Minutes of the South Carolina Coordinating Council

for Workforce Development (CCWD) Full Council Meeting Minutes

09/22/2025

Executive Committee Attendees	Council Member Attendees	Council Member Remote Attendees
William Floyd (Chairman)		
Dr. Tim Hardee (Vice-Chairman)		
Kayce Cook (proxy for Sup. Ellen Weaver)	Lee Ann Watson (Proxy for Richard A. Hutto)	
Jay West	Todd McCaffrey	
Kim Mann (proxy for Harry Lightsey)	Emily Farr	Dr. Suzanne Thomas (Proxy for Dr. Cole)
Dr. Jeff Perez	Dr. Richard Cosentino	Sen. Rex Rice
Sam Orr (proxy for Sen. Shane Massey)	Hollie Harrell	Ann Vandervliet
Dr. Rebecca Battle-Bryant	Bill Kirkland (replacing Bob Quinn)	
	Sen. Brad Hutto	
	Dr. Harrison Goodwin	
	Cristina Key (proxy for Hugh Weathers)	
	Dr. Galen DeHay	**Council Members Not in Attendance**
	Felicia Johnson	
	Michael Morris	
	Duane Parrish	Cezar McKnight
	Rep. David Vaughan	W. Hartley Powell
	Jess Key	Frank Rainwater
		Dana Yow
		Adrienne Fairwell
		Thomas Freeland

NOTIFICATION OF MEDIA

The South Carolina Coordinating Council for Workforce Development (CCWD) has complied with the requirements of the Freedom of Information Act in notification of the media and posting of the agenda.

CALL TO ORDER AND WELCOME

Chairman Floyd received and acknowledged the attendees, ensuring a quorum. The meeting was then called to order at 10:06 a.m.

BUSINESS SPOTLIGHT

Chairman Floyd welcomed Lt. Governor Pamela Evette, the council members, and other attendees. He then gave the floor to Lt. Gov. Evette to speak about youth employment. She discussed soft skills for today's entering workforce and gave several personal anecdotes related to soft skills, employment, and how to overcome some of the issues in the workforce. The Lt. Gov. touched on being a lifelong learner in today's evolving work-life and the importance of internships for young people. She ended her presentation by encouraging the audience to embrace internships.

After wrapping up, **Dr. Rebecca Battle-Bryant** spoke about generations in the workforce, providing facts and data about different generations. She talked about the unique perspectives of Gen Z specifically and segued into the panel discussion with five Gen Z panelists.

RESEARCH SPOTLIGHT – GEN Z PANEL

Dr. Battle-Bryant then briefly introduced each panelist and welcomed them to the meeting. She began asking targeted questions based on work experience and education. The first question asked what they wished they'd learned before entering the workforce. Answers ranged from interpersonal skills, more guidance, help with scheduling, dealing with authority, and making decisions for yourself. The next question asked about priorities in a job search, with answers focusing on mentorship, fitting in, flexibility in schedule, work culture, impactful/meaningful work, work-life balance, and compensation. The last question asked about what the panelists would change about the workplace. The responses included a human connection, companies being straightforward about their values and mission, partnerships between education entities and businesses, more prepared candidates, and caring about employees from top to bottom.

Dr. Battle-Bryant thanked the panelists for their participation, then tasked the committee members with creating follow-up questions for the panel based on what they had heard. After a 10-minute breakout for preparations, Dr. Battle-Bryant gathered everyone back to ask more questions of the panel. Each panelist talked about what influenced them to begin their workforce journey and what their generation may need to improve upon.

Chairman Floyd then reviewed the CCWD structure and turned it over to **Robert Davis** to present details regarding the metrics.

RESEARCH AND INNOVATION COMMITTEE

Robert Davis showed a visualization of the metrics (Awareness, Skills, and Obstacles) created during the CCWD staff meeting in July. He then outlined the obstacles resource guide, a targeted sector awareness campaign, industry engagement in schools, skills and credential use improvement, and pre-K and K-12 on-grade-level skills for the council to vote on the projects to support in the near future. The council approved three skills-based projects with Kim Mann motioning and Jay West seconding. Sen. Massey abstained from the vote.

VETERANS COMMITTEE

Chairman Floyd requested that **Sec. Todd McCaffrey** give an update about the Veterans Committee. Sec. McCaffrey introduced the SC Smart Start program with a video. This tool will be available in October 2025.

PATHWAYS AND ALIGNMENT COMMITTEE

Chairman Floyd then asked **Bunnie Ward** to speak about the Pathways and Alignment Committee. She presented information about the different initiatives (Career Pathways and Education Alignment Toolkit) to standardize elements related to education alignment throughout the state.

PORTAL STEERING COMMITTEE

Dr. Richard Cosentino gave a brief overview of the PSC's purpose and detailed some of the initiatives of the committee. He illustrated how the terminology for this portal project is being updated and aligned, and then provided information related to the Find Your Future website and portal. Dr. Cosentino addressed the experiments (Future Finder AI Pilot and Google Prototype).

Chairman Floyd then asked Dr. Battle-Bryant to give some final reminders and wrap up the main points of the meeting. After the review, Chairman Floyd welcomed new member **Jess Key** to her first full council meeting, approved the meeting minutes from the June council meeting, and asked **Kim Mann** to move to approve the motion.

OTHER BUSINESS AND ADJOURNMENT

Chairman Floyd wrapped up by acknowledging everyone's work and asking for final questions.

The meeting was adjourned at 11:54 am.

Minutes transcribed by: Jennifer Judy

Jennifer Judy, Administrative Coordinator

Office of Statewide Workforce Development