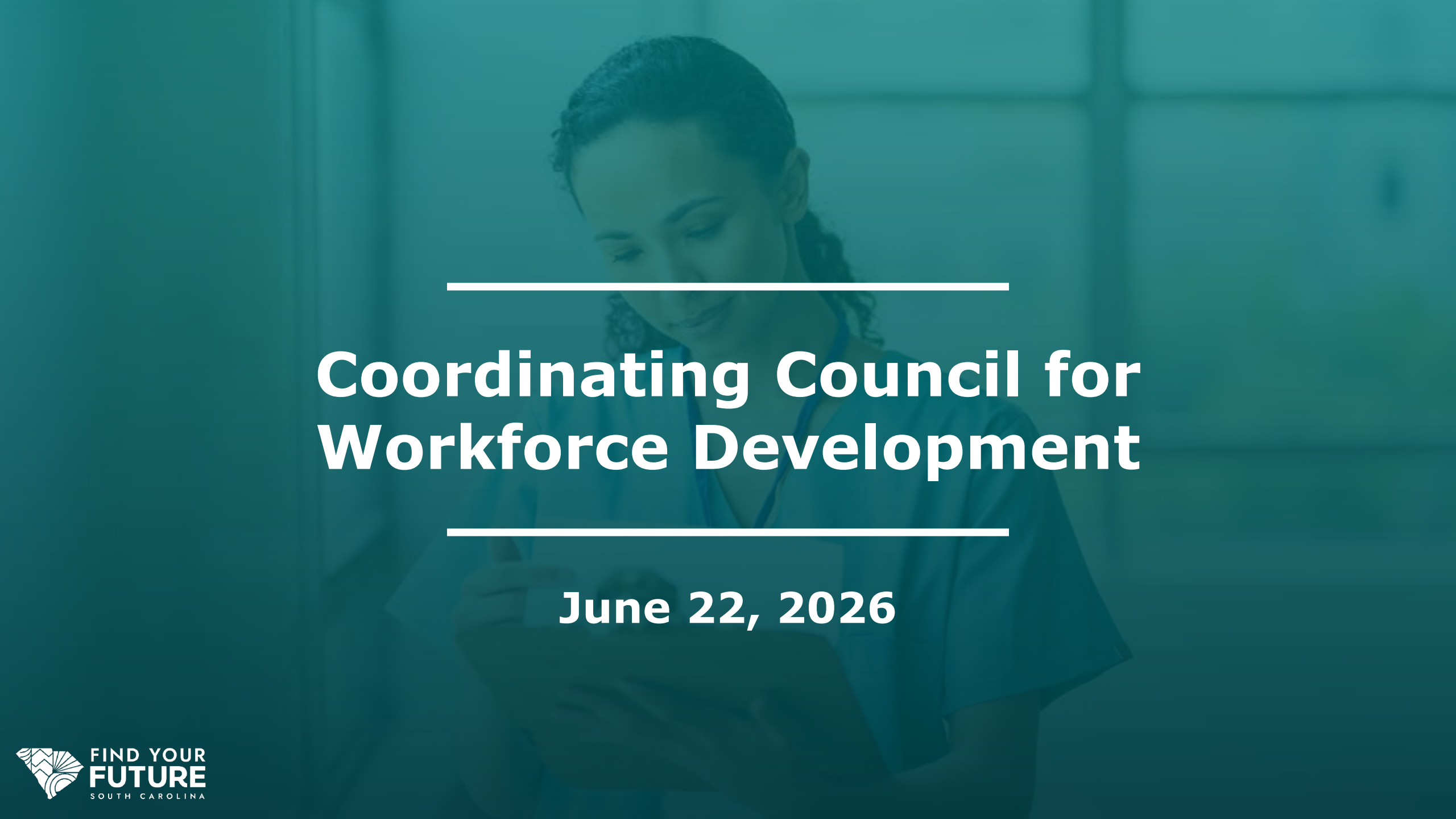


Coordinating Council for Workforce Development

June 22, 2026

FIND YOUR FUTURE
SOUTH CAROLINA



Agenda

- Welcome, Minutes, and Membership
- USP and Committee Structure Update
- EOC, College and Career Readiness
- Community Engagement Panel
- Lead Staff and Project Updates
  - Workforce Pell
  - Supply Gap Analysis
- Other Business and Adjournment

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Minutes and Membership

March 23, 2025, Meeting Minutes

Minutes of the South Carolina Coordinating Council

for Workforce Development (CCWD) Full Council Meeting Minutes

03/23/2026

Executive Committee Attendees

William Floyd (Chairman)
Dr. Rebecca Battle-Bryant
Dr. Kayce Cook (proxy for Sup. Ellen Weaver)
Jay West
Dr. Jeff Perez
Kim Mann (proxy for Harry Lightsey)

Council Member Attendees

Cristina Key (proxy for Hugh Weathers)
Dr. Galen DeHay
Jess Key
Dana Yow
Adrienne Fairwell
Michael Morris
Andy Carr
Ann Vanderlint
Mandy Baltzegar
Barbara Livingston
Felicia Johnson
Emily Farr
Dr. Lloyd Willis (proxy for Richard Cosentino)
Hollie Harrell
Jay Hamm
Tana Lee

Virtual Attendees

Sen. Ros Rice
Rep. David Vaughan
Dr. Tim Hardee
Robert Macdonald
Duane Parrish

Not in Attendance

Cesar McKnight
W. Hartley Powell
Dr. Harrison Goodwin
Sen. Brad Hutto
Frank Rainwater
Bill Kirkland
Thomas Freeland
Dr. Suzanne Thomas (Proxy for Dr. Cole)
Sam Orr (proxy for Sen. Shane Massey)
Lee Ann Watson (Proxy for Richard A. Hutto)

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 greeted and acknowledged the attendees, confirming a quorum. The meeting was then called to order at 10:01 a.m.

MEMBERSHIP UPDATES

Chairman Floyd reviewed the agenda and requested a motion to approve December's full council meeting minutes. **Dr. Rebecca Battle-Bryant** then welcomed the newly appointed CCWD members, Robert Macdonald and Erin Clarke, and introduced each member with a brief biography and work history.

After wrapping up, **Chairman Floyd** mentioned the Find Your Future podcast and then transitioned to the Research Spotlight focused on internships.

RESEARCH SPOTLIGHT – INTERNSHIP FOCUS

Dr. Battle-Bryant reviewed the findings from prior panels with internship-related information and provided evidence-based results.

Dr. Battle-Bryant gave an overview of the structure and organization of the breakout activity, which included CCWD member groups, roles, and specific questions about internships to discuss and record. The members discussed three questions in their groups for about 15 minutes. After answering the questions, the members shared their ideas from their groups. **Mandy Baltzegar, Michael Morris, Tana Lee, Dr. Erin Clarke, Jess Key, Andy Carr, and Dr. Tim Hardee** presented for their groups, reporting the number of internship participants. They also shared several challenges for employers offering internships. Finally, they suggested some ideas to promote and increase internships throughout South Carolina.

Next, the council heard from employer panelists (Warren Snead (Cooper Standard Tire), Dudley Jackson (S.C. Department of Parks, Recreation, and Tourism), and Julie Denesha (Spartanburg Regional Hospital) who are considered experts in the realm of internships. Dr. Battle-Bryant introduced each member and invited them to discuss their roles and programs. She then facilitated a similar conversation about the development and implementation of internships. Each panelist discussed challenges, their experiences, and perspectives in their respective fields. After the main discussion, Dr. Battle-Bryant called for questions from the council.

To wrap up the discussion, Dr. Battle-Bryant asked the council to consider what they'd heard today about future conversations about internships and provided topics for upcoming meeting panels.

Next, **Chairman Floyd** pointed to the CCWD updates, highlighted the current and upcoming state education and workforce initiatives – two involving the governor's office, and turned it over to **Secretary Todd McCaffrey** to present updates about the Veterans Committee.

COMMITTEE UPDATES

VETERANS COMMITTEE

Sec. McCaffrey reviewed current initiatives of the Veterans Committee and asked **Dave Rozelle** to detail some of the milestones of each project and activity.

Chairman Floyd thanked Sec. McCaffrey for bringing the council up to date and transitioned to a Pathways & Alignment Committee update from Bunny Ward.

PATHWAYS AND ALIGNMENT COMMITTEE

Bunny Ward discussed the education program circle related to the subcommittees focused on education and career pathways. She provided status updates for the education alignment toolkit, career pathways tool, high-value credentials, and industry engagement in schools. Finally, she showed a preview of the website page for the industry engagement in schools initiative.

RESEARCH AND INNOVATION COMMITTEE

Chairman Floyd then asked **Dana Yow** to speak about the Research and Innovation Committee. She presented information about the various initiatives (College and Career Ready Indicators, Supply Gap Analysis, and Workforce Outcomes research) and status updates on each topic.

PORTAL STEERING COMMITTEE

Dr. Lloyd Willis detailed some committee initiatives, including updates about the Find Your Future Portal timeline for 2026 and 2027. He described and detailed the governance structure and gave a brief update on the Google experiment. Finally, Dr. Willis mentioned a data dashboard for the Find Your Future website.

OTHER BUSINESS AND ADJOURNMENT

Chairman Floyd ended by acknowledging everyone's work and reminding the group to meet the new members. He requested questions and then concluded the meeting.

The meeting was adjourned at 12:00 pm.

Minutes transcribed by: Jennifer Judy

Jennifer Judy, Administrative Coordinator
Office of Statewide Workforce Development

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SOUTH CAROLINA

COORDINATING COUNCIL FOR WORKFORCE DEVELOPMENT

Membership

Chair



William Floyd, Chair*
Director, Department of Employment and Workforce

Vice-Chair



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

Executive Committee



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



Harry M. Lightsey, III*
Secretary, Department of Commerce



Shane Massey*
Senator, South Carolina Senate



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



Ellen Weaver*
State Superintendent, Department of Education



Jay West*
Appointee of the Speaker of the House of Representatives

Full Council



Mandy Baltzegar
Executive Director of Human Resources, Phoenix Specialty



Andy Carr
President/CEO, Manufacturing Extension Partnership



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



Dr. David Cole
President, Medical University of South Carolina



Dr. Richard Cosentino
President, Lander University



Dr. Galen DeHay
President, Tri-County Technical College



Adrienne Fairwell
President & CEO, SCETV and SC Public Radio



Emily Farr
Director, Labor, Licensing, and Regulation



Thomas Freeland
Chair, State Workforce Development Board



Dr. Harrison Goodwin
Superintendent, Kershaw County School District



Jay Hamm
Vice President of Operations, Lexington Medical Center



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



Brad Hutto
Senator, South Carolina Senate



Felicia Johnson
Commissioner, Vocational Rehabilitation Department



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



Bill Kirkland
Interim Director, South Carolina Research Authority



Tana Lee
Business Development Manager, Pyramid Contracting, LLC



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



Robert Macdonald
Executive Director, Housing Finance and Development Authority



Todd McCaffrey
Secretary, Department of Veterans' Affairs



Cezar McKnight
Former Member, South Carolina House of Representatives



Michael Morris
Head of Site HR / Compliance Delegate



Duane Parrish
Director, Department of Parks, Recreation, and Tourism



W. Hartley Powell
Director, Department of Revenue



Frank Rainwater
Director, Revenue and Fiscal Affairs



Rex Rice
Senator, South Carolina Senate



Ann Vandervliet
Executive Director, First Steps to School Readiness



David Vaughan
Member, South Carolina House of Representatives



Hugh E. Weathers
Commissioner, Department of Agriculture



Dana Yow
Director, Education Oversight Committee

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Unified State Plan and Committee Structure

Values

The standards that guide the CCWD and its members when making decisions



Industry-Driven Strategies

Align education and training to employer needs with a focus on priority industries



Worker Mobility

Help individuals move into careers, and provide clear pathways and support for continuous advancement



Integrated Systems

Connect education, workforce development, and support services into a single system



Accountability

Evaluate programs to ensure they lead to positive outcomes such as increased job placement or higher wages



Flexibility and Innovation

Adapt to the change in workforce needs and include AI literacy and skill development

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New Status

Pathways Committee

Direction

Improves the consistency, clarity, and usability of career pathway information for students, families, educators, and jobseekers

Co-Chairs

Dr. Jeff Perez, CHE
Josh Black, SCDE

Staffing

Member lead staff will identify Subject Matter Experts (SMEs)

Employer Alignment Committee

Includes Employer Working Group for Workforce Pell

Direction

Reduces the duplication of efforts and improves employer engagement across education and workforce programs

Co-Chairs

Bunny Ward, TransformSC
Tana Lee, Pyramid Contracting

Staffing

Member lead staff will identify Subject Matter Experts (SMEs)



Coordinating Council for Workforce Development

College and Career Readiness

Dr. Matthew Lavery, EOC, Deputy Director

College and Career Readiness Return on Investment

Results to Date

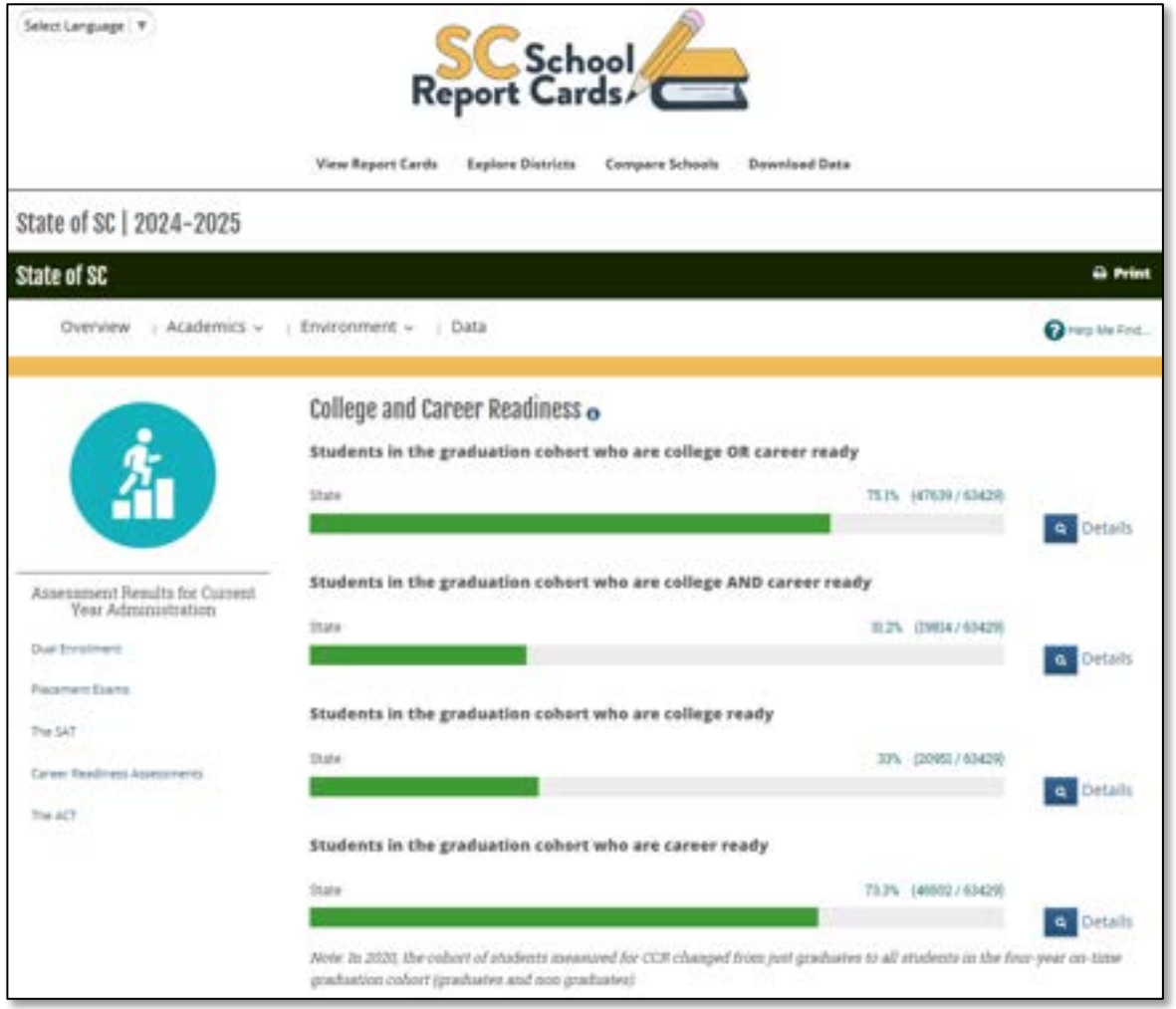
June 22, 2026

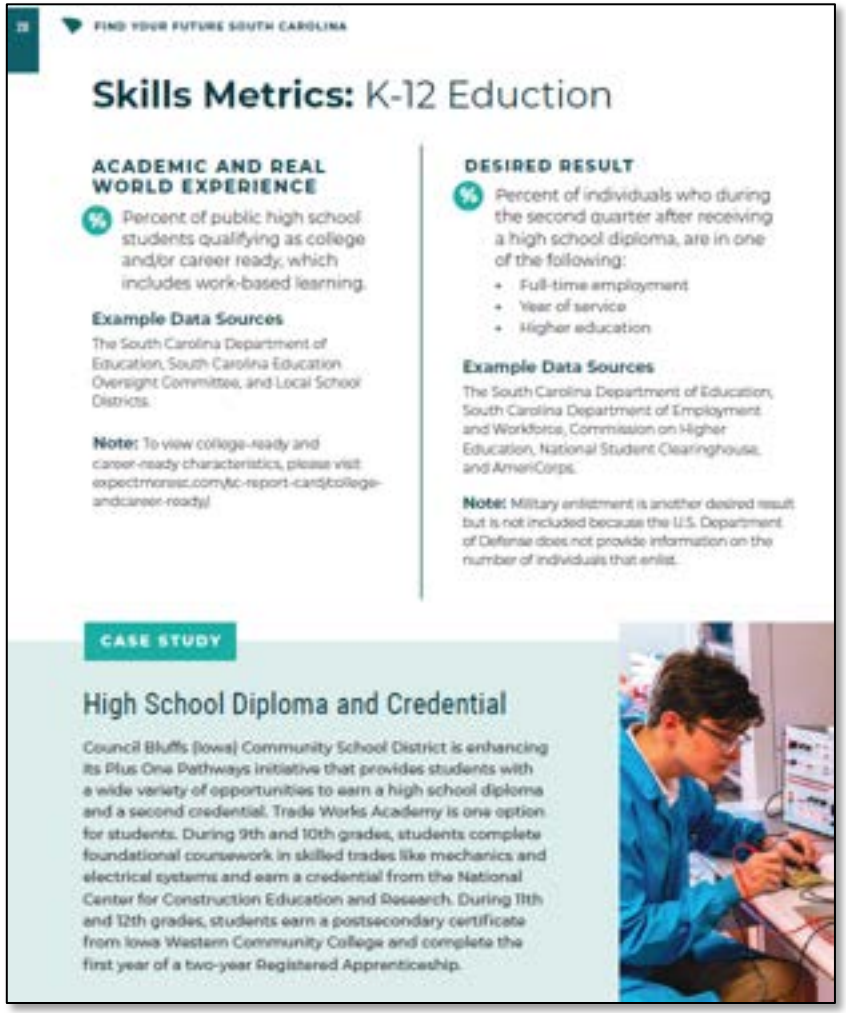
Matthew R. Lavery
Deputy Director

SC EDUCATION OVERSIGHT COMMITTEE
Reporting facts. Measuring change. Promoting progress.

E-mail: mlavery@eoc.sc.gov
Office: 803.734.2805

Examining College & Career Readiness...





College & Career Readiness (CCR) Indicators

- Measures percent of students in a high school's graduation cohort who are identified as either **college** or **career** ready
- **College Ready:** College Preparatory Courses w/ a Test of Mastery
  - AP Exam ≥ 3
  - IB Exam ≥ 4
  - Cambridge Intl. Exam ≥ C
  - ACT Score ≥ 20
  - SAT Score ≥ 1040

  College Readiness Exams
  - ≥ 6 dual enrollment credits
- **Career Ready:**
  - Career Readiness Assessment
  - CTE Completer with Credential
  - ASVAB Score ≥ 31
  - Complete Work-Based Learning
  - SC HS Employability Credential

How Is Readiness Defined?

In Code

All graduates should have the opportunity to qualify for and be prepared to succeed in entry-level, credit-bearing college courses, ***without the need for remedial coursework, postsecondary job training, or significant on-the-job training****.*

SC Code §59-18-100

In Practice

College Ready

Should be associated with higher rates of postsecondary **enrollment** and **continuation**.

Career Ready

Should be associated with higher rates of **employment** and **earnings**.

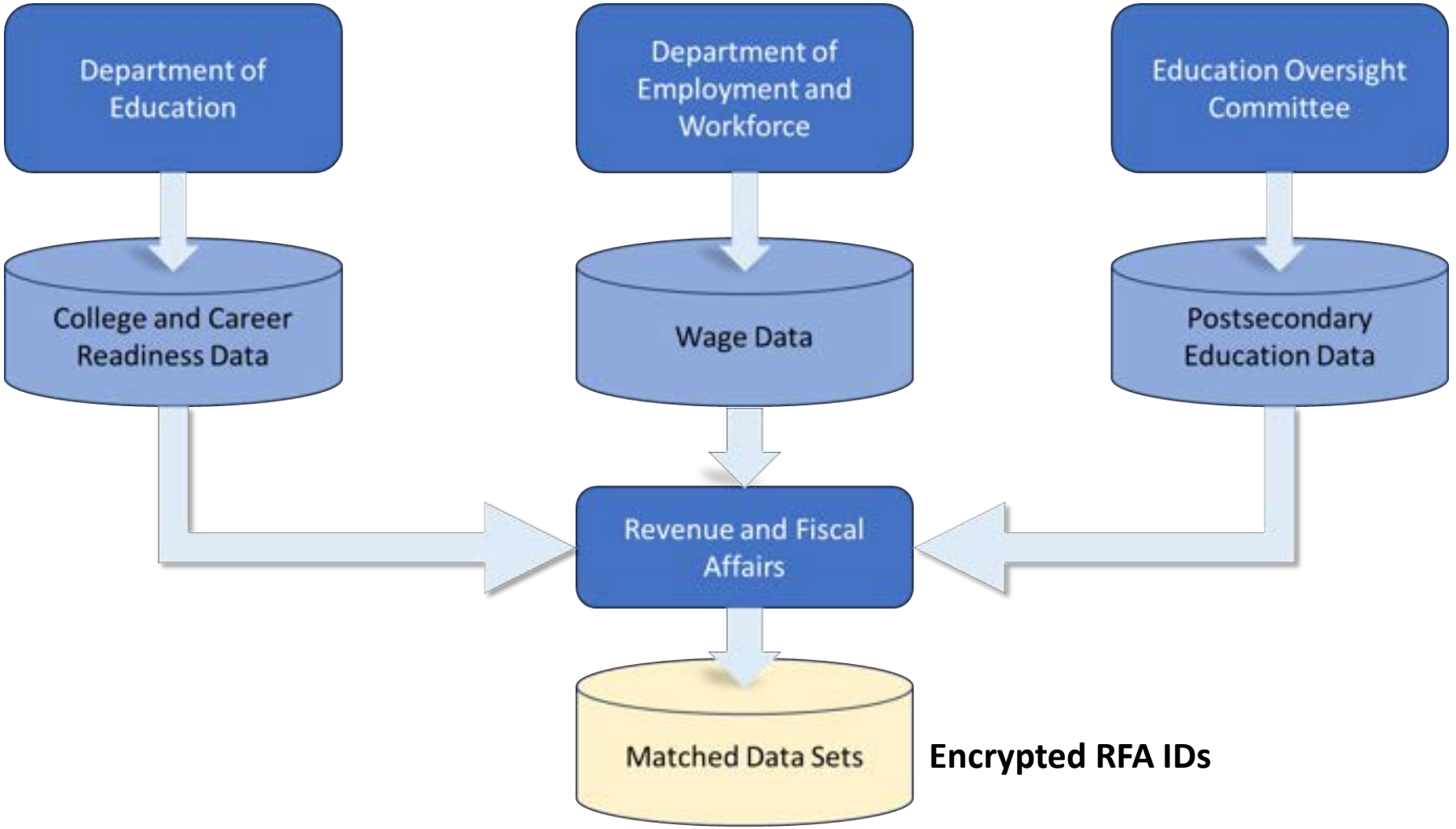
Our Research Questions

1. Across the graduation cohorts analyzed (2020-2024), how many students earn each **CCR** designation?

2. How do **College Ready** designations relate to…
   - … ***enrollment*** in college within one year?
   - … ***continuance*** in college for a second year?

3. How do **Career Ready** designations relate to…
   - … ***annualized earnings*** for the year after high school?

Data Sources:



The Matched Data

Four sources joined on a shared de-identified student ID

SCDE graduation records

579,233 graduation records: the universe of SC high school graduation outcomes since **2014**.

SCDE CCR file

382,915 students with Y/N designation flags for all 11 qualifying pathways since **2018**.

EOC / National Student Clearinghouse

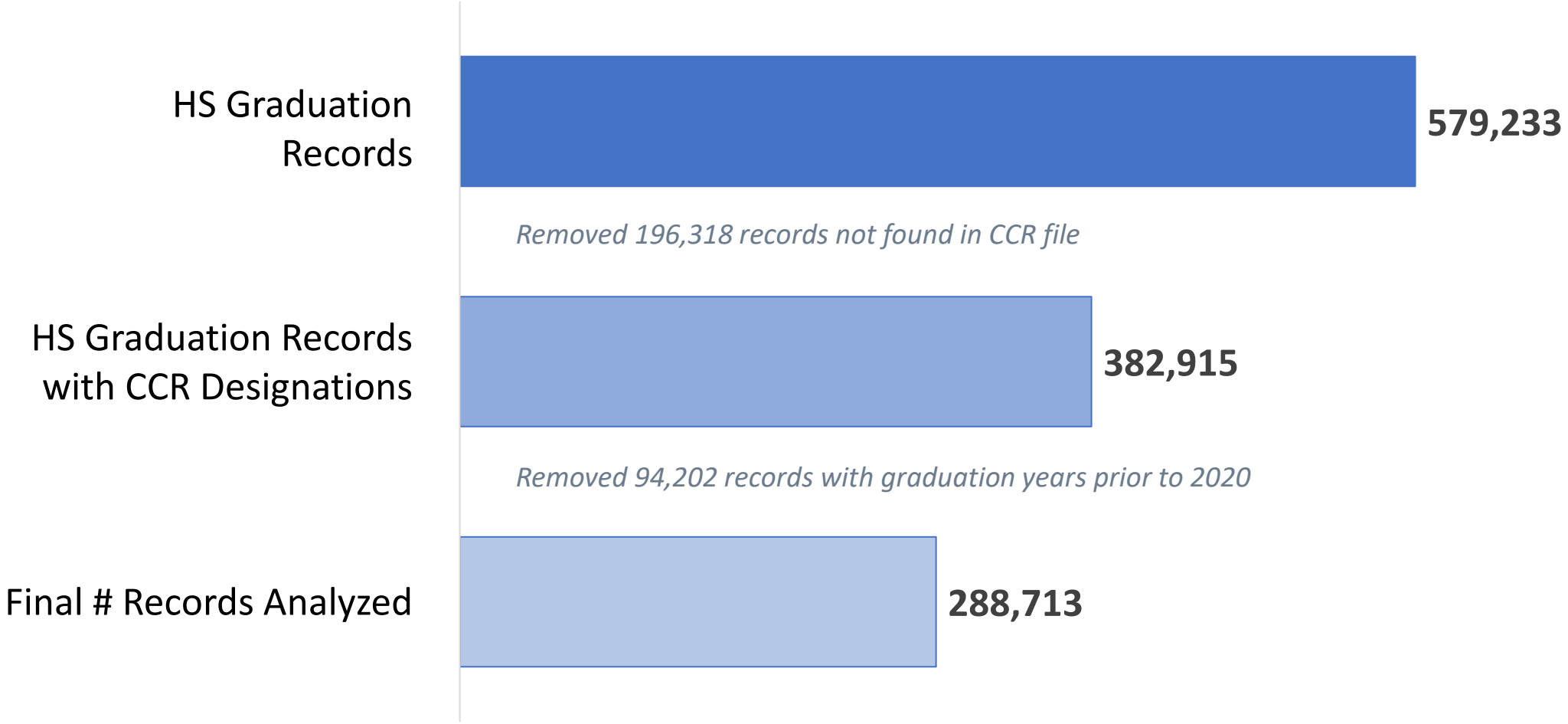
Postsecondary enrollment, retention, persistence, and the trusted graduation date since **2017**.

DEW wage records

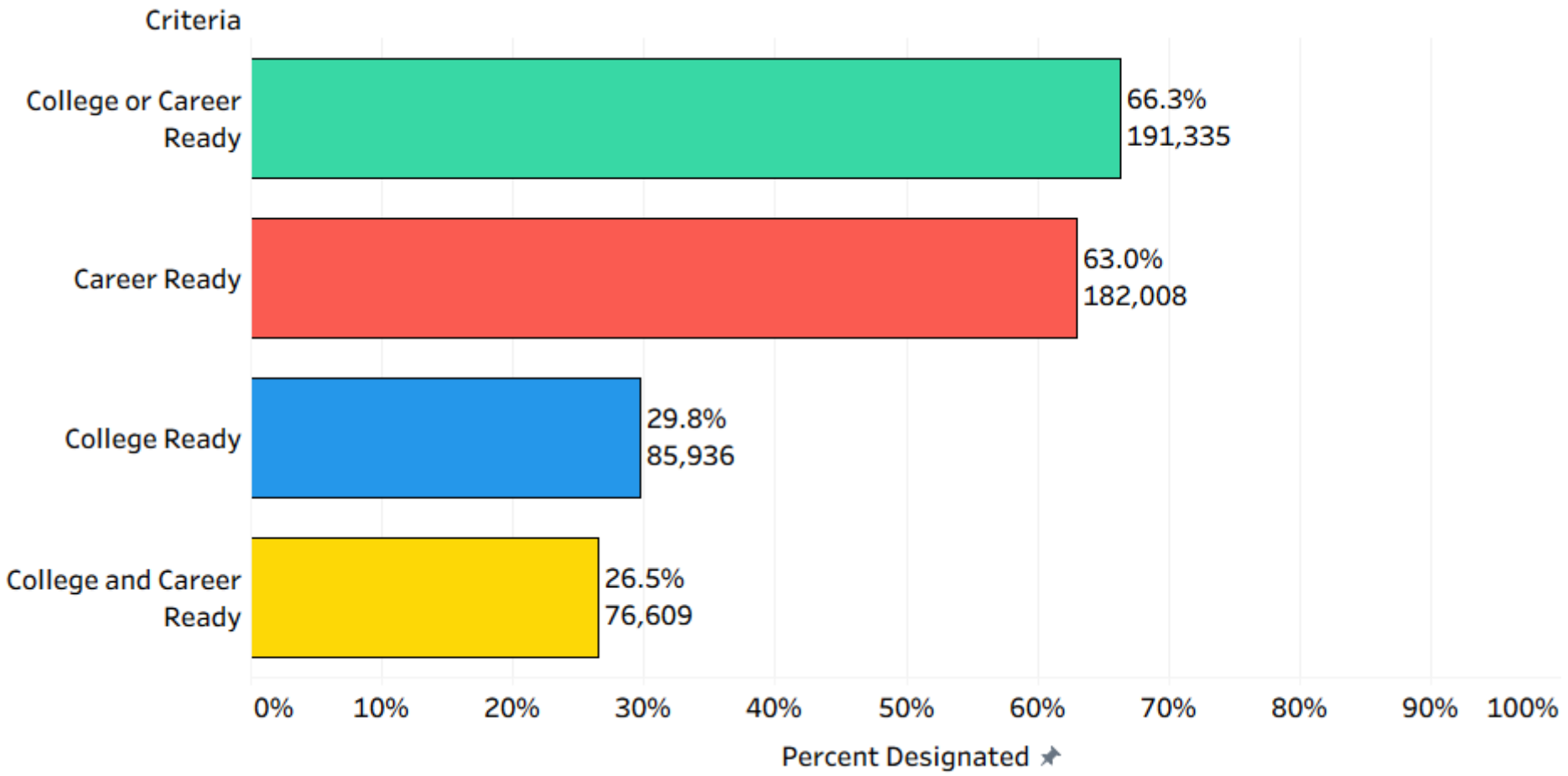
10.9M quarterly wage records from SC UI-covered employment since **2011**.

Coverage note: DEW wages cover SC UI-covered jobs only (no out-of-state, military, federal, or self-employment). Figures based on fewer than 20 students are suppressed.

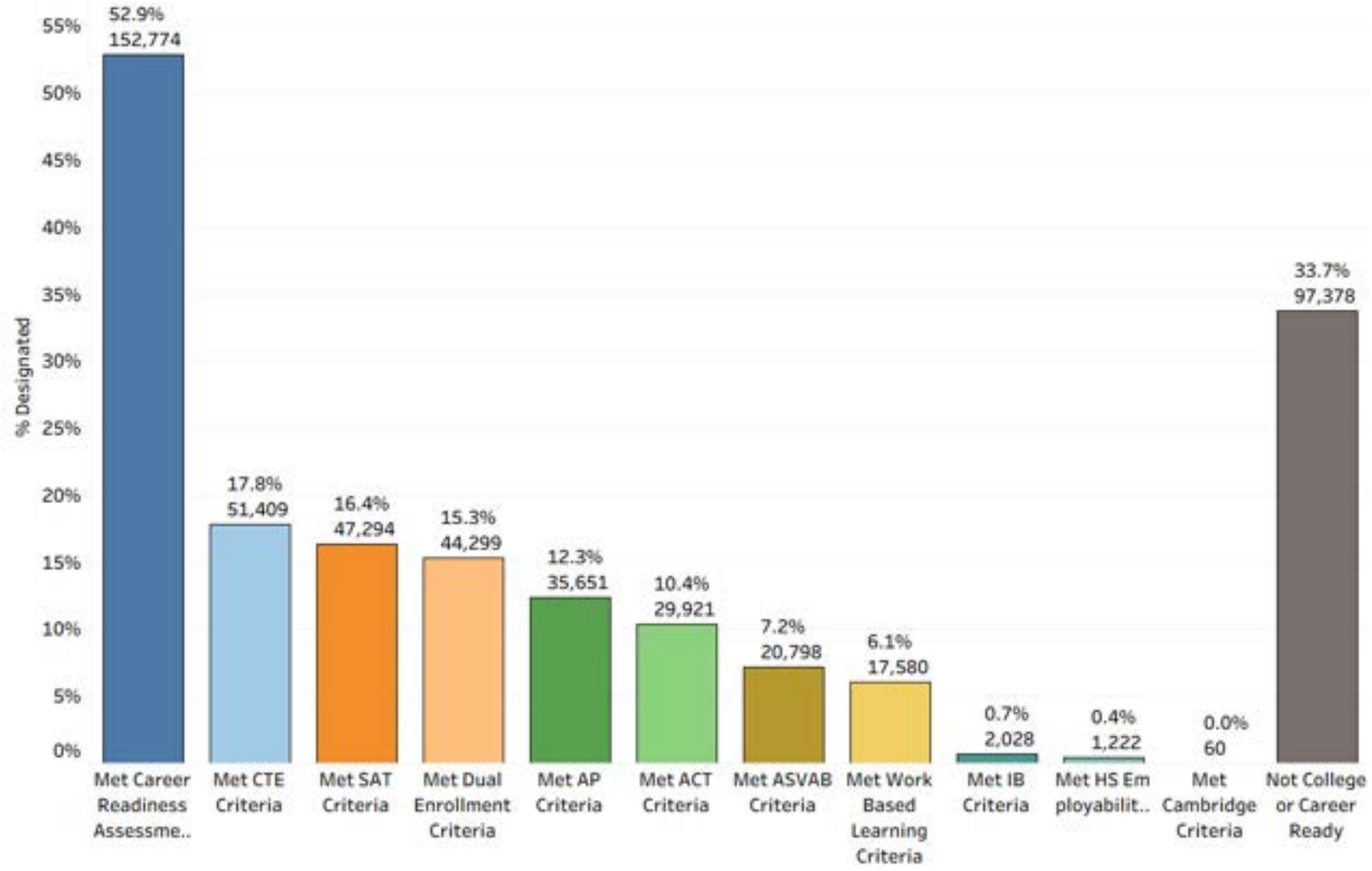
Sample Size


HS Graduation Records
579,233
Removed 196,318 records not found in CCR file
HS Graduation Records with CCR Designations
382,915
Removed 94,202 records with graduation years prior to 2020
Final # Records Analyzed
288,713

Percent of Students with CCR Designation



Percent of Students with CCR Designation



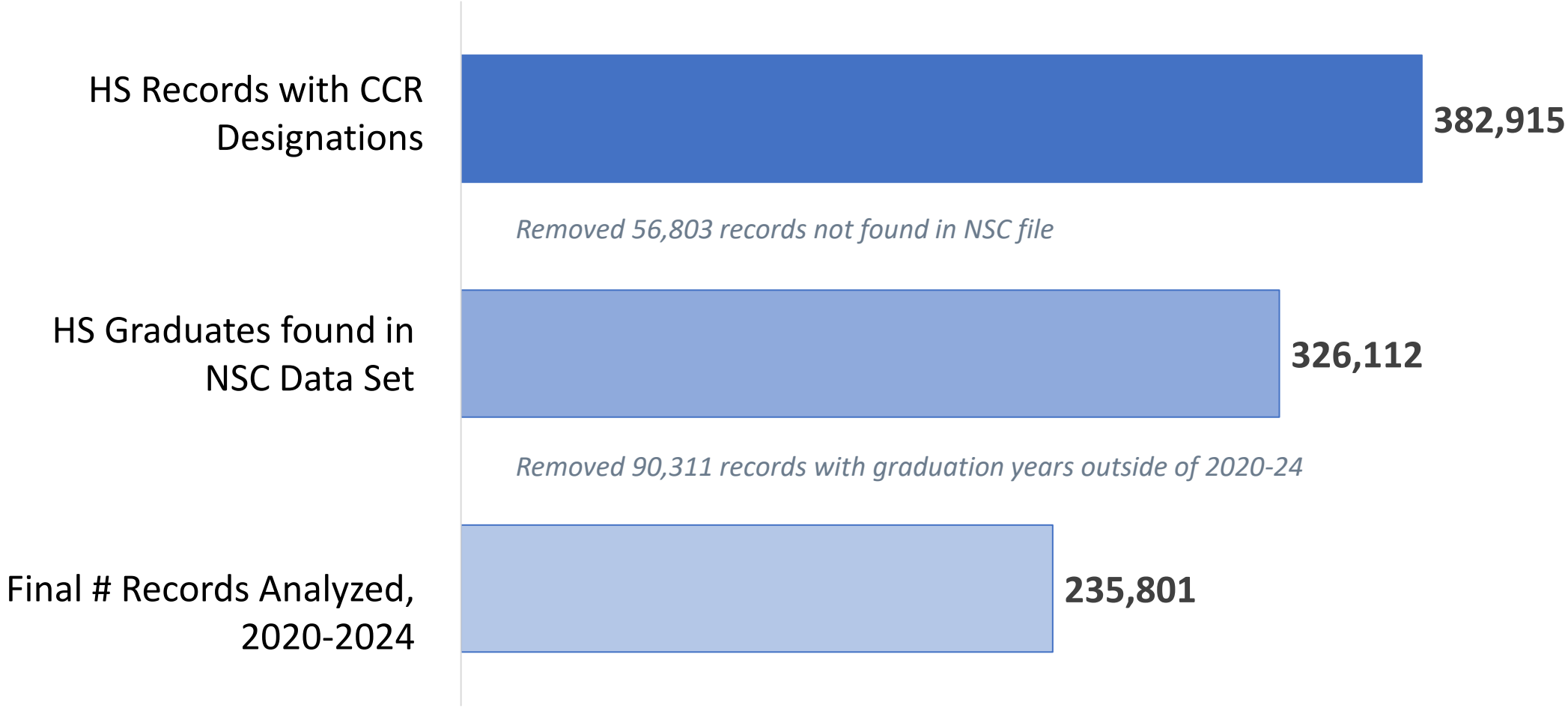
College Enrollment and Continuance by CCR Designation

College Readiness

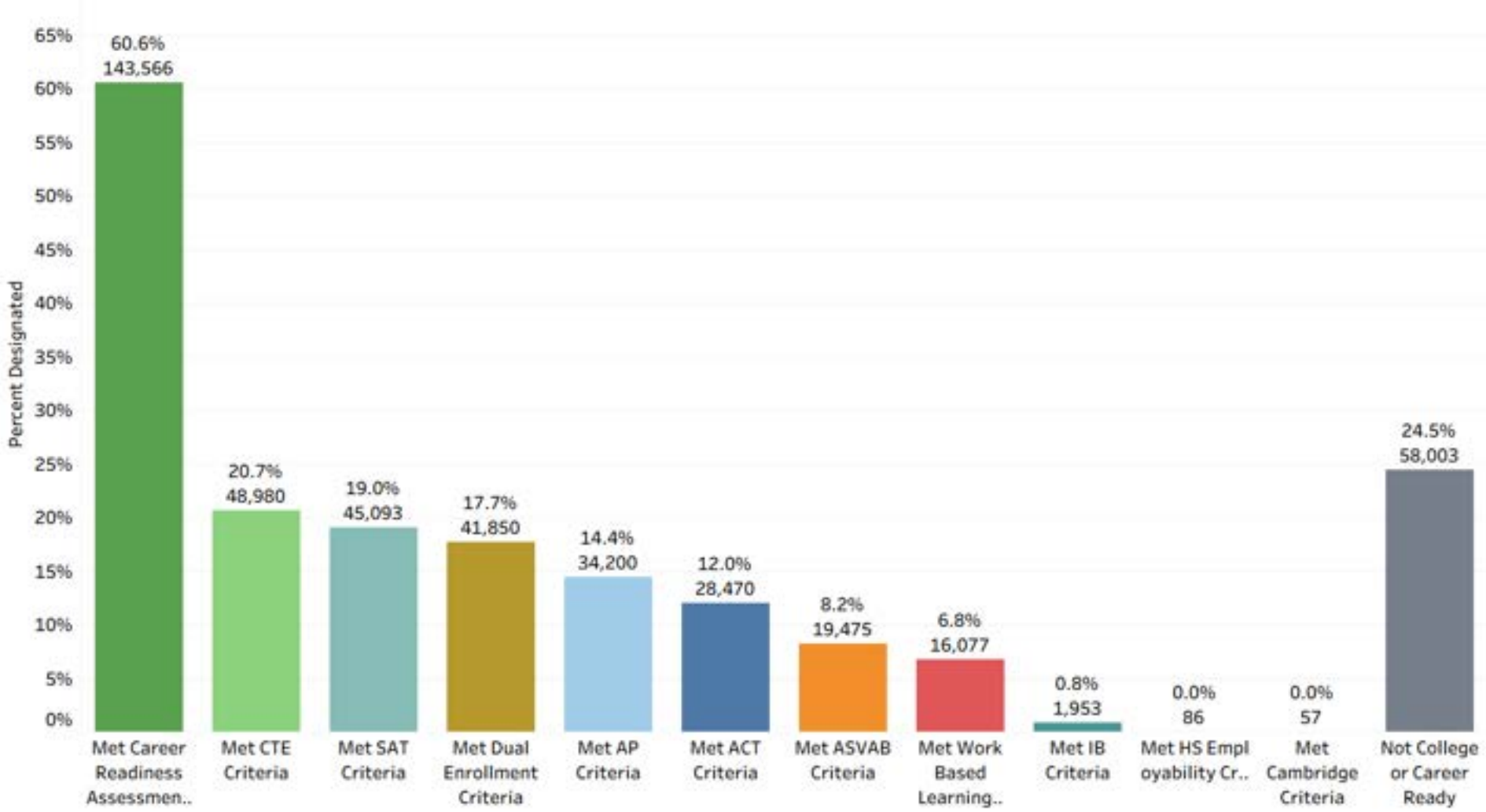
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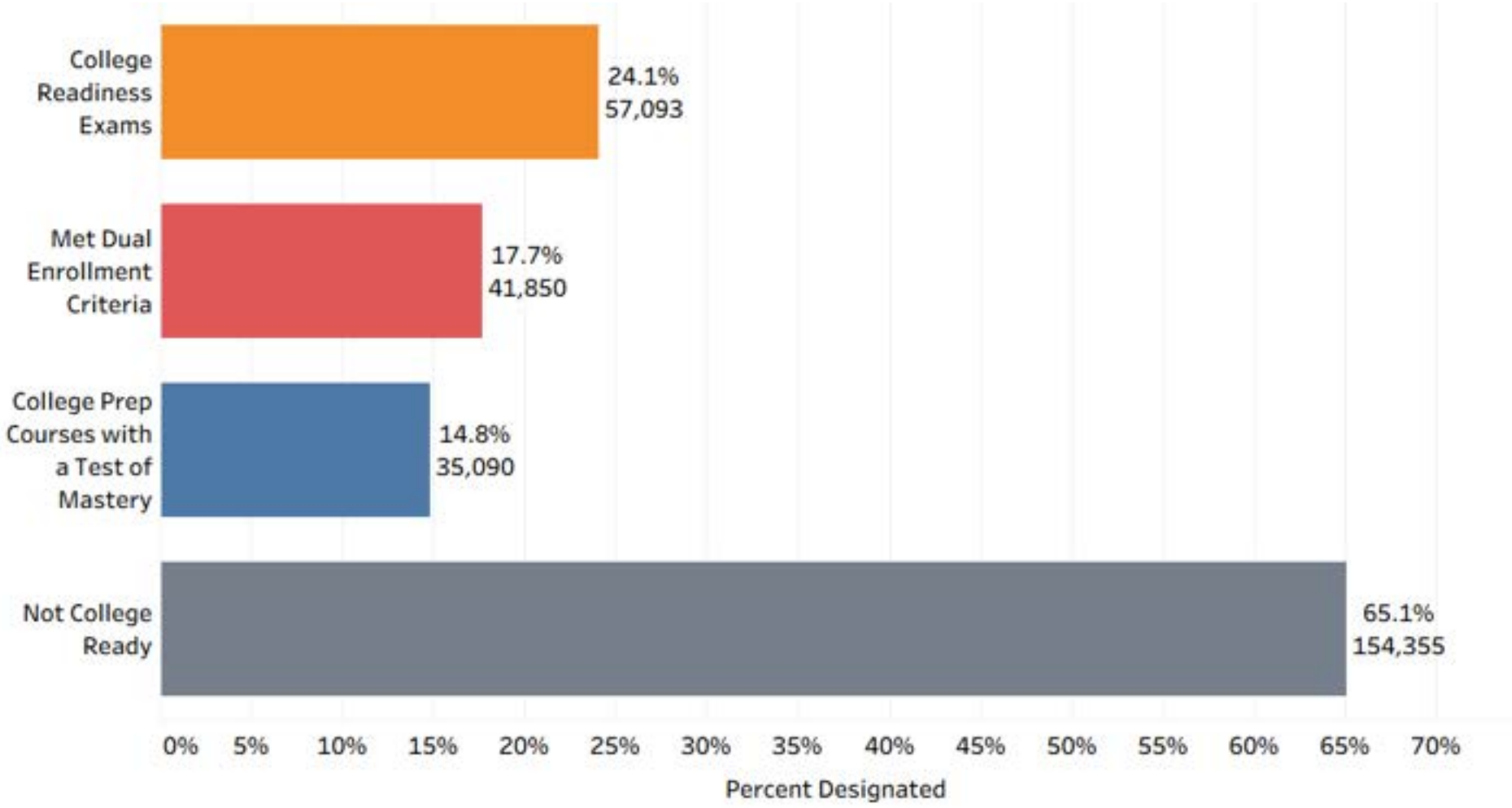
Sample Size


HS Records with CCR Designations
382,915
Removed 56,803 records not found in NSC file
HS Graduates found in NSC Data Set
326,112
Removed 90,311 records with graduation years outside of 2020-24
Final # Records Analyzed, 2020-2024
235,801

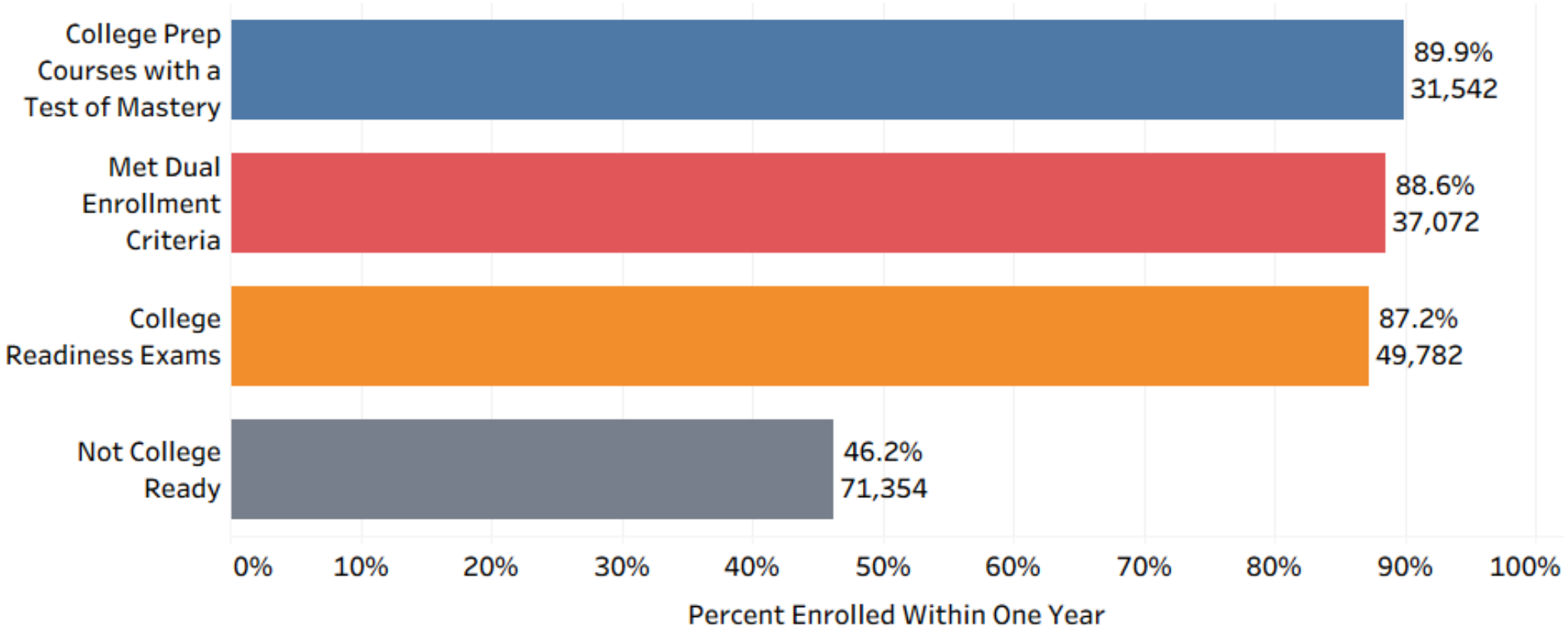
Percent of Graduates with CCR Designation



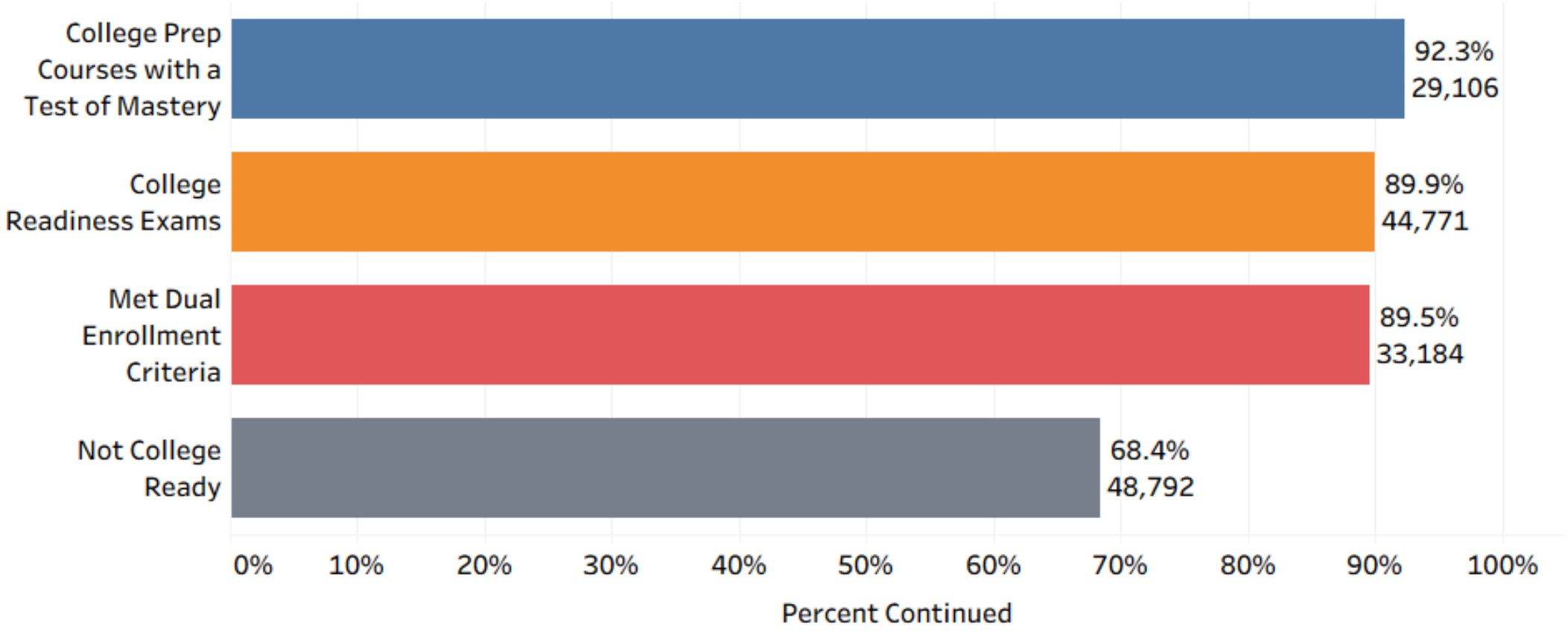
Percent of Graduates with CCR Designation- College Ready



Enrolled within One Year of HS Graduation, 2020-24



Continued in Year 2, 2020-24



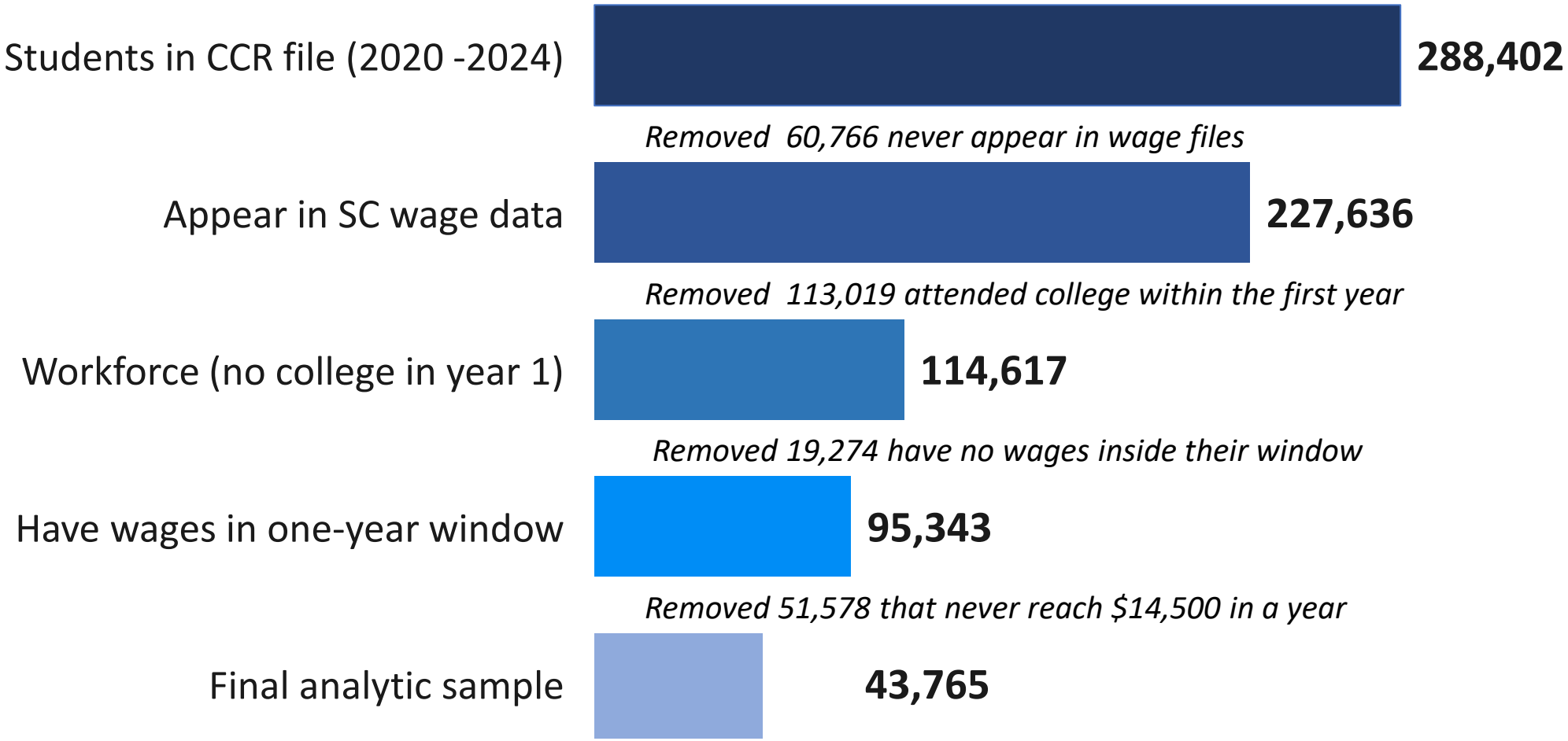
Wage Comparison by CCR Designation

Career Readiness

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Who ends up in the analysis

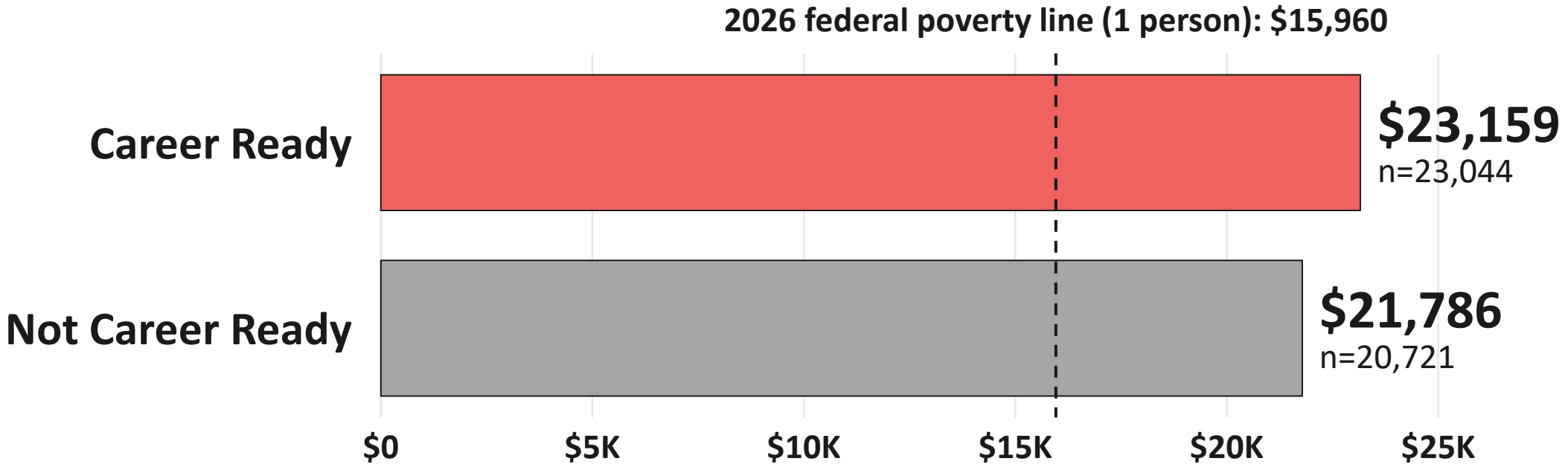


The $14,500 annualized floor follows DEW methodology for screening out part-time workers.

Source: SDE, EOC/NSC Clearinghouse, DEW matched data.

Career Ready vs Not Career Ready

First-year earnings, regardless of graduation status. Median annualized wage, full-time-equivalent workers (at least $14,500); yearly = quarterly rate x 4

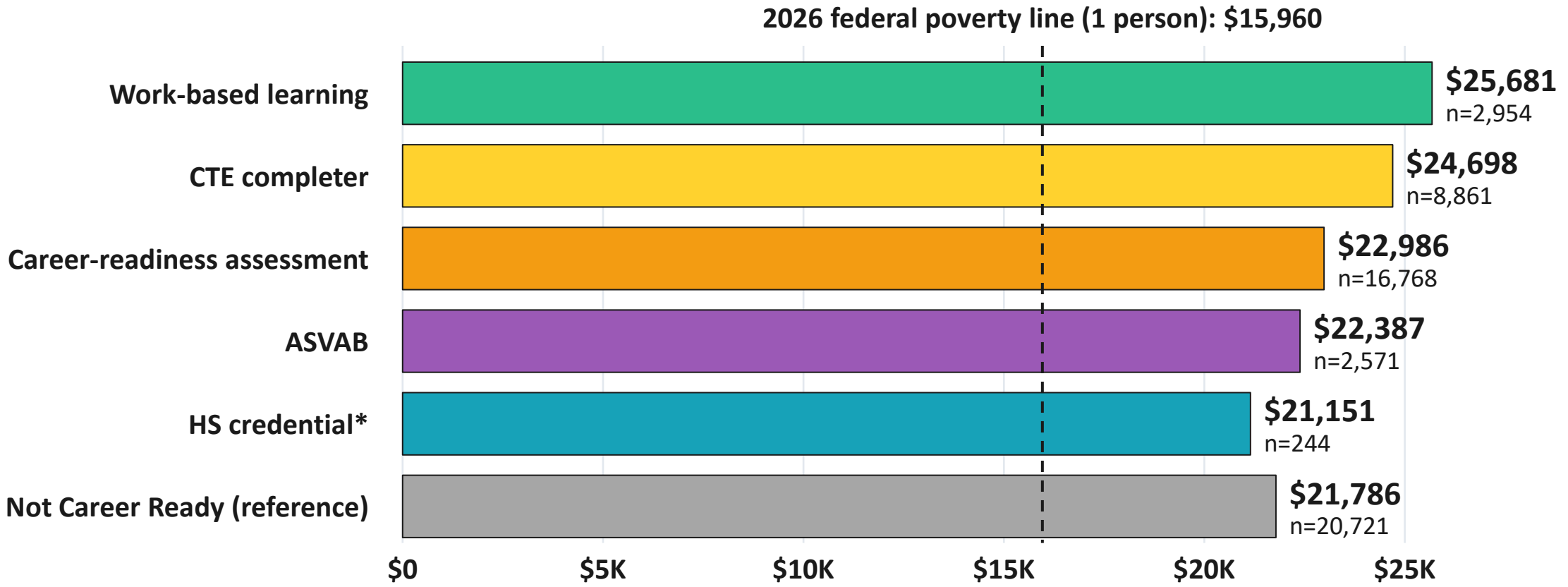


Students who earned the Career Ready designation typically earned **$1,373 more (6.3%)** in their first year. Both groups earn well above the federal poverty line.

Poverty line: HHS 2026 poverty guideline, one-person household, 48 contiguous states (aspe.hhs.gov). Source: SDE, EOC/NSC Clearinghouse, DEW matched data. Cells under 20 students suppressed.

Earnings by Career Ready Pathway

Median annualized wage, FTE workers, regardless of graduation status. Pathways overlap; a student can appear under several.



Grey reference bar = all students without the designation. Work-based learning and CTE completion lead every route.

- HS credential is the SC Employability Credential, earned by students with disabilities, who are all non-graduates, so it is not a like-for-like comparison with the mostly-graduate reference bar. HS credential tracked from 2022 only. Poverty line: HHS 2026 guideline, one person (aspe.hhs.gov). Source: SDE, EOC/NSC Clearinghouse, DEW matched data.

Next Steps / Additional Research Questions

1. Do CCR advantages persist ***over time***?
   - *Higher rates of program completion for College Ready designations?*
   - *Broadening wage gap over time for Career Ready designations?*
2. Are CCR advantages different ***within*** designations?
   - *Differences by AP test or dual enrollment course for College Ready designations?*
   - *Differences by CTE program or WBL placement for Career Ready designations?*
3. Are outcomes different by student ***demographics***?
4. Are outcomes different ***regionally***?

Questions and Feedback?

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Internship Meeting Panels

Employer Engagement

- How is your company helping facilitate internships?
- What challenges or barriers exist to offering internships?
- What can we do to assist?



Community Engagement

- How are community groups helping to facilitate internships?
- What challenges do they face ?
- What can we do to assist?

Student Engagement

- How are students seeking out internships?
- What challenges do they face?
- What can we do to assist?

Upcoming

Educator Engagement

- How are educators helping promote and facilitate internships?
- What challenges do they face?
- What can we do to assist?

Upcoming

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Prior Panels

June 2025
USP Metrics – Students missing after high school and college education

Sept. 2025
Student Panel - Students want to have better soft skills to be prepared for interviews and full-time jobs

Dec. 2025
Educator Panel – Educators understand the importance of soft/essential skills; some are integrating those skills into grading rubrics, and others are making it part of regular classes

March 2026
Employer Panel – Employers discussed strategies they utilized to overcome different barriers to offering internships

Evidence Based Results

- 49% less likely to be underemployed if they participate in a paid internship.

-Talent Disrupted 2024

	Avg. # of Job Offers	Starting Salary
Paid Intern	1.01	$68,041
Unpaid Intern	0.66	$53,125
Non-intern	0.74	$55,924

-2024 Student Survey, National Association of Colleges and Employers

"**Internship**," a term more recognizable to employers, encompasses all work-based learning, etc.

Employer Panel Breakout Activity Recap

# of entities in the breakout group that offer internships: 22 of 24

Employer Barriers to Providing Internships

- Level of effort and bandwidth to build relationships, and to raise awareness
- Dedicated liaisons
- Timeline of employer v. schools
- Geography/Proximity to schools
- Transportation
- Scheduling conflicts with school day
- Administrative burden
- Funding
- Lack of value proposition
- Cost/lost productivity
- Cost to employer
- Structure effective internship
- Designing meaningful experiences
- Mentor availability and the time to keep intern on task (quality control)
- Minimum age of students prohibit some tasks and/or jobs
- Past negative experiences (i.e., hours, wages, unemployment benefits, soft skills, etc.)

How the CCWD Can Promote Internships

- Offer support on administrative needs
- Through the Portal:
  - Increase awareness of opportunities to students
  - Provide qualified candidates/Match-making
  - Alert integration for employers when young people are available
  - Provide state guidelines for K-12, technical colleges, four-year colleges
  - Establish a Community of Practice
  - Data-tracking
- Offer scaffolding (soft skills program elements)
- Incentive to assist in financing the program
- Uber/Lyft ride share

Panel Discussion: Community Engagement



Ron Garner

Chief Talent Officer,
OneSpartanburg



Cheryl Garrison

Executive Director,
Greenville Chamber Foundation, Vice President of Talent and Leadership



BJ Beaver

Executive Director,
Partnership Grand Strand



Bob Elliott

Co-Founder,
South Carolina Nurse Retention Initiative

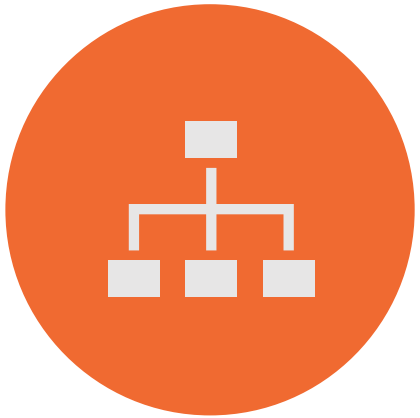
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Lead Staff and Project Updates

Lead Staff Meeting: What Success Looks Like



A clear understanding of the CCWD structure



A better understanding of each committee's direction



The identification of the right SMEs



A clear understanding of the value the CCWD brings to each organization



A simple, internal coordination model

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List of Current State Education and Workforce Initiatives

Continuously Updated

PATHWAYS

Career Pathways Tool
Lead: CCWD
Pathways Plus
Lead: DEW
Strengthening Career Pathways Taskforce
Lead: SCDE
Commission on Career Pathways (SREB)
Lead: SCDE
Rural Health Transformation Program
Lead: HHS
Stackable Credential Approval
Lead: EOC
Career Workshops
Lead: SCDVA
Entrepreneurship Workshops
Lead: SCDVA
Industry Engagement Toolkit
Lead: CCWD
Education Alignment Toolkit
Lead: CCWD

TECHNOLOGY

Connecting Talent to Opportunity Challenge
Lead: Governor's Office
SC Works Online System (SCWOS) RFP
Lead: DEW
SC TRAC (Transfers) RFP
Lead: CHE
SC Occupation Information System (SCOIS) RFP
Lead: SCDE
Student Information System RFP
Lead: SCDE
Education Tech Collaborative
Lead: SCDE
Survey Platform for K-12 districts
Lead: EOC

AWARENESS

Job Shadowing Month Marketing Campaign
Lead: DEW
Disability Awareness Month Marketing Campaign
Lead: Voc Rehab
THE WORKS Podcast
Lead: DEW

RESEARCH

Workforce Pell
Lead: Governor's Office
Non-Degree Credentials Working Group
Lead: CHE
CTE Data Project
Lead: EOC and TransformSC
Supply Gap Analysis
Lead: DEW
Return on Investment in Education Programs
Lead: DEW
Dual Enrollment Survey of Student Engagement
Lead: State Tech
State Opportunity Index Survey to College Students (Strada)
Lead: CHE
College and Career Readiness Data
Lead: EOC and SCDE
Work Based Learning Case Study (Strada)
Lead: CHE

Lead Staff Update and SME Selection Process:

Dr. Lloyd Willis
Lander University

Dr. Suzanne Thomas
Medical University of South Carolina

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Workforce Pell

Governor’s Delegation

This delegates decision making to the CCWD and reinforces the importance of the SWDB consultation.

The Governor’s delegation highlights the CCWD’s role as a central resource that connects education and employers to increase the number of South Carolinians who can meet the evolving demand of the workforce.



HENRY DARGAN MCMASTER
GOVERNOR

May 27, 2026

The Honorable Linda McMahon
Secretary of Education
United States Department of Education
Lyndon Baines Johnson Building
400 Maryland Avenue, SW
Washington, DC 20202

Re: Workforce Pell

Dear Secretary McMahon,

I hereby designate South Carolina's Coordinating Council for Workforce Development (CCWD), in consultation with the Statewide Workforce Development Board, to administer the Workforce Pell Grant program in South Carolina. This designation is submitted in accordance with guidance found in the Notice of Proposed Rulemaking entitled "Accountability in Higher Education and Access Through Demand-Driven Workforce Pell: Pell Grant Exclusion Related to Other Grant Aid; and Workforce Pell Grants" published on March 9, 2026.

This designation reflects South Carolina's commitment to a coordinated, employer-informed, and outcomes-driven education and workforce system. The CCWD is uniquely positioned to carry out this responsibility due to its structure, membership, and proven ability to align efforts across education, workforce, and economic development. In South Carolina, the CCWD is the public entity tasked with coordinating, aligning, and enhancing all publicly funded workforce development services. Originally constituted by the South Carolina General Assembly in 2016, the CCWD was recently expanded and revitalized as part of the Statewide Education and Workforce Development Act. S.C. Code Ann. § 41-30-110 through § 41-30-720.

The CCWD is chaired by the Executive Director of the Department of Employment and Workforce, Mr. William H. Floyd, III, and its Vice-Chair is Dr. Tim Hardee, President of the South Carolina Technical College System. Comprised of 20 members, the CCWD brings together leadership from key state agencies, including those responsible for K-12 education, technical colleges, higher education, workforce services, economic development, and the Chairperson of the State Workforce Development Board, alongside representatives of the General Assembly and the Governor's Office. Importantly, the Council also includes leaders from the business community, ensuring that employer perspectives are embedded directly into decision-making.

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The Honorable Linda McMahon
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May 27, 2026

Employer engagement is a defining feature of the CCWD's work. Business partners are actively involved across all committees and initiatives, helping to shape program design, inform policy, and validate that education and training efforts reflect real workforce needs. This engagement is both structured and ongoing. The CCWD convenes quarterly meetings with more than 40 industry associations and holds monthly meetings with at least 20 associations, ensuring continuous input from employers across sectors and regions of the state.

The CCWD's work is grounded in implementation, with several major initiatives underway that demonstrate its ability to coordinate across systems and deliver results. One such initiative is the Find Your Future (FYF) effort, which includes a publicly accessible website and the development of a secure, login-based portal. The FYF platform is designed to serve as South Carolina's front door for education and workforce resources, connecting students, jobseekers, employers, and educators to career pathways, training opportunities, and real-time labor market information. South Carolina has applied for the Connecting to Talent Opportunity Challenge to expand access to quality training programs, to strengthen connections between education providers and employers, and to increase the number of South Carolinians who can quickly obtain industry-recognized credentials that lead to in-demand jobs. The forthcoming portal will further integrate services across agencies, enabling personalized career planning, streamlined access to programs, and improved matching between individuals and employment opportunities.

The CCWD also plays a central role in advancing South Carolina's Unified State Plan for Education and Workforce, which serves as the umbrella framework for aligning federally required plans and related state strategies. Through this approach, the state is reducing duplicative efforts, streamlining planning and reporting processes, and ensuring that programs across agencies are working toward shared goals and outcomes. By coordinating these efforts under a single framework, the CCWD helps maximize the impact of federal and state investments while improving the experience for individuals and employers navigating the system.

Beyond these efforts, the CCWD has advanced initiatives to expand work-based learning opportunities, strengthen alignment between education programs and workforce demand, and improve data sharing across agencies to better track outcomes and inform decision-making. These efforts are supported by active employer participation and are designed to ensure that programs lead to meaningful employment and career advancement.

I am confident that the CCWD's inclusive structure, strong employer engagement, and demonstrated track record of coordination position it well to carry out the responsibilities associated with approving Workforce Pell programs. This designation will further support South Carolina's efforts to ensure that short-term, high-quality training programs are aligned with employer demand and lead to meaningful employment outcomes.

We appreciate your consideration and look forward to continued partnership in advancing workforce and education opportunities for South Carolinians.

Yours very truly,

Henry Dargan McMaster

cc: The Honorable William H. Floyd, III, Executive Director, South Carolina Department of Employment and Workforce and Chairman of the CCWD

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Workforce Pell State Policy

Application
- Providers are vetted as entities in good standing with respect to business and education licensures and other requirements
- Programs that they submit must demonstrate adherence to minimum criteria and performance measures as established by the regulation

Approvals
- SC DEW team members (those currently servicing the Eligible Training Provider's List processes) review applications for completeness and eligibility
- The SWDB and the CCWD Working Group (WG) review and provide an opinion about the provider and program's ability to address employer hiring needs
- Recommendations are synthesized and the CCWD Executive Committee will review the SWDB and the CCWD WG feedback and recommendations to make a final determination on program approval

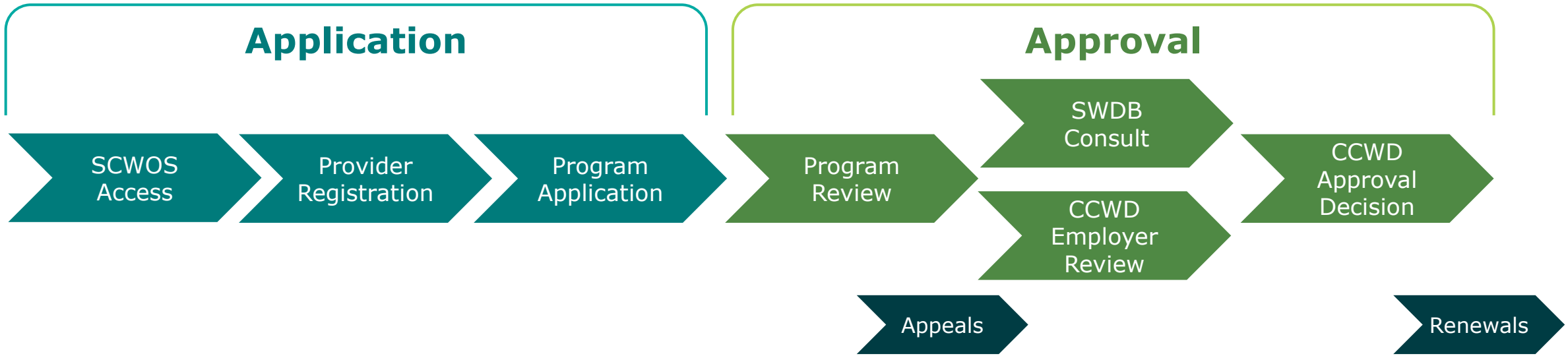
Appeals
- Will be sent to SC DEW's Development Team and be conveyed to the Governor's Office or appointed delegate



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Administrative Framework

The overarching Workforce Pell process follows this flow:



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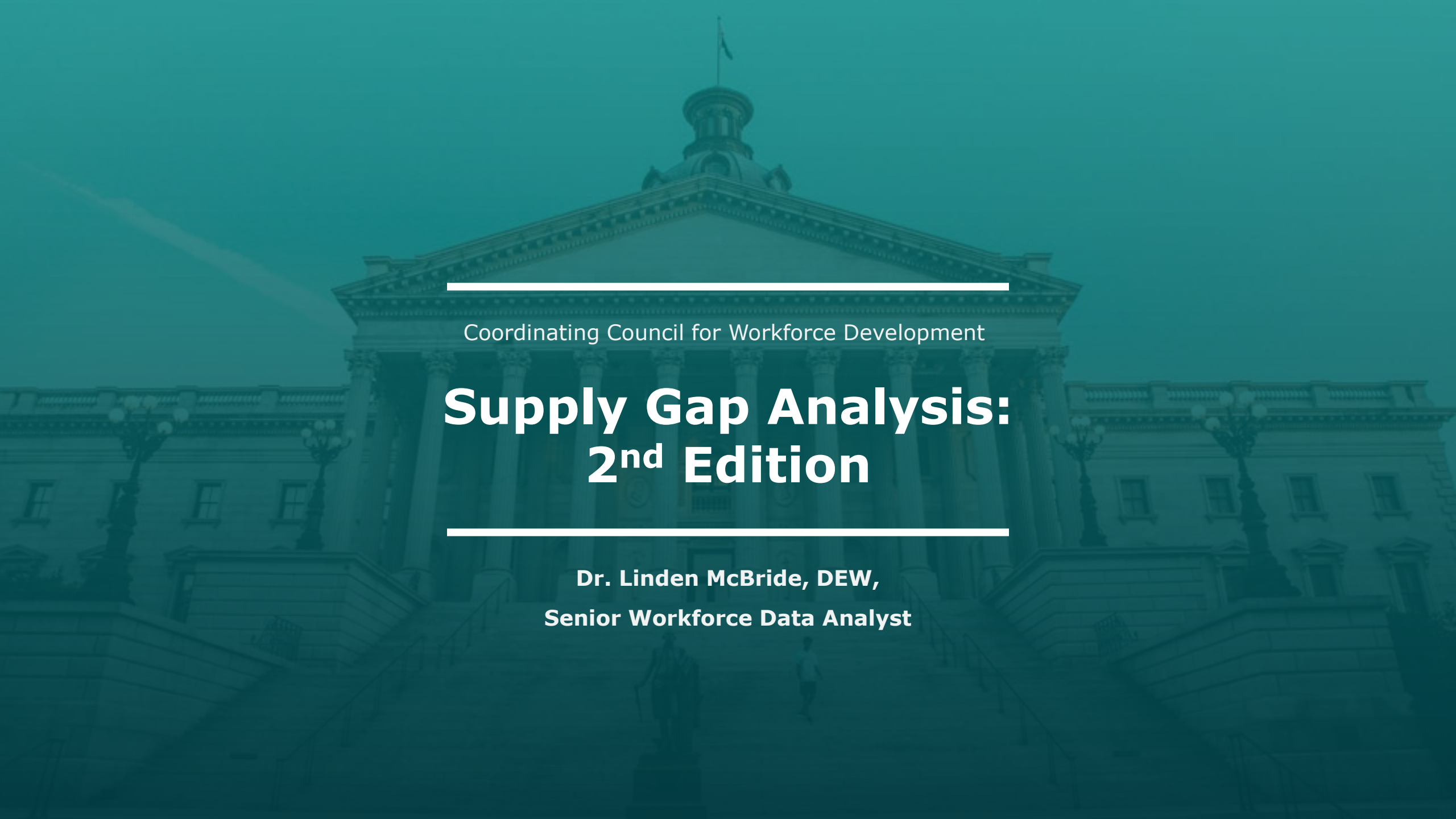
In-Scope Occupations

Appendix A. Data Sources

Definition	Data Source
High-skill	Bureau of Labor Statistics (BLS) education and training data by detailed occupation, 2024.
High-wage	Occupational Employment and Wage Statistics (OEWS), May 2024.
In-demand	Employment Projections by detailed occupations, 2024-2034.

Table 1. Pilot List of Workforce Pell Eligible Occupations

Occupation Code	Occupation Title
29-2042	Emergency Medical Technicians
29-2043	Paramedics
31-1131	Nursing Assistants
31-9092	Medical Assistants
31-9097	Phlebotomists
47-2071	Paving, Surfacing, and Tamping Equipment Operators
47-2072	Pile Driver Operators
47-2073	Operating Engineers and Other Construction Equipment Operators
45-4022	Logging Equipment Operators
47-4051	Highway Maintenance Workers
47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining
47-5023	Earth Drillers, Except Oil and Gas
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
49-9051	Electrical Power-Line Installers and Repairers
51-4121	Welders, Cutters, Solderers, and Brazers
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders
51-9161	Computer Numerically Controlled Tool Operators
51-9162	Computer Numerically Controlled Tool Programmers
53-3032	Heavy and Tractor-Trailer Truck Drivers
53-3033	Light Truck Drivers
53-3051	Bus Drivers, School
53-3052	Bus Drivers, Transit and Intercity
53-3053	Shuttle Drivers and Chauffeurs
53-7021	Crane and Tower Operators



Coordinating Council for Workforce Development

Supply Gap Analysis: 2nd Edition

Dr. Linden McBride, DEW,

Senior Workforce Data Analyst

Acknowledgements

Daniel Lyons and **DEW Communications** produced an impressive First Edition SGA, allowing us to pull in new data and methods for this edition of the SGA.

This edition of the SGA relies on data from the **CHE, SCDE, EOC** via **RFA**, which would not have been possible without the work of the **CCWD**.

Every member of the **LMI** team worked together to produce this work; and **DEW Communications** made it look even better – enormous thanks to all!

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What is a Supply Gap Analysis?



A supply gap exists when the demand for an occupation or skill exceeds the supply of qualified workers available.



The Statewide Education and Workforce Development Act of 2023 directs the "development and implementation of an annual statewide workforce and education supply gap analysis" within the Unified State Plan.



We implement the supply gap analysis by drawing on state **wage** and **education** records to estimate **labor supply** and state **job projections** and **job postings** data to estimate **labor demand**.

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Innovations from the first SGA

We estimate **demand** from **three different data sources**; this offers a current and robust estimate of demand.

We estimate **supply** using education and wage records, meaning the supply estimates are **based on the education and occupation decisions made by the South Carolina workforce.**

We use **empirical probabilities** rather than models to estimate supply; we **adjust for in- and out-migration** of labor.

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Results Summary







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

Results: Education



Results: Career Cluster

Career Cluster	Supply Gap	Demand-Supply Ratio
Healthcare & Human Services	17,900	2.27
Marketing & Sales	9,220	3.15
Supply Chain & Transportation	6,700	3.16
Construction	6,440	3.63
Advanced Manufacturing	5,850	1.93
Financial Services	5,440	2.81
Management & Entrepreneurship	5,040	1.89
Hospitality, Events & Tourism	5,000	3.36
Digital Technology	4,720	4.87
Public Service & Safety	2,610	1.90
Arts, Entertainment & Design	1,510	2.35
Energy & Natural Resources	1,450	3.50
Education	570	1.09
Agriculture	550	1.75
All Career Clusters	73,000	2.36

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Results by Occupation

Largest Supply Gaps Among Occupations Requiring a High School Diploma

Occupation	Supply Gap	Demand-Supply Ratio
First-Line Supervisors of Retail Sales Workers	4,640	15.5
Maintenance and Repair Workers, General	2,740	7.7
First-Line Supervisors of Food Preparation and Serving Workers	2,560	7.2
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,890	8.6
Security Guards	1,650	6.7
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,440	4.3
Social and Human Service Assistants	1,360	16.1
First-Line Supervisors of Office and Administrative Support Workers	1,280	11.7
Customer Service Representatives	1,230	1.7
Merchandise Displayers and Window Trimmers	1,050	14.1

Results by Occupation

Largest Supply Gaps Among Occupations Requiring Post Secondary Education

Occupation	Supply Gap	Demand-Supply Ratio
Registered Nurses	3,160	2.2
Heavy and Tractor-Trailer Truck Drivers	2,420	14.4
Medical and Health Services Managers	1,760	12.7
Securities, Commodities, and Financial Services Sales Agents	1,200	18.1
Computer User Support Specialists	1,070	6.1
Software Developers	1,070	5.9
Human Resources Specialists	1,050	5.6
Management Analysts	1,020	7.0
Business Operations Specialists, All Other	1,020	3.0
Bookkeeping, Accounting, and Auditing Clerks	820	3.6

SGA Practical Applications



1. Informing career pathways



2. Scaling programs of study



3. Shaping industry pipelines



1. Informing Career Pathways

The SGA provides insight into some of the **most in-demand and under-supplied occupations**, a factor that students may want to consider before finalizing a decision.

The SGA may be a useful resource for students, parents, and career counselors when **evaluating possible educational investments and career paths.**

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2. Scaling Programs of Study

As post-secondary institutions evaluate and adjust their program offerings, the SGA can help determine areas where schools may need to **expand or create** new programs.

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3. Shaping Industry Pipelines

The SGA may serve as a resource for identifying **high-demand industries** and **initiating partnerships** with employers.

These **partnerships** may increase graduate employment rates, which act as a measure of both graduate success and degree value.

Continued **development of pipelines** from specific degree programs to local companies or industries, may also improve retention of graduates in the state.

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Limitations of the Supply Gap Analysis

The Supply Gap Analysis is based on available retrospective data and should be considered alongside other key data points that provide insights on supply and demand in a dynamic labor economy. These additional data points might include trends in industry-level employment, occupation-level job postings, employment outcomes by major, and labor in/out migration.



Conclusion

Scan for SGA

At the career cluster level, the **largest supply gaps** are in:

- Healthcare and Human Services
- Marketing and Sales
- Supply Chain & Transportation

The greatest **demand-supply ratios** are in:

- Digital Technology
- Construction
- Energy & Natural Resources

The Second Edition SGA offers some practical insights and suggests further research is needed to identify leakages in the talent pipeline from **education to occupation**, from **occupation to career**, and from **in-state to out-of-state**.



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Other Business

Closing Questions

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Thank you!

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