



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce

Workforce Development Division Follow-Up

The following information is provided as follow-up to testimony provided on July 28, 2026, to the S.C. House of Representatives Committee on Government Efficiency and Legislative Oversight.

State and Local Workforce Development Boards

- *State Workforce Development Board:* The membership of the State Workforce Development Board (SWDB) is prescribed by [20 C.F.R. § 679.110](#) [Attachment A]. A list of the members of the State Workforce Development Board is provided as Attachment B.
- *Local Workforce Development Board:* The membership of the twelve Local Workforce Development Boards are prescribed by [20 C.F.R. § 679.320](#) [Attachment C]. A map of the local workforce development areas is provided as Attachment D.

Upper Savannah SC Works Center Traffic Data

The Upper Savannah Workforce Development Board closed three centers effective June 30, 2026: Abbeville, Edgefield, McCormick, and Saluda. The center traffic for these centers is provided below for the periods July 1, 2024 – June 30, 2025 and July 1, 2025 – February 2026.

SC Works Center	FY 2025	FY 2026 [through February 2026]
Abbeville	223	66
Edgefield	269	29
McCormick	155	9
Saluda	211	9
Greenwood	7,102	4,489
Laurens	2,826	984
Newberry	4,591	2,571
Total Center Traffic:	15,377	8,157

While DEW does not have authority over the decision to close these centers, our agency has worked collaboratively with Upper Savannah to build on strategies piloted over the past year to ensure continued access to quality employment services for Abbeville, Edgefield, McCormick, and Saluda residents. DEW's outreach plan included:

- hosting job fairs and hiring events in those counties as well as outreach during community events;
- conducting "Pop-up SC Works" events in which DEW staff host computer workstations in the communities and / or deploy the Career Coach, with its air conditioning and ten workstations, to locations where customers congregate like churches, stores, and libraries;
- supplying technology, specifically the Virtual Engagement Center, to Upper Savannah, staffed by DEW and local staff, offering job search and Workforce Innovation and Opportunity Act (WIOA) services; and
- expanding the number of Connection Points, computer labs at libraries, nonprofits, faith-based organizations, and other community partners where jobseekers can file unemployment insurance claims, search for work, and access employment resources.

In collaboration with Upper Savannah, DEW has been able to pilot these strategies while supplementing the four offices, now closed, that were open once per month. These efforts have been largely successful:

- In FY26, DEW increased the number of Connection Points in the area by six: one was added for a total of four in Abbeville, one was added for a total of three in Edgefield, and four were added for a total of five in McCormick.
- In all four counties with closed centers, attendees of ongoing events, pop-up SC Works, and career coach visits have outpaced the traffic at each county's SC Works Center (open once per month) this fiscal year. These counts suggest that meeting jobseekers where they are may reach more customers than traditional brick-and-mortar settings.

<i>July 2025 – February 2026</i>	SC Works		Alternative Delivery Attendees	
	Center Traffic	Events/Pop-Up	Career Coach	Total
Abbeville	66	469	141	610
Edgefield	29	47	32	79
McCormick	9	249	13	262
Saluda	9	6	29	35
Total Traffic	8,157	771	215	986

These efforts have been made possible, in part, with the funding provided by the General Assembly in the FY23-24 General Appropriations Act for a second Career Coach and additional Employment Services staffing focused on rural communities.

Work Opportunity Tax Credit Target Groups

In the hearing on July 28, 2026, Ms. Staggers erroneously stated that there were more than twenty target groups for the Work Opportunity Tax Credit. There are sixteen target groups:

- (1) *Veteran/*SNAP Recipient (B1)*: Received SNAP benefits for three consecutive months in the last 15 months.
- (2) *Unemployed Disabled Veteran (DV6)*: Entitled to compensation for a service-connected disability and unemployed for a period totaling at least six months in the previous year. (Maximum credit \$9,600).
- (3) *Disabled Veteran (DV)*: Entitled to compensation for a service-connected disability and during the one-year period prior to the hire date, was discharged, or released from active duty. (Maximum credit \$4,800).
- (4) *Unemployed Veteran (Four Weeks) (V4)*: Unemployed for at least four weeks during the one-year period prior to the hire date.
- (5) *Unemployed Veteran (Six Months) (V6)*: Unemployed for at least six months during the one-year period. (Maximum credit \$5,600).
- (6) *Vocational Rehabilitation (VR)*: Active client or successful completion of *IWRP within two years prior to the hire date through Vocational Rehabilitation, Department of Veteran Affairs or Commission for the Blind.
- (7) *Ticket-To-Work Participant (E2)*: Active client or successful completion of SSA authorized Ticket-to-Work program within two years prior to the hire date.
- (8) *Long Term Unemployed Recipient (LTUR)*: Unemployed at least 27 consecutive weeks in which unemployment insurance benefits were received a portion of the time.
- (9) *Ex-Felon (C)*: Convicted felony offender hired within one year of conviction or release date, or during work-release program participation.
- (10) *Supplemental Security Income Recipient (H)*: Received SSI any month during the 60 days prior to the

hire date.

- (11) *Designated Community Resident—Empowerment Zone (EZ)*: 18-39 year-old residing in a federally-designated Empowerment Zone within certain addresses located in Columbia or Sumter.
- (12) *Designated Community Resident—Summer Youth (SY)*: 16-17 year-old Empowerment Zone resident hired between May 1 and September 15 residing within certain addresses located in Columbia or Sumter. (Maximum credit \$1,200).
- (13) *Designated Community Resident*: Rural Renewal Community (RRC), 18-39 year-old residing in a federally-designated Rural Renewal Community which is Marlboro County in South Carolina.
- (14) *Supplemental Nutritional Assistance Program (SNAP) Recipient*: 18-39 year-old receiving SNAP benefits six consecutive months prior to and including the hire month.
- (15) *Temporary Assistant to Needy Families Recipient (TANF)*: Received TANF nine of the last 18 months.
- (16) *Long-Term Family Assistance Recipient (LTFA)*: Long-term TANF recipient.

Training Denials

The subcommittee had requested the percentage and number of applicants denied training services and the reasons for those denials; however, unfortunately, SC Works Online Services does not have a mechanism by which we can determine the number of denials and their reasons.

Federal Bonding Coverage Amounts

Federal bonds may be issued for employers hiring eligible workers in the amount of \$5,000, \$10,000, \$15,000, \$20,000 or \$25,000. The amount depends on the risk the employer faces. They determine their risk exposure. Employers have recently been requesting maximum coverage. The bond is sent directly to the business within fifteen days after the insurance company receives the paperwork and will be retroactive to the start date. Bonds automatically terminate after six months.

Job Placements

The Workforce Innovation and Opportunity Act (WIOA) outlines six primary indicators of performance, including the Employment Rate 2nd and 4th Quarters After Exit from a WIOA program. The Employment Rate is defined as the share of participants in unsubsidized jobs after leaving the program. This measure applies to the WIOA Title I, II, III, and IV programs. DEW administers Title I and III programs. Actual performance for the year ending June 30, 2025, is provided below and on the next page.

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			• 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%							
Fail			• 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%							

Program Year 2024 Wagner-Peyser Annual Performance Summary

	Goal for PY'24	Worklink	Num/Den	Percent of Goal-WorkLink	Upper Savannah	Num/Den	Percent of Goal-Upper Savannah	Upstate	Num/Den	Percent of Goal-Upstate
Employment Q2	67.0%	85.9%	2,718/3,684	128.2%	70.5%	1,598/2,216	105.2%	68.8%	3,500/4,889	102.7%
Employment Q4	66.0%	87.7%	2,562/3,462	132.9%	73.2%	1,650/2,292	110.9%	68.5%	3,100/4,339	103.8%
Median Earnings	\$5,755	\$9,100		158.1%	\$5,155		89.6%	\$8,168		141.9%

	Goal for PY'24	Greenville	Num/Den	Percent of Goal-Greenville	Midlands	Num/Den	Percent of Goal-Midlands	Trident	Num/Den	Percent of Goal-Trident
Employment Q2	67.0%	85.0%	2,865/4,126	126.9%	79.3%	3,458/4,762	118.4%	80.7%	3,504/5,088	120.4%
Employment Q4	66.0%	84.8%	2,976/4,180	128.5%	77.4%	3,611/4,965	117.3%	80.6%	3,090/4,500	FALSE
Median Earnings	\$5,755	\$8,717		151.5%	\$8,064		140.1%	\$9,173		159.4%

	Goal for PY'24	Pee Dee	Num/Den	Percent of Goal-Pee Dee	Lower Savannah	Num/Den	Percent of Goal-Lower Savannah	Catawba	Num/Den	Percent of Goal-Catawba
Employment Q2	67.0%	82.9%	2,501/3,679	123.7%	85.1%	4,764/6,809	127.0%	79.0%	1,589/2,253	117.9%
Employment Q4	66.0%	84.9%	2,625/3,849	128.6%	82.7%	4,216/5,994	125.3%	81.0%	1,536/2,157	122.7%
Median Earnings	\$5,755	\$7,545		131.1%	\$8,775		152.5%	\$8,214		142.7%

	Goal for PY'24	Santee-Lynches	Num/Den	Percent of Goal-Santee-Lynches	Waccamaw	Num/Den	Percent of Goal-Waccamaw	Lowcountry	Num/Den	Percent of Goal-Lowcountry
Employment Q2	67.0%	79.6%	1,686/2,552	118.8%	78.0%	1,697 / 2,381	116.4%	77.7%	805/1,219	116.0%
Employment Q4	66.0%	76.8%	1,740/2,629	116.4%	85.2%	1,682 / 2,389	129.1%	76.1%	828/1,245	115.3%
Median Earnings	\$5,755	\$6,923		120.3%	\$7,882		137.0%	\$8,162		141.8%

	Goal for PY'24	Statewide	Num/Den	Percent of Goal-Statewide
Employment Q2	67.0%	70.4%	30,763 / 43,726	105.1%
Employment Q4	66.0%	70.6%	29,656 / 42,017	107.0%
Median Earnings	\$5,755	\$7,800		135.5%

Overall Program Score
115.9%

Pass	• Have an Individual Indicator Score of greater than or equal to 90.0%
Not Meeting 90% of Goal	• Have an Individual Indicator Score between 50.0% and 89.9%
Fail	• Have an Individual Indicator Score that did not meet 50.0%

Attachment A: State Workforce Development Board Regulation [20 C.F.R. § 679.110]

§ 679.110 What is the State Workforce Development Board?

- (a)** The State WDB is a board established by the Governor in accordance with the requirements of WIOA sec. 101 and this section.
- (b)** The membership of the State WDB must meet the requirements of WIOA sec. 101(b) and must represent diverse geographic areas of the State, including urban, rural, and suburban areas. The WDB membership must include:
 - (1)** The Governor;
 - (2)** A member of each chamber of the State legislature, appointed by the appropriate presiding officers of such chamber, as appropriate under State law; and
 - (3)** Members appointed by the Governor, which must include:
 - (i)** A majority of representatives of businesses or organizations in the State who:
 - (A)** Are the owner or chief executive officer for the business or organization, or is an executive with the business or organization with optimum policy-making or hiring authority, and also may be members of a Local WDB as described in WIOA sec. 107(b)(2)(A)(i);
 - (B)** Represent businesses, or organizations that represent businesses described in paragraph (b)(3)(i) of this section, that, at a minimum, provide employment and training opportunities that include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the State; and
 - (C)** Are appointed from a list of potential members nominated by State business organizations and business trade associations; and
 - (D)** At a minimum, one member representing small businesses as defined by the U.S. Small Business Administration.
 - (ii)** Not less than 20 percent who are representatives of the workforce within the State, which:
 - (A)** Must include two or more representatives of labor organizations nominated by State labor federations;
 - (B)** Must include one representative who must be a member of a labor organization or training director from a joint labor-management registered apprenticeship program, or, if no such joint program exists in the State, a member of a labor organization or training director who is a representative of an registered apprenticeship program;
 - (C)** May include one or more representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of individuals with barriers to employment, including organizations that serve veterans or provide or support competitive, integrated employment for individuals with disabilities; and
 - (D)** May include one or more representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth.
 - (iii)** The balance of the members:
 - (A)** Must include representatives of the Government including:
 - (1)** The lead State officials with primary responsibility for the following core programs—
 - (i)** The adult, dislocated worker, and youth programs authorized under title I of WIOA and the Wagner-Peyser Act;
 - (ii)** The Adult Education and Family Literacy Act (AEFLA) program authorized under title II of WIOA; and
 - (iii)** The State Vocational Rehabilitation (VR) program authorized under the Rehabilitation Act of 1973, as amended by title IV of WIOA.

- (iv) Where the lead official represents more than one core program, that official must ensure adequate representation of the needs of all core programs under his or her jurisdiction.
- (2) Two or more chief elected officials (collectively representing both cities and counties, where appropriate).
- (B) May include other appropriate representatives and officials designated by the Governor, such as, but not limited to, State agency officials responsible for one-stop partner programs, economic development or juvenile justice programs in the State, individuals who represent an Indian tribe or tribal organization as defined in WIOA sec. 166(b), and State agency officials responsible for education programs in the State, including chief executive officers of community colleges and other institutions of higher education.
- (c) The Governor must select a chairperson for the State WDB from the business representatives on the WDB described in paragraph (b)(3)(i) of this section).
- (d) The Governor must establish by-laws that at a minimum address:
 - (1) The nomination process used by the Governor to select the State WDB chair and members;
 - (2) The term limitations and how the term appointments will be staggered to ensure only a portion of membership expire in a given year;
 - (3) The process to notify the Governor of a WDB member vacancy to ensure a prompt nominee;
 - (4) The proxy and alternative designee process that will be used when a WDB member is unable to attend a meeting and assigns a designee as per the following requirements:
 - (i) If the alternative designee is a business representative, he or she must have optimum policy-making hiring authority.
 - (ii) Other alternative designees must have demonstrated experience and expertise and optimum policy-making authority.
 - (5) The use of technology, such as phone and Web-based meetings, that must be used to promote WDB member participation;
 - (6) The process to ensure members actively participate in convening the workforce development system's stakeholders, brokering relationships with a diverse range of employers, and leveraging support for workforce development activities; and
 - (7) Other conditions governing appointment or membership on the State WDB as deemed appropriate by the Governor.
- (e) Members who represent organizations, agencies or other entities described in paragraphs (b)(3)(ii) through (iii) of this section must be individuals who have optimum policy-making authority in the organization or for the core program that they represent.
- (f)
 - (1) A State WDB member may not represent more than one of the categories described in:
 - (i) Paragraph (b)(3)(i) of this section (business representatives);
 - (ii) Paragraph (b)(3)(ii) of this section (workforce representatives); or
 - (iii) Paragraph (b)(3)(iii) of this section (government representatives).
 - (2) A State WDB member may not serve as a representative of more than one subcategory under paragraph (b)(3)(ii) of this section.
 - (3) A State WDB member may not serve as a representative of more than one subcategory under paragraph (b)(3)(iii) of this section, except that where a single government agency is responsible for multiple required programs, the head of the agency may represent each of the required programs.
- (g) All required WDB members must have voting privileges. The Governor also may convey voting privileges to non-required members.

Attachment B: State Workforce Development Board Members

Board Member	Organization
Henry McMaster	Governor of South Carolina
Chairman, Thomas Freeland	Door System, part of ASSA ABLOY
Vice Chairman, J. Warren Snead	Cooper Standard
William H. Floyd	S.C. Department of Employment and Workforce
Charles Brave, Jr.	American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)
Hope Broadway	Palmetto HR Partners
Representative Don Chapman	SC House of Representatives, District 43
Gregory Cannon Clark	Wells Fargo
Susan H. Cohen	Cohen Consulting SC, LLC
Col.(R) Craig Currey	Transitions Homeless Center, South Carolina
Corey Lamar Epps	Scout Motors
Nancy Ray Foster	Foster Real Estate
Stephen Gilchrist	African American Chamber of Commerce/US Committee on Civil Rights
Darline Graham	SC Commission for the Blind
James "Chris" Hall	SMART LOCAL 399
Dr. Tim Hardee	SC Technical College System
Felicia W. Johnson	SC Vocational Rehabilitation Department
Lelia Howze King	Build Carolina
Mike King	SC Department of Education
Robyn G. Knox	The HR Business Connect, LLC
Mayor George Patrick "GP" McLeer, Jr.	City of Fountain Inn
Patrick "Pat" Michaels	Goodwill Industries of the Upstate/Midlands
Jennifer L. Moore	United Way of the Midlands
Elaine Morgan	Berkeley Chamber of Commerce
Kevin Pak	Paknet Technologies
James Pasley	Waccamaw Economic Opportunity Council, Inc., Executive Director/CEO
Matthew Pollard	Colliers
Councilmember Tyler Servant	Horry County Council District 5
Dr. Windsor W. Sherrill	Clemson University
April Simpkins	April Simpkins Enterprises - Owner, Chelsie Kryst Foundation – Founder
Senator Ross Turner	SC Senate, District 8
John Uprichard	Find Great People (FGP)
Britt D. Vergnolle	BDV Solutions, LLC

Attachment C: Local Workforce Development Board Regulation [20 C.F.R. § 679.320]

§ 679.320 Who are the required members of the Local Workforce Development Board?

- (a)** For each local area in the State, the members of Local WDB must be selected by the chief elected official consistent with criteria established under WIOA sec. 107(b)(1) and criteria established by the Governor, and must meet the requirements of WIOA sec. 107(b)(2).
- (b)** A majority of the members of the Local WDB must be representatives of business in the local area. At a minimum, two members must represent small business as defined by the U.S. Small Business Administration. Business representatives serving on Local WDBs also may serve on the State WDB. Each business representative must meet the following criteria:
 - (1)** Be an owner, chief executive officer, chief operating officer, or other individual with optimum policy-making or hiring authority; and
 - (2)** Provide employment opportunities in in-demand industry sectors or occupations, as those terms are defined in WIOA sec. 3(23).
- (c)** At least 20 percent of the members of the Local WDB must be workforce representatives. These representatives:
 - (1)** Must include two or more representatives of labor organizations, where such organizations exist in the local area. Where labor organizations do not exist, representatives must be selected from other employee representatives;
 - (2)** Must include one or more representatives of a joint labor-management, or union affiliated, registered apprenticeship program within the area who must be a training director or a member of a labor organization. If no union affiliated registered apprenticeship programs exist in the area, a representative of a registered apprenticeship program with no union affiliation must be appointed, if one exists;
 - (3)** May include one or more representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment, training or education needs of individuals with barriers to employment, including organizations that serve veterans or provide or support competitive integrated employment for individuals with disabilities; and
 - (4)** May include one or more representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth.
- (d)** The Local WDB also must include:
 - (1)** At least one eligible training provider administering adult education and literacy activities under WIOA title II;
 - (2)** At least one representative from an institution of higher education providing workforce investment activities, including community colleges; and
 - (3)** At least one representative from each of the following governmental and economic and community development entities:
 - (i)** Economic and community development entities;
 - (ii)** The State Employment Service office under the Wagner-Peyser Act (29 U.S.C. 49 et seq.) serving the local area; and
 - (iii)** The programs carried out under title I of the Rehabilitation Act of 1973, other than sec. 112 or part C of that title;
- (e)** The membership of Local WDBs may include individuals or representatives of other appropriate entities in the local area, including:
 - (1)** Entities administering education and training activities who represent local educational agencies or community-based organizations with demonstrated expertise in addressing the education or training needs for individuals with barriers to employment;

- (2)** Governmental and economic and community development entities who represent transportation, housing, and public assistance programs;
 - (3)** Philanthropic organizations serving the local area; and
 - (4)** Other appropriate individuals as determined by the chief elected official.
- (f)** Members must be individuals with optimum policy-making authority within the entities they represent.
- (g)** Chief elected officials must establish a formal nomination and appointment process, consistent with the criteria established by the Governor and State WDB under sec. 107(b)(1) of WIOA for appointment of members of the Local WDBs, that ensures:
 - (1)** Business representatives are appointed from among individuals who are nominated by local business organizations and business trade associations;
 - (2)** Labor representatives are appointed from among individuals who are nominated by local labor federations (or, for a local area in which no employees are represented by such organizations, other representatives of employees); and
 - (3)** When there is more than one local area provider of adult education and literacy activities under title II, or multiple institutions of higher education providing workforce investment activities as described in WIOA sec. 107(b)(2)(C)(i) or (ii), nominations are solicited from those particular entities.
- (h)** An individual may be appointed as a representative of more than one entity if the individual meets all the criteria for representation, including the criteria described in paragraphs (c) through (g) of this section, for each entity.
- (i)** All required WDB members must have voting privilege. The chief elected official may convey voting privileges to non-required members.

Attachment D: Map of Local Workforce Development Areas

