

**Minutes of the South Carolina Coordinating Council for Workforce Development
(CCWD)**

Pathways Committee Meeting

8/18/26, 9:00 AM, MS Teams

ATTENDEES

Dr. Jeff Perez, President, SC Commission on Higher Education (Committee Co-Chair)

Josh Black Director, Office of Career Readiness, SC Department of Education (Committee Co-Chair)

Dr. James Thompson, Workforce Development Manager, SC Commission on Higher Education (Committee Coordinator)

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

Marlena Isaac, Consultant, Office of Statewide Workforce Development, SCDEW (Committee OSWD Liason)

Carol Hayman, Analytics Coordinator, Labor Market Information, SCDEW (Committee OSWD Liason)

Dr. Bryan Grady, Assistant Executive Director, Labor Market Information, SCDEW

Brandon Wilkerson, LMI Analytics Director, Labor Market Information, SCDEW

Taylor Hendrix, Workforce Insights Analyst, Labor Market Information, SCDEW

Alex Tomlinson, Executive Assistant, SCDEW

Patricia Ferguson, Trident Regional Workforce Advisor, SCDEW

Dr. Salandra Bowman, Chief Learning Officer, SCETV

Tyler Livezey, Ombudsman, SC Dept of Labor, Licensing and Regulation

Ann Lefebvre, Executive Director, MUSC

Jonathan Valentine, Enterprise Director Workforce Development, MUSC

Lauren Pigue, Sourcing Specialist, MUSC

Casey Woodling, Director, Pre-College & College Pathway Programs, CCU

Bryan Boroughs, Executive Director, Furman University

Kelly Gregory, Director, Public Education Projects and Partnerships, Furman University

Callie Price, Director of Workforce and Policy, SC Competes

Melissa Bosse, Government and Community Relations, Newport News Shipbuilding

Jess Key, Director of Talent Acquisition, Newport News Shipbuilding

AGENDA ITEMS

- **Meeting Objectives:** The purpose of this meeting is to establish a shared vision for pathways that work across K-12, Adult Education, and Higher Education; strengthen consistency in how pathways are defined and communicated; and identify clear committee deliverables that support statewide alignment through CCWD.
 - Welcome & Introductions:
 - Purpose of the committee
 - Grounding on why the committee exists and the need to focus on the scope
 - Committee Norms & Scope of Work
 - Current State of Pathways Committee Work
 - Guiding question: How do we create a vision for pathways that accomplish goals of K-12, Adult Education, and Higher Education?
 - Core Deliverable: Components/Definition
 - Identify the components of a pathway.
 - Create a common pathway definition.
 - Deliverables & deadlines: Committee Deliverables: 08/21/26, Committee Quarterly Report: 08/28/26
 - Confirm next steps/meeting cadence

SUMMARY

- Committee affirmed focus on a statewide, non-vendor, mission-driven **pathways roadmap** that balances high-level guidance (an "atlas") with usable detail for families and learners.
- Agreed to **inventory existing pathway projects via a shared Google spreadsheet** - entries due by Aug 26.
- **Committee Quarterly report** submission targeted for Aug 28.
- Group worked toward a **one-sentence working definition of a pathway** emphasizing intentional, structured movement, awareness/experiences, and connections that lead to career entry and advancement.

KEY DISCUSSION POINTS

COMMITTEE PURPOSE AND SCOPE

- *What was discussed:* Transition from the former Pathways and Education Alignment Committee to an independent Pathways Committee focused on providing roadmaps for families/students and aligning projects statewide.
- *Outcome / Decision:* Maintain a statewide vision and avoid product/vendor-specific solutions. Focus on movement through education-to-work pipelines and high-level, usable maps.

PATHWAYS INVENTORY (SPREADSHEET / GOOGLE DOC)

- *What was discussed:* Need to capture all ongoing pathway projects across organizations (name, project manager, scope, purpose, audience, timeline). Josh shared a working spreadsheet and asked members to contribute.
- *Outcome / Decision:* Members were asked to populate the CCWD Pathways Inventory Google Doc. Target: Have organizational entries uploaded by Aug 26 to enable report consolidation.

“PATHWAY” DEFINITION (EXERCISE / WHITEBOARD)

- *What was discussed:* Group brainstormed synonyms and themes in MS Teams chat using a whiteboard exercise to cluster words. Frequent themes were movement, intentionality, awareness, journey/roadmap, connections, credentials.
- *Outcome / Decision:* Working one-sentence definition drafted on the whiteboard emphasizing a meaningful, structured, intentional movement along a defined journey that builds awareness, experience, credentials, and connections. Committee will refine and finalize outside the meeting.

EXAMPLE: PRACTICAL PIPELINE VS. PATHWAY

- *What was discussed:* Practical difference between employer pipelines (training/hiring/advancement) and broader pathways (K–12 to postsecondary to work). Jess Key, Newport News Shipbuilding, described real-world pathways/pipelines and how training, qualifications, and internal mobility are used.
- *Outcome / Decision:* Employer examples are valuable complements to the pathway atlas and will be captured (visuals and program examples) to illustrate both pipelines and broader pathways.

VISUALS, PORTAL INTEGRATION, AND FIND YOUR FUTURE

- *What was discussed:* Need for visuals (maps/graphics) and linkage to the Find Your Future portal to help individuals map options and next steps.
- *Outcome / Decision:* Committee supports creating visuals and using the portal where possible; members encouraged to share examples and visuals for inclusion.

COMMITTEE DELIVERABLES

- *What was discussed:* Produce a committee report for the executive committee based on the inventory deliverable.
- *Outcome / Decision:* James Thompson will submit consolidated quarterly report by Aug 28.

NEXT STEPS

- All members populate CCWD Pathways Inventory (Google Doc) by Aug 26.
- James Thompson will consolidate and submit first quarterly Pathways report by Aug 28.
- Determine regular meeting cadence based on scheduling survey results and confirm next meeting date/time.
- Finalize a concise one-sentence pathway definition based on committee refinement outside the meeting.
- Capture employer and visual examples to illustrate pathways vs. pipelines. Members are encouraged to share visuals and program details.