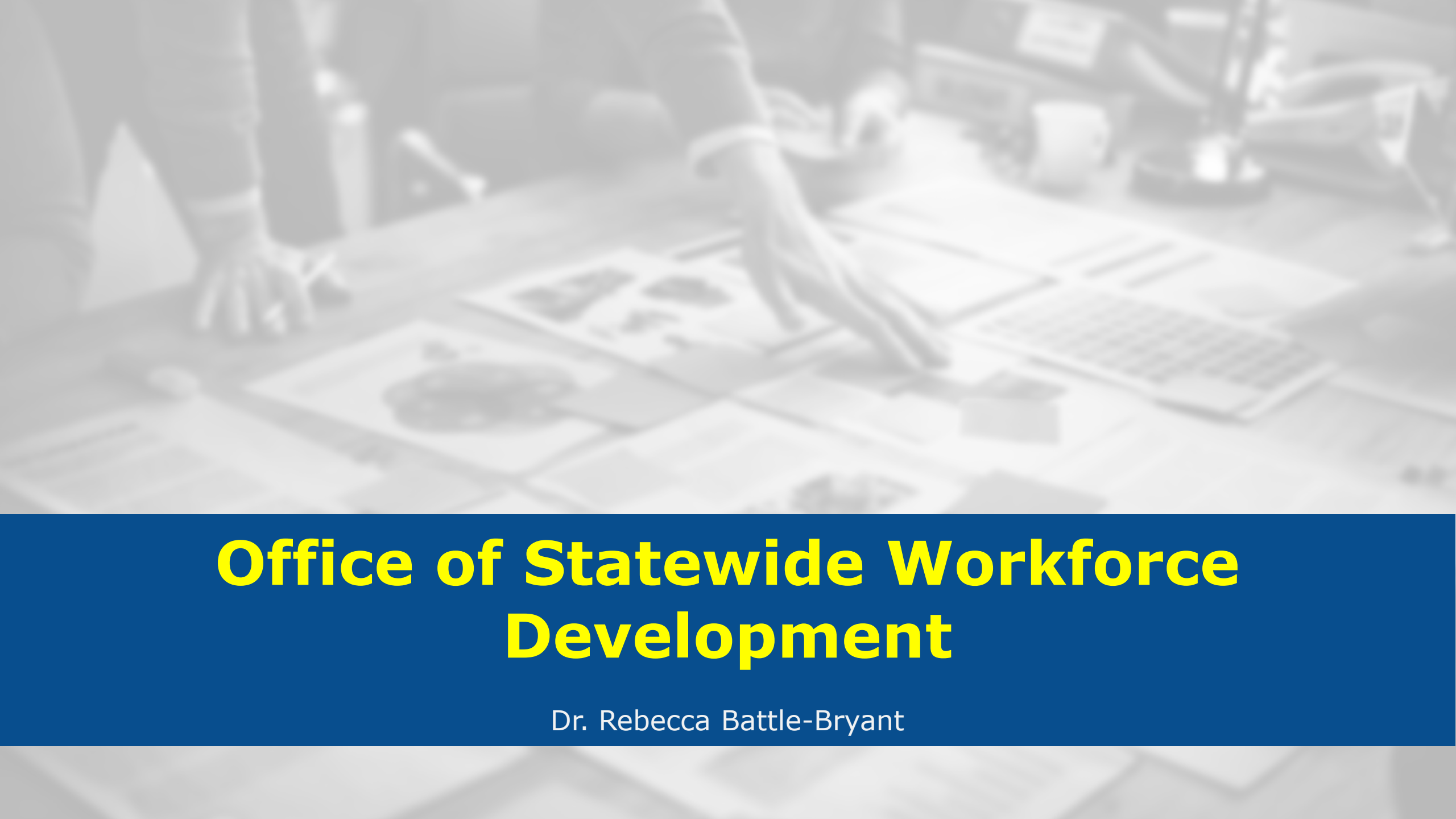
- ensure implementation of the coordinating council's responsibilities;
- provide oversight of Regional Workforce Advisors (RWAs);
- align, coordinate, and oversee publicly funded workforce development, and, when necessary, direct entities to comply with the Unified State Plan; and
- deliver an annual report identifying noncompliant entities and "detailing all [public] funds used for workforce development...by all reporting...agencies, nonprofit[s], and quasi-governmental groups."

DEW Implementation of Statewide Education & Workforce Development Act

-  20 new FTEs throughout DEW to support unified plan, its components, and other projects required by the act
-  15 new FTEs for employment services and outreach in rural areas
-  SC Department of Commerce Regional Workforce Advisors and Coordinating Council staff transfer to DEW



To ensure fidelity to the legislative intent to avoid creating an “agency within an agency,” new staff were integrated into DEW’s existing support areas to maintain a small, focused footprint for the Office of Statewide Workforce Development within DEW.



Office of Statewide Workforce Development

Dr. Rebecca Battle-Bryant



Office of Statewide Workforce Development

Dr. Rebecca Battle-Bryant, Director



Collaborate with stakeholders in education, government, and industry to develop and maintain a unified workforce plan for the state.



Facilitate coordination of education and workforce development at the state, regional, and local levels.



Provide centralized access to information critical to the lifelong education and career journeys of South Carolinians.

Together, the Office of Statewide Workforce Development and the Coordinating Council for Workforce Development are responsible for discussion, collaboration, and information-sharing that helps prepare and train workers to meet South Carolina's current and future workforce needs.

What does the Office of Statewide Workforce Development Do?

OSWD is a coordinating office.

- ✓ Coordinate statewide workforce initiatives
- ✓ Support implementation of the Unified State Plan
- ✓ Facilitate the Coordinating Council for Workforce Development
- ✓ Measure statewide progress
- ✓ Report outcomes and recommendations
- ✓ Support cross-agency collaboration

Our role is to help agencies work together more effectively on issues that no single agency can solve alone.

Office of Statewide Development Team



Rebecca Battle-Bryant

Director



Jason Lee

Find Your Future
Product Manager



Marlena Isaac

Find Your Future
Consultant



Charles Appleby

Coordinating Council for
Workforce Development
Senior Advisor

The dedicated OSWD team coordinates with other DEW staff as well as broader statewide network of staff and subject matter experts of our partners.

Coordinating Council for Workforce Development Lead Staff

Lead Staff help:

- Coordinate subject matter experts within their organization
- Communicate coordinating council priorities
- Keep agency leadership informed
- Elevate issues requiring cross-agency coordination
- Connect statewide priorities to agency implementation

**Coordinating Council for Workforce Development
Executive Committee**

Lead Staff Network

one representative from each member organization



Subject Matter
Experts



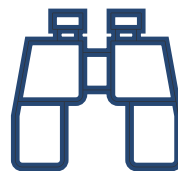
Agency
Programs



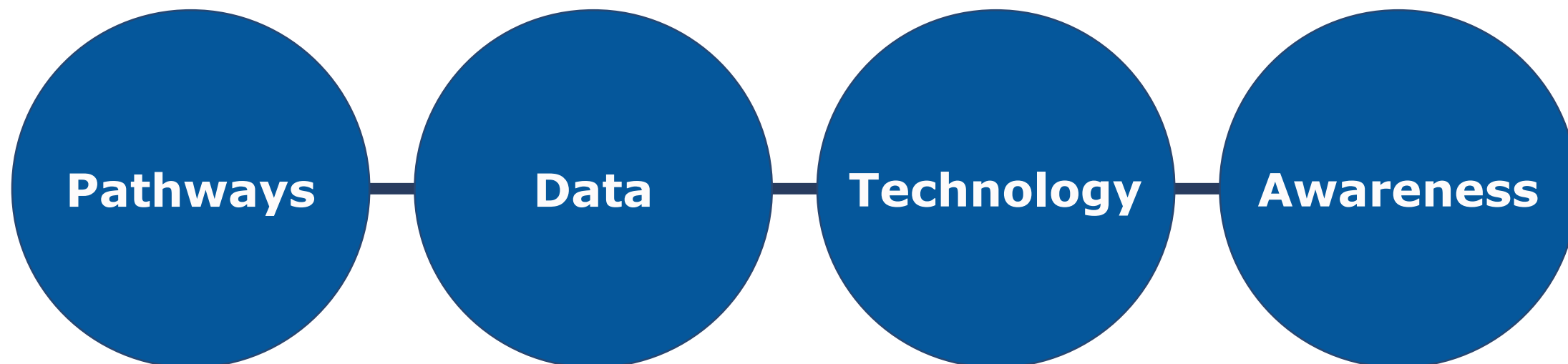
Agency
Leadership

Coordinated Statewide Action

Lead Staff are the operational bridge between statewide strategy and member organizations.



Seeing the Whole System



The coordination challenge is not a lack of activity. The challenge is ensuring related efforts reinforce one another and taxpayer resources are used effectively.

South Carolina Education and Workforce Initiatives

Pathways

Career Pathways Tool

Lead: CCWD

Strengthening Career Pathways Taskforce

Lead: SCDE

Commission on Career Pathways (SREB)

Lead: SCDE

Rural Health Transformation Program

Lead: HHS

Stackable Credential Approval

Lead: EOC

Career Workshops

Lead: SCDVA

Entrepreneurship Workshops

Lead: SCDVA

Industry Engagement Toolkit

Lead: CCWD

Education Alignment Toolkit

Lead: CCWD

Data

Workforce Pell

Lead: Governor's Office / DEW

Non-Degree Credentials Working Group

Lead: CHE

CTE Data Project

Lead: EOC and TransformSC

Supply Gap Analysis

Lead: DEW

Return on Investment in Education Programs

Lead: DEW

Dual Enrollment Survey of Student Engagement

Lead: State Tech

State Opportunity Index Survey to College Students (Strada)

Lead: CHE

College and Career Readiness Data

Lead: EOC and SCDE

Work Based Learning Case Study (Strada)

Lead: CHE

Technology

Connecting Talent to Opportunity Challenge

Lead: Governor's Office

SC Works Online System (scwos) RFP

Lead: DEW

SC TRAC (Transfers) RFP

Lead: CHE

SC Occupation Information System (SCOIS) RFP

Lead: SCDE

Student Information System RFP

Lead: SCDE

Education Tech Collaborative

Lead: SCDE

Survey Platform for K-12 districts

Lead: EOC

Awareness

Job Shadowing Month Campaign

Lead: DEW

Disability Awareness Month Campaign

Lead: Voc Rehab

The WORKS Podcast

Lead: DEW

Why this matters

- Related objectives
- Shared customers
- Common data
- Potential procurement overlap
- Opportunities to share effort

Similar goals, audiences, and data needs are opportunities for stronger coordination.

Seeing the Whole System



Identify

Track major initiatives across agencies and partners



Compare

Find shared goals, customers, data, vendors, and timelines



Connect

Bring the agencies and subject matter experts together



Coordinate

Clarify roles, align requirements, and reduce duplication

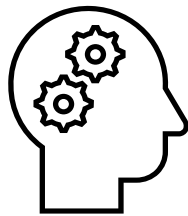


Optimize

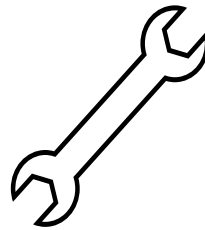
Use public resources more efficiently and improve outcomes

Unified State Plan for Education & Workforce

- The inaugural Unified State Plan for Education & Workforce Development was **completed** in **June 2024** and will be reviewed and revised **annually**.
- Identifies **common goals** and **metrics** and serves as a **framework** for **coordination**
- Three **focus areas** with clearly defined **goals, strategies, and obstacles**:



Awareness



Skills



Obstacles

- The plan also identifies **Priority Occupations** and **high-value credentials** that reflect demand from the state's industries and employers.

Unified State Plan for Education & Workforce Development Process

Initial Development

- Meetings to develop the plan began in July 2023 to identify key issues, create an initial outline, and determine metrics, all while obtaining feedback from a multitude of stakeholders throughout the process.
- Small focus groups were developed for each topic to leverage subject matter expertise and ensure the plan met the needs of stakeholders.
- The inaugural Unified State Plan was adopted on June 17, 2024.

Ongoing Review & Revision

- The plan is reviewed and revised as needed on an annual basis.
- On June 23, 2025, initial metric baselines and targets were adopted based on recommendations from the Research and Innovation Committee.

Unified State Plan for Education & Workforce

Development: Industry Inputs

[Section 41-30-540(A)(2)]

- Many different industry groups participated in developing the Unified State Plan. While not an exhaustive list, these are some examples from the planning process.
- An **Industry Association Meeting** is also held quarterly with **40+ groups** to keep industry informed and involved.

SC Manufacturers Alliance & SC Future Makers	SC Trucking Association	SC Retail Association
SC Chamber of Commerce	Home Builders Association of SC	Transportation Association of SC
SC Association of Counties	SC Education Association	Municipal Association of SC
SC Medical Association	SC Restaurant and Lodging Association	SC Nurses Association
SC Council on Competitiveness (SC Competes)	SCbio	SC Independent Colleges and Universities
SC Automobile Dealers Association	SC Association of School Administrators	SC School Boards Association
SC Economic Developers Association	Forestry Association of SC	OneSpartanburg, Inc.
SC Hospital Association	Public Charter School Alliance of SC	SC Association of Colleges and Employers
Mechanical Contractors Association of SC	Together SC	Palmetto State Teachers Association
SC Health Care Association	SC Child Care Resource & Referral	Greenville Chamber of Commerce
United Way of SC	SC Power Team	Charleston Metro Chamber of Commerce

Unified State Plan for Education & Workforce

Awareness

Strategy



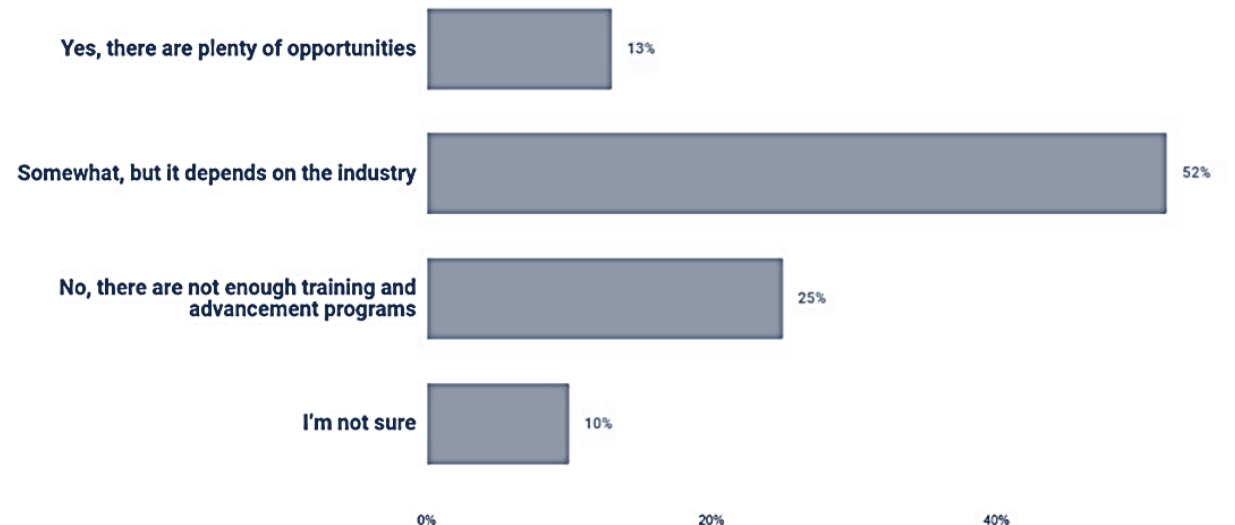
Increase the understanding of top industries in South Carolina and career pathways for diverse occupations available to all students and their guardians as well as individuals not in the labor force or underemployed

Metric



By 2040, increase the % of respondents who believe South Carolina provides enough **opportunities for job training and career advancement** to **30%**

Opportunities for Job Training and Career Advancement in South Carolina



Awareness/Perception Study

The Coordinating Council for Workforce Development commissioned a **statewide survey** to understand public perceptions, priorities, and barriers to employment.

Findings:

- **Awareness of high-growth jobs remains low**, especially among younger and less-educated residents. Nearly **half** of respondents view the state's job market positively, but optimism is uneven with women, lower-income individuals, and younger adults expressing more concern.
- **20%** of high school graduates disappear after graduation, not obtaining employment or continuing their education.
- **The number of out of state college graduates leaving our state post-graduation has doubled in the last ten years.**

Study results guided strategic initiatives/projects including promotion of **internships**, use of **skills-based language** between jobseekers and employers, and an **Educator/Employer Toolkit**.

Unified State Plan for Education & Workforce Skills

Strategies



Increase participation in work-based learning experiences for students at all levels and adults reentering the workforce



Increase the percentage of the South Carolina labor force holding a high-value credential



Increase the percentage of individuals who, after attaining a credential in South Carolina, are:

- **employed in South Carolina,**
- **participating in a year of service in South Carolina, or**
- **enrolled in additional education.**

Metrics



By **2030**, increase % of South Carolina children **ready for kindergarten** to **75%**.



By **2030**, increase % of students at or above **grade level** in **reading and math** to **75%**.



By **2035**, increase % of **graduating high school students** who qualify as **college or career-ready** from 65.8% to **75%** and those who qualify as **college and career-ready** from 29.4% to **40%**.



By **2040**, increase % of individuals **employed** or in **higher education** during the **2nd quarter** after receiving a **high school diploma** from 81.4% to **85%**.



By **2040**, increase % of South Carolina residents employed during the **2nd quarter** after receiving a **degree** (or credential) from a South Carolina **postsecondary institution** from 68.8% to **74%**.



By **2040**, **75%** of South Carolina high school graduates will earn a short-term or academic **credential issued by a post-secondary institution**, with at least **60%** qualifying as a **High Value Credential** as defined by the council.



By **2035**, increase % of postsecondary students in South Carolina participating in a curricular or co-curricular **work-based learning experience** from 15% to **40%**, with **65%** of these experiences being **curricular**.

College & Career Readiness (CCR) Research

College Ready		Career Ready		
<i>One or more of the following:</i>		<i>One or more of the following:</i>		
• AP Exam ≥ 3 • IB Exam ≥ 4 • Cambridge Intl. Exam $\geq C$		• ≥ 6 dual enrollment credits • ACT Score ≥ 20 • SAT Score ≥ 1040 • Career Readiness Assessment (Silver, Gold, or Platinum Nat'l Career Readiness Cert. on ACT WorkKeys exam or Level 3 or higher on WIN SC Career Ready Test) • CTE Completer with credential • ASVAB Score ≥ 31 • Eligible Work-Based Learning with Successful Evaluation • S.C. High School Employability Credential (completed according an IEP)		
2025 Graduation Cohort	College Ready	Career Ready	College <u>or</u> Career Ready	College <u>and</u> Career Ready
63,429 students	33%	73.3%	75.1%	31.2%

The Education Oversight Committee analyzed EOC and National Student Clearinghouse postsecondary data matched by RFA to SCDE's graduation and CCR data and DEW's wage data to examine how readiness designations correlate with enrollment and persistence in college or wages the year after high school.

- Students designated "college ready" were more likely to persist, or continue college enrollment, from freshman to sophomore year than those not college ready.
- Students who earned the "career ready" designation typically earned \$1,373 (6.3%) more in their first year of employment versus those not career ready. Median annual earnings for students designated career ready due to work-based learning were \$3,895 more than those not career ready and were slightly higher than other career ready designations.

Unified State Plan for Education & Workforce

Obstacles

Strategies



Increase # of available childcare options for guardians entering the workforce or obtaining education



Increase the # of transit options for individuals without vehicles to get to work

Metrics



By **2028**, institute processes to collect data necessary to **measure** the **supply and demand** for **childcare** in South Carolina



By **2035**, increase the # of **contracts / agreements** transit agencies maintain **with employers** to provide **demand response services** from 10 to **50**.

Childcare Capacity				
Type			Available Capacity	Facilities
Childcare Center			201,352	1,570
Group Childcare Home			668	56
Family Childcare Home			4,444	767
Childcare Enrollment				
Age	Teachers	Enrollment	# Likely Needing Childcare	Potential % Enrolled
0 – 1	4,809	6,110	22,866	26.7%
1 - 2	5,872	11,414	28,583	39.9%
2 - 3	6,255	16,174	28,583	56.6%
3 - 4	5,962	21,196	38,301	55.3%
4 - 5	4,326	18,979	38,301	49.6%
Transportation Baseline Survey Results				
8 transit organizations responded (footprint covers 63% of workers in state)				
Routes:		82 Fixed, 31 Demand Response		
Employer Contracts:		10		
Estimated Miles Driven:		650,000+ monthly		

*childcare capacity data sourced from SC Endeavors via SCDSS

Education & Workforce Portal

Introduction

The Statewide Education and Workforce Development Act requires creation of a portal to serve as a central hub for the state's education and workforce information, services, and data to include:

- education resources to **align curriculum with workforce needs**,
- **career pathways tools** with information about in-demand occupations,
- an **inventory** of all statewide education and workforce programs,
- **labor market information**, and
- workforce program **data, training options**, and **opportunities**.

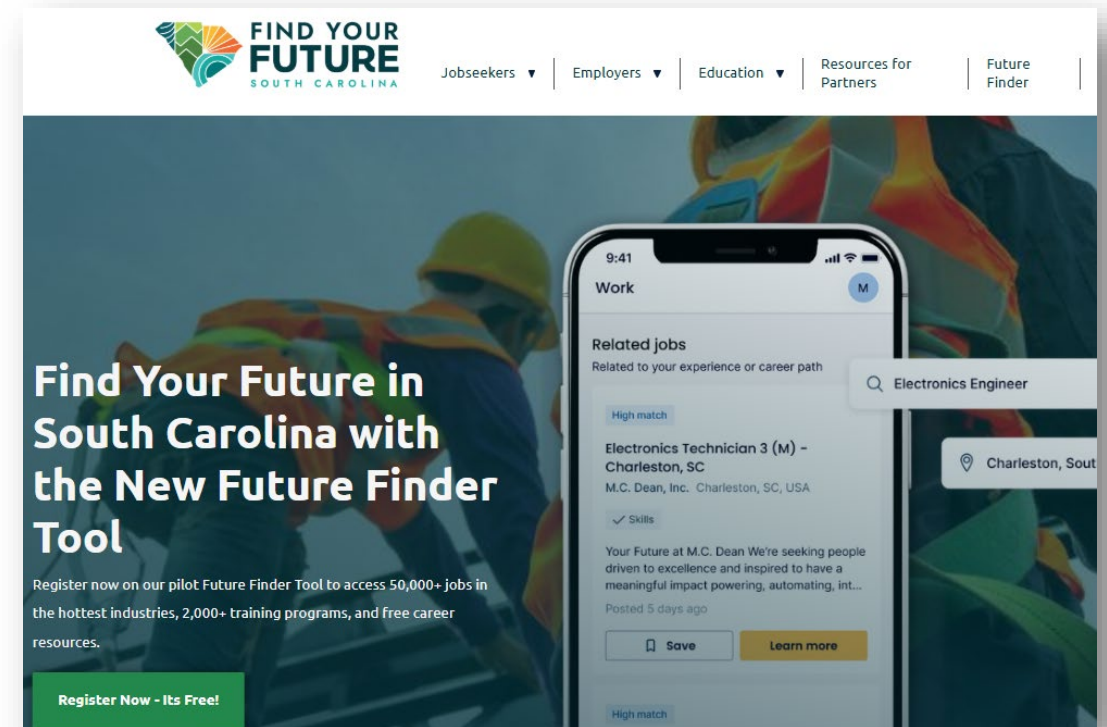
Education & Workforce Portal

Interim Launch: Find Your Future SC



**FIND YOUR
FUTURE**
SOUTH CAROLINA

- **FindYourFuture.sc.gov** launched in February 2025 with information to guide education / career choices and links to resources available to employers, educators, and workforce partners.
- While FindYourFuture.sc.gov currently serves as a repository of linked resources, the goal is evolution to become the Statewide Education and Workforce Development Portal.
- **State funds are being used to enable creation of more than just a website:**
 - \$10.3 million in nonrecurring funds
 - \$2.8 million in recurring funds



Education & Workforce Portal

Find Your Future SC Features



- **Jobseekers** can access job boards and resources such as information on education and certification requirements and connections to apprenticeship and internship programs.
- **Employers** can find places to post jobs, organizations that can help (e.g., DEW/SC Works), training opportunities for their employees, and labor market information.

Example: Industry Engagement Toolkit with work-based learning resources

- **Educators, students, and parents** can explore the jobs available in the state, educational resources/requirements, and skill-specific schools and training.

Example: Priority Occupation Dashboard

- **Partners** can find the Unified State Plan, reports, data, and information about the Coordinating Council for Workforce Development

Find Your Future Portal

Challenge

Information about careers, education, training, and workforce services scattered among multiple websites



OSWD Coordinated

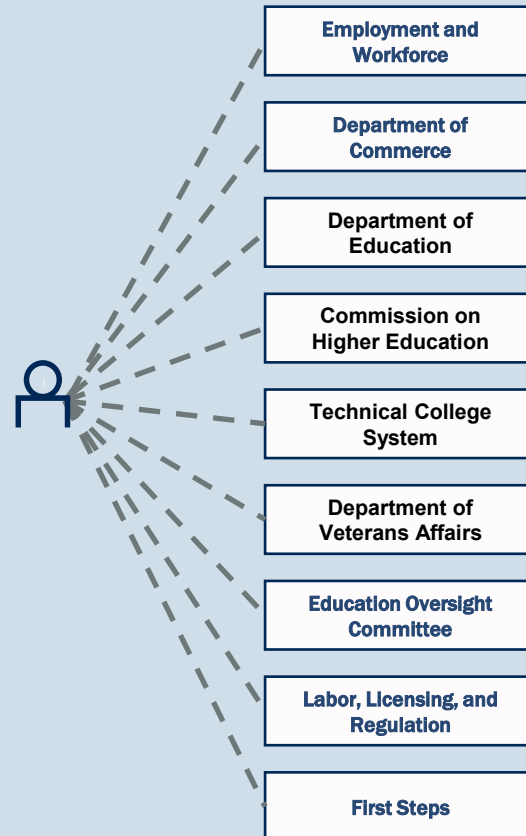
- Cross-agency planning
- Customer experience workshops
- Partner requirements
- Website and Portal strategy



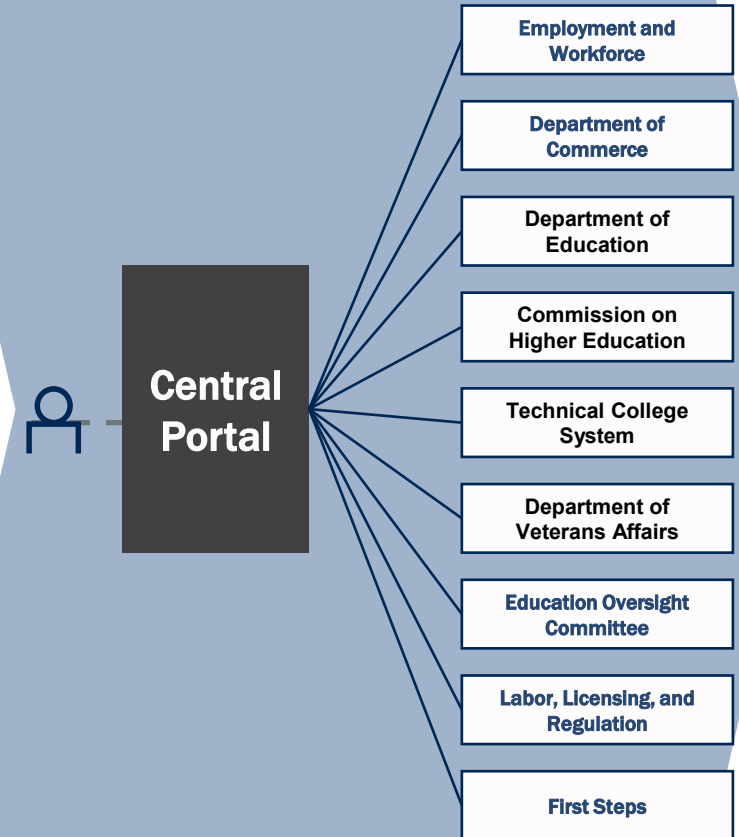
Result

- One statewide starting point
- Easier navigation
- Better customer experience
- Foundation for continued improvement

Current State



Target State



The goal is to make existing systems easier to access (not to replace them).

Connecting Talent to Opportunity Challenge

The Find Your Future portal's development recently received federal assistance as part of the U.S. Department of Education's Connecting Talent to Opportunity (CTO) Challenge.

- The CTO Challenge allows states to compete to receive funds to set up a digital talent marketplace which is a digital platform utilizing advanced technology to provide resources to connect jobseekers with education and job opportunities.
- **As one of ten states** selected as semi-finalists, South Carolina has been awarded technical support on an action plan to be scored for participation in the next phase of the CTO challenge, a 15-month acceleration period to deploy and build out its project, the Find Your Future portal, with more intensive technical assistance.
- The CTO Challenge is a partnership among DEW, the Coordinating Council for Workforce Development, and the S.C. Department of Education.

Major Accomplishments & Milestones

- ❖ Strengthened education + workforce collaboration and structured industry participation
- ❖ Completed inaugural Unified State Plan for Education and Workforce in 2024 with annual revisions of metrics/baselines
- ❖ RFP for portal is currently under development
 - Interim FindYourFuture.sc.gov site launched in February 2025
 - Feasibility study completed for the Find Your Future Portal in 2024
 - Awarded additional technical assistance for the portal as semifinalist in the U.S. Department of Education's CTO Challenge
- ❖ Provided South Carolinians with improved data and resources
 - Supply Gap Analysis
 - Return on investment information
 - Priority Occupations
 - Work-based learning tools

How We Measure Success



Better Customer Experience

Education and workforce services are more accessible and easier to understand.



Stronger Employer Engagement

Employers experience a more responsive and coordinated workforce system.



Greater Statewide Coordination

Organizations align around shared statewide priorities while maintaining individual missions.



Better Information for Decisions

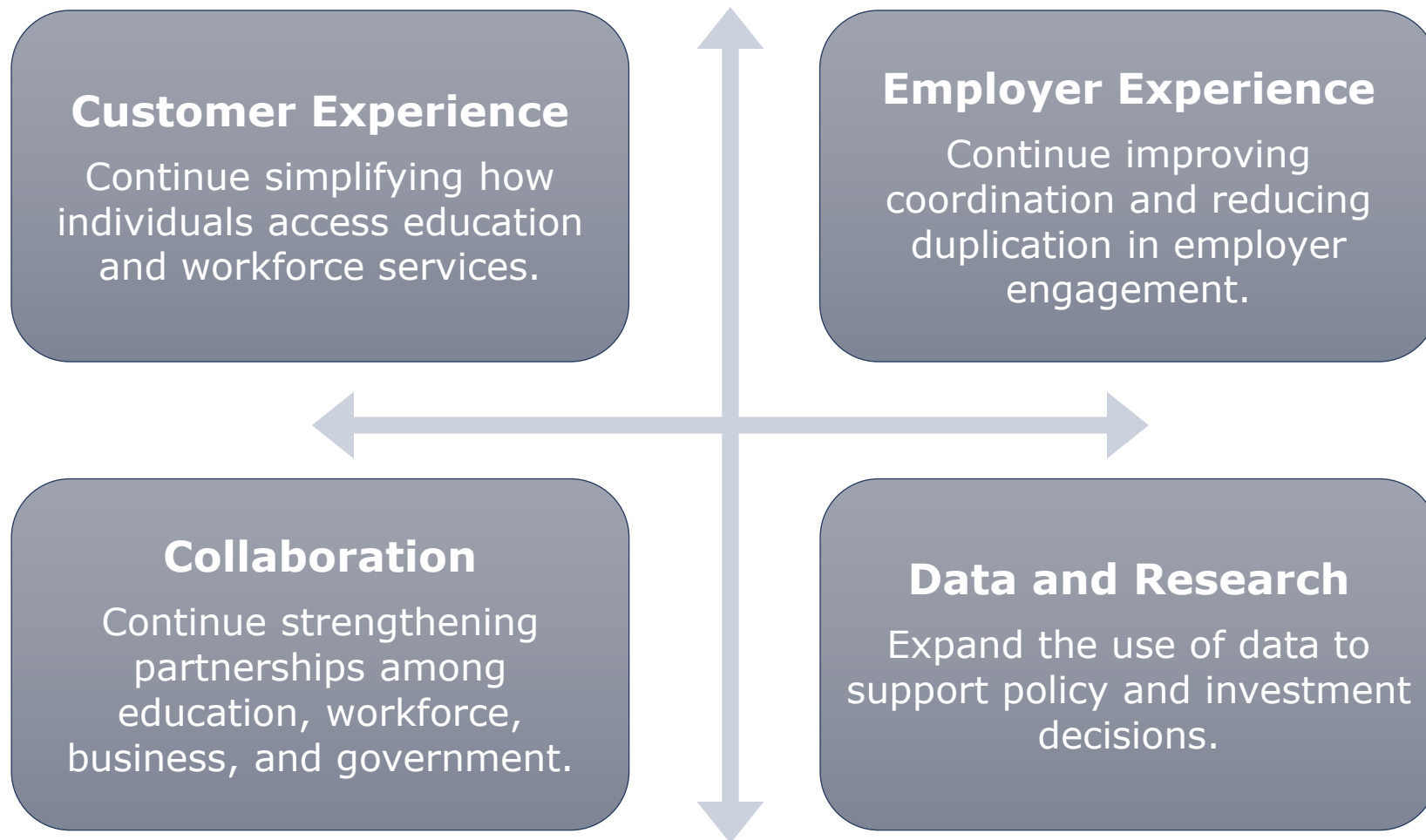
Data supports thoughtful policy development and resource allocation.



Progress Toward Unified State Plan Goals

Awareness, Skills, Obstacles

Opportunities for Continued Improvement



The governance structure established by the S.C. Education and Workforce Development Act provides a strong foundation for continued improvement.

Questions?



Chief of Staff

Michael Brittingham



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce

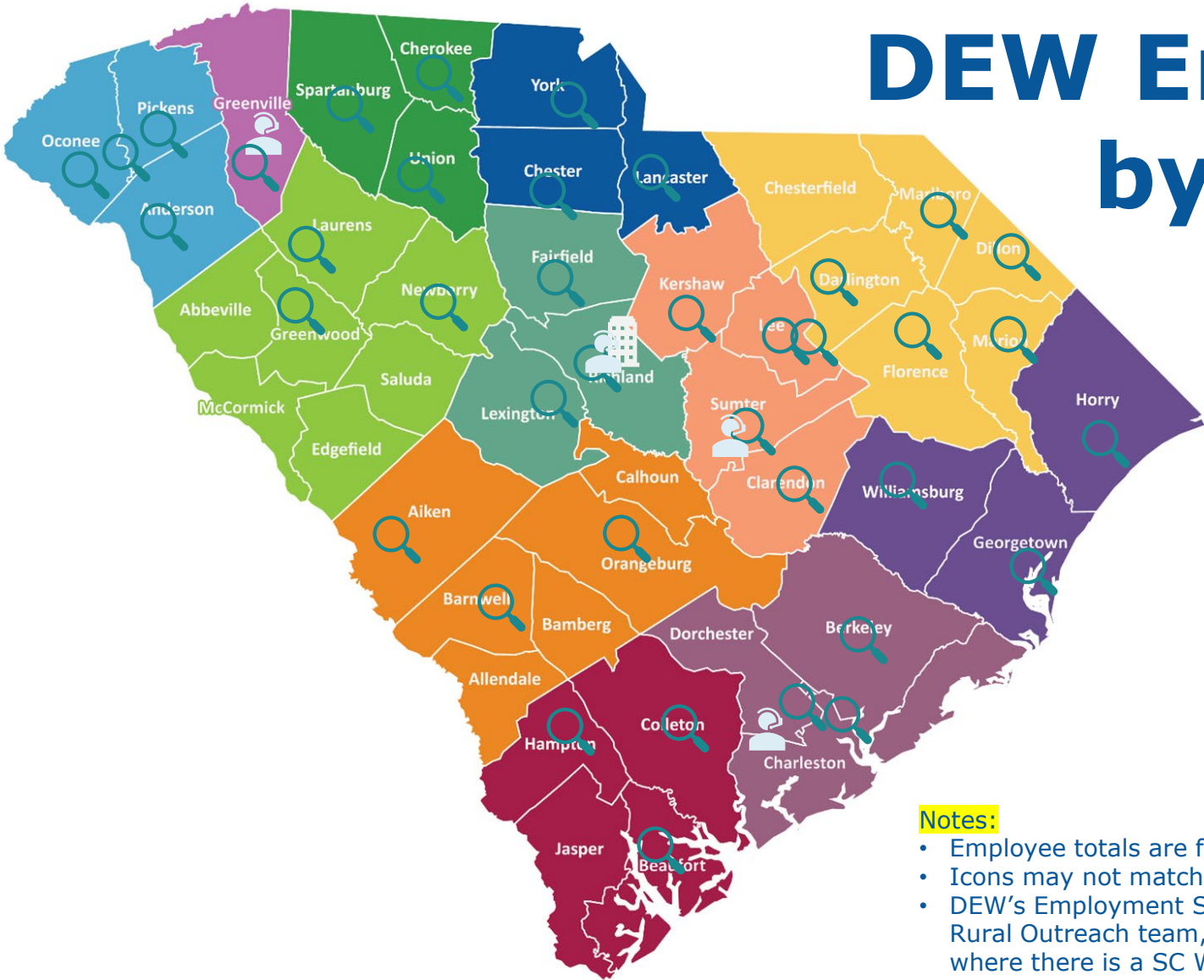
Chief of Staff Divisions

- Human Resources
- Finance
- Internal Audit
- Office of General Counsel
- Facilities
- Information Technology
- Information Security
- Project Management

Division	# FTEs			# Retirement Eligible		
	Filled	Vacant	Total	Early	Full	Total
Human Resources	12	-	12	-	-	-
Finance	19	1	20	3	2	5
Internal Audit	3	1	4	-	-	-
Office of General Counsel	10	1	11	-	3	3
Facilities	16	-	16	1	-	1
Information Technology	38	2	40	4	2	6
Information Security	6	-	6	-	-	-
Project Management	5	-	5	-	-	-
	109	5	114	8	7	15

Employees by County	
Aiken	13
Anderson	5
Barnwell	1
Beaufort	17
Charleston	41
Cherokee	3
Chester	1
Colleton	2
Dorchester	1
Fairfield	1
Florence	17
Greenville	60
Greenwood	12
Horry	48
Kershaw	2
Lancaster	6
Laurens	2
Lexington	3
Marion	5
Marlboro	3
Newberry	4
Oconee	2
Orangeburg	8
Pickens	11
Richland	370
Spartanburg	18
Sumter	30
Union	1
York	6
Total	693

DEW Employees by Location



- Notes:**
- Employee totals are for July 2026
 - Icons may not match exact location within a county
 - DEW's Employment Services division, including a dedicated Rural Outreach team, has events throughout the state (not just where there is a SC Works Center!) with support from Facilities, IT, etc. at those mobile events.



RED Building



SC Works Centers (39)



UI Hubs (5)

Human Resources

Katie Herrmann, Director



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce



Role

- Human Resources manages all aspects of the employment relationship:
 - classification and compensation
 - payroll, leave, and benefits
 - recruitment and selection
 - performance management
 - training and development
 - employee relations & engagement
- Provides advice to meet workforce needs



Employee Overview

- DEW currently has **722** active employees, **695** of which are FTEs.
- Employees work across the state
 - **1** Columbia Complex/RED Building
(Largest Individual Site)
 - **39** SC Works Centers
 - **5** Unemployment Insurance (UI) Hubs

Employee Type	Filled	Vacant	Total
Agency Head (AHSC)	1	0	1
Classified FTE	687	114	801
Temporary	13	1	14
Temporary Grant	14	8	22
Unclassified FTE	7	1	8
	722	124	846



Key HR Metrics

Time-to-Hire

Since 2022, time-to-hire has been reduced by **47%** (**37 days** faster), dropping from **78 days** three years ago to only **41 days** currently.

Turnover

Turnover has improved by **52.7%** since 2022.

2022: 28.7%	2023: 21.7%	2024: 13.8%
2025: 13.8%	2026 (Fiscal Year): 13.5%	

Employee Satisfaction

Employee satisfaction ratings have improved by **25%** since 2022 with **an average rating now 4.5 out of five**, up from **3.6** four years ago.

Continuous Employee Feedback

- Agency-wide Climate Survey
- Solutions Box (May 2022)
- Exit Surveys (July 2022)
- HR Site Visits (November 2022)
- 30-day/90-day Check-ins (November 2022)
- Stay Surveys (April 2023)



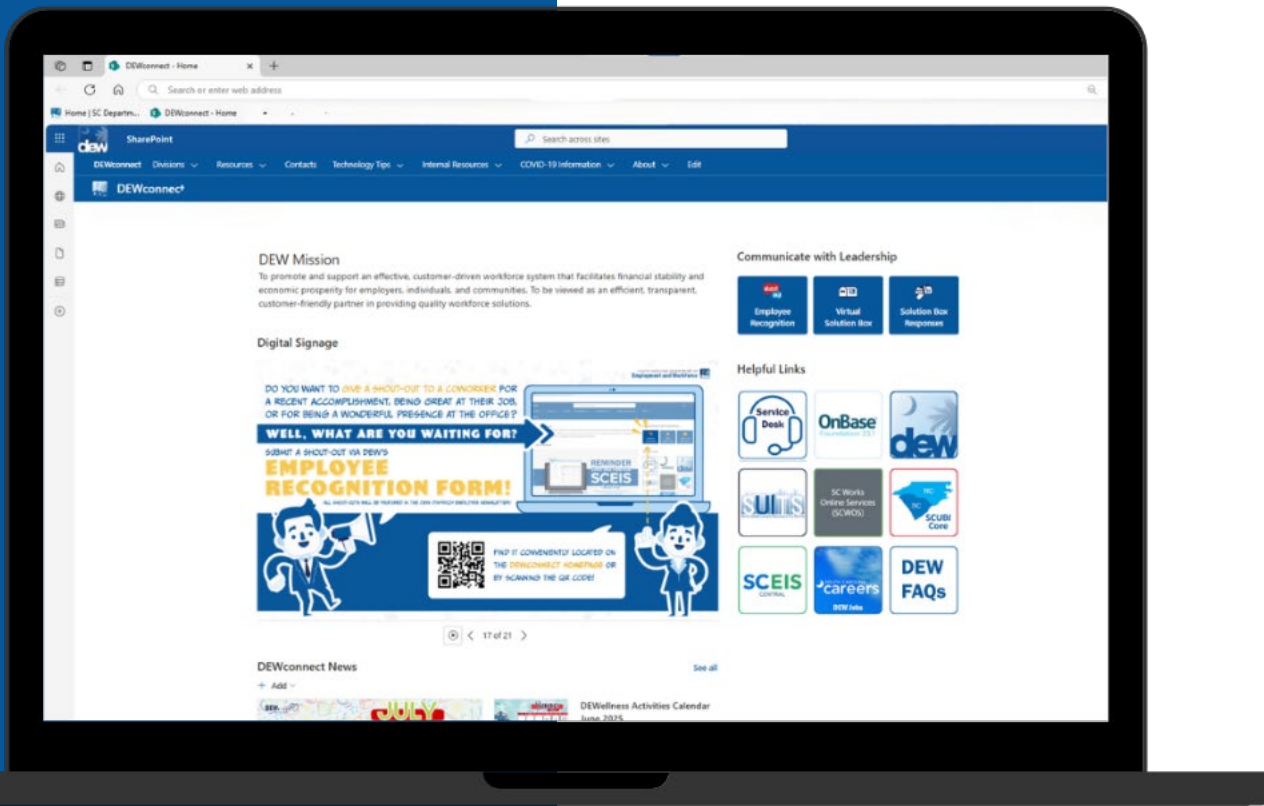
Stay Survey Highlights

161 Stay Surveys were completed in 2025.

- Likelihood of recommending DEW as a great place to work increased from to 4.5 (out of 5) from 4.3 the previous year.
- Trust in upper management improved by **10%**
- Employee satisfaction improved by **7%**. Top things employees are satisfied with are:
 - (1) Coworkers
 - (2) Helping people
 - (3) Job itself
 - (4) Management team
 - (5) Workplace culture
 - (6) Flexibility
 - (7) Training
 - (8) Autonomy

Internal Communications

- DEW Insider
- DEW Alert
- DEW Dispatch
- Digital signage
- DEWconnect





Employee Appreciation

- Public Servant Recognition Week
 - Catered lunch
 - Gift and thank you card
 - Spirit Week
- Holiday Breakfast



Employee Recognition

- Employee Service Awards
- Employee of the Quarter
- Employee of the Year
- UI Hub of the Quarter
- Customer Service Representative (CSR) of the Quarter & CSR Bonus Program
- Wagner-Peyser & Veterans Metrics Regional Awards
- Virtual "Shout-Outs"

Standardized Onboarding

In recent years, DEW standardized and streamlined the onboarding of new hires.

- Routine hire dates
- New hire orientation
- **New hire survey results:**
 - Information provided was useful – 4.9/5
 - I have the resources I need or know who to contact – 4.8/5
 - Presenters were knowledgeable and information easy-to-follow – 4.9/5
- Agency overview manual
- 30-day/90-day check-ins
- Manager procedures
- New manager orientation



Training

Leadership/Supervisory Classes

Training Programs:

- Supervisory Practices
- Associate Public Manager Certification
- Certified Public Manager Certification
- Lead at DEW
- Senior Leadership Training Seminars
- Effective Communication & Emotional Intelligence
- The Five Behaviors of a Cohesive Team



SOAR Academy at DEW

- Application Process – 16–20 Annually
- Spans 9-12 months
- Baseline Curriculum – completion of all soft skill classes
- **Program specific classes:**
 - The Agency's Mission, Departments, and Story
 - Foundational Leadership Skills
 - Communication
 - Strategic Thinking & Decision Making
 - Team Management
- Division Director Q&A Panel
- Job Shadowing Requirement



Training

General Session Classes

- Team Building Events
- Public Speaking
- Business Writing
- Effective Communication
- Emotional Intelligence
- Succeeding in a Multigenerational Workplace
- Difficult Conversations
- **Survey Results (665 Responses):**
 - Helped Expand Professional Skills – 4.8/5
 - Presenter/Activities were clear & engaging – 4.9/5



Training

Job Specific

- Employment Services Provider Certificate
- Employment Services Front-Line Employees
- UI Core Competencies
 - **44** Online Modules Developed
 - Assigned in Learning Management System (LMS) by Job Title



Training

Safety

- Active Shooter Training
- De-escalation Training



Benefits & Agency Wellness Program

- Retirement & Deferred Compensation seminars
- Open Enrollment site visits
- Breaking Down your Benefits communications
- Employee Assistance Program
- Mobile mammograms
- On-site biometric screenings/flu shots
- Employee-led Wellness Committee
 - Regional representatives
 - Monthly theme
 - Weekly activities
 - Wellness Committee site visits



DEW South Carolina Department of Employment and Workforce

DEW YOUR PART TO TAKE CARE OF YOUR HEART

DEWellness Challenge: Walk 56 Miles in February

One way to get moving for heart health this month is the American Heart Association's Walk 56 Miles in February Challenge!

To track your progress as you go, you can log your miles on your own or by using the printable tracker attached to this email. Employees who complete all 56 miles in February have a chance to win DEW swag!

At the end of the challenge, just submit your tracker to DEWellness@dew.sc.gov by **EOD Monday, March 3rd**, to be entered into a prize drawing.

The Heart Truth: Heart Health Facts

DID YOU KNOW?

Regular exercise strengthens your heart just like weightlifting strengthens your muscles! The American Heart Association recommends at least 150 minutes of moderate-intensity exercise per week, such as brisk walking, swimming, or biking. Exercise helps improve circulation, lower blood pressure, and manage weight, all of which can help to reduce the risk of heart disease.

SHRM Involvement



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

- Partner with Columbia SHRM to recruit volunteers to conduct mock job interviews for Second Chance program participants nearing release from S.C. Department of Corrections facilities
- DEW HR Advisory Committee



HR Questions?



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce

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.

Finance

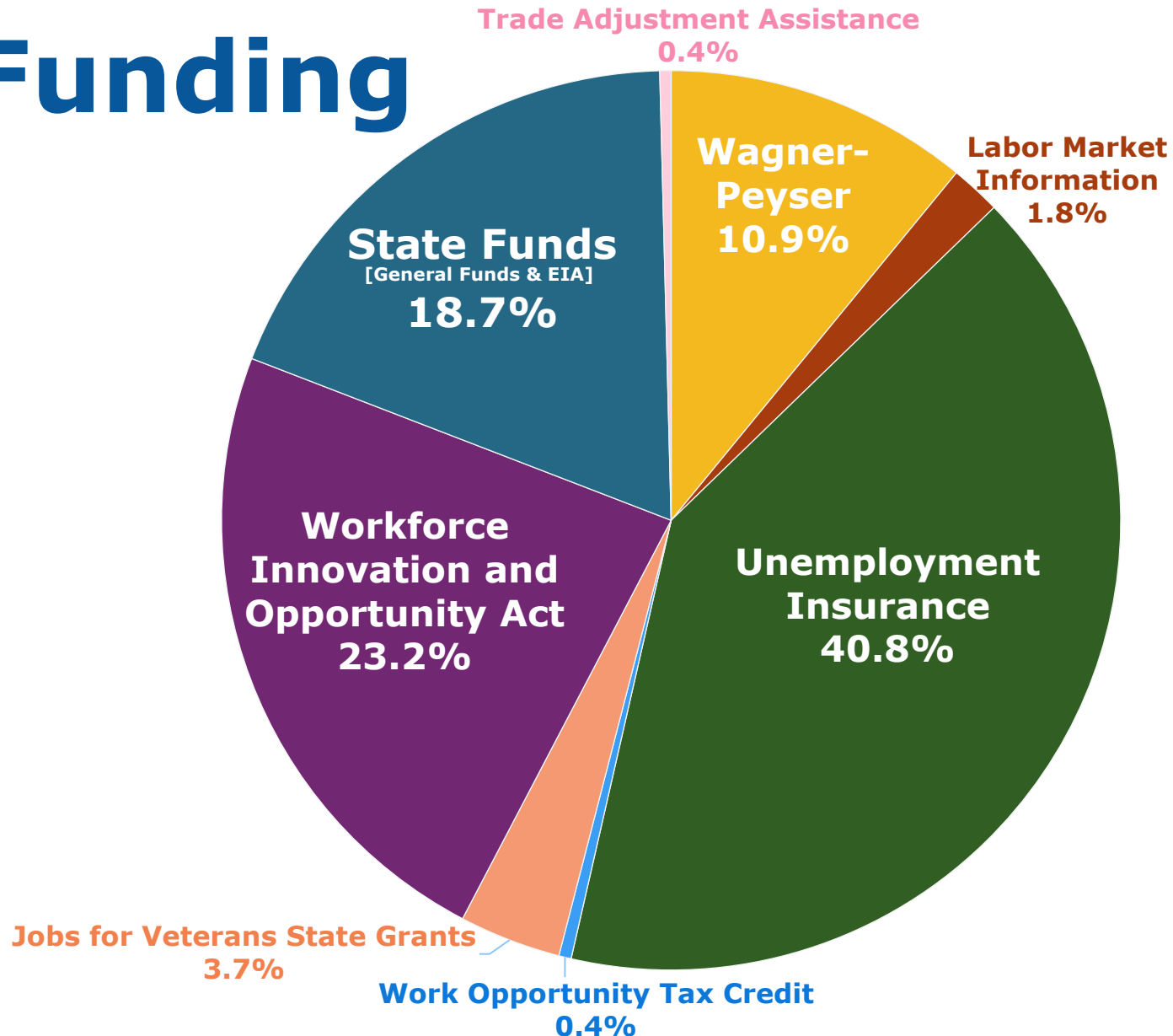
Jacque Carlen
Chief Financial Officer



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce



FY26 Funding



State Funding

DEW is mostly federally-funded. In the FY26 Appropriations Act, only about 15% of DEW's total funding came from state general funds.



Statewide Education & Workforce Development Act Implementation



Rural Employment Services



Be Pro Be Proud



Career Readiness Assessments and Credentials



Support of the Appellate Panel



Unemployment Fraud Prosecution

DEW also receives \$1.976 million from Education Improvement Act funds for:



Regional Workforce Advisors

Procurement Office

Sharling Thompson, Director

Leads procurement activities on behalf of the agency, offering guidance and assistance to agency staff on purchasing, solicitations, and the p-card program; also serves as a liaison to SFAA's Division of Procurement Services.

FY26 by the numbers:

- **80** cardholders
- FY26 spend: ~\$454,073
 - FY25 spend was \$405,700
- FY26 issued **332** purchase orders
 - FY25 issued 396 purchase orders





Accounting Office

Angela Daniels, Controller

- **Accounts Payable**
- **Trust Fund Accounting and Federal Funds**
- **Agency and Other Funds Accounting**

Budget & Grants Office

Jake Sherbert, Director

- Compiles financial data and conducts required federal financial reporting to ensure accuracy, compliance, and timely submission
- Provides fiscal management for all grants, including application, award, budgeting, monitoring, and closeout
- Manages the state budget development process, coordinating initial proposals, revisions, and implementation
- Performs financial analysis and internal financial reporting to support decision-making, strategic resource allocation, and grant performance



Internal Audit

Robin Jacobs, Director



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce



Mission

- Provide independent, objective assurance and consulting services designed to add value and improve DEW's operations.
- Bring a systematic, disciplined approach to evaluate and improve the effectiveness of governance, risk management, and control processes.

Functions

Internal Audit

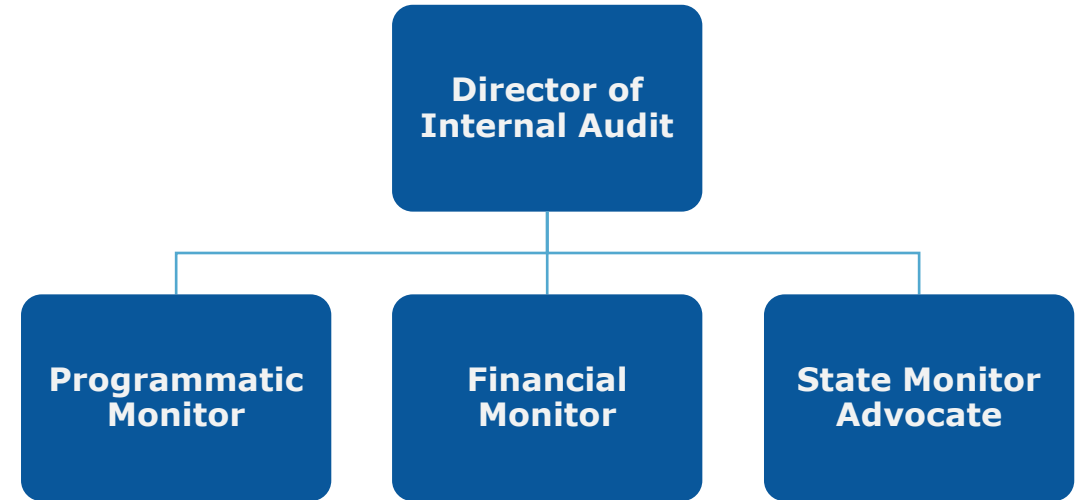
- Conducts independent audits to assess internal controls and compliance
- Identifies risks and recommends corrective actions to improve processes
- Evaluates financial integrity and operational efficiency
- Ensures adherence to federal, state, and organizational regulations
- Promotes transparency, accountability, and ethical standards

State Monitor Advocate

- Ensure equitable services for Migrant and Seasonal Farmworkers (MSFW)
- Monitor compliance with Federal protections provide outreach and resources

Workforce Monitoring

- Ensure compliance with workforce program regulations
- Conduct risk-based assessments, on-site reviews, and technical assistance
- Evaluate financial accountability and proper use of funds
- Provide technical assistance to improve program effectiveness
- Identify areas for continuous improvement and best practices



Office of General Counsel

Steven Jordan
Chief Legal Counsel



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce



Role

The attorneys in the Office of General Counsel provide legal advice to DEW and represent the agency in litigation.

Key Functions:

- Assists Human Resources with personnel matters and advises on employment-law related statutes and regulations
- Reviews contracts and agreements and represents the agency in procurement disputes
- Evaluates and responds to FOIA requests, subpoenas, and law enforcement requests
- Aggressively represents DEW in litigation before the Administrative Law Court, Court of Appeals, Court of Common Pleas, etc.



Recent Accomplishments



Developed and enhanced employer tax debt collections to assist employers with compliance and resolution of accrued debt.



Initiated and developed an unemployment insurance fraud team to investigate fraud and prosecute offenders.

- Full-time SLED agent
- Prosecutor authorized by the Attorney General

Facilities

Doug Kirkland, Director



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce



Facilities Responsibilities

Facilities is responsible for providing services for all agency divisions and departments to ensure the mission of the agency is accomplished in the most efficient and cost-effective way possible.



Agency Insurance Representative, SC
Emergency Management Division
Representative, and Energy Usage
Reporting



Facilities Administration, Capital
Improvement Projects, Construction
Renovations, Building Maintenance, Real
Property Management, Surplus Property,
and Physical Security Initiatives



Postal Operations, Canteen
Operator/Administration, Palmetto Citizens
Federal Credit Union, Motor Pool, Recycling,
Supply & Inventory Control, and Physical
Records Storage

Monthly Vendor Contracts Managed by Facilities

■ Janitorial ■ Landscaping ■ Security

Information Technology

Ryan Millwood
Chief Information Officer



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce



Mission Statement

- To enable modern, secure, scalable, and integrated technology solutions that empower agency operations, enhance public services, support data-driven decision-making, and ensure the seamless delivery of critical agency services across South Carolina.



Successes

Phase 1 of Migration to the Dept. of Administration Shared Services Model

Modernized and transitioned the entire DEW network in coordination with Admin over to the new shared services model.

Successfully built a Systems Integration team & Data Warehouse

Supports the growing need for near real time enterprise reports across DEW internal and cloud systems.

Priorities

- Phase 2 of the Migration to Dept. of Admin. Shared Services: Server Infrastructure
- Continue to build out the Enterprise Data Warehouse to support ongoing modernizations within DEW
- Continued effort on Security and Vulnerability patching against DEW-owned Assets
- Server operating system upgrades through lifecycle management



Information Security

Adam McJunkin
Chief Information Security Officer



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce



Mission

- Enable the South Carolina Department of Employment and Workforce's mission while identifying and reducing risk, safeguarding agency assets, preserving the confidentiality, integrity, and availability of agency assets while pursuing compliance with legal and regulatory requirements.

Vision

- Build a risk-informed, threat-adaptive, and resilience-focused information security program that safeguards critical assets, supports operational continuity, and maintains the trust of the agency, our partners, and the citizens of South Carolina.

Goals

- 1** Enable the executive leadership team to make risk-informed decisions by equipping them with the knowledge and understanding of existing risks to agency IT assets.
- 2** Ensure agency IT assets, to include but not limited to, hardware, software, systems, services, and data, are properly identified, prioritized, and protected.
- 3** Strengthen the agency's detection, response, and recovery capabilities that support and preserve the confidentiality, integrity, and availability of agency IT assets.



Challenges



Developing and maintaining a cohesive security culture that remains resilient against emerging threats.



Attracting and retaining talented staff through competitive compensation and benefits compared to neighboring states and the private sector.

Enterprise Project Management Office (**EPMO**)

Bill Croteau, Director



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce



EPMO Overview

The Enterprise Project Management Office (EPMO) exists to ensure that DEW delivers on its strategic priorities through coordinated, efficient, and accountable execution. The EPMO drives enterprise alignment, builds project capacity across the agency, and supports a culture of proactive planning, collaboration, and performance.





Mission & Vision

Mission- To drive alignment, execution, and accountability across the agency by leading enterprise-level projects, facilitating strategic planning, and delivering tools that support efficient, measurable progress.

Vision- To be a trusted partner and catalyst for agency transformation, ensuring DEW's priorities are implemented with clarity, coordination, and results.

Core Functions

- Develop and monitor the agency's strategic plan
- Build tools and processes for planning, prioritization, and performance tracking
- Provide internal consulting and facilitation support across divisions
- Deliver training and best practices in project and change management



FY 27 Strategic Focus Areas (In Development)

- ✓ Develop leaders at all levels of the agency to strengthen a culture of accountability, collaboration, and talent growth.
- ✓ Deliver high-quality, customer-centered services that meet the needs of individuals, employers, and communities.
- ✓ Drive innovation across programs and initiatives to enhance collaboration internally and with agency partners.
- ✓ Use data and insight to strengthen agency intelligence, inform decisions, and increase measurable impact.

Questions?



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce

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