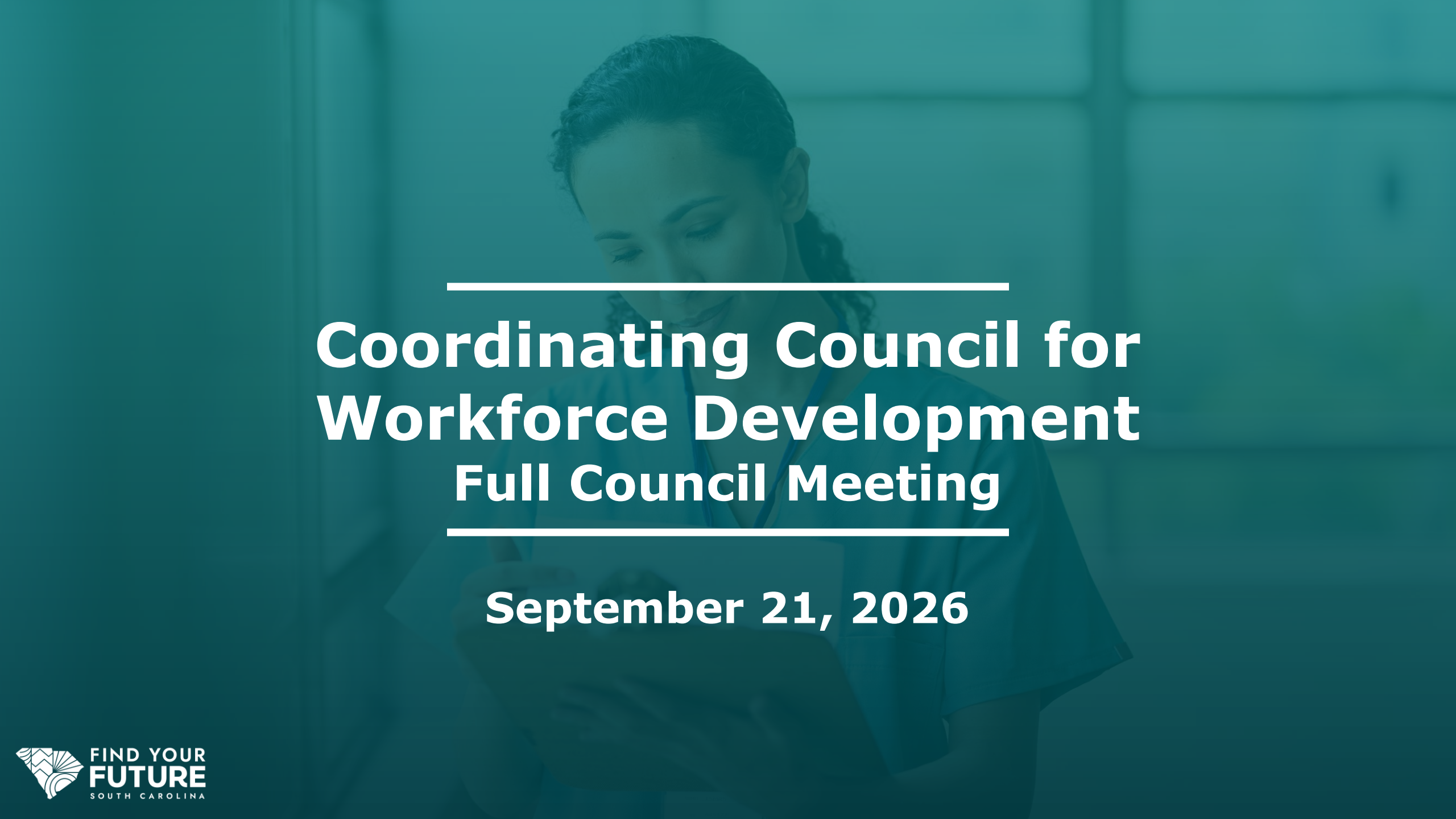


Coordinating Council for Workforce Development

Full Council Meeting

September 21, 2026

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Agenda

- Welcome, Minutes, and Membership
- USP Progress and Strategic Update
- Executive Committee Actions
- CCWD Committee Updates
- Panel Discussion and Breakout Session
  - Intern Engagement
- Other Business and Adjournment

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Minutes and Membership

June 22, 2026, Meeting Minutes

Minutes of the South Carolina Coordinating Council for Workforce Development (CCWD) Full Council Meeting
06/22/2026

Executive Committee Attendees

William Floyd (Chairman)
Dr. Tim Hardee (Vice-Chair)
Dr. Rebecca Battle-Bryant
Jay West (virtual)

Council Member Attendees

Andy Carr
Bill Kirkland
Robert Macdonald
Secretary Todd McCaffrey
Frank Rainwater
Dr. Galen DeHay
Adrienne Fairwell
Ann Vandervliet
Emily Farr
Barbara Livingston
Jess Key
Tana Lee
Mandy Baltzegar
Jay Hamm

Other In-Person Attendees

Dr. Linden McBride
Dr. Matthew Lavery
Dr. Lloyd Willis

Virtual Attendees

Salandra Bowman
Stephanie Haynes
Lainey Stalnaker
Nina Staggers
Kaye Shaw
Clinton Precia
Joni McDaniel
Karen Oliver
Erica Starnes
Laura McKinney
Faith Kithome
Eileen Fleming Patonay
Patricia Ferfuson
Laura Cox
Daniel T. Cooper
Brianna Dennis
Brad Hutto
Andrea Burns
Terrianna McCullough
Cristina Key
Jonte Colclough
Pamela Jones
Leslie Johnson
Ishrat Z. Alam
Thomas Freeland
Diana Goldwire
Dr. Suzanne Thomas

Notification of Media

The South Carolina Coordinating Council for Workforce Development (CCWD) complied with the requirements of the Freedom of Information Act by providing notice to the media and posting the meeting agenda.

Call to Order and Welcome

Chairman William Floyd welcomed attendees, confirmed a quorum, and called the meeting to order at 10:03 a.m.

Director Floyd reviewed the agenda and requested a motion to approve the March 2026 Full Council meeting minutes. Dr. Hardee moved for approval, and Mr. Carr seconded the motion. The motion carried.

Dr. Battle-Bryant reported that there were no changes to council membership and introduced Danielle Lindley, the new Strategic Outreach and Engagement Manager. Ms. Lindley briefly addressed the council, explaining that her role is to highlight the work of the CCWD and its partners.

College and Career Readiness Presentation

Director Floyd introduced Dr. Matthew Lavery, from the Education Oversight Committee (EOC), who presented on College and Career Readiness (CCR). Dr. Lavery reviewed CCR indicators and their statutory definitions, as well as college continuance outcomes and wage comparisons.

He outlined several areas for future research:

1. Whether CCR advantages persist over time
2. Differences within designation categories
3. Variations by demographic groups
4. Regional differences

CCWD Committee and Organizational Updates

Dr. Battle-Bryant shared that:

- The Pathways Committee will focus on career pathways from pre-kindergarten through postsecondary education.
- The Employer Alignment Committee will maintain an employer-centered focus.
- The Unified State Plan has been updated and aligned with the federal American Talent Strategy.
- The Executive Committee adopted five pillars that will serve as guiding values for the CCWD.
- South Carolina was selected as one of 10 semifinalist states in the Connecting Talent to Opportunity competition and anticipates receiving technical assistance and funding support for portal procurement and phase-one development.

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June 22, 2026, Meeting Minutes

Community Programs and Panels

Dr. Battle-Bryant introduced employer panelists:

- Ron Gamer, Build Something Amazing
- Cheryl Garrison, Launch Greenville
- BJ Beaver, EDGE
- Bob Elliott, SCRNI

Panelists discussed their organizations, experiences, and workforce initiatives. Following the discussion, council members participated in a question-and-answer session.

A key takeaway from the discussion was that community-based models demonstrate replicable, high-impact practices, including paid internships, employer coordination, and small employer participation fees. Several initiatives are expanding and pursuing sustainable funding sources, and participants encouraged the sharing of successful models and playbooks.

Workforce Pell Initiative

Director Floyd provided an overview of the Workforce Pell initiative and shared which agencies that the Governor charged with implementing the program in South Carolina.

He described the initiative as a high-impact, short-term training program and reviewed the process flow. The initial pilot, scheduled for launch in July, will focus on 20 in-scope occupations.

Supply-Gap Analysis (Version 2.0)

Dr. Linden McBride presented an overview of the updated supply-gap methodology, which combines demand-to-supply ratios with absolute workforce gaps.

The analysis identified significant shortages in:

- Healthcare
- Construction
- Marketing and Sales
- Supply Chain and Transportation

Dr. McBride noted that reports are available as downloadable PDFs and recommended additional research on:

- Geographic concentrations of workforce shortages
- Demographic differences
- Alignment between educational pathways and employer demand

Other Comments

Dr. Suzanne Thomas of MUSC announced that Dr. Jonathan Alexander and Dr. Patrick Cawley have been selected to represent MUSC in collaborations between the university and hospital.

Dr. Lloyd Willis shared that Lander University intends to have much of its leadership engaged in collaboration initiatives. He stated that the CCWD plays a central role in the university's mission.

Closing Comments

Director Floyd reminded members that the next Full Council meeting will be held on September 21 and noted that September is Workforce Development Month.

Dr. Battle-Bryant thanked council members and guests for their participation.

With no further business, Dr. Battle-Bryant moved to adjourn the meeting, and Dr. Hardee seconded the motion. The meeting was adjourned.

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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 Progress and Strategic Update

Unified State Plan and Metrics

Vision Achieve and sustain South Carolina's workforce potential.

Mission Through collaboration and coordination, align and enhance South Carolina's education and workforce system so that is readily accessible, highly effective, and easily understandable.



Awareness



Skills



Barriers

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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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Fiscal Year 2026-27 CCWD Committees



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Examples of Partner Education and Workforce Initiatives

Continuously Updated

PATHWAYS

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

TECHNOLOGY

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

AWARENESS

Job Shadowing Month Marketing
DEW
Disability Awareness Month Marketing
DEW and Voc Rehab
Workforce Development Month Marketing
DEW
THE WORKS Podcast
DEW

RESEARCH

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

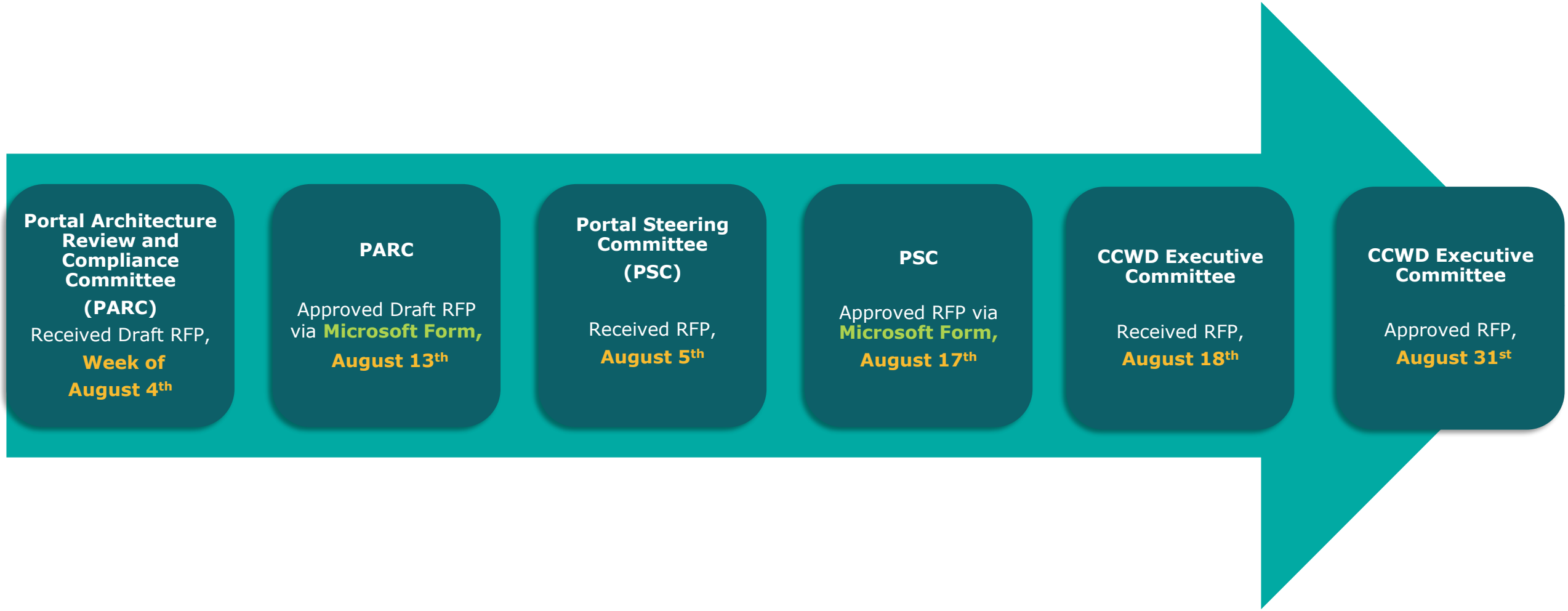


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Executive Committee Updates

The FYF Portal Request for Proposal

Review and Approval Timeline



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The FYF Portal Request for Proposal

What Happens Next

SFAA

Will receive the DEW-approved RFP the
Week of September 21st
SFAA will have it prepared to be put out for
bid by September 30th

SC Department of Employment and Workforce (DEW)

Will receive the SFAA-reviewed RFP the
Week of September 14th
for an internal review

State Fiscal Accountability Authority (SFAA)

Will receive the CCWD-approved RFP the
Week of August 31st for a formal review

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Committee Updates

Committee Status

Committee	Status	Next Steps
Communications	First meeting held 8/5; Committee deliverable plan and quarterly update completed 8/21	Launch of the CCWD Internal Newsletter on 9/21, monthly working group meetings.
Employer Alignment	First meeting held 8/17; Committee deliverable plan and quarterly update completed 8/31	Next meeting 11/9
Pathways	First meeting held 8/18; Committee deliverable plan completed 8/21 and quarterly update completed 8/26	Next meeting 9/29
Portal Steering	Committee deliverable plan and quarterly update completed 8/7; FYF Portal Draft RFP approved at 8/31 Executive Committee meeting	SFAA will put out DEW-approved RFP for bid by 9/30, next meeting 11/6.
Research & Innovation	First meeting was held on 9/8.	Submit deliverable plan and quarterly update. Next meeting 10/13, create working group.
Veterans	Latest meetings held 7/1 & 8/5; Committee deliverable plan and quarterly update completed 8/21.	Next meeting 10/4, monthly working group meetings.

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Committee Progress Reports

These reports will be sent to the Executive Committee, Lead Staff, the Full CCWD, and Industry Partners.

The Committee Progress Reports will combine:

- Organization initiatives
- Committee deliverables
- Quarterly updates
- Opportunities for collaboration
- Executive Committee decisions
- Draft agendas
- Reminders of upcoming deadlines



Communications Committee

Chair: **Justin Hancock,** SC Parks, Recreation, and Tourism

(for Director Duane Parrish)

Deliverable	USP Focus Area	How the Deliverable Addresses the Focus Area
#1 – Internal Newsletter	Awareness	The newsletter keeps the CCWD informed about what is happening in other committees. It also provides timely updates, highlights the CCWD's different organizations and their initiatives, shares upcoming events,
#2 – Social Media Collaboration	Awareness	Amplifies the initiatives, programs, and organizations that are a part of the CCWD. This platform can help promote workforce and education initiatives across the state to the public, while also creating an opportunity for our partners to collaborate with one another.

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Employer Alignment Committee

Chairs: **Bunnie Ward**, TransformSC; **Tana Lee**, Pyramid Contracting

Deliverable	USP Focus Area	How the Deliverable Addresses the Focus Area
#1 - Durable Skills Selection, Classroom Assessment Approach, and K-12 Standards Integration	Skills	The deliverable prioritizes strategies for helping students attain durable skills in the classroom prior to entering the workforce.
#2 - Coordinated Employer Input Pilot for K-12 and Postsecondary Education	Awareness	Employer input helps K-12 and postsecondary organizations understand whether programs, instruction, and student skills remain connected and aligned to the workforce.
	Barriers	The deliverable creates a more coordinated approach that could reduce the burden on employers while creating opportunities for deeper and more useful conversations.

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Pathways Committee

Chairs: **Dr. Jeff Perez,** President, SC Commission on Higher Education;

Josh Black, SC Department of Education

Deliverable	USP Focus Area	How the Deliverable Addresses the Focus Area
#1 – Develop and maintain a statewide inventory of education pathways projects	Awareness	The statewide inventory of education pathways will increase understanding of occupations and the skills, certification(s), and experiences required for career entry and retention.
	Skills	The inventory will increase the skills and experiences to help South Carolinians progress through the career path of their choice.
#2 – Identify Core Components of a Pathway	Skills	Provides a standardized structure so all users have a tool to clearly communicate and understand the actions that support meaningful movement through their chosen career pathway.
#3 – Develop a Common Definition of "Pathway"	Awareness	Standardizes the term for employers, job seekers, educators, and policymakers so they can plan, fund, measure, and follow to increase understanding of career pathways and encourage engagement.
	Skills	It supports the metric because it directly aligns with the USP's broader focus on collaboration, coordination, common goals, meaningful metrics, and accountability.

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Portal Steering Committee

Chair: **Dr. Richard Consentino,** President, Lander University

Deliverable	USP Focus Area	How the Deliverable Addresses the Focus Area
#1 – Complete and Issue RFP	Awareness	Defines portal requirements for improving access to statewide education and workforce information.
	Skills	Defines requirements for connecting users to education, training, credentials, and career pathways.
	Barriers	Defines requirements for connecting users to resources that help address barriers to education and employment.
#2 – Review Bids and Recommend Solution	Awareness	Evaluates vendors' ability to provide accessible statewide education and workforce information.
	Skills	Evaluates vendors' ability to connect users with education, training, and career pathways.
	Barriers	Evaluates vendors' ability to connect users with services and resources that address workforce barriers.
#3 – Complete MVP Implementation	Awareness	Launches the portal to provide centralized access to education and workforce information.
	Skills	Provides users access to education, training, labor-market, and career pathway information.
	Barriers	Provides a platform for connecting users with resources that can help overcome workforce barriers.

Research & Innovation Committee

Chair: **Dana Yow,** Executive Director, Education Oversight Committee

Deliverable	USP Focus Area	How the Deliverable Addresses the Focus Area
#1 – Develop and maintain a statewide inventory of education and workforce research projects	Awareness	The statewide inventory of education and workforce research projects will increase visibility into research activities, identify opportunities for collaboration, surfaces reusable matched data sets, and reduces unnecessary duplication.
#2 – Screen incoming data/ research requests before routing to CCWD	Barriers	Decreases approval times and increases data access with CCWD backing for external or non-CCWD data requests.

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Veterans Committee

Chair: **David Rozelle,** SC Department of Veterans Affairs

(for Secretary Todd McCaffrey)

Deliverable	USP Focus Area	How the Deliverable Addresses the Focus Area
#1 – SC Smart Start Marketing Campaign	Awareness	Marketing campaign for SC Smart Start increases awareness of employment opportunities in South Carolina for transitioning service members.
#2 – Career services workshops	Skills	Career workshops help veterans identify, translate, and strengthen the skills they already have.
	Barriers	Career workshops address obstacles of entering or re-entering civilian employment by connecting veterans to resources, mentors, recruiters, and practical guidance that reduces these barriers.
#3 – Veteran Entrepreneur Workshop	Skills	Veteran entrepreneurship workshops help veterans identify transferable military skills, learn new entrepreneurial skills, strengthen networking skills, and build confidence in managing a business.
	Barriers	Workshops help veterans overcome obstacles such as difficulty translating military experience into a business plan, financial challenges or limited access to capital; limited knowledge of processes, funding options, or business regulations, and so on.

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Internship Engagement Panel

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 or other work-based learning opportunities?
- What challenges do they face ?
- What can we do to assist?

Intern Engagement

- How has work-based learning been of benefit to students or people entering the workforce?
- What challenges do they face?
- What can we do to assist?

Educator Engagement

- How are educators helping promote and facilitate internships or other work-based learning opportunities?
- What challenges do they face?
- What can we do to assist?

Upcoming

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Prior Panels

Dec. 2025

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

March 2026

Employer Panel – Employers discussed strategies they used to overcome various barriers to offering internships or other work-based learning opportunities.

June 2026

Community Engagement Panel– A key takeaway was that community-based models demonstrate replicable, high-impact practices, including paid internships, employer coordination, and small participation fees for employers. Panelists discussed the importance of sharing best practices with each other.

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

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: Intern Engagement



Clifford "Tripp" Bourke III

Media Relations, Dominion Energy



Kyle Cawthon, CPA

Accountant, BNA CPAs & Advisors



Marshall Douglas, FPQP

Business Development Manager, Abacus Planning Group

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Intern Engagement Breakout Session

Discuss.

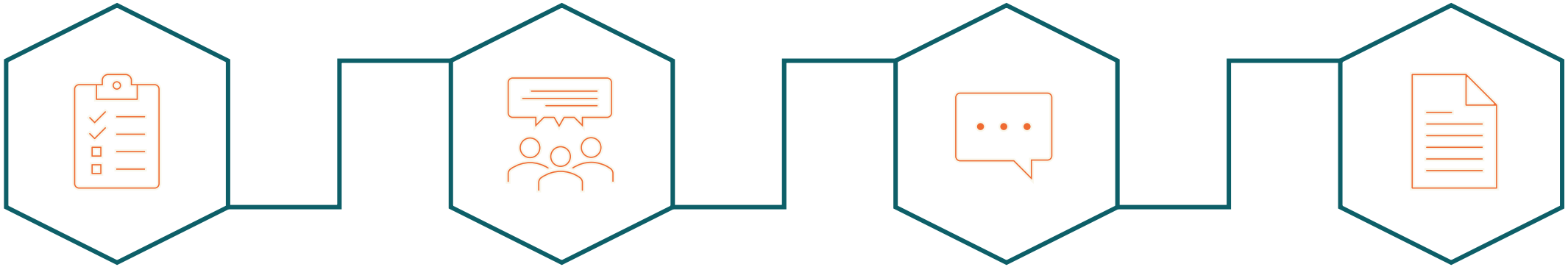


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Other Business

Action Items

These are steps to be completed by the CCWD and the OSWD staff before the next meeting.



Finalize Deliverables

The CCWD committees will complete their annual initiatives and outline any tasks or action items required to support their deliverables.

Create Working Groups

The CCWD committees will create working groups as necessary and establish a meeting schedule for the remainder of the year to support the completion of their deliverables.

OSWD Collects Feedback

The OSWD will continue to gather and incorporate feedback on templates for Committee Deliverables, Quarterly Updates, and Organizational Initiative Profiles.

OSWD Creates Progress Reports

The OSWD will compile information from the CCWD committees into a single document for sharing with the Executive Committee and the Lead Staff.



Questions

Next Meeting:
Monday, December 7

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