

HEALTHCARE AND REGULATORY SUBCOMMITTEE

South Carolina Vocational Rehabilitation Department

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AGENDA



SOUTH CAROLINA
HOUSE OF REPRESENTATIVES
GOVERNMENT EFFICIENCY &
LEGISLATIVE OVERSIGHT COMMITTEE

Healthcare and Regulatory
Subcommittee

Chairman John R. McCravy, III

The Honorable Lucas Atkinson

The Honorable Kathy Landing

The Honorable Annie E. McDaniel

The Honorable Marvin “Mark” Smith

AGENDA

Thursday, August 20, 2026

10:30 AM

Room 110 – Blatt Building

- I. Approval of Minutes of August 13, 2026 meeting
- II. Discussion of the study of SC Vocational Rehabilitation Department
- III. Adjournment

MINUTES



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

Chair Jeffrey E. “Jeff” Johnson

Vice-Chair Chris Wooten

Lucas Atkinson	Wendell K. Jones	Scott Montgomery
William H. Bailey	Kathy Landing	Michael Rivers
Phillip Bowers	John R. McCravy III	Richard B. “Blake” Sanders
Gary S. Brewer Jr.	Annie E. McDaniel	Marvin “Mark” Smith
Kambrell H. Garvin	Timothy A. “Tim” McGinnis	Robert Williams
Leon Douglas “Doug” Gilliam	Travis A. Moore	Paul B. Wickensimer
Lewis Carter Research Director	Cathy Greer Administrative Coordinator	Roland Franklin General Counsel
Charlie LaRosa Research Analyst	Riley McCullough Research Analyst	

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Room 228 Blatt Building

MEETING MINUTES

Thursday, August 13, 2026

Upon adjournment

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 Healthcare and Regulatory Subcommittee meeting was called to order by Chair John R. McCravy III on Thursday, August 13, 2026, in Room 110 of the Blatt Building. All subcommittee members (Chair McCravy; Representative Kathy Landing; Representative Annie E. McDaniel, were present for all or a portion of the meeting.) Rep. Smith, Rep. Atkinson were 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 Landing made a motion to approve the meeting minutes from the prior meeting; August 13, 2026. A roll call vote was held, and the motion passed.

Rep. Smith's motion to approve meeting minutes.	Yea	Nay	Not Voting
Rep. Atkinson			✓.
Rep. Landing	✓.		
Rep. McCravy	✓.		
Rep. McDaniel	✓.		
Rep. Smith			✓.

Discussion of the SC Vocational Rehabilitation Department

- I. Prior to beginning, Chair McCravy swears in all those who will present or speak during the meeting.
- II. Mr. Burnaugh from the SC Hospital Association provided testimony on disability determination information to the committee.
- III. The SCVRD presented on Disability Determination Service, and Human Resources divisions. Members asked questions and the agency responded accordingly.

Adjournment

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

AGENCY OVERVIEW



SOUTH CAROLINA VOCATIONAL REHABILITATION DEPARTMENT OVERVIEW

MISSION

To prepare and assist eligible South Carolinians with disabilities to achieve and maintain competitive employment.

VISION

We will be the leader in quality employment outcomes for our consumers and business partners through our people, partnerships, and performance.

AGENCY VALUES

- Persons with disabilities who strive to achieve competitive employment
- A consumer-focused culture
- Quality service provision
- Highly qualified and committed employees
- Mutually beneficial partnerships with business and industry
- Professional, coordinated, results-driven relationships with other government agencies and organizations
- An environment of continuous improvement and learning
- Accountability to tax-payers

HISTORY

Vocational Rehabilitation (VR) has a long history of helping individuals with disabilities achieve and maintain employment. Established in 1927, it was one of the first agencies in the United States to deliver services under the federal Vocational Rehabilitation Act of 1920. The department was housed within the SC Department of Education.

The program initially focused on serving veterans with disabilities but quickly expanded to include civilians. It provides job training, placement, and support to help individuals with disabilities enter and remain in the workforce

In 1957, South Carolina Vocational Rehabilitation (SCVRD) became a stand-alone agency under Act No. 114 of the 1957 legislative session.

EMPLOYEES

FY 25-26

1,371 AUTHORIZED FTE'S

TOTAL FUNDING

FY 25-26

\$169,342,546

GENERAL FUNDING: \$20,157,088

COMMISSIONER

Felicia W. Johnson

27 years of service

- MA in Rehabilitation Counseling
- Licensed Professional Counselor (LPC)
- Licensed Alcohol and Drug Counselor (LADC)
- Immediate Past National President, Council of State Administrators of Vocational Rehabilitation (CSAVR)
- Member, Coordinating Council for Workforce Development (CCWD)

BOARD

The members are appointed by the governor and confirmed by the Senate and serve seven-year terms.

Dr. Roxzanne Breland

Board Chair
Greenville 4th District

Timothy W. Evatt

Anderson 3rd District

Rhonda J. Presha

Board Vice Chair
Elgin 2nd District

Lori Bell

Walterboro 6th District

Ira L. Banks

North Charleston 1st District

Felicia W. Johnson

Board Secretary
VR Commissioner

AGENCY PRESENTATION

Vocational Rehabilitation Consumer Services

Supporting Pathways to Employment



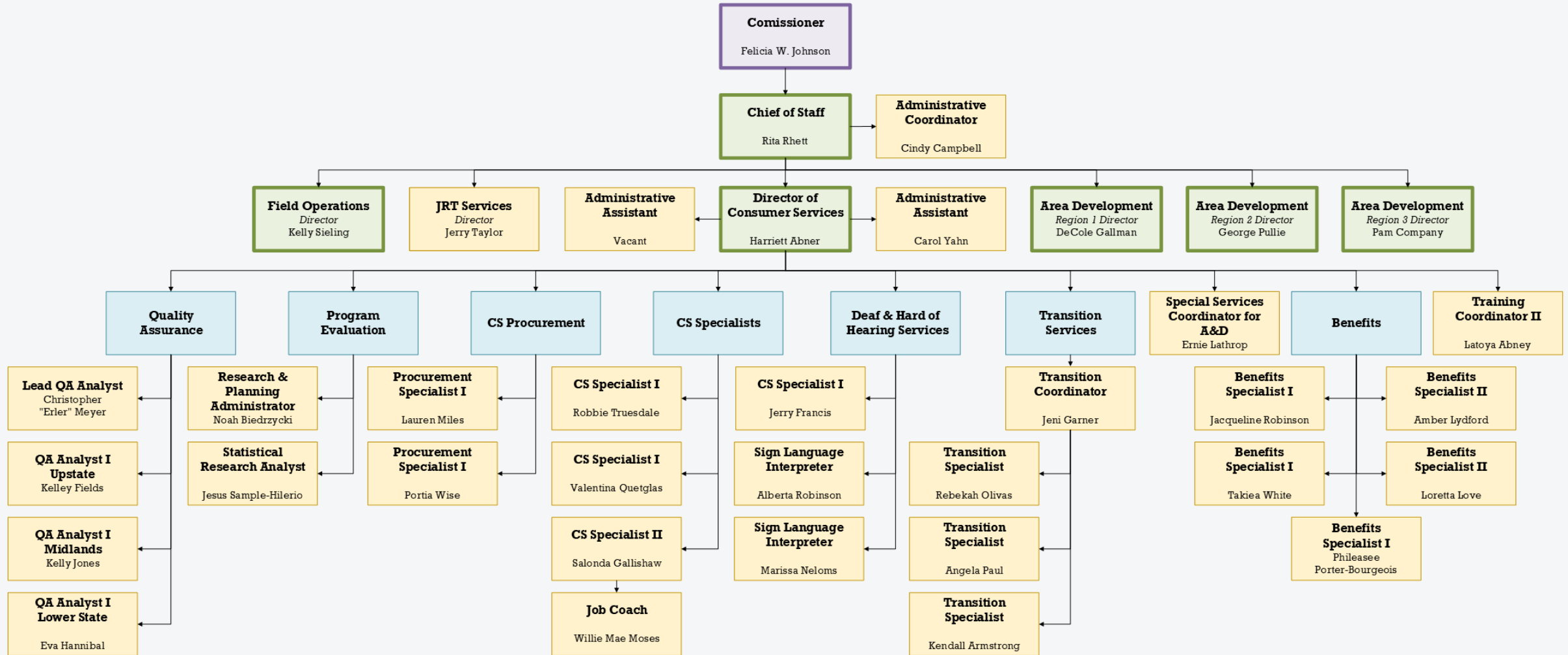
Presented by Harriett Abner
Director of Consumer Services

21 years with SCVRD

Fun Fact: Has a twin brother



Consumer Services



Purpose

To deliver consistent, high quality vocational rehabilitation services that support consumers in achieving meaningful employment outcomes aligned with their skills, abilities, and vocational objectives.

The Consumer Services staff serve as Subject Matter Experts in:

- Supported Employment
- Vocational Assessment
- Alcohol and Drug Treatment
- Procurement
- Deaf and Hard of Hearing Services
- Transition Services
- Benefits Counseling

Consumer Services Overview

- Consumer Services Partnerships
- Referral Source Data
- Primary Disability Served Data
- Top Services Rendered Data
- Service Expenditures Data
- Deaf and Hard of Hearing Services
- Supported Employment
- Veteran Services
- Benefits Counseling
- Vocational Assessment
- Services for Students and Youth
- Quality Assurance
- Program Evaluation Overview

Consumer Services Partnerships

- Able SC
- AccessAbility
- Adult Education
- Department of Education
- Department of Employment and Workforce
- Department of Health and Human Services
- Department of Social Services
- Department of Veterans Affairs
- Hospitals/Medical Providers
- Office of Intellectual and Developmental Disabilities
- Office of Mental Health
- Office of Substance Use Services
- SC Department of Corrections
- SC Department of Probation Parole and Pardon
- Walton Options
- Workers Compensation Commission



**South Carolina Department of
Probation, Parole & Pardon Services**



Top 10 Referral Sources

Referral Source 2025	Total Referrals
Self-referral (NEC)	1843
Was a former client	1385
Special Education (Elementary/High School)	1171
Probation, Pardon, and Parole	822
Alcohol and Drug treatment programs	726
Referred by a friend or family member	662
Self-referral (JRS)	487
Cardiac Rehabilitation Program	384
Audiologist	361
Regular Education (Elementary/High School)	352

Top 10 Referral Sources

Referral Source 2024	Total Referrals	Referral Source 2023	Total Referrals	Referral Source 2022	Total Referrals
Self-referral (NEC)	1766	Self-referral (NEC)	1537	Self-referral (NEC)	1253
Special Education (Elementary/High School)	1173	Special Education (Elementary/High School)	1226	Special Education (Elementary/High School)	1124
Was a former client	1123	Was a former client	928	Was a former client	884
Probation, Pardon, and Parole	815	Probation, Pardon, and Parole	875	Probation, Pardon, and Parole	712
Referred by a friend or family member	600	Alcohol and Drug treatment programs	609	Alcohol and Drug treatment programs	601
Alcohol and Drug treatment programs	596	Referred by a friend or family member	448	Referred by a friend or family member	476
Cardiac Rehabilitation Program	437	Cardiac Rehabilitation Program	425	Cardiac Rehabilitation Program	400
Regular Education (Elementary/High School)	386	Self-referral (JRS)	368	Self-referral (JRS)	324
Self-referral (JRS)	368	Department of Mental Health	367	Department of Mental Health	304
Department of Mental Health	363	Regular Education (Elementary/High School)	331	Regular Education (Elementary/High School)	300

Top 10 Disabilities Served

Disability Causes 2025	Total Served
Drug Abuse or Dependence (other than alcohol)	1042
Depressive and other Mood Disorders	887
Autism	667
Anxiety Disorders	643
Specific Learning Disabilities	639
Personality Disorders	616
Hearing Loss, Primary Communication Auditory	494
Attention-Deficit Hyperactivity Disorder (ADHD)	446
Intellectual Disability	405
Schizophrenia and other Psychotic Disorders	365

Top 10 Disabilities Served

Disability Causes 2024	Total Served
Depressive and other Mood Disorders	900
Drug Abuse or Dependence (other than alcohol)	857
Specific Learning Disabilities	624
Personality Disorders	570
Autism	568
Anxiety Disorders	556
Intellectual Disability	438
Cause unknown	431
Attention-Deficit Hyperactivity Disorder (ADHD)	395
Schizophrenia and other Psychotic Disorders	358

Disability Causes 2023	Total Served
Drug Abuse or Dependence (other than alcohol)	945
Depressive and other Mood Disorders	774
Specific Learning Disabilities	651
Personality Disorders	554
Autism	516
Anxiety Disorders	487
Intellectual Disability	428
Attention-Deficit Hyperactivity Disorder (ADHD)	354
Cause unknown	349
Schizophrenia and other Psychotic Disorders	324

Disability Causes 2022	Total Served
Drug Abuse or Dependence (other than alcohol)	908
Depressive and other Mood Disorders	812
Specific Learning Disabilities	597
Anxiety Disorders	499
Intellectual Disability	446
Autism	438
Personality Disorders	436
Cardiac and other Conditions of the Circulatory System	351
Cause unknown	339
Attention-Deficit Hyperactivity Disorder (ADHD)	338

Top 20 services Rendered 2025

Service	Number Served
Assessment	19403
Counseling and Guidance	17571
Job Placement Assistance	15007
Job Search Assistance	13158
Diagnosis and Treatment	11765
Information and Referral	9855
Job Readiness Training	7643
Miscellaneous Training	6160
Maintenance	5359
Transportation	5188

Service	Number Served
Benefits Counseling	3768
Rehabilitation Technology	3225
Job Exploration Counseling	2352
Work-Based Learning Experiences	2243
Supported Employment	2189
Workplace Readiness Training	2127
Instruction in Self-Advocacy	2121
Counseling on Enrollment Opportunities	1354
Occupational or Vocational Training	1149
Bachelor Degree Training	1144

Top 20 services Rendered 2024

Service	Number Served
Assessment	18726
Counseling and Guidance	17106
Job Placement Assistance	14567
Job Search Assistance	12543
Diagnosis and Treatment	11513
Job Readiness Training	7724
Information and Referral	7143
Miscellaneous Training	6196
Transportation	5404
Maintenance	5203

Service	Number Served
Benefits Counseling	3747
Rehabilitation Technology	3037
Job Exploration Counseling	2260
Supported Employment	2216
Work-Based Learning Experiences	2153
Workplace Readiness Training	2117
Instruction in Self-Advocacy	2115
Counseling on Enrollment Opportunities	1379
Occupational or Vocational Training	1095
Bachelor Degree Training	1061

Top 20 services Rendered 2023

Service	Number Served
Assessment	29455
Counseling and Guidance	27922
Job Placement Assistance	23347
Diagnosis and Treatment	19974
Job Search Assistance	19557
Job Readiness Training	12791
Miscellaneous Training	9452
Transportation	9001
Information and Referral	8604
Maintenance	8247

Service	Number Served
Benefits Counseling	5852
Rehabilitation Technology	4981
Supported Employment	3718
Work-Based Learning Experiences	3332
Job Exploration Counseling	3181
Instruction in Self-Advocacy	2829
Workplace Readiness Training	2565
Other	2430
Counseling on Enrollment Opportunities	2084
Occupational or Vocational Training	1696

Top 20 Services Rendered 2022

Service	Number Served
Assessment	29988
Counseling and Guidance	28528
Job Placement Assistance	22482
Diagnosis and Treatment	20976
Job Search Assistance	19885
Job Readiness Training	13793
Miscellaneous Training	9637
Transportation	8946
Maintenance	7700
Information and Referral	7600

Service	Number Served
Benefits Counseling	5672
Rehabilitation Technology	4851
Supported Employment	3600
Work-Based Learning Experiences	3070
Job Exploration Counseling	2755
Other	2635
Instruction in Self-Advocacy	2346
Workplace Readiness Training	1917
Counseling on Enrollment Opportunities	1734
Occupational or Vocational Training	1719

Service Expenditures SFY 25 – Consumers

Top 10 Services	Amount Spent
Four Year College or University Training	\$3,162,798.65
Rehabilitation Technology	\$2,977,137.69
Work Based Learning Experiences	\$1,507,203.38
Diagnosis and Treatment of Impairments	\$1,374,817.54
Maintenance	\$640,265.26
Occupational Or Vocational Training	\$442,506.34
Assessment	\$429,521.03
Workplace Readiness Training	\$265,174.80
Job Exploration Counseling	\$254,444.14
Adult Work Based Learning Experiences	\$232,220.09

Service Expenditures SFY 24 – Consumers

Top 10 Services SFY 24	Amount Spent	Top 10 Services SFY 23	Amount Spent	Top 10 Services SFY 22	Amount Spent
Four Year College or University Training	\$1,718,907.13	Four Year College or University Training	\$1,882,796.39	Four Year College or University Training	\$1,859,739.73
Rehabilitation Technology	\$1,634,567.89	Rehabilitation Technology	\$1,505,726.50	Diagnosis and Treatment of Impairments	\$1,581,183.63
Diagnosis and Treatment of Impairments	\$1,370,260.03	Diagnosis and Treatment of Impairments	\$1,383,397.43	Rehabilitation Technology	\$1,223,096.30
Work Based Learning Experiences	\$1,347,470.70	Work Based Learning Experiences	\$1,174,314.08	Work Based Learning Experiences	\$828,289.46
Maintenance	\$466,902.86	Maintenance	\$485,654.74	Maintenance	\$412,604.03
Assessment	\$392,229.34	Assessment	\$379,310.74	Assessment	\$395,658.84
Occupational Or Vocational Training	\$362,567.46	Occupational Or Vocational Training	\$377,724.20	Job Exploration Counseling	\$245,654.48
Workplace Readiness Training	\$283,208.58	Workplace Readiness Training	\$335,248.78	Job Search Assistance	\$226,781.43
Instruction in Self Advocacy	\$235,029.88	Instruction in Self Advocacy	\$302,966.23	Occupational Or Vocational Training	\$225,523.95
Job Search Assistance	\$206,947.35	Job Search Assistance	\$262,420.96	Workplace Readiness Training	\$160,883.47

Deaf and Hard of Hearing Services

SCVRD provides services to consumers who are Deaf or Hard of Hearing

- Currently **24** Regional Counselors for the Deaf (RCDs) at local offices specially trained to serve this population.
- The Consumer Services team has a **Subject Matter Expert** to help oversee services offered to these consumers. This SME:
 - Reviews requests for Hearing Aids and Cochlear Implants
 - Provides regular training for the RCDs
 - Member of SC Deaf Alliance and serves on board of Southeast Regional Institute on Deafness (SERID)
 - Monitors Sign Language Interpreters and ensures compliance with the SC Sign Language Interpreters Act of 2024
 - Ensures Interpreters are available for VR events
 - Knowledge of community resources for individuals with hearing loss
 - Provides trainings for school partners

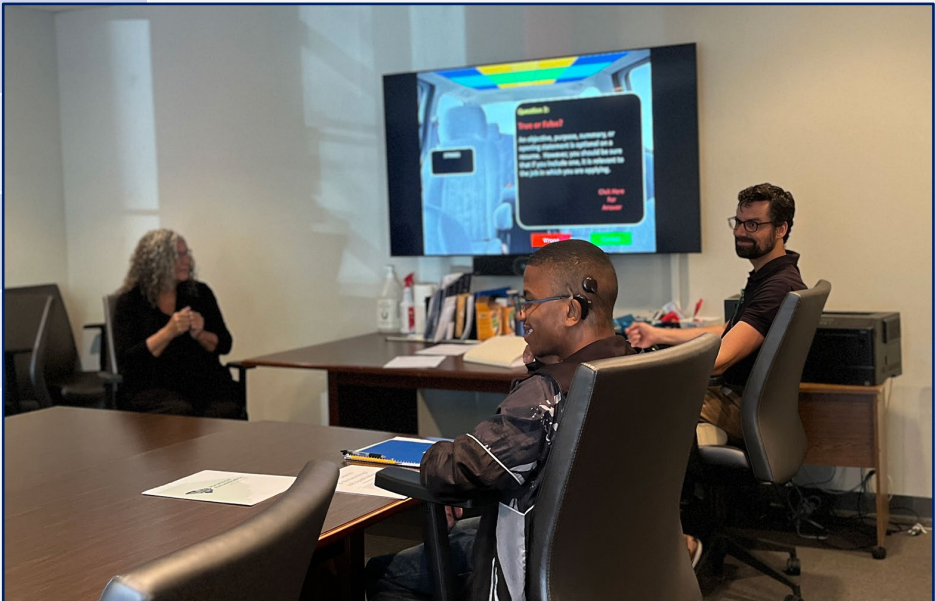


Deaf and Hard of Hearing Services Totals
SFY 2020-2025

SFY	DHH Consumers Served	DHH Percentage
2020	1043	3.77%
2021	1003	4.25%
2022	936	4.35%
2023	929	4.28%
2024	1039	4.58%
2025	1099	4.61%

Deaf and Hard of Hearing Service Expenditures
SFY 2020-2025

SFY	Total Spent on Hearing Aids and Cochlear Implants
2020	\$319,521.52
2021	\$335,295.16
2022	\$480,566.50
2023	\$470,983.52
2024	\$478,034.57
2025	\$1,301,426.03



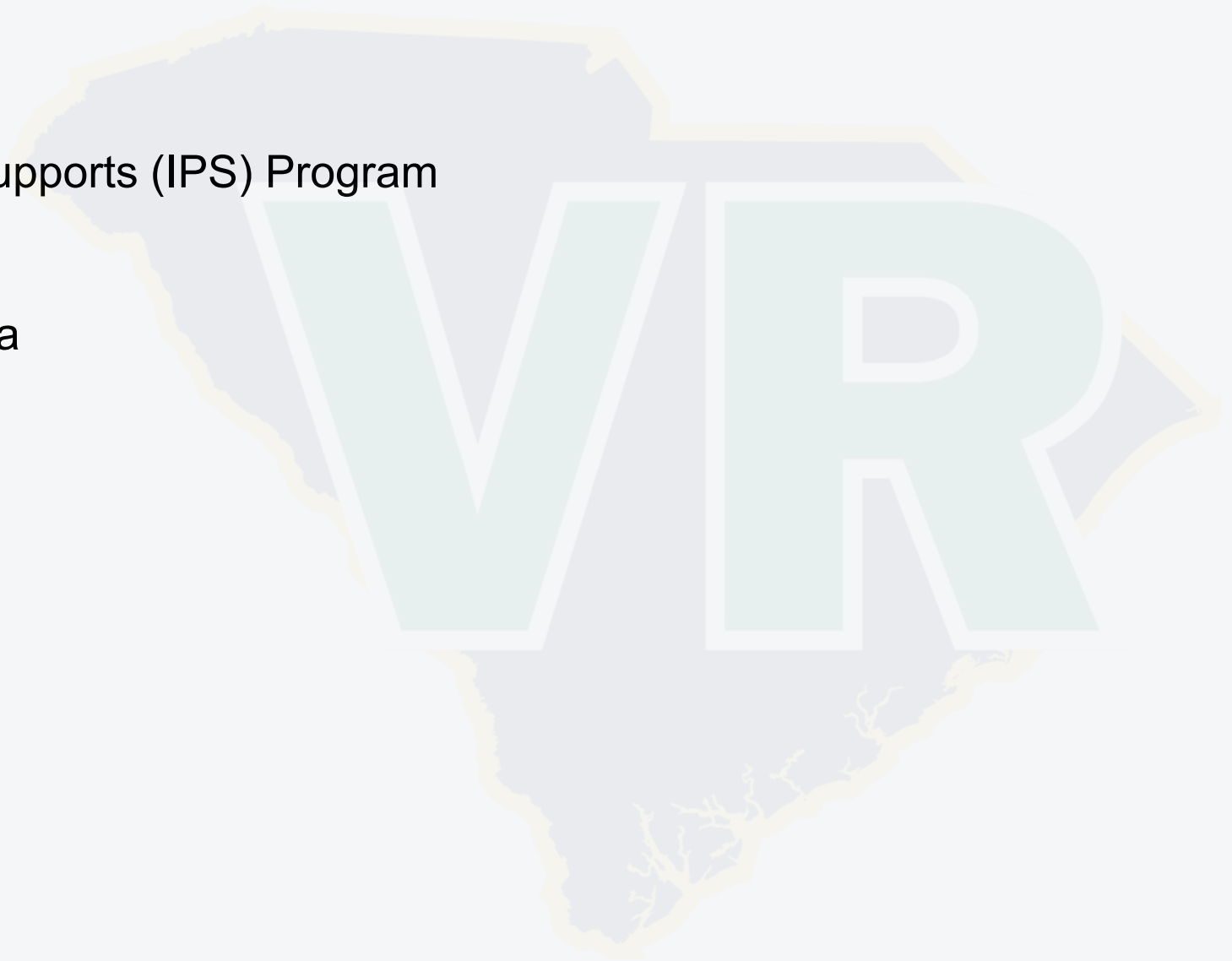
VR Job Coach and interpreter working with a Consumer on his resume.

Interpreter Services Expenditures

SFY	Total Spent on Interpreter Services
2020	\$60,743.50
2021	\$27,532.51
2022	\$31,650.72
2023	\$68,519.07
2024	\$68,242.94
2025	\$132,466.98

Supported Employment

- Program Overview
- Individual Placement and Supports (IPS) Program
- Dominion Energy Program
- Partnerships
- Supported Employment Data



What is Supported Employment?

34 CFR §§361.5(c)(53) and 363.1(b), define “*supported employment*” as competitive integrated employment or employment in an integrated work setting in which individuals with a most significant disability, including youth with a most significant disability, is working towards competitive integrated employment. Employment that is individualized and customized with individuals’ strengths, abilities, interests, and informed choice.

Supported Employment - Program Highlights

South Carolina Vocational Rehabilitation Department's Supported Employment program connects individuals with the most significant disabilities to **competitive, integrated employment**; with the ongoing support they need to succeed and thrive in the workforce.

711

SE Consumers Served

Total Supported Employment consumers
served in SFY 2025

367

Successful Closures

Consumers closed successfully working in
SFY 2025

69

Job Coaches

Trained professionals delivering Supported
Employment services statewide

Three Pillars of Supported Employment

- **Competitive Work** — Real jobs at real wages in the community
- **Integrated Setting** — Alongside workers without disabilities
- **Ongoing Support** — Long-term job coaching as needed

Key Partnerships

- Partnership with **Office of Intellectual & Developmental Disabilities (OIDD)**
- Partnership with **Office of Mental Health (OMH)** including IPS contract services

Supported Employment — Consumer Services Role

The Consumer Services team plays a central role in ensuring that Supported Employment staff are equipped, informed, and empowered to deliver high-quality services. Through structured onboarding, ongoing training, and clear policy guidance, the team drives consistent, consumer-centered outcomes.

1

Enhanced Job Coaching Services

Continuously evaluating and improving job coaching practices to better meet the individual needs of consumers with the most significant disabilities. This includes reviewing caseloads, support strategies, and employer engagement approaches.

2

Policy & Procedure Updates

Regularly reviewing and refreshing internal policies and procedures to reflect best practices, regulatory requirements, and lessons learned from the field — ensuring staff have clear, current guidance to follow.

3

Rapid Onboarding — Within Two Weeks

New staff are fully onboarded within two weeks of hire, minimizing service gaps and ensuring consumers receive consistent, uninterrupted support from day one.

Supported Employment – Individual Placement and Supports (IPS) Program

The IPS program is a nationally recognized, evidence-based model delivered in partnership with the **Office of Mental Health (OMH)**. It prioritizes rapid, consumer-driven job placement for individuals living with mental health diagnoses; removing traditional barriers and focusing on immediate employment.

Rapid Placement Model

Unlike traditional VR pathways, IPS forgoes lengthy Job Preparedness Instruction and Job Readiness activities. Consumers move swiftly from enrollment to employment, reducing wait times and increasing motivation.

Dual-Agency Service Delivery

Consumers are co-served by both **SCVRD and OMH** staff, creating a wraparound support network that addresses both vocational and mental health needs simultaneously for stronger, more sustainable outcomes.

Benefits Counseling

All IPS participants who receive Social Security benefits, receive benefits counseling.

- ❑ **IPS Consumer Services Role:** The Consumer Services team provides IPS-specific training for all staff, conducts structured onboarding for new IPS team members, and maintains ongoing agency compliance with IPS Policy and Procedure — safeguarding program integrity and consumer outcomes.

Supported Employment – Dominion Energy Program

- Public-private partnership advancing employment for South Carolinians with IDD
- Delivers competitive, integrated employment with structured job supports
- Strengthens workforce inclusion while meeting employer talent needs
- Builds long-term career pathways within a major statewide employer
- Program launched January 2026



**Dominion
Energy®**



BHDD

SOUTH CAROLINA
DEPARTMENT *of* BEHAVIORAL HEALTH
AND DEVELOPMENTAL DISABILITIES

OFFICE *of* INTELLECTUAL AND DEVELOPMENTAL DISABILITIES

Supported Employment Consumers Served

SFY	Total Consumers coded as Supported Employment	Total Consumers coded as Supported Employment Successfully Closed
SFY21	886	394
SFY22	958	456
SFY23	1033	485
SFY24	1090	482
SFY25	1155	367

Supported Employment Consumers

SFY	Referrals from OIDD
SFY21	161
SFY22	136
SFY23	243
SFY24	415
SFY25	435

Supported Employment Consumers

SFY	Referrals from OMH
SFY21	385
SFY22	324
SFY23	393
SFY24	390
SFY25	367

Veteran Services

Dedicated Veteran Support Across South Carolina

- Every SCVRD office designates a Veteran Services Liaison to provide specialized guidance and support.
- Quarterly Veteran Counselor meetings ensure statewide consistency, best practice alignment, and coordinated service delivery.

Specialized Work Evaluations

(In partnership with the U.S. Department of Veterans Affairs)

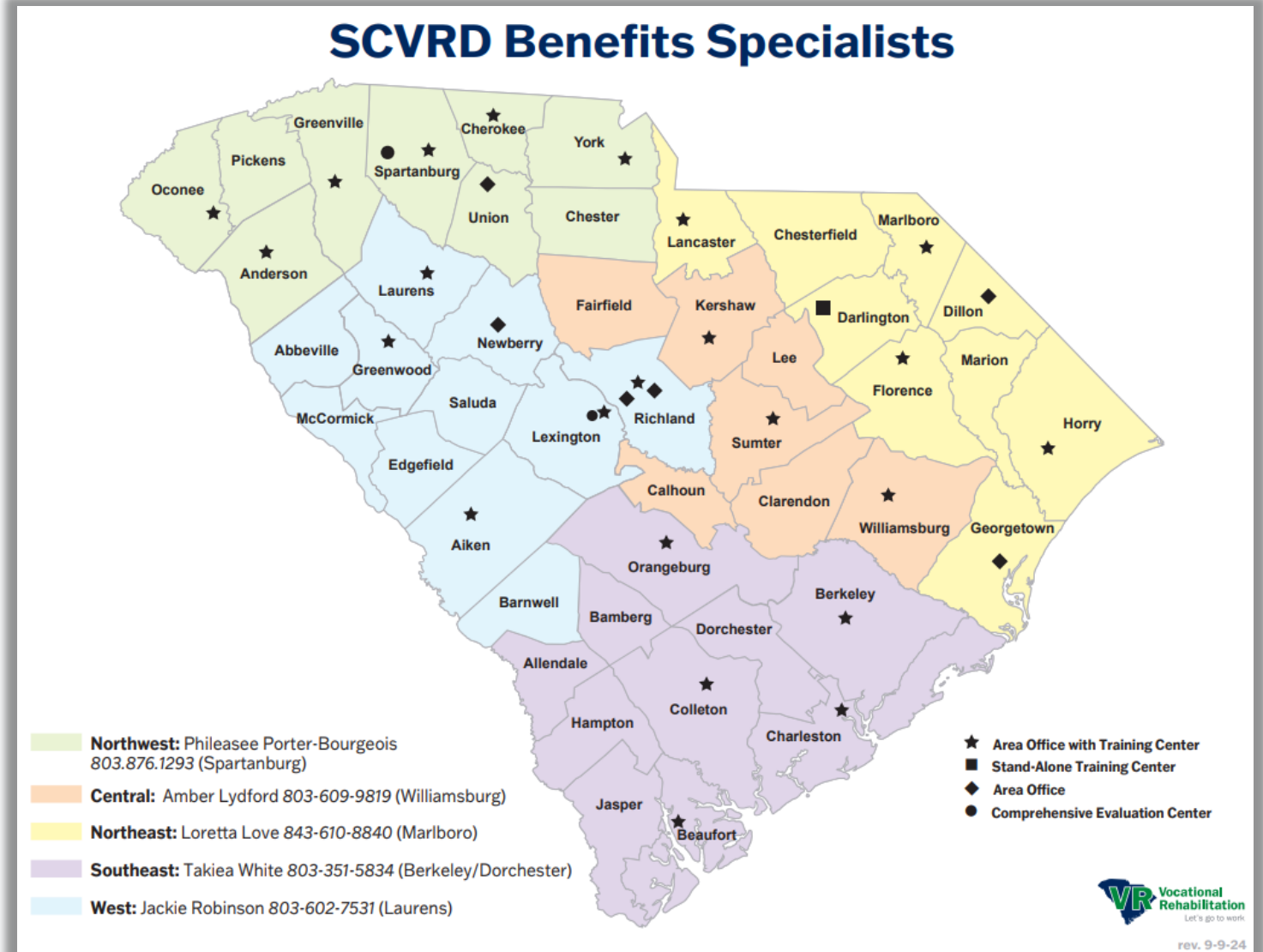
- Four-week comprehensive evaluations conducted at SCVRD Job Readiness Training Centers.
- Direct assessment of vocational strengths and work tolerance.
- Detailed reports provided to VA representatives to support informed return-to-work planning.

Strengthening Statewide Coordination

- Expanding collaboration through the South Carolina Veteran Coalition Partner Portal.
- Strengthening referral pathways to employment and training opportunities.

Benefits Counseling Services

- Service Overview
- 5 Benefits Specialists
- Benefits Counseling Data



Benefits Counseling Services

- We have five **Nationally Certified Community Work Incentive Coordinators (CWIC)** – Benefits Specialists on the Consumer Services team.
- Many consumers we support are recipients of Social Security benefits. Potential applicants often express concerns regarding the implications of employment on their benefits. Benefits Specialists are tasked with providing comprehensive information on how employment may influence these benefits. They assist consumers in understanding wage reporting, navigating Medicaid applications, conducting work reviews, and addressing issues related to overpayments. In doing so, they empower applicants and consumers to make informed decisions regarding their circumstances.

SFY	SSI/SSDI beneficiaries closed successfully employed
2025	502

Vocational Rehabilitation Consumer Services

Supporting Pathways to Employment



Staff Presenter:

Jennifer N. Garner
Transition Services Coordinator

12 years with VR

Fun Fact: Enjoys doing Sprint Triathlons in her free time.



What is a Vocational Assessment?

*A vocational assessment identifies a **realistic and attainable vocational goal** for consumers.*

Purpose: To identify a realistic and attainable vocational goal and service needs by evaluating aptitudes, vocational skills, work habits and interests in coordination with local labor market trends. An extensive vocational assessment (EVA) is completed by the local vocational evaluator, either at the local area office or at a comprehensive center. Transition staff typically conduct vocational assessments for high school students.

Assessment Tools Used

→ Interest Inventory

Explores consumer preferences and passions

→ Job Shadow & On-Site Work Assessment

Real-world observation of work performance

→ Aptitude / Achievement Testing

CareerScope and career exploration tools

→ Labor Market Information

Aligns goals with regional employment trends

Vocational Assessment

- Staff work with consumers to determine Vocational Goal
- Consider strengths, interests and capabilities
- Use variety of tools and Career Exploration
- Identify service needs to reach consumer's goal
- Assessments assist both consumer and local businesses
- Consumer services reviews requests for financial support of training programs

Job Preparedness Instruction

- Evaluators also provide classes for consumers
- Curriculum is reviewed Yearly
- New program called Career Readiness Network coming soon to allow opportunities for networking via Social Media for consumers

Vocational Evaluators/ Job Preparedness Instruction

What It Is

Vocational Evaluators also serve as **Job Preparedness Instructors** for their respective area offices, delivering structured curriculum to help consumers build the foundational workplace skills needed for successful employment.

- Curriculum is reviewed and updated **annually** to reflect current workforce expectations.
- Classes are offered directly to consumers at the local office level.
- There is typically one vocational evaluator in each local area office. The Richland office is unique; it maintains **separate individuals** for the Vocational Evaluator and Job Preparedness Instructor roles.

Coming Soon: Career Readiness Network

A new initiative launching soon that will give consumers the opportunity to engage in **professional networking via social media** building connections, exploring industries, and preparing for modern workplace communication.

This program reflects SCVRD's commitment to keeping job readiness instruction relevant and forward-looking in a digital workforce landscape.

Onboarding New Vocational Evaluator/Job Preparedness Staff

New Vocational Evaluator and Job Preparedness Instructor staff complete a comprehensive onboarding process lasting **3 to 5 days**. The curriculum is designed to equip staff with both foundational knowledge and practical skills from day one.



Disabilities & Community Resources

Understanding disability frameworks and how to connect consumers to community supports.



Rapport Building & Motivational Interviewing

Techniques for building trust and motivating consumers toward their vocational goals.



SCVRD Services & Comprehensive Program

Full orientation to the range of services available and how the Comprehensive Services Program functions.



Labor Market Info & Learning Styles

Using LMI to inform goal-setting, paired with understanding how to tailor instruction to different learners.



Documentation & Curriculum Access

Best practices for case documentation and accessing the Job Preparedness Instruction curriculum.

Vocational Assessment Data

SFY	2025	2024	2023	2022	2021
Total Assessments completed	12122	11381	10451	9892	8750
Four Year Training Recommended	120	104	82	82	32
Junior Technical College Recommended	103	72	61	61	45
Occupational/Vocational Training Recommended	129	119	120	120	45
Misc. Training	1234	1299	1253	1253	769
Percentage of Consumers with Training Recommended	13%	14%	14.50%	15.30%	10.10%
Vocational Evaluator Assessments Completed	2482	2496	2059	2120	1513
Interest Inventories Completed	713	794	1392	541	393
Career Scope Completed	188	170	302	148	155
Work Evaluation Completed	91	161	128	42	121
Career Exploration Completed	3844	3710	7025	3386	2733

Job Preparedness Instruction Classes Provided

Class Title	SFY20	SFY21	SFY22	SFY23	SFY24	SFY25
Work Etiquette	2483	1526	1725	1746	1467	1350
Job Searching and Networking	-	53	461	355	417	387
Job Application	673	395	374	255	312	340
Interviewing	904	513	604	444	536	544
Resume Development	921	559	629	501	563	523
Self-Advocacy	-	16	140	195	222	187
Social Media	-	10	256	179	283	157
Coping Skills for Stress	-	59	416	275	392	377
Professionalism 101	-	25	339	334	380	334

Adult Education Referrals

SFY	Referred from Adult Education
2021	44
2022	52
2023	64
2024	46
2025	51

SFY	Referred to WIN	Certificate Earned
2024	78	59
2025	62	47

Services for Students and Youth (Pre-ETS)

- Legislative Overview
- Pre-Employment Transition Services
- Funding
- Local Office Staffing
- Role of Consumer Services Subject Matter Experts
- Professional Development
- Collaboration with Local Education Agencies
- Contracted Services
- Coordination with Community Programs
- Transition Data



VR Summer Youth Program 2025
West Columbia

Legislative Overview

The **Workforce Innovation and Opportunity Act** (WIOA), updated the way VR provides services to students and youth and puts VR services on a **3-part continuum**.

Access to VR services starts with Pre-Employment Transition Services (Pre-ETS), leading to Transition Services, and culminating with Employment Related Services.

What Are Pre-Employment Transition Services?

Pre-Employment Transition Services (Pre-ETS) are the earliest set of VR services available to students with disabilities. Services are available to all students, enrolled in an educational setting, between the ages of **13 and 21** (not yet reached their 22nd birthday). These services are designed to help students explore careers, build work skills, and prepare for life after graduation.



VR TRANSITION RELATED SERVICES CONTINUUM

	PRE-EMPLOYMENT TRANSITION SERVICES	TRANSITION SERVICES	EMPLOYMENT RELATED SERVICES
WHO RECEIVES THIS?	Any student, ages 13 – 21, with a disability, enrolled in an educational setting. May be eligible and receiving VR services or potentially eligible and not receiving VR services	A student with a disability who is <u>eligible</u> for VR services (Status 10 and 12)	A student with a disability who is <u>eligible</u> for VR services and is receiving services on an IPE (status 12)
PURPOSE	Short term services designed to prepare students for post school activities to include post-secondary training and employment with an emphasis on career exploration	To further develop and pursue career interests while still enrolled in school	To assist with transitioning from school to specific employment outcomes
SERVICES	The five required services include: ➤ Job Exploration Counseling ➤ Workplace Readiness Training ➤ Work Based Learning Experiences ➤ Self-Advocacy ➤ Counseling on Post-Secondary Training Opportunities	Services beyond the scope of Pre-ETS may include: ➤ Post-secondary Education ➤ Vocational Training ➤ Job Search ➤ Job Placement, follow-along and retention	Services are tied to a specific occupation. They are to assist an individual with securing, retaining, advancing in, or regaining an employment outcome consistent with the individual's unique strengths, resources, priorities, concerns, abilities, capabilities, interests and informed choice. May include: Job Search, Job Placement, follow-along and retention
Application for VR services can occur either during Pre-Employment Transition Services or to initiate the Transition Services stage of the Continuum. Pre-ETS can continue after IPE is developed.			

Pre-Employment Transition Services

Under the **Workforce Innovation and Opportunity Act (WIOA)**, there are 5 required services:

1. Job Exploration Counseling

Helps students learn about different careers, understand their interests and strengths, and identify potential career paths.

2. Work-Based Learning Experiences

Provides hands-on exposure to real work settings—such as job shadowing, internships, career mentorships, and paid or unpaid work experiences

3. Counseling on Postsecondary Education or Training

Supports students in understanding their options after high school, including college, training programs, apprenticeships, and certifications.

4. Workplace Readiness Training

Teaches essential soft and independent living skills needed for employment, including communication, teamwork, professionalism, time management, and financial literacy.

5. Instruction in Self-Advocacy

Exposes students to information about their legal rights, Peer Mentorship, and allows them to practice advocating for their needs.



VR Summer Youth Program 2025
West Columbia

Funding and Local Office Staffing

Under the **Workforce Innovation and Opportunity Act** (WIOA), each Vocational Rehabilitation Agency is required to set aside at least 15% of their existing Federal Funds for the provision of these Pre-ETS statewide to all eligible, or potentially eligible students.

Services must be provided by, or arranged for, by the designated VR agency in collaboration with the Local Education Agencies (LEA).

In South Carolina we have a team of over 80 professionals across the state providing this continuum of services directly to students and youth.

VR also collaborates with a variety of agencies to ensure these services are provided statewide and supplements our direct service provision through contracts with community partners.



Transition Services Caseloads SFY 2021-2025

SFY	Number of Transition Caseloads	Median Caseload Size	Number of Transition Coaches
2021	71	55	NA
2022	74	58	10
2023	70	60	19
2024	74	62	20
2025	76	63	28

Role of Transition Services Subject Matter Experts



- Transition Coordinator and team of 3 Transition Specialists support the state
- Ensure services are in line with Federal and State Laws/Regulations
- Regularly review and update Policy and Procedure
- Review services needs and adjust service provision
- Develop and coordinate contracts to provide supplemental services
- Review program budget
- Develop and coordinate staff training and professional development
- Liaison for community partners
- Provide support and guidance during vacancies
- Coordinate Project SEARCH Programs

Professional Development

Onboarding

Meet and Greet

- Virtual 1-hour meet and greet within their first 2 weeks with the agency to review overview of Transition Services Continuum.

Transition 101

- 2 days, in person within the first month
- In depth overview of role with the agency, Transition Services Continuum, Referral Development, Records Requests/Review, Vocational Assessment, Comprehensive Services, Federal Data Elements, and Case Management

Ongoing Staff Development

Monthly Trainings

- Virtual 1-hour sessions to review trends and provide updates to staff

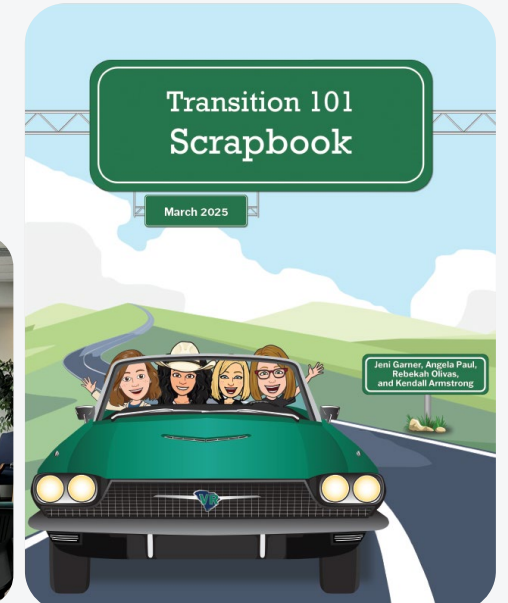
Summer Series

- All day in person professional development every summer

Structured Individualized Team Development

ROADSHOW

- Individually tailored training for local offices as requested to provide supports to the team providing these services.



Collaboration with Local Education Agencies (LEAs)

Collaboration with the LEAs is mandated by 34 CFR 361.48(a). VR has cooperative agreements in place with our over 70 LEAs in SC that are renewed every 5 years.

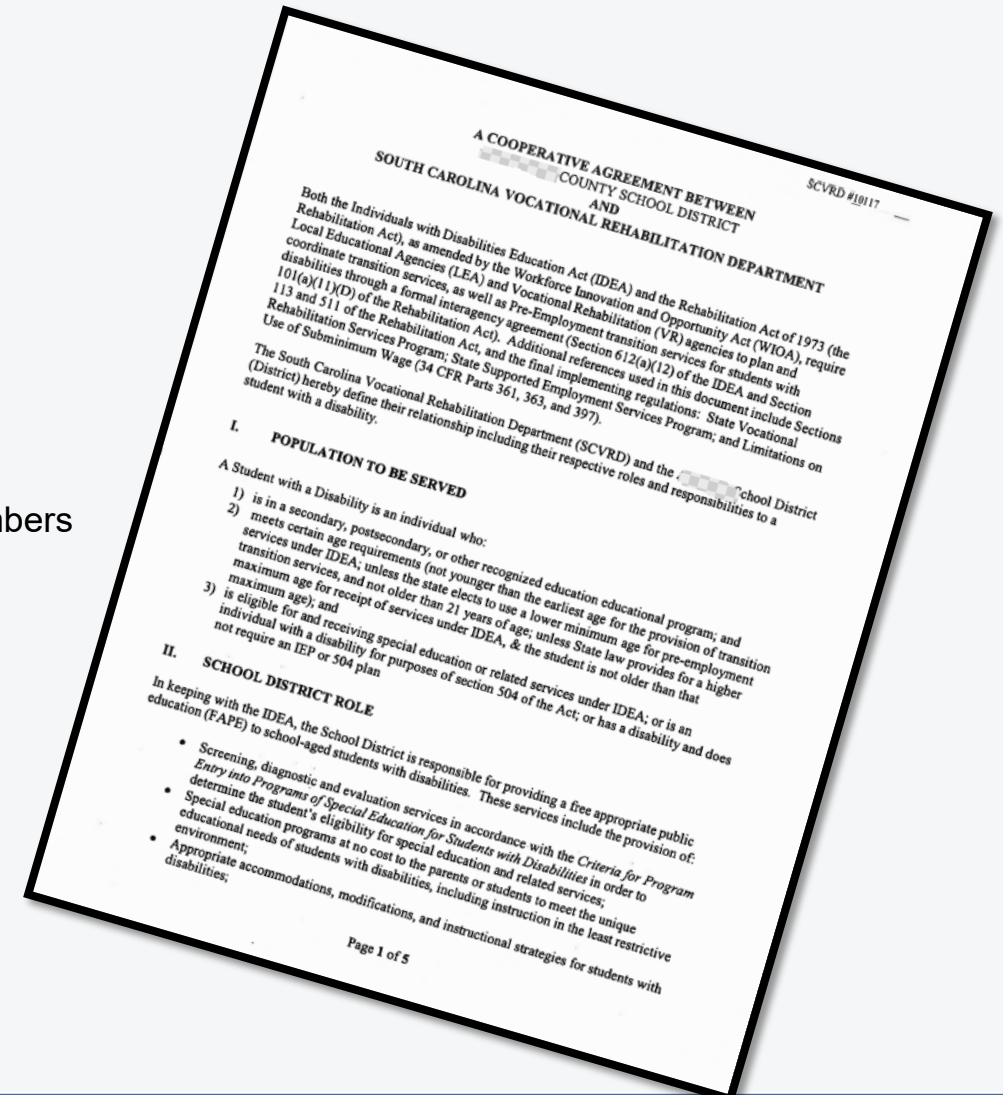
Agreements outline the responsibilities for each agency and encourage collaboration.

LEA requirements include:

- Continued provision of IDEA services
- Provision of referrals to VR for services
- Access to school records to coordinate service provision
- Transportation of students to VR offices for Job Readiness Training Services
- Space at the school to provide VR services

VR requirements include:

- Activities to develop rapport and outreach with students, parents, school staff members
- Attending IEP meetings
- Provision of Pre-ETS to students
- Receiving referrals for additional VR services
- Eligibility determination and service provision



Contracted Services

VR supplements the services provided by VR staff through contracted services.

VR currently holds 30 contracts with LEAs. In these contracts VR arranges for the provision of Pre-ETS directly through the district. VR is moving to have all contracts under the VICTORY SC contract model to ensure streamline and systematic approach to service provision.

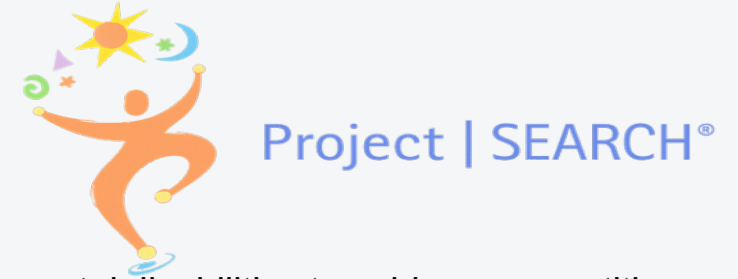


VICTORY SC is a collaborative effort between LEAs and the South Carolina Vocational Rehabilitation Department, with support from SCDE's Office of Special Education Services and the Office of Career and Technical Education.

VR also solicits for other contracted vendors to provide supplemental Pre-ETS to students. These contracts include:

- Post-Secondary Education Preparation
- Self-Advocacy
- Financial Literacy
- Conflict resolution
- Job Exploration
 - Cyber Security
 - Event Planning
 - Customer Service
 - Nursing
 - Paramedicine
 - Programing
 - Drones

Coordination with Community Programs



Project SEARCH is a national program that empowers young adults with intellectual and developmental disabilities to achieve competitive employment. Students in their final year of high school participate in skills training and internships at a host site. This business-led, one-year employment preparation program is conducted entirely in the workplace, combining classroom instruction, career exploration, and hands-on training through 3 worksite rotations. The program concludes with individualized job search and placement.

This program is a collaboration between a LEA, VR and a host business. South Carolina currently operates **15 sites** and continues to seek opportunities for expansion.

Partner	City	Inaugural Date
Berkeley County Government	Moncks Corner	08/12/2019
Bon Secours St. Francis	Greenville	08/22/2017
Carolina Pines Regional Medical Center	Hartsville	08/20/2018
Cherokee Medical Center	Gaffney	08/15/2022
Greenville County School District	Greenville	08/08/2024
Homewood Suites by Hilton	Columbia	08/22/2017
Lexington Medical Center Northeast	Columbia	08/22/2018
McLeod Regional Medical Center	Florence	08/19/2019
MUSC Health University Medical Center	Charleston	08/21/2019
Prisma Health Baptist Columbia	Columbia	08/18/2025
Prisma Health Baptist Parkridge	Columbia	08/19/2015
Prisma Health Easley Medical Campus	Easley	09/01/2016
Prisma Health Laurens County Hospital	Clinton	08/18/2022
Raldex Hospitality	Florence	07/31/2023
Spartanburg Medical Center	Spartanburg	08/18/2014

Coordination with Community Programs

TPSID (Transition and Postsecondary Programs for Students with Intellectual Disabilities)

South Carolina has several “LIFE” programs (Learning Is For Everyone) / inclusive post-secondary certificate programs for students with intellectual and developmental disabilities



Feature:

CarolinaLIFE is a postsecondary education program for students with disabilities in the College of Education. **CarolinaLIFE** has partnered with the SCVRD to provide peer mentorship for high school students with disabilities across the state about their options for postsecondary education and training.

This partnership is called the **College Access and Preparation program**, or CAP.

Transition Services Referrals

SFY	Student Referrals
2019	1450
2020	1428
2021	1071
2022	1427
2023	1560
2024	1559
2025	1526

Pre-Employment Transition Services Spend by FFY

FFY	Total Grant Award	15% required Spend	Actual Expenditures	Spend remaining/exceeded
2018	\$59,970,450.00	\$8,995,567.50	\$8,995,567.50	\$0.00
2019	\$58,208,217.00	\$8,731,232.55	\$8,731,232.55	\$0.00
2020	\$59,269,328.00	\$8,890,399.20	\$8,890,399.20	\$0.00
2021	\$58,225,480.00	\$8,733,822.00	\$8,733,822.00	\$0.00
2022	\$58,581,207.00	\$8,787,181.05	\$10,256,675.36	(\$1,469,494.31)
2023	\$61,734,434.00	\$9,260,165.10	\$10,226,338.75	(\$966,173.65)
2024	\$61,734,434.00	\$9,260,165.10	\$11,028,610.76	(\$1,768,445.66)
2025	\$68,882,975.00	\$10,332,446.25	\$11,129,170.83	(\$796,724.58)

MONITORING & COMPLIANCE

Promoting a Culture of Excellence

Quality Assurance at SCVRD is not simply about finding errors — it is about building systems and standards that ensure every consumer receives consistent, high-quality service in accordance with state policy and federal regulations.



Tools & Standards

Standardized instruments and documented procedures ensure consistent casework evaluation across all offices and staff levels.



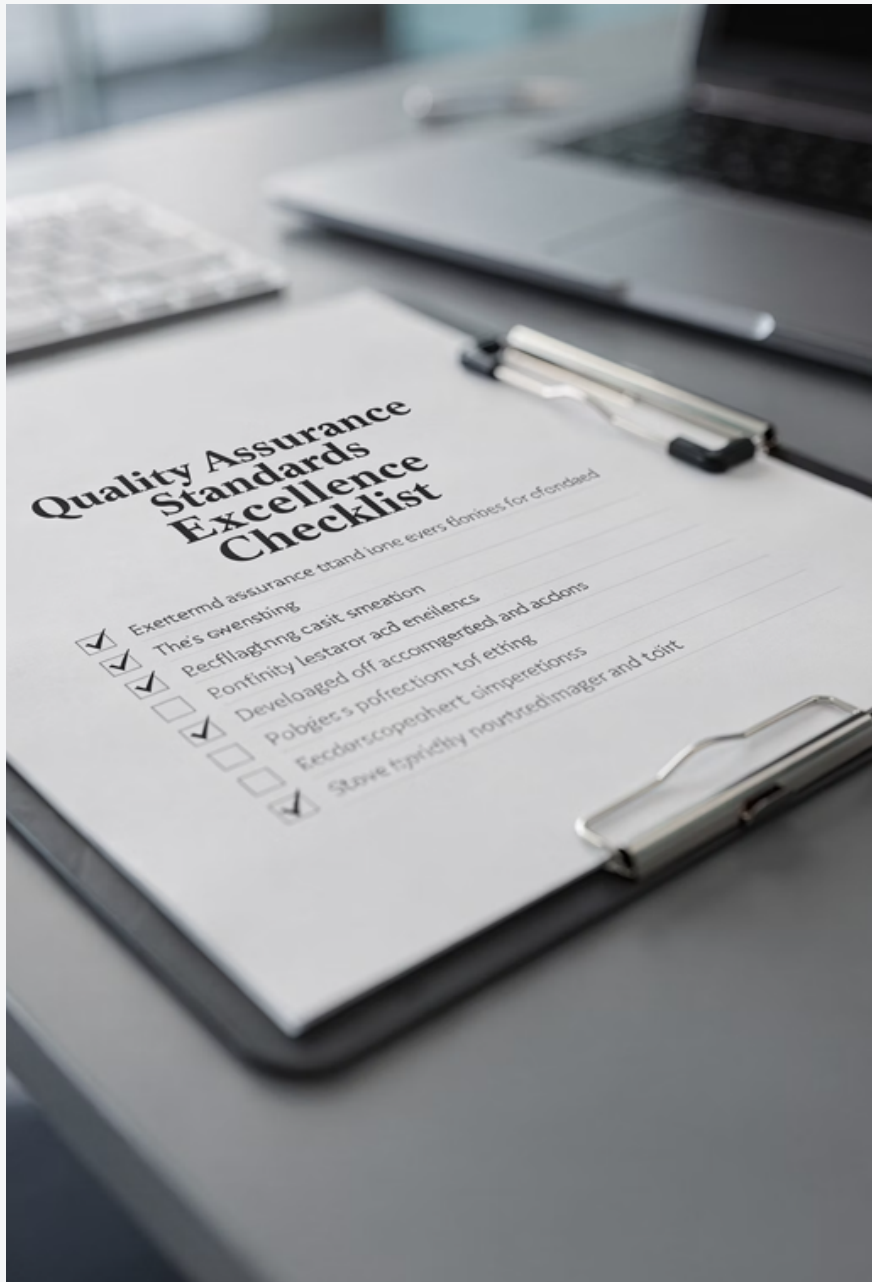
Program Integrity

Internal reviews and data validation safeguard the accuracy of service records, protecting both consumers and the agency from compliance risk.



State & Federal Standards

All QA activities align with WIOA requirements, RSA guidelines, and SCVRD state policy to meet accountability benchmarks at every level.



Purpose

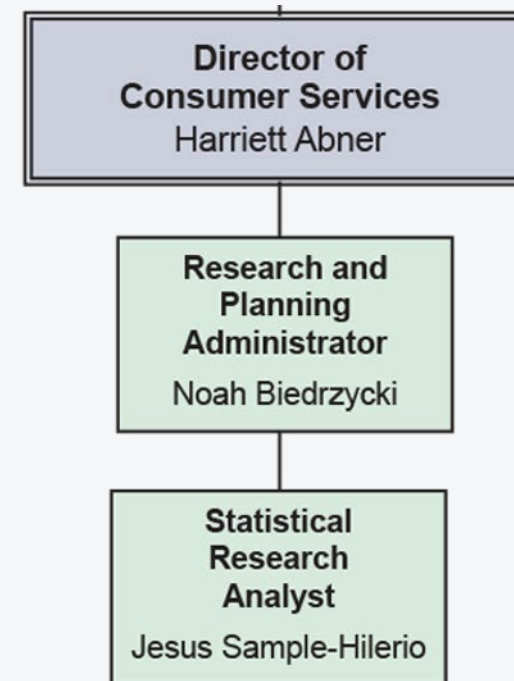
Provides timely performance reports, program evaluations and planning strategies to support data-based decision making and continuous improvement.

Program Evaluation utilizes a systematic collection and analysis of data to assess the effectiveness and efficiency of the VR Program through the development of performance reports.

- Coordinates with IT for application development for data querying
- Utilizes data from CMS/UBS systems
- Data used for internal reporting, evaluations, and data driven decisions
- Work with IT to set standards for Federal reporting



Program Evaluation Organizational Chart



rev. 01/15/26

Thank you!

Vocational Rehabilitation Information Technology

The Technology Behind Our Mission



Presented by Jason Colson
Chief Information Officer

18 years with SCVRD

Fun Fact:

***Participated in the 2000 Macy's Thanksgiving Day Parade
– Walterboro High School Band of Blue.***

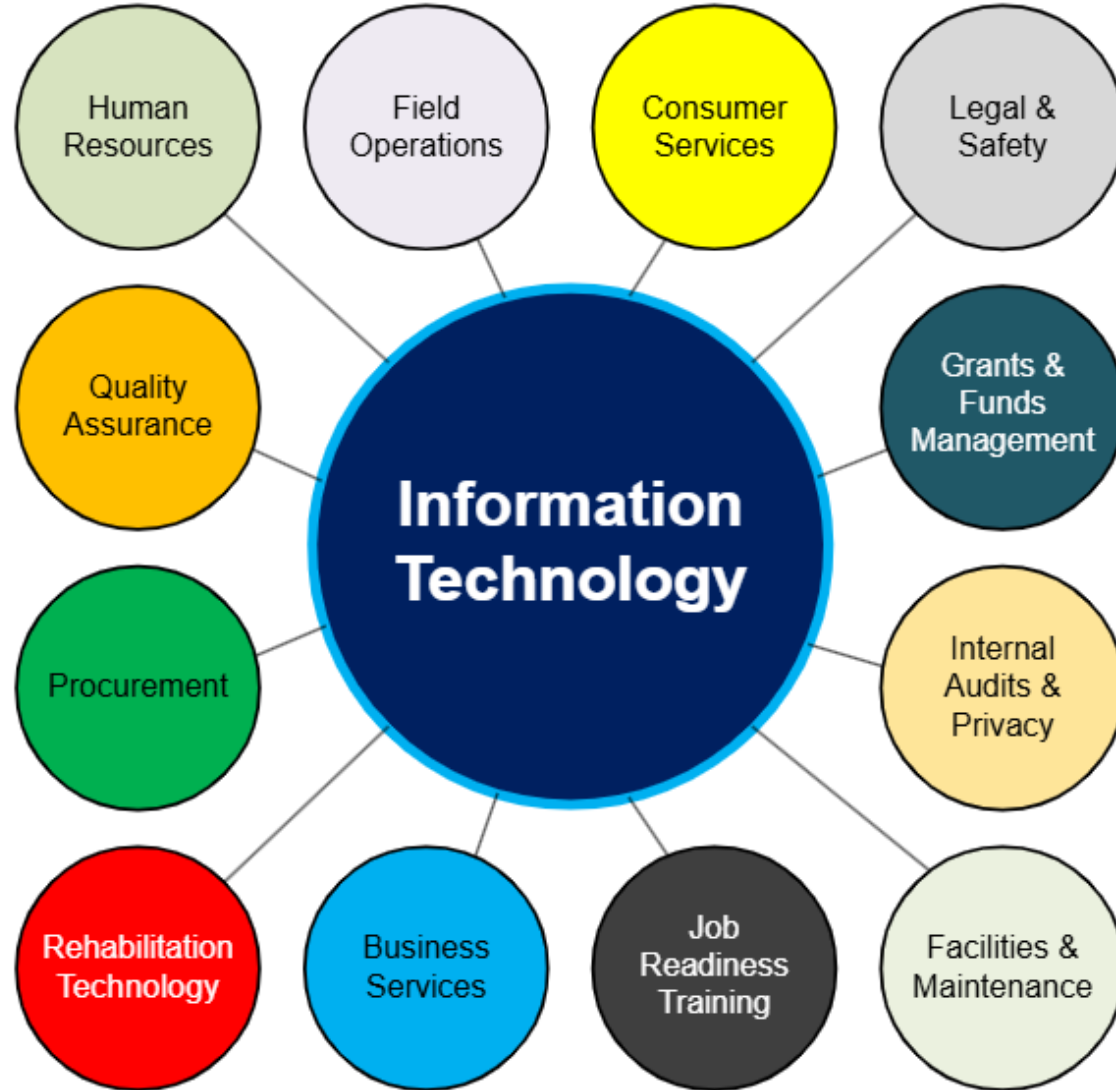


MISSION

The SCVRD Information Technology department is dedicated to delivering reliable, secure, innovative & cost-saving technology solutions that empower agency staff and enhance service delivery to consumers and business partners.

CORE SERVICES

-
- Technical Support / Help Desk
 - Cybersecurity & Data Protection
 - Software & Application Management
 - Data Management & Reporting
 - Infrastructure Management
 - Inter-Agency Data Sharing
-

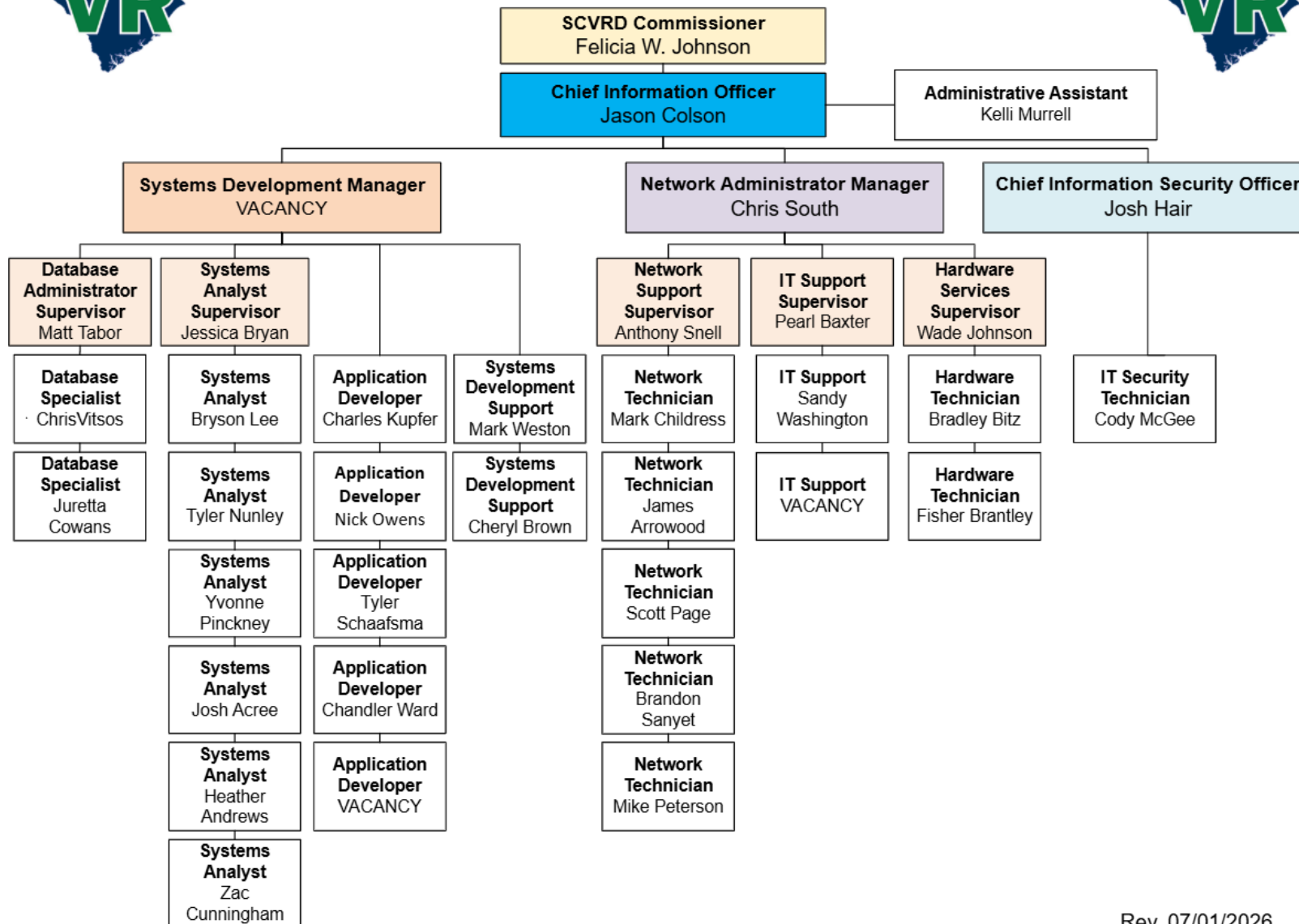


Information Technology provides support services for all Agency departments, area locations and statewide staff.

Information Technology provides the access, connectivity and tools required to support daily operations.



South Carolina Vocational Rehabilitation Department
Information Technology Department



Information Technology Services System

Service Request Examples

- Used for immediate technical assistance
- System access issues
- Password reset / locked out of account
- Hardware issues
- Application error messages
- Requests for new IT equipment
- New software applications
- Updated system access or permissions

Completed IT Service Requests

State Fiscal Year 2025

8,709

State Fiscal Year 2026

10,071

IT Support



Provide IT Support

Via phone, email, and helpdesk tickets for approximately **1,000** employees statewide

Troubleshoot & Resolve Issues

Provide tier-one support then escalates tickets to higher support level (if needed)

IT Helpdesk Management

Creates helpdesk tickets & monitors open tickets for quick resolution

IT Support

User Accounts & Passwords

Unlocks user accounts and resets passwords to address login issues and forgotten credentials

Network Account Management

Administers network accounts, emails, distribution groups & MFA enrollment

Outage Notifications & Resolution Updates

Sends notifications to alert staff of issue resolution updates or network & telephone outages at area offices

Vocational Rehabilitation Information Technology

The Technology Behind Our Mission



Presented by Josh Hair
Chief Information Security Officer

14 years with SCVRD

Fun Fact: Is a Veteran. Honorably served in the United States Marine Corps, completing two deployments at Al Asad Airbase, Iraq.



Hardware Support



Software Installation & Network Setup

Assist with software installation and network setup for end-user workstations.

Maintain Computers & A/V Equipment

Install & maintain computers and A/V equipment to support consumer training and Adult Education.

Daily Travel & IT Equipment Relocation

Travel to install and relocate IT equipment
(including computers, printers, networking hardware, & cabling).

Hardware Support

Purchase IT Hardware & Accessories

Purchase IT hardware and accessories
(including servers, computers, phones, hotspots, printers, and tools).

Maintain Hardware Inventory

Maintain hardware inventory to ensure availability of equipment and supplies for staff.

Process Monthly Invoices

Process invoices for data circuits, cell phones, and hotspot devices.

Network Support

Advanced Technical Support

Provides support for escalated issues with software, servers, email, network, phones & printers.

Data Network Connections

Installs & maintains private data network connections to the SCVRD State Office and all statewide VR area offices.

Telephone Systems

Manage telephone systems across VR offices, coordinating with vendors for lines, handsets, voicemail, and fax services.

Smartphones & Mobile Devices

Configure & support smartphones for cellular, email, texting, and remote device management.

Network Support

Software Management

Install, configure, and maintain software on desktops, laptops, tablets, smartphones, and agency servers.

Disaster Recovery

Lead disaster recovery efforts, including server synchronization and annual testing for system integrity.

Microsoft 365

Administer Microsoft 365 and email mailboxes for office productivity suite of applications.

Remote Connectivity

Support remote connectivity with partner agencies for secure data and application access.

Network Support

Troubleshoot Technical Issues

Troubleshoot technical issues with hardware, software, and network connections across all VR offices.

IT Procurement

Procure software, cloud services, security assessments, cyber insurance, and manage copier/scanning services.

Service Provider Coordination

Coordinate with service providers (*Segra, AT&T, Verizon, State IT*) to maintain and support critical services.

IT Security Team



Cybersecurity Team strengthens organizational security posture through a layered strategy.

Team uses broad spectrum of monitoring systems to advance defenses to anticipate and counter emerging threats.

IT Security Monitoring

Weekly Vulnerability Scans

Proactively identify weaknesses, misconfigurations, and emerging threats across network infrastructure.

Annual Penetration Testing

Independent third-party tests with rotating vendors to validate controls and strengthen security posture.

Security Awareness & Phishing Training

Mandatory annual KnowBe4 training; accounts disabled if incomplete. Bi-monthly phishing simulations covering diverse attack scenarios.

Shared Services Collaboration

Partnered with Department of Administration to implement 2FA, enhance disaster recovery, launch logging initiatives, and deploy Azure tenant with AI chatbot features.

IT Security – Key Performance Indicators

Email Activity, Filtering & Phishing Overview

Benchmark Action	State FY 2025	State FY 2026
Phishing Clicks	671	487
Reported Phishing Attempts	3,704	3,246
Replies	0	1
Attachments Opened	0	0
Employee Click Rate	5.9%	5.9%
Reported Phishing Attempt %	31.9%	39.5%
Email Filtering (Monthly Average)	61,000 Blocked / 6,300 Quarantined	96,600 Blocked / 10,100 Quarantined

- ** Higher # of phishing tests were conducted with introduction of more realistic AI-generated simulations than prior state fiscal years.
- ** Email messages are screened twice in a layered process — first by protection software, then a second time by **Microsoft 365**.
- ** Industry average employee **click rate** for phishing simulations is **33.2%** (2026 KnowBe4 Phishing by Industry Benchmarking Report).

Systems Development Team

Team of **IT Business Analysts, Application Developers, Database & Customer Support Staff.**

Manages in-house developed applications, batch jobs
& system reporting processes.

Provides direct help desk support services to Agency staff for
application bugs & error analysis.

IT Business Analysts

Requirements Gathering

- Analyze, design, and troubleshoot new and existing systems
- Ensure alignment with user and agency requirements

System Analysis & Design

- Analyze, design, and troubleshoot new and existing systems
- Ensure alignment with user and agency requirements

Project Coordination

- Assess resources and coordinates development / modifications
- Monitor project progress and maintain documentation

Quality Assurance

- Direct QA through all testing stages
- Review completed systems for compliance and performance

IT Business Analysts

Support & Issue Resolution

- Tier three support for help desk requests & on-call coverage
- Resolve production system / work stoppage issues promptly

Database Collaboration

- Work with database staff on development of:
 - ***Data Tables, Stored Procedures & Queries***

Project Reporting

- Maintains status reports to document milestones & tasks
- Communicates updates with stakeholders for decision-making

Departmental & User Training

- Provides instruction to project owners on developed systems
- Delivers tailored guidance & resources for customized applications

Application Developers

Program Design & Development

- Perform detailed design of computer programs
- Code, test, and debug applications for a client-server environment

Documentation & Research

- Prepare system documentation and training materials
- Research emerging technologies for innovative solutions

User & Team Collaboration

- Interact with users / IT staff to ensure programs meet requirements
- Work with project analysts to define application system needs

Support & Problem Resolution

- Tier two support for help desk calls requests
- Identify & resolve software issues in response to help desk tickets

Database Team

SQL Server Administration

- Development & troubleshooting to support production systems
- Backups, restores, and performance monitoring

Batch Job Server Administration

- Schedules and monitors automated data processing (hourly, daily, weekly)
- Manage jobs interacting with external entities (e.g., SVES consumer verification)
- Updates local databases to support SCVRD processes and operations

Database Team

Reporting & Analysis

- Ad hoc reporting and data analysis
- Development and administration of Power BI report server and custom dashboards

Auditing & Compliance

- SQL activity auditing using Idera and SQL Compliance Manager

Backup Administration

- AVAMAR administration for system backups

Agency Data Reporting

- SCVRD collects, processes, and exchanges data with multiple **federal** and **state** entities
- Ensures compliance with quarterly reporting requirements mandated by federal and state regulations

RSA-911 Data

Post Exit Wages

National Student
Clearinghouse

Essential
Soft Skills (SCDEW)

SC Dept. of Education
Data

Effectiveness In Serving
Employers (SCDEW)

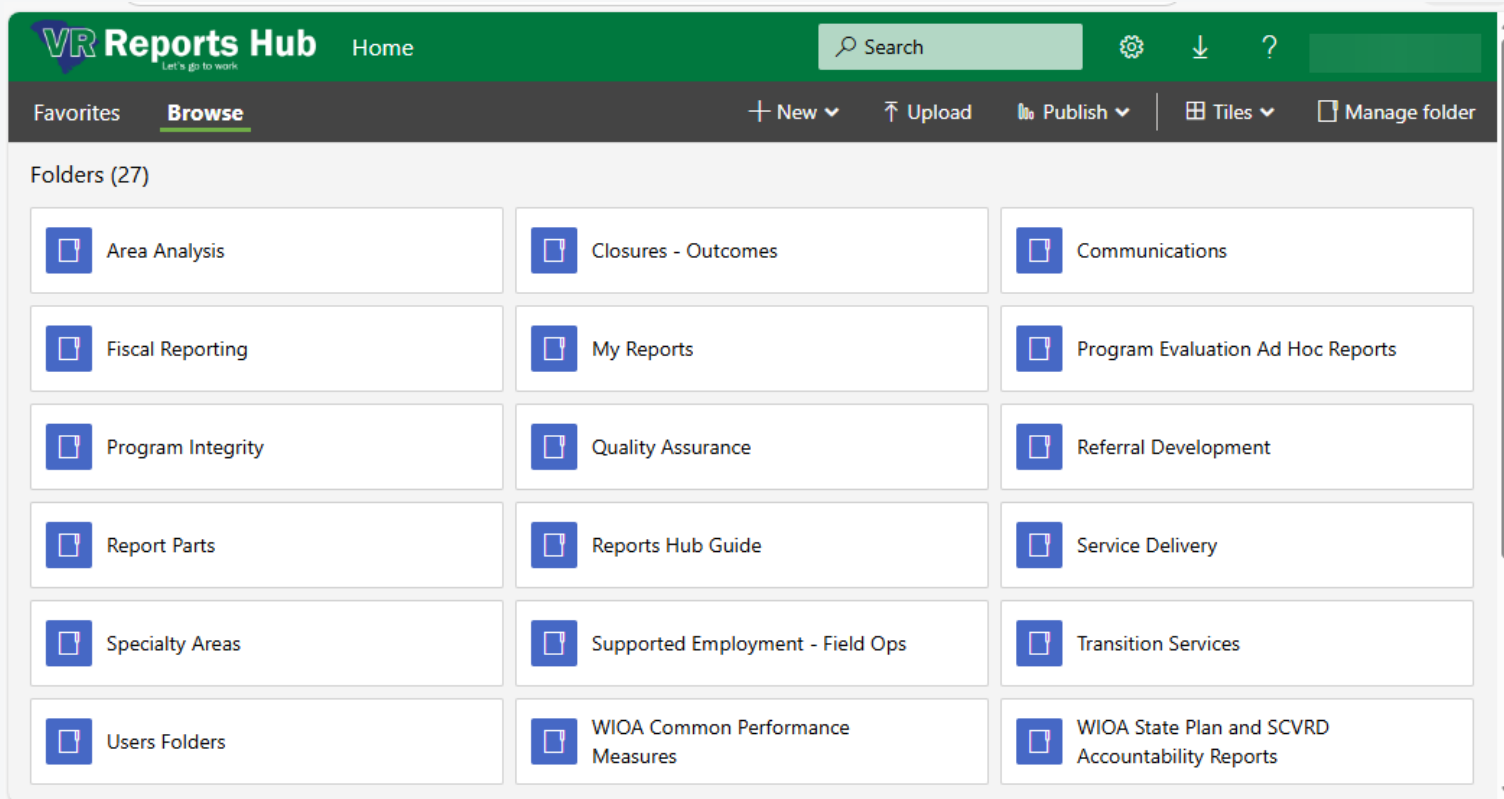
WIOA Annual
Performance Report

Agency Data Reporting

RSA-911 Quarterly Report

- **Compiles 300+ data elements for:**
 - All VR Cases (Opened & Closed)
 - Services received & related vocational rehabilitation expenditures
 - Potentially eligible students receiving VR services under WIOA
- **Data sources:**
 - In-house Case Management System
 - External sources (SCEIS, post-secondary enrollment data, wage data, etc.)
- **Submitted quarterly to meet federal compliance requirements**

VR Reports Hub



Provides single, unified location for agency-wide data reports

Streamlines reporting processes & reduces time spent searching for individual reports

Ensures stakeholders have easy access to accurate, up-to-date information for decision making

PROJECT MANAGEMENT



**CIO and Systems
Development Manager meet
bi-weekly with Chief of Staff to
review IT project requests**

**Requests are reviewed and
approved to ensure Agency
goals & objectives are met**

**Resources, training &
implementation are
coordinated & monitored**

Customized In-house Application Development

Staff frequently attend
**New Counselor &
Consumer Services**
trainings for knowledge
of Agency processes
and procedures.

Routine training allows
staff to provide efficient
support to staff & design
optimized programs that
meet Agency needs.

In-house development
leads to **cost savings,**
highly customized
applications & quicker
project turnaround
times.

Case Management System



Version 2.0.9658

The **VR Case Management System (CMS)** represents the cornerstone of SCVRD's applications infrastructure.

A collection of modularized programs designed for comprehensive consumer case lifecycle management from initiation to closure.

- Internally developed system with ongoing customization
- Meets staff needs and all data reporting requirements
- Features integrate with external systems (DocuShare, Adobe Sign, etc.)
- Designated staff monitor CMS access and maintain data security
- Infrastructure built to support RSA911 reporting and secure information management

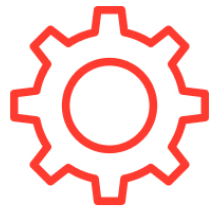
API & System Integration

Increased usage of API
integration for enhanced
system connectivity

Data connectivity is
possible for interfacing
with external systems



Adobe Sign



UpKeep



uKG



Timekeeping, Reports & Accounting Console (TRAC)



**New Payroll System for
Work Training Centers**

**Uses API Interconnectivity
with Kronos Timeclocks**

**In-house Development of
New System Created Cost
Savings for the Agency**



South Carolina Vocational Rehabilitation Department

Text Message System

- Developed by Systems Development team
- Ad-hoc texting with consumers from CMS
- Text conversations transcribed to Case Notes
- Built in text message management tools
- Automated texts reminders & notifications
- Email notifications for Agency staff

**Automated Text
Messaging**

**Ad-hoc Text
Messaging**

PACT030

Travel Reimbursement System

Employee Name: Employee ID: Document #:
Employee Address: Pre-ETS: ☐

Employee Activity Report | Travel Support Document | Scanned Documents | Submission & Routing

Employee:

Date: 04/06/2026 **Time:** 08:49 AM

Document's Supervisor line was signed by on 04/06/2026 08:49 AM.

Note Automatically Generated

Employee:

Date: 04/03/2026 **Time:** 09:26 AM

Document's Employee line was signed by on 04/03/2026 09:26 AM.

Note Automatically Generated

Current Signing Authority

Cost Center:

Document Digital Signatures

Employee Signature:		04/13/2026
Supervisor Signature:		04/14/2026
Accts Payable Signature:		04/15/2026

South Carolina Vocational Rehabilitation Department | Version 1.0.9672 | 06/30/2026

Left Sidebar:

- Create New Travel Document
- Travel Document List
- Travel Document Search**
- Delegate Assignment
- Travel Resources

Travel Reimbursement System

Automated system for travel reimbursement submissions

Electronic routing for supervisor review & approval

Uses CG required Travel Support document for SCEIS



VRonica

VR Online Information Chatbot Assistant.

VRonica is an internal AI-driven chatbot that enhances efficiency and accessibility of SCVRD knowledge-based data and content.

SCVRD partnered with Department of Administration's **Center of Excellence (COE)** for the approval and development of this new system.

VRonica

VR Online Information Chatbot Assistant.

SCVRD AI Chatbot System

- ☐ Automate routine inquiries and reduce workload
- ☐ Improve staff and consumer interactions / provide instant support
- ☐ Offer quick access to policies, procedures, fees, codes, memos, and definitions
- ☐ Strengthen employee onboarding and knowledge transfer
- ☐ Serve as a centralized resource for agency contacts and assistance

Recurring IT Reporting & Assessments

**State IT
Data Collection**
(annual)

**SSA Security
Assessment**
(triennial)

**Third-party
Security Assessment**
(triennial)

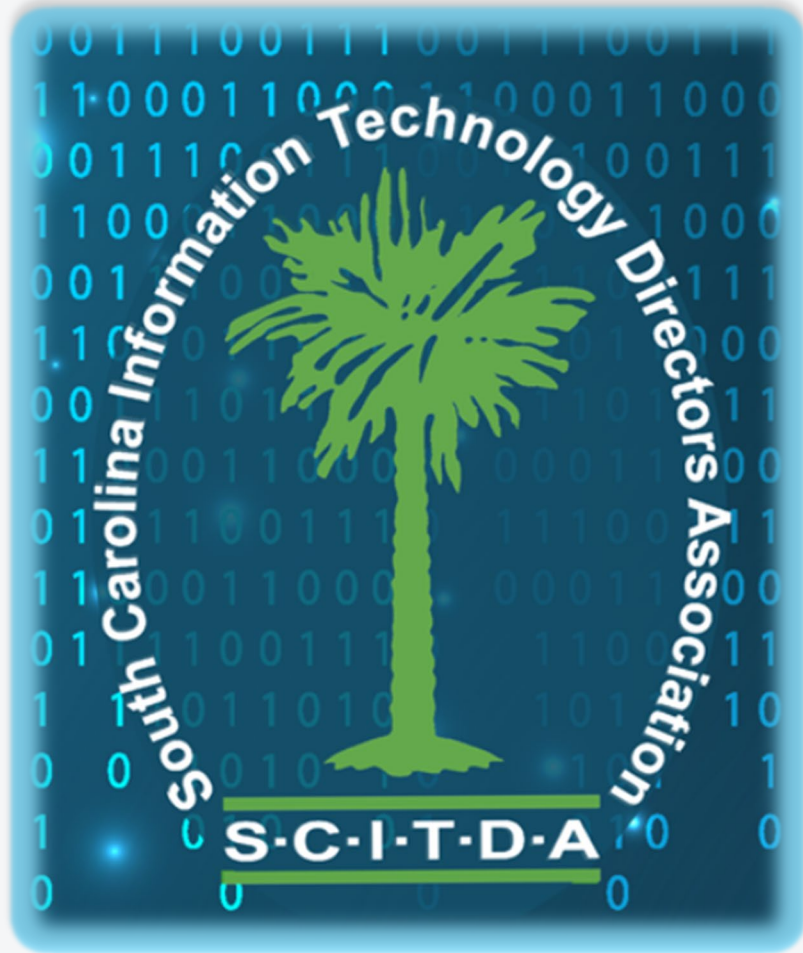
**State Security
Questionnaire**
(annual)

**IT Policy &
Procedure Review**
(annual)

State IT Plan
(ad-hoc)

Disaster Recovery Planning & Management
(annual review)

Agency Associations



- Attend Spring & Fall SCITDA conferences
- Network & collaborate with other state agencies
- Network with state contract IT vendors
- Stay updated on state IT plans & initiatives

Challenges & Priorities

Cybersecurity

- Increasingly sophisticated cyberattacks and ransomware targeting organizational systems
- Evolving data privacy concerns that threaten security and information protection

Emerging Workforce

- Leverage technologies such as Virtual Reality training simulations and AI-powered job matching
- Provide adaptive programs that align with evolving workforce needs

Integration Complexities

- Ensure compatibility between new systems and existing platforms
- Maintain interoperability with external government entities and partner organizations

Innovative Technology

- Emphasize research & development for improvement of Agency systems
- Integrate AI-powered processes to modernize operations and enhance IT efficiency

Vocational Rehabilitation Legal Department
Ensuring Compliance, Managing Risk, Supporting Service



Presented by E. Scott Winburn
General Counsel

1 year at SCVRD
12 years with SC State Government

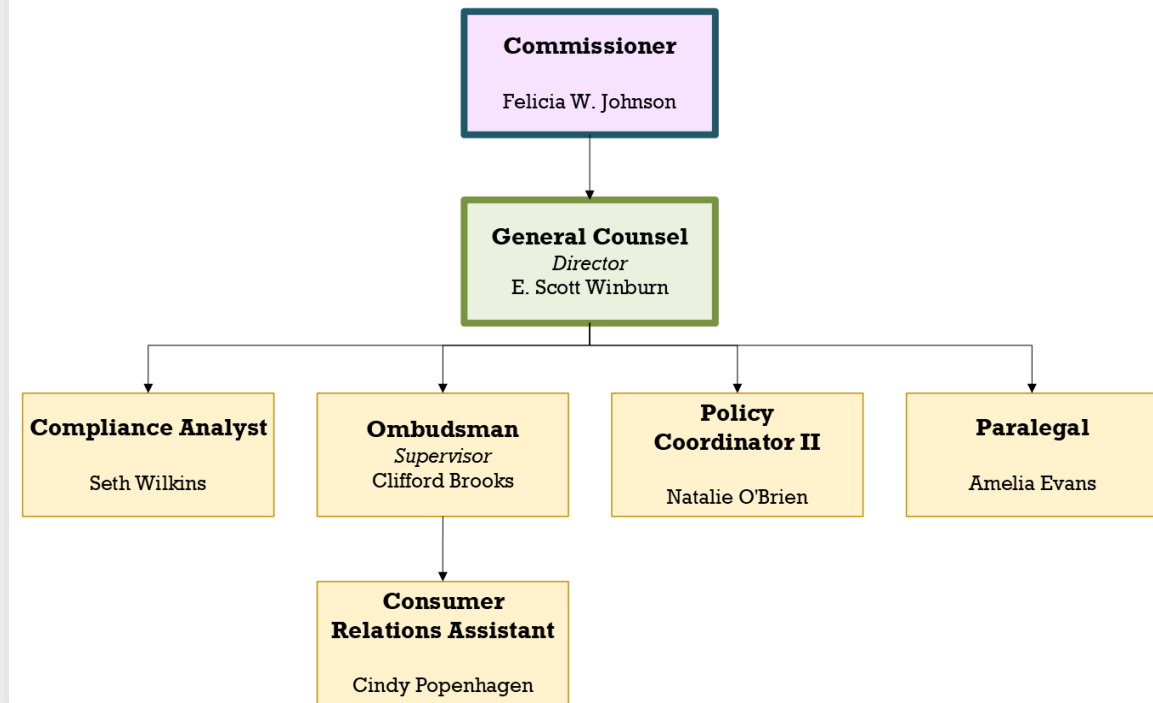
Fun Fact: Not all fires are figurative. On January 20, 2026, a transformer failure ignited a fast-moving fire near the State Office. Thanks to quick action by the General Counsel, the fire was extinguished before emergency responders arrived.



TEAM COMPOSITION

A team of
6 professionals
dedicated to legal
integrity, compliance,
risk management,
and expertise across
all areas of service.

General Counsel



MISSION

To provide staff with legal counsel, training, and policy guidance aimed at continuous improvement and to aid in the delivery of services to consumers.

CORE SERVICES

- Advice and Counsel
- Contract Review, Negotiation, and Monitoring
- Regulatory Compliance
- Risk Management
- Policy Development and Review
- Representation and Dispute Resolution

Staff Roles

General Counsel - Provides comprehensive legal guidance and representation for the agency, ensuring full compliance with federal and state laws. Oversees the agency's legal strategy, manages risk assessment and mitigation, and offers authoritative interpretation of agency policies. Serves as the primary legal advisor to leadership on complex matters ranging from contractual obligations to regulatory compliance, protecting the agency's interests while advancing its mission.

Paralegal - Supports the legal team through research, document preparation, and comprehensive case management. The paralegal coordinates records management systems, assists with legal reviews and analyses, and ensures timely and accurate responses to public information requests.

Contract Monitor - Monitors agency operations systematically to ensure adherence to all applicable regulations and internal policies. The analyst conducts thorough compliance reviews, identifies potential risks before they become issues, and supports the implementation of corrective actions when needed.

Contract Monitoring and Compliance

- SCVRD directly engages with businesses, other state agencies, colleges and universities, school districts, and a host of service providers, vendors, and advocacy groups.
- Many of these engagements are formalized by written agreements that must be monitored for compliance purposes and deliverables. Ultimately, contract monitoring ensures consistent delivery of services and continuous programmatic improvement.
 - Interagency Agreements (MOUs)
 - Service Agreements amongst 31 offices across the state.
 - Procurements/State Contracts
 - Affiliation Agreements with Colleges and Universities
 - Promoting internships for counselors and other professionals.
 - Pre-Employment Transition Services (Pre-ETS)

Contract Monitoring continued...

- The majority of agency agreements to be monitored are housed within Consumer Services.
- These include Cooperative Agreements with school districts across South Carolina, Fee For Service agreements, VICTORY SC Agreements, and others.
- The universe of Consumer Services agreements alone exceeds 120.
- Consumer Services seeks to add additional VICTORY SC agreements in the years to come.

During the current review/monitoring cycle...

- 7 Pre-ETS vendors have been directly monitored/are being monitored.
- Attended meetings with 25 school districts focusing on pre-approval of services, which is a new requirement for the upcoming school year.
- Assisted in successfully resolving several contract matters with non Pre-ETS Vendors.

Staff Roles

Policy Coordinator II - Develops, reviews, and updates agency policies to ensure consistency with current law, regulatory requirements, and industry best practices. Their work ensures that agency policies remain relevant, legally sound, and operationally effective, providing a framework that guides decision-making across the agency and supports our commitment to excellence.

Ombudsman/Community Engagement - Serves as an impartial resource for resolving concerns and disputes related to the provision, denial, or delivery of vocational rehabilitation services. Analyzes complaint trends to improve agency processes, ensures compliance with ADA and Rehabilitation Act requirements through coordination and staff training, and represents the agency through outreach and collaboration with community partners.

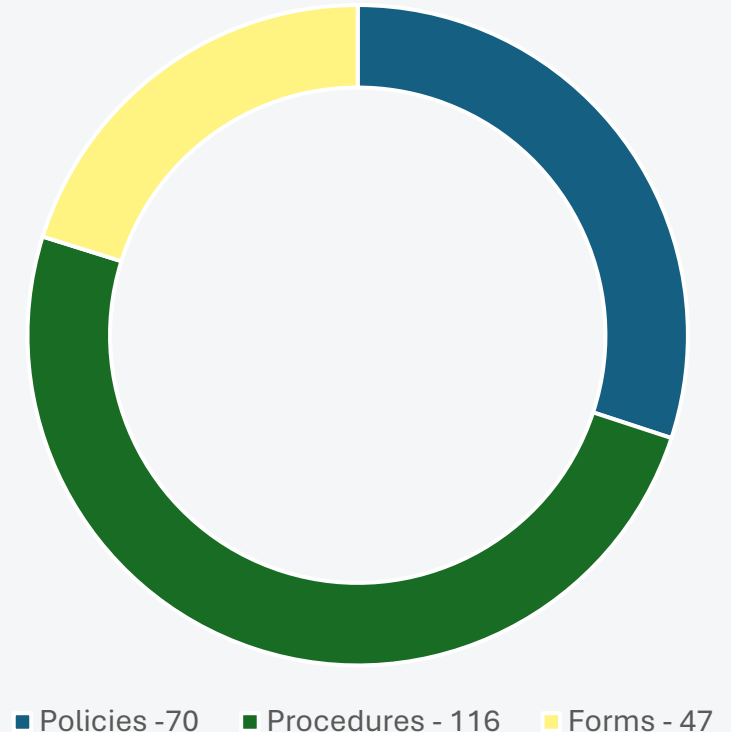
Consumer Relations Assistant - Supports the Ombudsman by assisting with services determination reviews, providing disability-related resources, maintaining consumer relations records and materials, updating public information, and coordinating administrative functions, outreach, and committee support.

SFY 26 In Review – Policy and Internal Control Unit

- Committed to ensuring continuity and improving agency practices, the Policy and Internal Control Unit (PICU) revised a total of 233 policies, procedures, and forms, amongst 17 various departments during SFY26.

- | | |
|---|--|
| <ul style="list-style-type: none">Office of the CommissionerQuality AssuranceLegalArea Field OperationsInformation TechnologyProcurementFinance – Grants and Funds Mgmt.Finance Operations – AP/AR | <ul style="list-style-type: none">Human ResourcesJob Readiness TrainingPolicy & Internal ControlPalmetto CenterConsumer BenefitsFacilities, Safety, & SecurityPrivacy and Records Mgmt.Internal AuditConsumer Services |
|---|--|

Policy and Internal Controls



Complaint Resolution & RSA 722 Report — FY2025

Open & Closed Complaints — SFY 2025

156

Opened

Complaint cases opened in SFY 2025

159

Closed

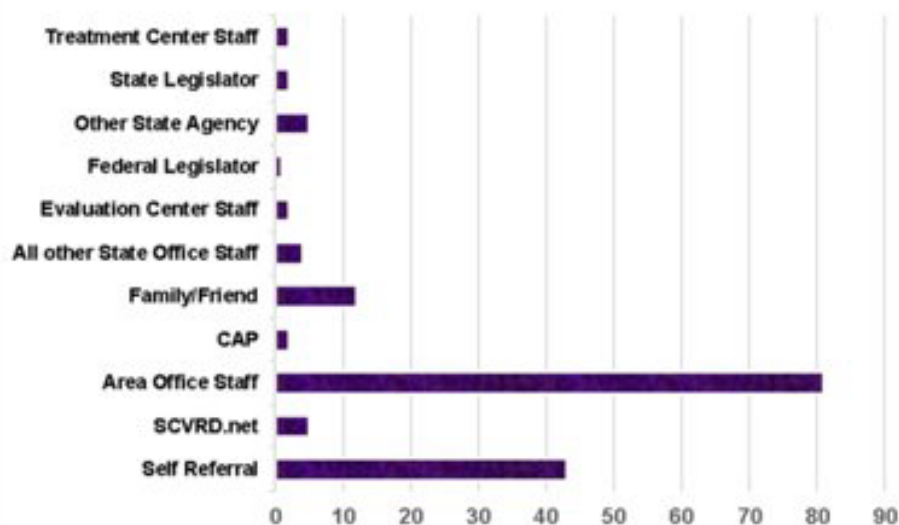
Complaint cases closed in SFY 2025,
including 3 carry-overs from the prior
year

RSA 722 Federal Report — FY2025 Outcomes

The following categories are submitted annually to RSA to document the agency's appeals activity:

- **I. Mediation** — 0 cases
- **II. Impartial Hearing Process** — 0 cases
- **III. Review of IHO Decisions** — 0 cases
- **IV. Civil Actions** — 0 cases
- **V. Types of Complaints/Issues in Disputes** — 0 cases escalated to formal process

All complaints were resolved informally, reflecting the effectiveness of the tiered resolution model.



Internal Support

The VR Legal team serves as an **internal support** function for all SCVRD departments. By advising leadership and staff on compliance, contracts, and regulatory requirements, Legal helps ensure programs operate effectively, responsibly, and in alignment with state and federal law.



External Partners

The work of the Legal team requires close coordination with a range of external partners to ensure compliance, effective service delivery, and responsible use of public resources.

- Workforce Development Partners
- State Agencies
- School Districts
- Vendor/Providers
- Colleges and Universities



**South Carolina Department of
Probation, Parole & Pardon Services**



**SOUTH CAROLINA COMMISSION
FOR COMMUNITY ADVANCEMENT
AND ENGAGEMENT**



A Brief Overview of Key Federal Regulations

SCVRD is bound by a federal framework and subject to Federal Regulations

- We have a 21.3% Match requirement for our grants.
- MOE – our match amount must equal or exceed the amount reported on the final report for the grant two years prior.
 - For ex., our FFY25 match amount must equal or exceed the amount reported on the FFY23 Final report.
- We must obtain RSA Prior Approval on equipment over \$5,000, capital projects, HVAC Units, etc. before an obligation can occur on the grant.
- CSNA, 34 CFR § 361.29, is on a 3-year rotating reporting schedule, whereas the state plan is on a four-year schedule with a two-year modification. As a result, the updates to the state plan based on the recommendations from the CSNA do not coincide.
 - There could be up to a year gap between the two-year state plan and the CSNA, leaving it subject to the changing economic climate.

Recommendations Moving Forward

**Modernization of State
Statutes**



**Vocational
Rehabilitation**

Let's go to work



Modernization Efforts

- South Carolina Code of Laws: Title 43, Chapter 31
 - The statutory framework for SCVRD has remained largely unchanged since its enactment. South Carolina's framework fully supports the VR program in its current form and has for many years.
 - That said, Title 43, Chapter 31 contains some antiquated terminology, such as "handicap," which could be replaced with modernized, person-centric language that has rightly been adopted in other venues and reflects statutory changes across the country.
 - Current terminology inadvertently frames a person through their limitations and may diminish the scope of our work.

(4) The term "~~physically handicapped~~ individual with a disability" means any individual, except an individual qualifying under vocational rehabilitation of the blind, who is under a physical or mental disability which constitutes a substantial impediment ~~handicap~~ to employment, but which is of such a nature that vocational rehabilitation services may reasonably be expected to render him fit to engage in a remunerative occupation...

Administration Supporting VRs Workforce



Presented by Commissioner Johnson



Administration Mission

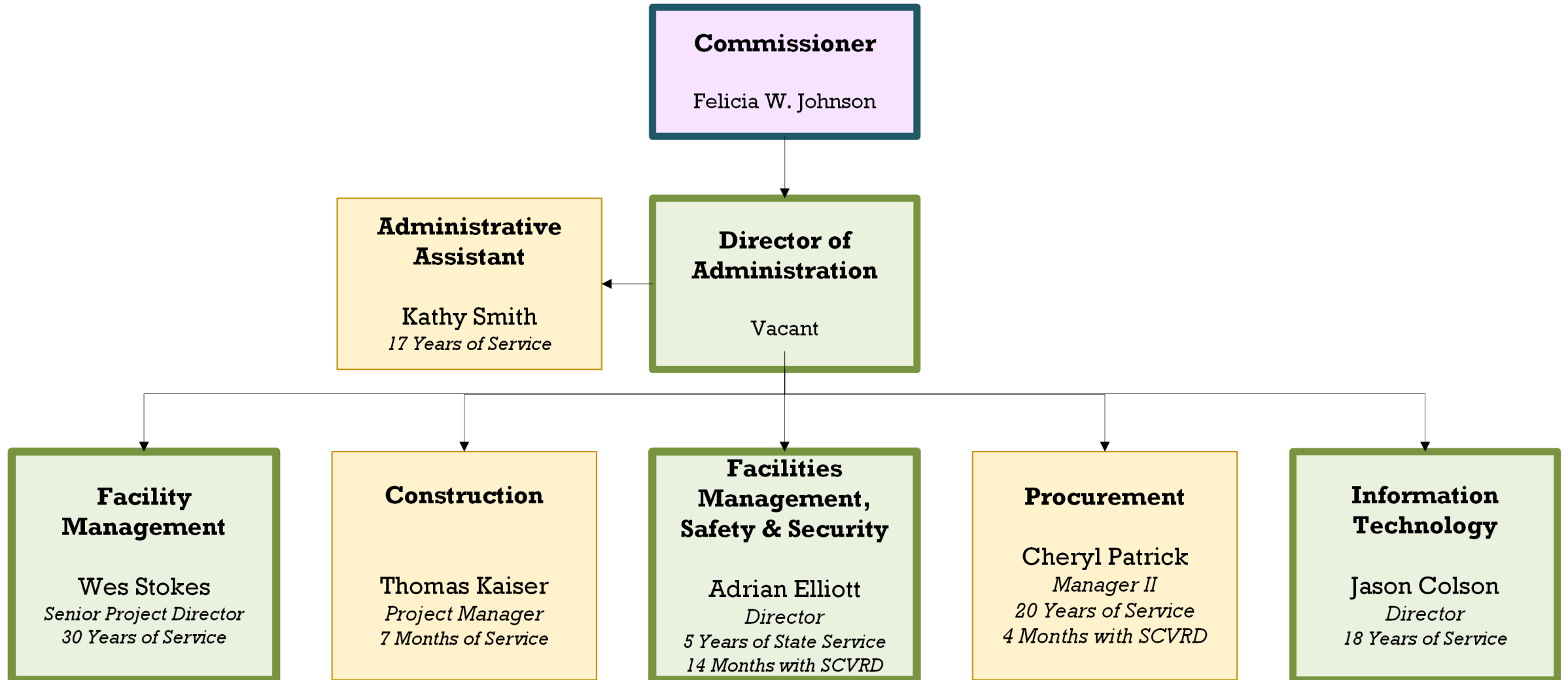
The Administration Department drives operational excellence through statewide oversight of facilities, safety, technology, and infrastructure, ensuring secure, efficient, and innovative environments that advance SCVRD's mission of empowering individuals with disabilities.

Director of Administration

The Director of Administration provides executive leadership and strategic oversight of the Agency's statewide administrative operations.

This position ensures operational integrity of internal systems, infrastructure and administrative functions, enabling SCVRD to deliver high-quality rehabilitation services through safe, efficient, and modern environments.

Administration



Internal Audits



Tamiko Lewis, MBA
Manager

SCVRD employee since January 2026
11 years of service to the state

Fun Fact: *Has a goal to become a beekeeper*

Internal Audits

Mission

The mission of the Internal Audit team is to provide independent, objective assurance and advisory services that strengthen governance, ensure regulatory compliance, and uphold the highest standards of integrity and accountability across SCVRD.

Impact: Internal Audits strengthen internal controls, mitigate risks, and improve operational efficiency and effectiveness across the Agency. The Department identifies and helps prevent fraud, waste, and abuse; ensures compliance with purchasing, technology use, and documentation requirements; collaborates with other state agencies on investigations; and promotes accountability and transparency throughout the Agency.

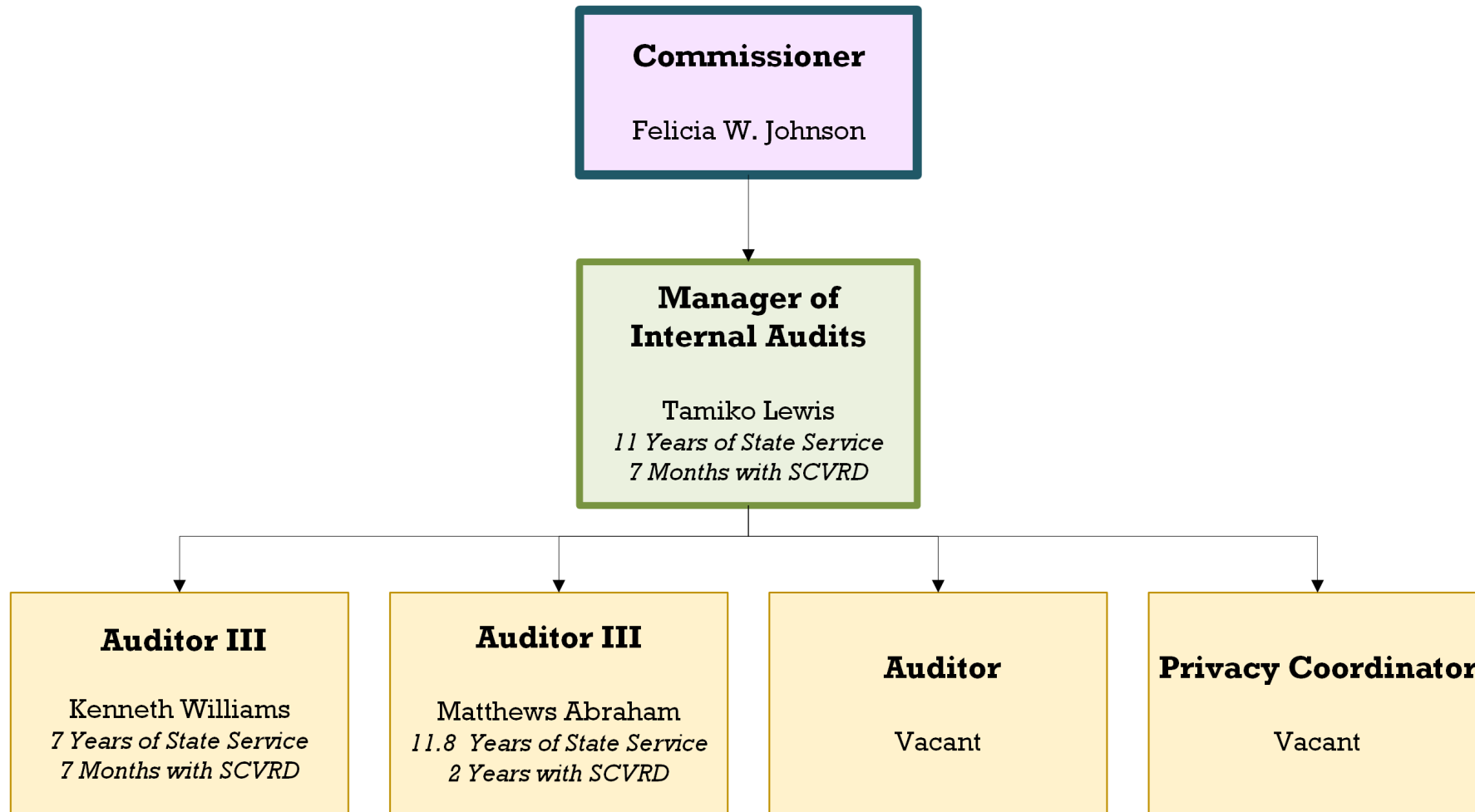
Internal Audits

Internal Audit Manager

Leads the agency-wide risk assessment process to evaluate operational compliance and financial compliance; and identify risks. The assessment results establish the priorities for the FY 2027 Internal Audit Plan and provide a risk-based framework for future audit activities. The Internal Audit Manager also plans and conducts audits, oversees audit staff, ensures compliance with applicable requirements, and manages the contract lifecycle for Consumer Services Pre-Employment Transition Services (Pre-ETS).”

Impact: The agency-wide risk assessment provides executive leadership with an objective view of operations, financial management, compliance, and risks and serves as the foundation for the FY 2027 Internal Audit Plan and future audit activities. By identifying and prioritizing the Agency’s highest risks, Internal Audit strategically aligns audit resources where they add the greatest value; enhancing internal controls, ensuring regulatory compliance, and promoting accountability, transparency, and continuous improvement across the Agency.

Internal Audits



Internal Audits Accomplishments

- ✓ Completed 24 field audits across agency operations.
- ✓ Strengthened the Computer Audit Program by standardizing documentation and completing process improvement memoranda for the SFY 2026 1st and 2nd Quarter audits.
- ✓ Completed the SFY 2026 3rd Quarter Computer Audit and are currently completing the SFY 2026 4th Quarter Computer Audit.
- ✓ Conducted agency-wide risk assessment interviews with 23 departments to develop the SFY 2027 Risk-Based Audit Plan.
- ✓ Initiated planning for the SFY 2026 Procurement (P-Card) Audit and Contract Monitoring Audit.
- ✓ Advanced recruitment for an Internal Auditor III and Privacy Coordinator.
- ✓ Revised the Internal Audit Charter and updated the Internal Audit Policies and Procedures.
- ✓ Enhanced audit governance through improved methodologies, documentation standards, and risk assessment processes.

Privacy

Mission

The mission of the Privacy Unit is to safeguard the confidentiality, integrity, and appropriate use of consumer and employee information by ensuring compliance with privacy laws, regulations, and agency policies while fostering a culture of trust security, and accountability.

Impact: Privacy safeguards one of the Agency's most valuable assets; it's information. By strengthening privacy governance, reducing data risks, and ensuring compliance, The Privacy Unit protects consumers and employees and enables SCVRD to deliver secure, compliant, and accountable services statewide.

Privacy

Privacy Coordinator / Records Manager

Leads the Agency's Privacy and Records Management Program by protecting sensitive information, ensuring compliance with state and federal requirements, and promoting responsible information governance across SCVRD.

Key Responsibilities

- Protects consumer and employee information
- Leads privacy risk management and incident response
- Provides privacy education and awareness

Records Management

- Ensures compliance with retention laws
- Oversees records lifecycle and lawful disposition
- Serves as liaison with the SC Department of Archives and History (SCDAH)
- Trains staff on records retention

Challenges

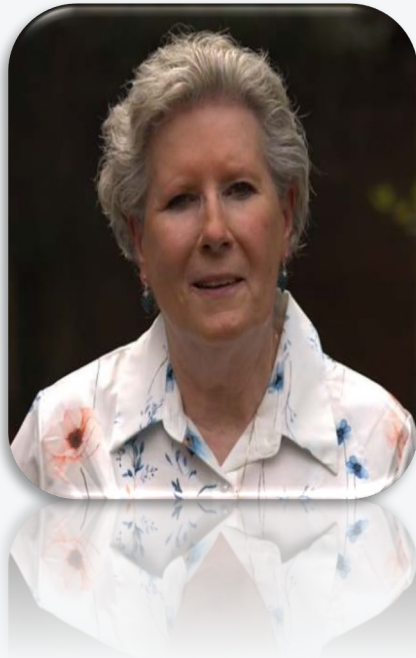
AUDITS

- Integrating a cohesive, high-performing audit team;
- Rebuilding internal audit functions;
- Establishing a risk-based audit program;
- Monitoring corrective actions to reduce future audit findings.

PRIVACY

- Position vacancy;
- Safeguarding sensitive information;
- Ensuring responsible records management while meeting evolving regulatory requirements.

Procurement



**Cheryl Patrick
Manager**

**SCVRD employee since May 2026
20 years of service to the state**

**Fun Fact: *Lived in Orleans, France, for 3 years
Stood on the top of the Arc de Triomphe and the Eiffel Tower***

Procurement

Mission

To ensure the agency's purchasing is efficient, cost-effective, compliant with state laws and federal regulations, and conducted with integrity, maximizing the value of public funds while maintaining fair and equitable treatment for all vendors.

Impact: Through efficient, transparent, and compliant purchasing practices, the division safeguards public trust and strengthens the agency's ability to operate effectively statewide.

Procurement Manager II

The Procurement Manager ensures that goods and services are acquired in compliance with the State's procurement code while overseeing the sourcing, purchasing, and negotiation of critical goods and services that support agency operations.

The Procurement Manager leads procurement strategy aligned with the agency's mission, promotes timely and cost-effective purchasing, manages supplier and contractor relationships, and maintains strong internal partnerships across the agency.

Key Responsibilities

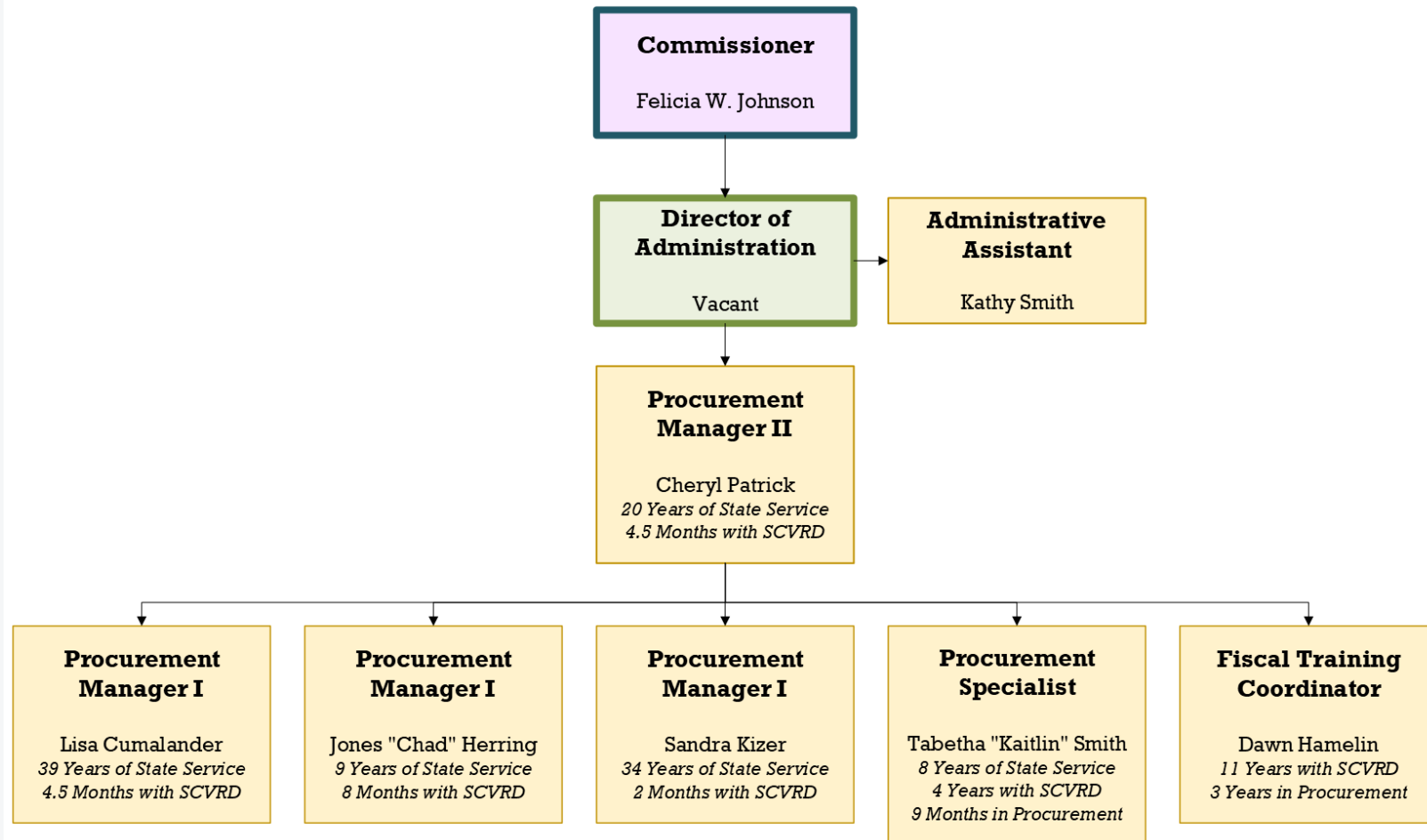
- Oversees the Agency Purchasing Card (P-Card) Program

- Develops and processes solicitations

- Oversees contract management and purchase order issuance

- Provides procurement training and guidance to agency staff

Procurement



Procurement Accomplishments

- ✓ **Conducted a comprehensive review of procurement policies, procedures, and workflows;**
- ✓ **Identified process gaps and implemented corrective actions to strengthen compliance and efficiency;**
- ✓ **Streamlined procurement processes and expanded appropriate service exemptions to improve consumer service delivery;**
- ✓ **Developed a standardized, agency-wide procurement training program to promote consistency and accountability.**

Procurement Challenges

- Developing a high-performing, knowledgeable procurement team;
- Managing increasingly complex federal funding and compliance requirements;
- Strengthening federal data collection and reporting processes;
- Re-establishing consistent, agency-wide procurement procedures;
- Navigating complex state procurement code and approval requirements;
- Balancing regulatory compliance, contract terms, and operational priorities.

Facilities, Safety, and Security



Adrian Elliott
Facilities Director
5 years of service to the state
14 months with VR

Fun Fact: He's a girl dad!

Mission

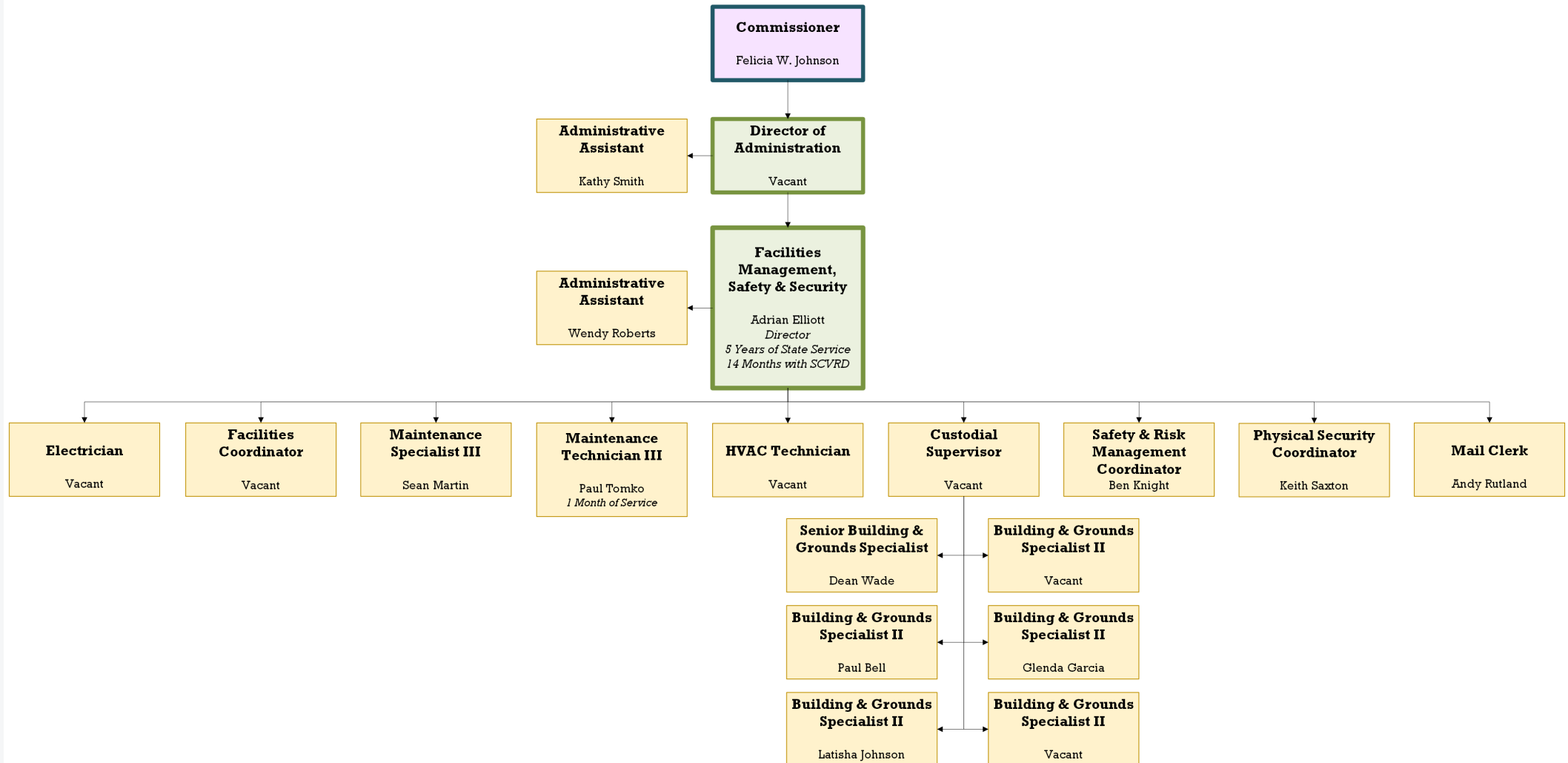
Mission - To provide a safe, secure, and well-maintained environment at each of the Agency's facilities throughout the state; ensuring all buildings, grounds, and equipment meet high standards of safety, accessibility, and functionality while protecting consumers, claimants, staff, and visitors.

Impact: Safeguards agency personnel, consumers, and public assets; ensuring uninterrupted service delivery, protecting public trust, and advancing long-term organizational sustainability.

Director of Facilities Management, Safety, and Security

- Provides **strategic oversight** of the agency's **physical infrastructure, safety systems, and security operations**. This role ensures all facilities remain **safe, compliant, resilient, and fully operational** to support service delivery statewide.
- The Director establishes **maintenance and capital investment priorities**; oversees **workforce and resource deployment**; and implements standards that drive **operational efficiency, regulatory compliance, and proactive risk management** across all locations.
- Director serves as the agency's **senior authority on safety and security strategy**, leading the development of **emergency preparedness frameworks, threat-response protocols, and compliance programs**. Responsibilities include facility inspections, emergency drills, **security operations oversight**, access controls, surveillance systems, and **incident response coordination**, while serving as the primary liaison to law enforcement and external partners.

Facilities Management, Safety & Security



Facilities

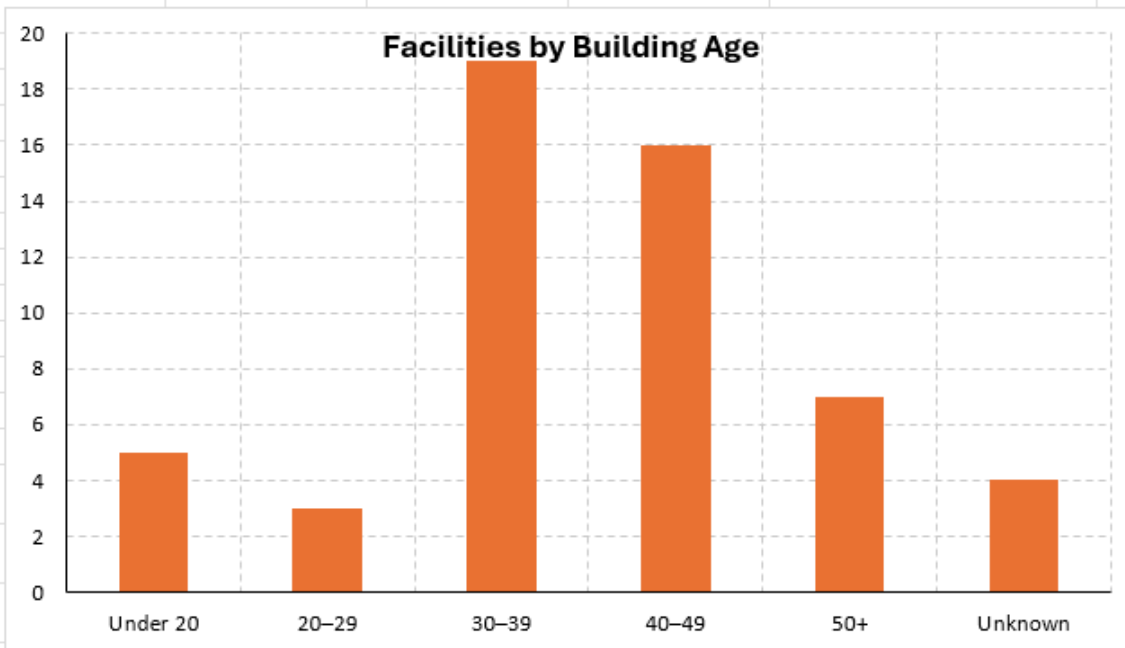
Location	Year Built	Location	Year Built	Location	Year Built	Location	Year Built	Location	Year Built
FLORENCE VOCATIONAL REHABILITATION STORAGE BLDG B	1965	FLORENCE VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1982	LEARN CENTER (Dorm)	1987	GEORGETOWN VOCATIONAL REHABILITATION OFFICE	1992	PALMETTO CENTER	2017
EVALUATION CENTER	1975	AIKEN VOCATIONAL REHABILITATION STORAGE BLDG B	1982	BEAUFORT VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1988	WILLIAMSBURG VOCATIONAL REHABILITATION OFFICE	1992	PALMETTO CENTER STORAGE BUILDING	2017
WALTERBORO VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1976	GREENWOOD VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1984	VOCATIONAL REHABILITATION REHAB ENGINEERING BLDG / RINGE BUILDNG	1988	GAFFNEY VOCATIONAL REHABILITATION OFFICE & TRAINING CENTER	1992	Williamsburg Training Center	UNK
ORANGEBURG VOCATINAL REHABILITATION AREA OFFICE & TRAINING CENTER	1976	VOCATIONAL REHABILITATION STATE OFFICE BUILDING	1984	MARLBORO VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1988	CONWAY VOCATIONAL REHABILITATION STORAGE BLDG B	1992	Richland Training Center	UNK
CHARLESTON VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1976	SUMTER VOCATIONAL REHABILITATION STORAGE BLDG C	1984	ANDERSON REHABILITATION AREA OFFICE & TRAINING CENTER	1988	NEWBERRY VOCATIONAL REHABILITATION OFFICE	1994	Jonesville Office	UNK
SUMTER VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1976	VOCATIONAL REHABILITATION MAINTENANCE/PRINT SHOP C	1985	ROCK HILL VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1988	RICHLAND VOCATIONAL REHABILITATION AREA OFFICE	1994	Hartsville Training Center	UNK
GREENVILLE VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1976	LAURENS VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1985	ORANGEBURG VOCATIONAL REHABILITATION STORAGE BLDG B	1988	HRDC BLDG	1999		
CONWAY VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1978	LANCASTER VOCATIONAL REHABILITATION STORAGE BLDG A	1985	SPARTANBURG VOCATIONAL REHABILITATION STORAGE BLDG B	1988	GREENWOOD VOCATIONAL REHABILITATION STORAGE BLDG C	2000		
LEXINGTON VOCATINAL REHABILITATION AREA OFFICE & TRAINING CENTER	1980	MDC BLDG	1986	OCONEE/PICKENS VOCATIO L REHABILITATION AREA OFFICE & TRAINING CENTER	1989	WALTERBORO VOCATIONAL REHABILITATION STORAGE BLDG C	2006		
AIKEN VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1980	GREENWOOD VOCATIONAL REHABILITATION STORAGE BLDG A	1986	CAMDEN VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1990	GREENVILLE VOCATIONAL REHABILITATION STORAGE BLDG C	2008		
SPARTANBURG VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1980	AUTO MECHANICS BLDG	1986	BERKELEY-DORCHESTER REHABILITATION AREA OFFICE & TRAINING CENTER	1991	BRYANT CENTER & TRAINING CENTER	2009		
LANCASTER VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1982	WORK TRAINING CENTER SERVICES (JRT)	1987	DILLON VOCATIONAL REHABILITATION OFFICE	1992	ORANGEBURG VOCATIONAL REHABILITATION STORAGE BLDG C	2010		

SCVRD Building Age Profile

Facilities	Total Sq. Ft.	Employees	Annual Maintenance & Operations Costs
54	899,846	720	\$1,913,623
Known Construction Year	Average Building Age	40+ Years Old	50+ Years Old
50	37.5 years	23	7

Building Age	Facilities
Under 20	5
20-29	3
30-39	19
40-49	16
50+	7
Unknown	4

Oldest Facilities	Year Built	Age
FLORENCE VOCATIONAL REHABILITATION TRAINING CENTER	1965	61
EVALUATION CENTER	1975	51
WALTERBORO VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1976	50
SUMTER VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1976	50
ORANGEBURG VOCATINAL REHABILITATION AREA OFFICE & TRAINING CENTER	1976	50
GREENVILLE VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1976	50
CHARLESTON VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1976	50
CONWAY VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1978	48
SPARTANBURG VOCATIONAL REHABILITATION AREA OFFICE & TRAINING CENTER	1980	46
LEXINGTON VOCATINAL REHABILITATION AREA OFFICE & TRAINING CENTER	1980	46



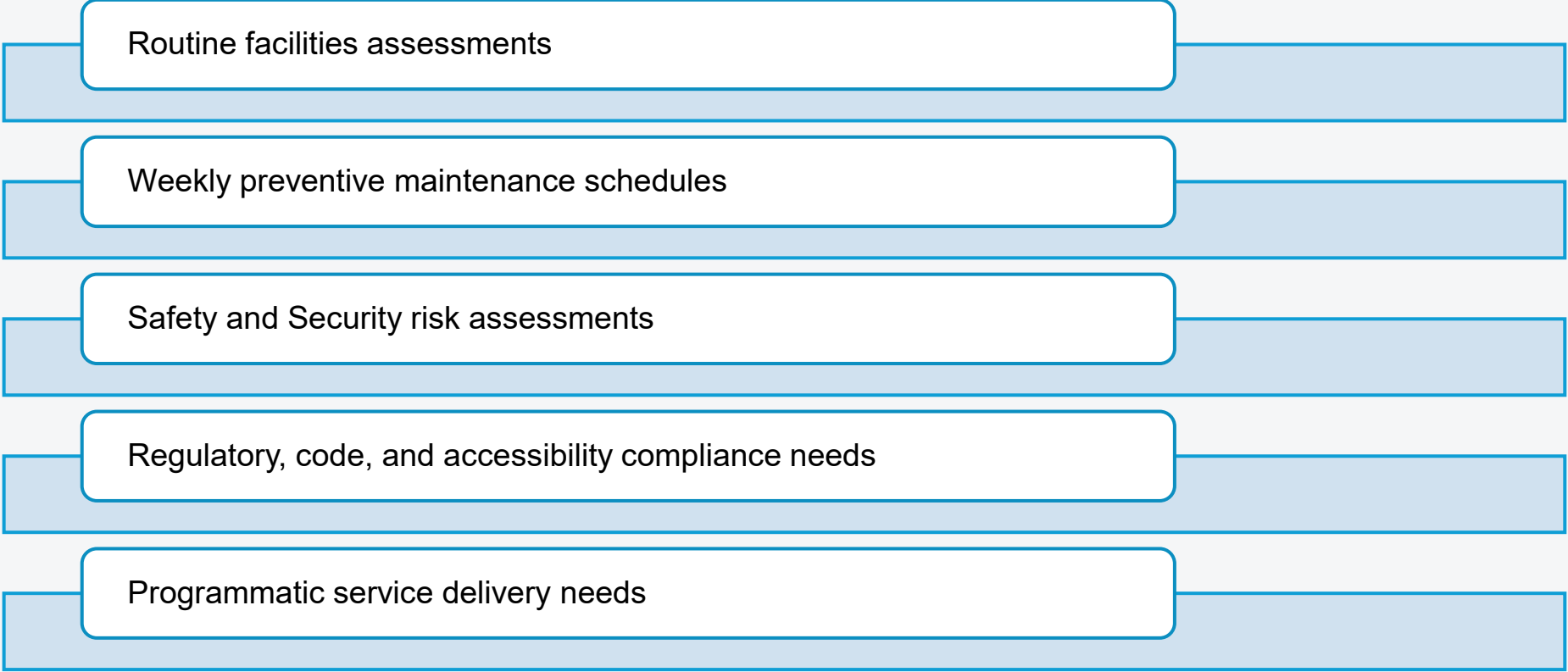
SCVRD is managing a significantly aging statewide facilities portfolio, with nearly half of its buildings at least 40 years old; highlighting the need for continued strategic investment in maintenance, modernization and long-term facility planning.

The **oldest building in the inventory is the Florence Vocational Rehabilitation Job Readiness Training Center**, constructed in **1965**. That makes it approximately **61 years old in 2026**. It is listed as being used for **storage/woodwork** in Florence County.

Many of SCVRD's primary Area Offices and Training Centers are 40+ years old, including Charleston, Greenville, Orangeburg, Sumter, Walterboro, Conway, Aiken, Lexington, Spartanburg, Florence, Lancaster, Greenwood and Laurens.

Capital Planning: Risk, Compliance, and Service Needs

Capital investments are prioritized through a structured evaluation of facility condition, operational risk, compliance mandates, and statewide program need.



Routine facilities assessments

Weekly preventive maintenance schedules

Safety and Security risk assessments

Regulatory, code, and accessibility compliance needs

Programmatic service delivery needs

Roof Asset Executive Summary

August 4, 2026

Replacement outlook | 2026–2050 planning horizon.

71

active roof assets
1,000,368 sq. ft.

38

due in 2026 or overdue
345,525 sq. ft. exposure

26 / 45

flat / architectural-shingle
631,868 / 368,500 sq. ft.

\$38.98M / \$5.00M

flat / shingle forecast
2026–2050 nominal estimates

EXECUTIVE MESSAGE

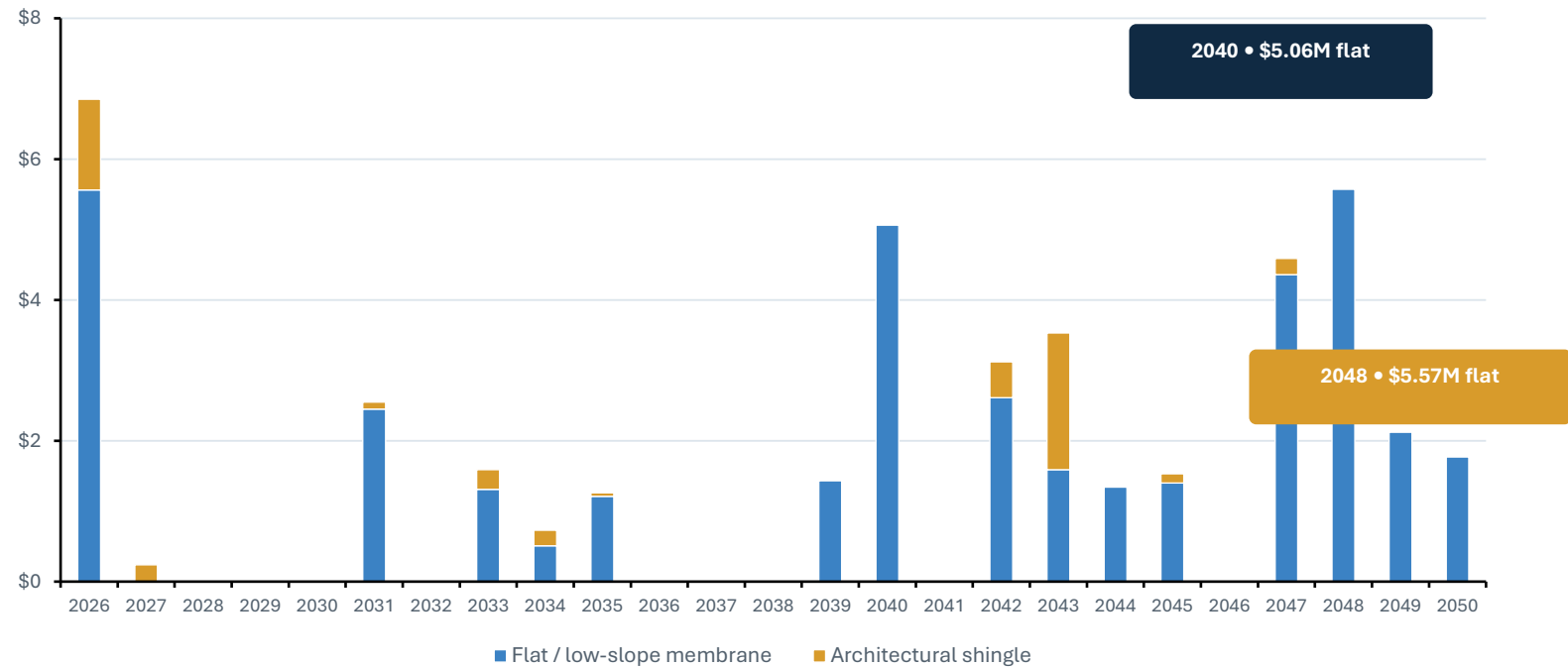
Near-term exposure is concentrated in aging architectural-shingle roofs.

54% of the portfolio is at or beyond its modeled replacement year.

38 roofs • 345,525 sq. ft.
5 flat / low-slope • 33 architectural-shingle

Capital peaks are concentrated in 2040 and 2047–2048. The 2048 cohort alone represents 67,910 sq. ft. across three flat roofs, with a modeled cost of \$5.57M.

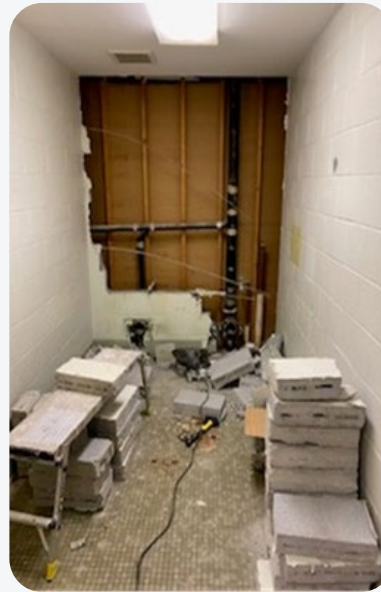
ANNUAL REPLACEMENT EXPENDITURE (\$M)



LEADERSHIP ACTIONS

Prioritize condition validation + funding strategy for 38 due/overdue roofs • reserve for flat-roof peaks in 2040 and 2047–2048 • refine scopes and timing before commitment.

Facility Project Management Impact



Ex. Bathroom Renovation Project. Original restroom built in **1975**

Challenges

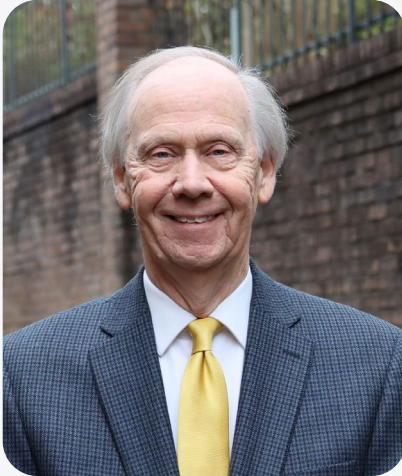
Facilities Management

- Strengthening coordination and operational effectiveness within a newly formed facilities team
- Managing an aging statewide facilities portfolio while maintaining safe, reliable, and uninterrupted operations

Safety and Security

- Assessing staffing capacity and organizational structure to meet evolving agency-wide safety and security needs

Staff Presenter (Facilities Project Management)



Wes Stokes
Senior Project Manager
Facilities Project Management

30 Years of service to VR!

Fun Fact(s): Spent a semester of graduate school living and studying architecture in Italy. Worked for an architectural firm that designed most of VR's building inventory. Wes can still hand-sketch a full building rendering

Mission

Manage all facility projects from planning through completion, ensuring regulatory compliance, fiscal responsibility, and high-quality outcomes that support agency operations.

Impact: Protects the State's capital investments, reduces exposure to regulatory and safety risks, ensures fiscal accountability, and safeguards the physical infrastructure necessary to deliver vocational rehabilitation services to South Carolinians with disabilities.

Senior Project Manager – Facilities Project Management

The Senior Project Manager oversees all facility and capital improvement projects from planning through completion, including scope development, engagement with governing and regulatory authorities, budget management, contractor oversight, procurement compliance, and quality control across statewide agency locations.

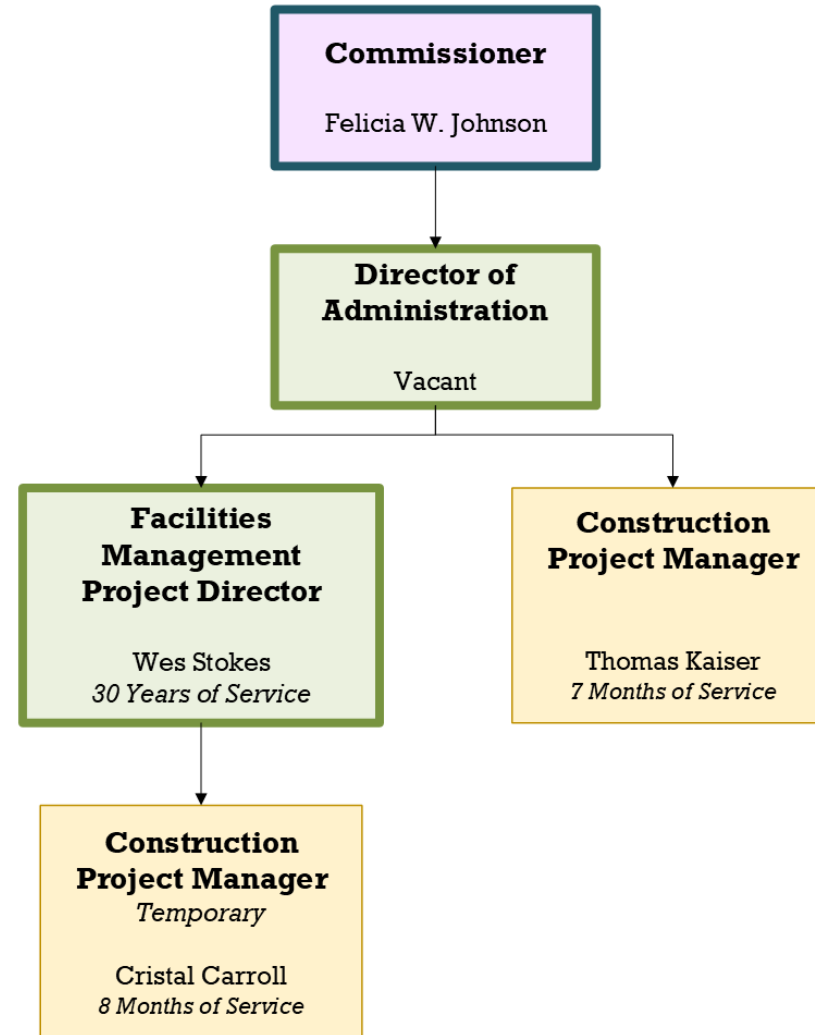
This position ensures:

- Compliance with state procurement and construction regulations
- Responsible stewardship of public funds (state and federal)
- Mitigation of facility-related safety and infrastructure risks
- Timely delivery of projects that support uninterrupted agency operations

Strategic Advisory Role

Serves as a technical consultant to the Commissioner, Board and Executive Leadership by providing guidance on capital planning, infrastructure risk, and long-term facility strategies to support executive planning and decisions.

Facilities Project Management



Facility Project Management Capital Projects

PROJECT #	PROJECT DESCRIPTION	TOTAL EXPENDITURES	COMPLETION DATES
H73-9614-PD	Oconee/Pickens VR Center Expansion & Reroofing	3,132,266.90	2021
H73-9615-PD	Anderson VR Center Reroofing	600,486.74	2022
H73-9616-PD	Sumter VR Center Reroofing	507,443.82	2022
H73-9617	HVAC Master Project	593,410.57	2023
H73-9618-FW	MDC Dehumidification System Replacement	198,141.00	2021
H73-9619-FW	State Office HVAC Units Replacement	196,018.00	2023
H73-9620-PD	Beaufort VR Center Reroofing	841,617.00	2024
H73-9621-PD	Greenwood VR Center Reroofing	806,307.00	2024
H73-9622-PD	Camden VR Center Reroofing	621,497.00	2024
H73-9623-PD	Orangeburg VR Center Reroofing	730,826.00	2024
H73-9624-SG	Anderson VR Center Repaving	662,981.37	2025
H73-9625-SG	Conway VR Center Reroofing	518,245.85	2025
H73-9626-SG	Rock Hill VR Center Reroofing	591,500.00	2025
H73-9627-PG	Marlboro VR Center Repaving	930,676.76	2025
H73-9628-JM	State Office Generator	7,905.00	2026(IN PROCESS)
H73-9629-PD	Berkeley/Dorchester VR Center Reroofing	-	2026(IN PROCESS)
H73-9630	Conway VR Center Repaving	-	DESIGN PROCESS
H73-9631	Holmesview Center Rebuilding	-	A/E CONTRACT
H73-9632	Lexington VR Center Repaving	2,500.00	DESIGN PROCESS
	Consumer Restroom Renovation	-	2026(IN PROGRESS)
	Training Center Pipe Repair (STATEWIDE)	-	2026(IN PROGRESS)
	Total	10,429,254.77	
	Projects are in progress and expenditure data is as of 11/06/2025.		

Facility Project Management oversees millions in capital investments to modernize facilities, reduce risk, and ensure uninterrupted service delivery statewide.

Holmesview Treatment Center

NEWS

Greenville rehab center catches fire

by: [Craig Anderson](#)

Posted: Nov 13, 2016 / 10:16 AM EST

Updated: Nov 13, 2016 / 10:16 AM EST

SHARE [f](#) [@](#) [✂](#) [in](#) [✉](#)

GREENVILLE, S.C. (WSPA) – A fire took over at a rehabilitation center on Old Easley Bridge Road Sunday morning.

Fire crews worked to battle the flames at Holmesview Vocational Rehab Center.

Parker Fire District was the lead unit handling the blaze, with multiple units assisting.

About 30 people were displaced and American Red Cross is assisting them.



3799 Old Easley Bridge Rd, Greenville, SC 29611

Holmesview Treatment Center Rebuild

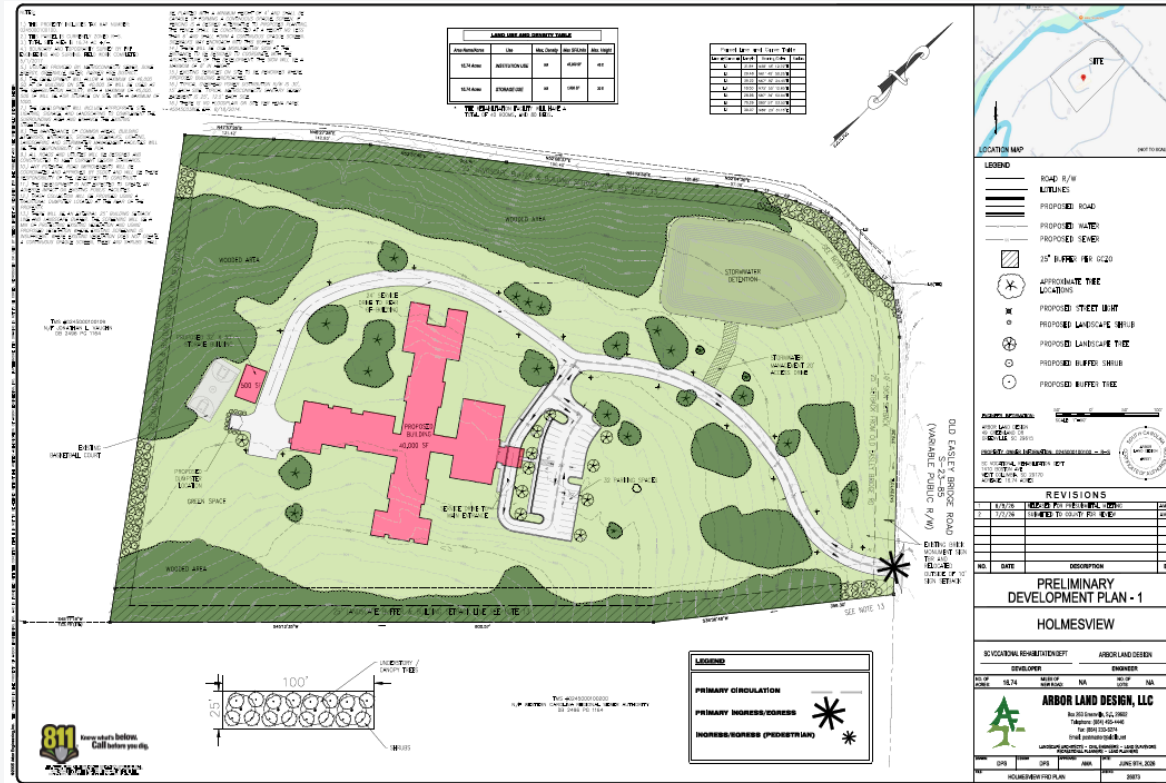


Exhibit B: Architectural Rendering



3799 Old Easley Bridge Rd, Greenville, SC 29611



Lobby



Hall View



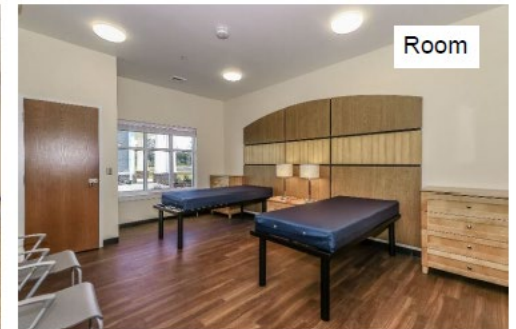
Office



Community Room



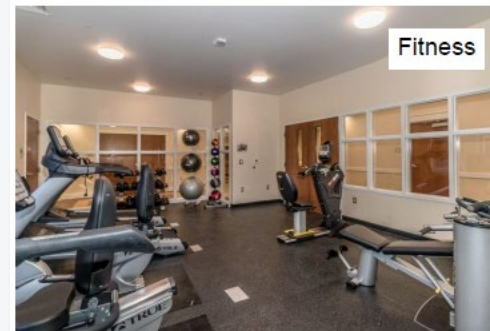
Cafeteria



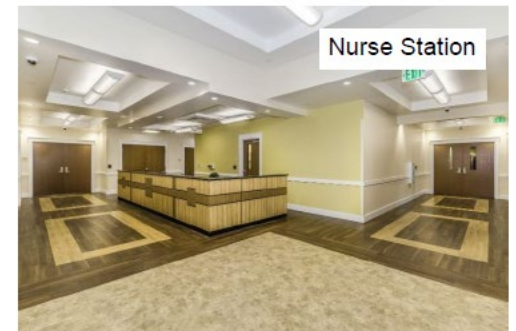
Room



Storage



Fitness



Nurse Station

3799 Old Easley Bridge Rd, Greenville, SC 29611

Conclusion

SCVRD

One agency. Three priorities. One outcome.

A Workplace of Excellence

Equip employees with the training, tools, technology, and modern facilities they need to serve effectively; creating an environment where great work happens every day.

Consumer-Centered Services

Expand access, reduce delays, and connect South Carolinians with disabilities to training pathways aligned with today's in-demand jobs, and tomorrow's emerging opportunities.

A Trusted Talent Resource

Partner with employers to meet real workforce needs through customized solutions, sustained relationships, and a pipeline of skilled, job-ready candidates.

One Outcome: Empowering South Carolinians with disabilities to turn ability into opportunity and connect businesses with the workforce talent they need.