

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

**Fiscal Year 2019–2020
Accountability Report**

SUBMISSION FORM

AGENCY MISSION	The SC Technical College System provides learning opportunities that promote the economic and human resource development of the state.
-----------------------	--

AGENCY VISION	<p>The SC Technical College System will lead the nation in delivering relevant and effective programs that advance workforce development, promote economic development and ensure attainment of student learning goals.</p> <p>The System’s core values are: Partnership Public Trust Responsiveness Opportunity Access Diversity Integrity</p>
----------------------	---

Does the agency have any major or minor recommendations (internal or external) that would allow the agency to operate more effectively and efficiently?

	Yes	No
RESTRUCTURING RECOMMENDATIONS:	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Is the agency in compliance with S.C. Code Ann. § 2-1-230, which requires submission of certain reports to the Legislative Services Agency for publication online and to the State Library? See also S.C. Code Ann. § 60-2-30.

	Yes	No
REPORT SUBMISSION COMPLIANCE:	<input type="checkbox"/>	<input checked="" type="checkbox"/>

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Is the agency in compliance with various requirements to transfer its records, including electronic ones, to the Department of Archives and History? See the Public Records Act (S.C. Code Ann. § 30-1-10 through 30-1-180) and the South Carolina Uniform Electronic Transactions Act (S.C. Code Ann. § 26-6-10 through 26-10-210).

	Yes	No
RECORDS MANAGEMENT COMPLIANCE:	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Is the agency in compliance with S.C. Code Ann. § 1-23-120(J), which requires an agency to conduct a formal review of its regulations every five years?

	Yes	No
REGULATION REVIEW:	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Please identify your agency’s preferred contacts for this year’s accountability report.

	<u><i>Name</i></u>	<u><i>Phone</i></u>	<u><i>Email</i></u>
PRIMARY CONTACT:	Randy Johnson	803-896-5316	johnsonr@sctechsystem.edu
SECONDARY CONTACT:	Kelly Steinhilper	803-896-5403	steinhilperk@sctechsystem.edu

I have reviewed and approved the enclosed FY 2019–2020 Accountability Report, which is complete and accurate to the extent of my knowledge.

AGENCY DIRECTOR (SIGN AND DATE):	Signature on file
(TYPE/PRINT NAME):	Tim Hardee

BOARD/CMSN CHAIR (SIGN AND DATE):	Signature on file
(TYPE/PRINT NAME):	Gregory B. Askins

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

AGENCY'S DISCUSSION AND ANALYSIS

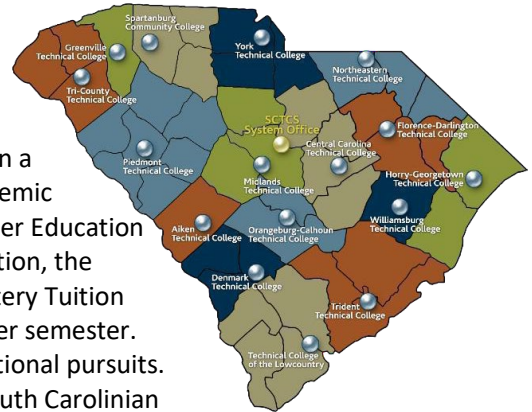
SC Technical College System

Preparing South Carolina's Workforce

The State Board for Technical and Comprehensive Education operates the SC Technical College System. The System consists of three major components that work together to lead workforce development and economic development efforts in South Carolina: our 16 colleges; our readySC™ program; and our Apprenticeship Carolina™ program. All components of the System work collaboratively to build South Carolina's workforce. As the state's primary mechanism for workforce and economic development, the System plays a critical role in shaping South Carolina's economic landscape. Working diligently to ensure that tomorrow's workforce is armed with the right knowledge, skills and abilities to meet the ever-changing demands of business and industry, the System is enhancing employability of the state's citizens and preparing a work-ready South Carolina.

Our Colleges

Affordability and accessibility have long been key tenets of the System. Our colleges remain one of the most economical means to a quality higher education in South Carolina. It is important that we maintain a reasonable and affordable tuition for our students. To this end, each academic year, the State Board establishes a tuition range for the colleges. The Higher Education Price Index (HEPI) is used as a guideline for establishing this range. In addition, the System aggressively promotes each year the continued funding of the Lottery Tuition Assistance program, which currently helps to offset tuition up to \$1,200 per semester. Nearly 30% of our students rely on this assistance to continue their educational pursuits. Our colleges are strategically located across the state with nearly every South Carolinian within a 30-minute drive of one of our 16 main campuses or 64 satellite campuses. Yet, we understand that geographical location addresses just one aspect of accessibility. Flexibility as well as breadth and depth of programs and services offered must also be taken into account. Our colleges make available flexible course offerings, an array of online options and degrees, diplomas and certificates in South Carolina's high-demand, high-paying fields. Across the System, our colleges offer 80 degrees, 28 diplomas and nearly 1,000 certificate programs.



readySC™

Our readySC™ program was established as an economic development training incentive designed to guarantee South Carolina could remain competitive through changing economic circumstances. It remains a key component of South Carolina's economic development engine and has been recognized for nearly 60 years as one of the nation's premier programs of its kind. readySC™ focuses on the recruiting and initial training needs of new and expanding organizations in South Carolina by providing recruiting, assessment, training development, management and implementation services to qualifying organizations creating new, permanent, full-time jobs for the state that offer competitive wages and benefits.

Apprenticeship Carolina™

Established in 2007, Apprenticeship Carolina™ serves as the state's registered apprenticeship intermediary for South Carolina. Apprenticeship Carolina™ works with employers and the technical colleges to create demand-driven registered apprenticeship programs. At no cost to the employer, apprenticeship consultants guide companies through the program development and registration process. The process ensures that companies obtain full recognition in the national Registered Apprenticeship System.

The growth in the number of programs and the number of apprentices has been phenomenal. Since Apprenticeship Carolina's™ inception, it has registered over 1,100 companies serving more than 34,000 individuals. Due to its innovative approach and exponential growth, Apprenticeship Carolina™ is held as a model for the nation.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

MAJOR ACHIEVEMENTS

Leadership and Advocacy Initiatives

The System has always been and continues to be South Carolina’s workforce development engine. The System offers organizations – large, small and all those in between – a wide variety of programs and services designed to enhance the skill level of our state’s workforce.

The impact is far-reaching. As the state’s largest higher-education sector, the System educates more of South Carolina’s undergraduates than all other public colleges and universities combined – 57% of undergraduates in South Carolina enrolled at a public college or university attends one of our 16 colleges. Each year, we educate and train more than 176,000 South Carolinians through our credit and continuing education programs.

Student success is an essential driver for the System. Our outstanding placement rates show that 90% of our graduates are either employed in a job related to their education or are continuing their education. Our innovative Apprenticeship Carolina program has increased the state’s number of registered apprenticeship programs more than eleven-fold. In addition, the System’s readySC program is consistently listed as a top economic development incentive for workforce training and recruitment.

Additionally, as part of efforts to increase accessibility and enhance affordability, the System developed an awareness campaign to promote all the System’s existing online offerings under one brand umbrella – *SCTechConnect*. This awareness campaign is designed to promote online offerings through the state’s 16 technical college as an affordable, flexible option for meeting higher education goals.

Academic and Educational Initiatives

The past year brought unexpected challenges for academic and student affairs initiatives. However, student success, retention, professional development, and managing partnerships continued to be an emphasis during these unique times. The interruption to traditional and planned activities resulted in new and innovative ways to engage faculty, staff, and students.



During the Fall semester, the System implemented the South Carolina Workforce Industry Needs Scholarship (SCWINS). This scholarship was designed to provide financial support for students who are majoring in workforce areas designated as critical in the state of South Carolina and assist students who experience income barriers to education. The System hosted information sessions with financial aid directors and chief student services officers, which resulted in the creation of a frequently asked questions document to aid in the implementation and understanding of the scholarship. Over \$17 million was made available to students for tuition, mandatory fees, and books.

Additionally, during the Fall semester, the System traveled with a group of 40 representatives from 15 technical colleges to Georgia State University (GSU) as a follow-up to the 2019 Spring Retention Institute. Faculty and staff received valuable insight into the bold and practical initiatives used to increase retention and graduation rates at GSU.

This past year, the System raised the bar on statewide transfer opportunities to four-year institutions. Ongoing collaboration with partner universities strengthened previously established transfer options, and new system-wide agreements were developed with Anderson University, Lander University, and Webster University. Now, 18 statewide transfer programs are offered at all 16 technical colleges. These partnerships increase access to four-year institutions for any student enrolled at a technical college and open the door to more affordable bachelor’s degrees.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Partnerships with state educational agencies and business and industry continued this past year. The System collaborated with the South Carolina Department of Education on several initiatives designed to increase access to a postsecondary education. The reauthorization of the Federal Perkins Grant (*Strengthening Career and Technical Education for the 21st Century Act*) provided new opportunities to support career and technical education programs. As a result, the System was able to secure additional funding to provide training and resources to support CTE programs. Additionally, the technical colleges and school districts increased their collaboration through completion of regional assessments designed to explore the pathways to high wage, in-demand careers.

Dual enrollment remained an emphasis this past year with the development of a project with the South Carolina Department of Education to address strategies to improve dual enrollment offerings and pathways into the technical college. Continued partnerships with the SC Propane Gas Association and Siemens provided additional training opportunities for faculty to improve heating, ventilation, and air conditioning (HVAC) and mechatronics programs. Finally, engagement with the state motorcycle dealerships allowed the South Carolina Motorcycle Rider Education program to support community efforts to decrease roadway incidents and fatalities.

Professional development opportunities remain a key focus for the System. The System’s Leadership Academy was given a curriculum overhaul. This longstanding internal leadership development program acts as a succession pipeline to prepare Managers, Department Heads, or Deans to move into next-level leadership positions within the System. In May 2020, 27 participants graduated from the 2019-20 cohort. Additional faculty and staff professional opportunities conducted include accessible course design (75 attendees), Title IX investigator training (130 attendees), and student services software capabilities. The monthly Teaching and Learning Tuesday (TLT) webinar series resulted in 210 live attendees for the year.

In addition to faculty and staff professional development opportunities for the technical colleges, the System staff remain adept in providing opportunities through their own professional development. This past year, System staff attended national, regional, and local conferences on topics related to career development, disability services, civil rights, access to education and healthcare in rural settings, students of color, web accessibility, grant writing, Title IX, testing services, two-year college first-generation students, and unconventional student completion grant initiatives. System staff also conducted presentations at numerous local, regional, and national conferences and college campuses on topics relevant to two-year faculty, staff, and students. College technical assistance was also provided on issues related to the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act, Title II, Title IX, student conduct, and the intersection of state and local law with campus processes and procedures. In addition to presentations and technical assistance, several System staff were elected to serve on regional and national educational organization boards this past year.

Other accomplishments include completion of the annual US Department of Education Office of Civil Rights (OCR) Methods of Administration (MOA) Review for one college, submission of the 2016-2018 MOA Biennial Report, and submission of a new state MOA plan in collaboration with the SC Department of Education. The past year resulted in the mediation of over 58 student matters, including assisting colleges to identify best practices regarding student issues. To promote equitable and sustainable practices, the System revised two procedures (SBTCE Procedure 3-2-106.1 [Student Code] and SBTCE Procedure 3-2-106.3 [Student Grievance]) and created a new procedure (SBTCE Procedure 3-2-107.1 [Service Animal]). Despite the disruption due to the COVID-19 pandemic, the System utilized nearly 20 peer groups to ensure colleges met regularly, worked collaboratively, and responded efficiently and equitably to help alleviate some of the pandemic impact.

Additional regular activities include the approval of 61 new programs and 42 new courses, monitoring of dual enrollment and program evaluation, and ongoing research and publication. The System’s academic and educational initiatives always strive to be bold, innovative, and sustainable in an effort to promote student success.

Workforce Development Initiatives

Registered Apprenticeship. Apprenticeship Carolina™ guides companies located in South Carolina through the apprenticeship development and registration so that companies receive full recognition in the national Registered Apprenticeship system with the U.S. Department of Labor (USDOL). With a team of six Apprenticeship Consultants,

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Apprenticeship Carolina is the state's liaison for apprenticeships.

Continued Growth. Since its inception, Apprenticeship Carolina has assisted over 1,000 South Carolina companies across all industries to register apprenticeship programs. The number of companies assisted has increased tenfold from 90 in 2007 to well over 1,100 in the last fiscal year. To date, over 34,000 South Carolinians have been registered as apprentices – an overwhelming increase from 777 in 2007. Apprenticeship Carolina continues to lead the nation in the number of new apprenticeship programs registered, apprenticeship activity and notoriety. Apprenticeship programs continue to provide companies the benefits of a sustainable, highly trained workforce pipeline and award apprentices a nationally recognized credential in their occupation.

Grant Opportunities. Apprenticeship Carolina is the recipient of several grants from US Department of Labor’s (USDOL) Employment and Training Administration. The grants provide support to increase the number of registered apprenticeships throughout the state. One of the USDOL grants, the SC Apprenticeship Initiative grant, is a \$5 million award from the USDOL American Apprenticeship Initiative. Most of the funds are designated to cover educational costs of apprenticeships in manufacturing, professional services, information, health and social assistance, utilities, construction, transportation warehousing and public administration. To date, 2,096 apprentices have received funds from the grant to pay tuition to subsidize college courses required to complete the registered apprenticeship program. 149 South Carolina company locations have benefited from the funds.

In 2016, Apprenticeship Carolina was awarded a \$900,000 USDOL grant that is currently assisting technical colleges and companies in the expansion of registered youth apprenticeship programs and pre-apprenticeship programs. The grant is being utilized in seven of the 16 technical college service areas. In the spring of 2018, USDOL awarded Apprenticeship Carolina a grant for \$1,089,990 as a continuation of apprenticeship expansion funding. These funds are currently being utilized to advance apprenticeships through K-12 partnerships and dual enrollment, economic development and workforce solution systems across the state. Combined, these two grant opportunities have benefited over 1,321 South Carolinians.

During the fiscal year, Apprenticeship Carolina was awarded a US Department of Labor Apprenticeship State Expansion Grant of \$1,186,725.22. Ten colleges will be utilizing this funding to expand both registered apprenticeship and pre-apprenticeship programs.

On July 1st, 2020, Apprenticeship Carolina received nearly an additional \$11.5 million in apprenticeship funds from two grants. One grant is the USDOL Youth Apprenticeship Readiness Grant, which is a \$4,449,999 award, which will help to significantly increase the number of youth apprenticeships over the next four years. USDOL also awarded Apprenticeship Carolina a State Apprenticeship Expansion \$6,991,000 award which will also help to expand apprenticeships across the state over the next three years. The Appalachian Regional Commission awarded Apprenticeship Carolina a \$250,000 grant to expand registered apprenticeship within the aerospace and automotive industries. This grant opportunity is available for companies located in Anderson, Pickens, Oconee, Greenville, Spartanburg and Cherokee counties. Companies are engaging with the local technical colleges to develop programs supported by the grant. Through a partnership with ICF International, Apprenticeship Carolina has also been able to secure a \$400 stipend to be provided to information technology youth apprentices ages 16-21 who are studying at a technical college.

Youth Apprenticeship. Youth Apprenticeship is a forward-focused component of Apprenticeship Carolina that demonstrates growth statewide. The program allows companies to train and mentor potential future full-time employees, creating a crucial recruitment pipeline of young, skilled workers. Youth apprentices can earn a wage while they finish high school and earn college credits. High School completion is also a requirement. Through this program, youth enhance their employability by obtaining critical work and academic skills. This past year the number of companies with a registered youth program increased from 216 to 236. As part of one of Apprenticeship Carolina’s USDOL grants, Apprenticeship Carolina was able to convene stakeholders from across the state for a Youth Apprenticeship Study Tour in Charleston.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Industry outreach. During the fiscal year, Apprenticeship Carolina, through grant opportunities and partnerships with a number of organizations, has been able to host events to promote apprenticeship as a workforce development tool for employers, industry associations and education stakeholders in the areas of Youth Apprenticeship, information technology, energy, hospitality, manufacturing, life sciences and construction. Outreach also occurred to the state’s Historically Black Colleges and Universities to communicate the benefits of registered apprenticeships for students in the area of Cybersecurity. One of the USDOL grants also allowed Apprenticeship Carolina to host three in-person mentor trainings for company representatives. An online mentoring tool was also introduced to companies as the result of grant funding.

Return on Investment Study. The SC Apprenticeship Initiative grant allowed for a Return on Investment study to be conducted by the University of South Carolina Moore School of Business. The study concluded that for every \$1 invested in a registered apprenticeship program, employers receive a return of at least \$1.26. The return increases to \$2.15 over seven years.

Success during COVID-19 crisis. Apprenticeship Carolina continued to experience growth during this unprecedented time by registering 28 new apprenticeship programs during the Governor’s work from home order. Companies also continued to express interest in grant-funded training opportunities through the technical colleges.

Enterprise Zone Retraining Tax Credit Program. Ezone helps keep industry in South Carolina competitive by providing manufacturing, processing and technology intensive companies located in South Carolina the opportunity to receive a refund for “retraining” certain employees. By participating in the Ezone program, qualified companies may be reimbursed by the Department of Revenue, up to \$1,000 per eligible employee, per year, (not to exceed \$5,000, over 5-year life of application), against withholding taxes, for certain training and education.

Economic Development Initiatives

The System’s readySC™ program plays a key role in the state’s economic development efforts. It is recognized nationally as the premier program of its kind. readySC focuses on the recruiting and initial training needs of new and expanding organizations and continues to be a top incentive for the state. The majority of companies relocating or expanding in South Carolina rank readySC’s services as playing a significant role in their ultimate decision to move or grow here. On any given day, readySC is working with between 65 and 100 projects across South Carolina. These projects cover the spectrum from our state’s most-developed to least-developed counties and include both large organizations and smaller companies. Last year, readySC trained over 2,000 individuals and worked with 97 different companies. Last year, readySC provided nearly 250,000 hours of training to its trainees. The Boeing project held 2,189 training events last year and trained 3,391 people. readySC staff are certified to teach over 1,400 people to date. The Volvo project has trained over 1,500 people to date. The Mercedes project has trained over 1,400 people to date. To date the Arthrex project in Anderson County has trained 153 people, and the W International project in Berkeley County has trained 149 people.

Fiscal and Budget Initiatives

Legislative Budget. The System continues to be recognized by the General Assembly as a priority and was funded as follows for FY2019-2020:

The General Fund Base Funding for the System was \$162.6 million, of which \$151.5 million was distributed to the colleges using various funding models.

The Lottery Tuition Assistance Program was funded \$47 million in FY19-20, which provided sufficient resources to award eligible students \$100 and \$110 per credit hour in Fall 2019 and Spring 2020, respectively. In addition, the South Carolina Workforce Industry Needs Scholarship Program was funded \$17 million in FY19-20 and benefitted more than 10,000 students per semester in Fall 2019 and Spring 2020.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

The System’s readySC program was funded \$19.2 million from lottery and capital reserve funds for direct training projects. This funding was in addition to recurring appropriations used for program administration and training costs.

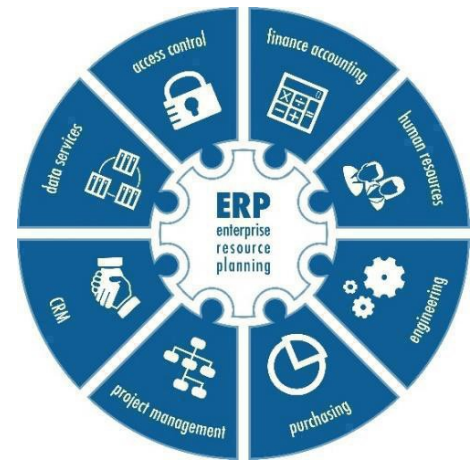
The colleges received additional Lottery Funds for Workforce Scholarships and Grants in the amount of \$11 million.

These funds were distributed using the STEM+ formula. Other Lottery funding included Job Skill Training Equipment funding of \$12 million and Lottery Technology Equipment funding of \$4.1 million.

Information Technology Initiatives

Enterprise Information Security Compliance. Cyber Security continues to be a priority for all of our institutions and the System, especially since the COVID-19 pandemic has emerged, due to the increase in remote meetings and access to information systems, data, and instruction. We have continued to strengthen our security posture toward information security compliance based on a nationally recognized and state approved methodology. Improvements are primarily in the areas of People (training), Process (policies and procedures), and Technology toolsets, which are prioritized based on need, and are based on best practices and State and Federal Security and Privacy requirements. Our roadmap and plan to compliance continues to leverage all colleges and relevant stakeholders. Each college and the system office are progressing towards strengthening their security posture using a customized roadmap and plan toward information security compliance, which is based on a nationally recognized and state approved methodology. These gradual improvements are the areas of People (training), Process (policies and procedures) and Technology toolsets and are based on best practices and State and Federal Security and Privacy requirements.

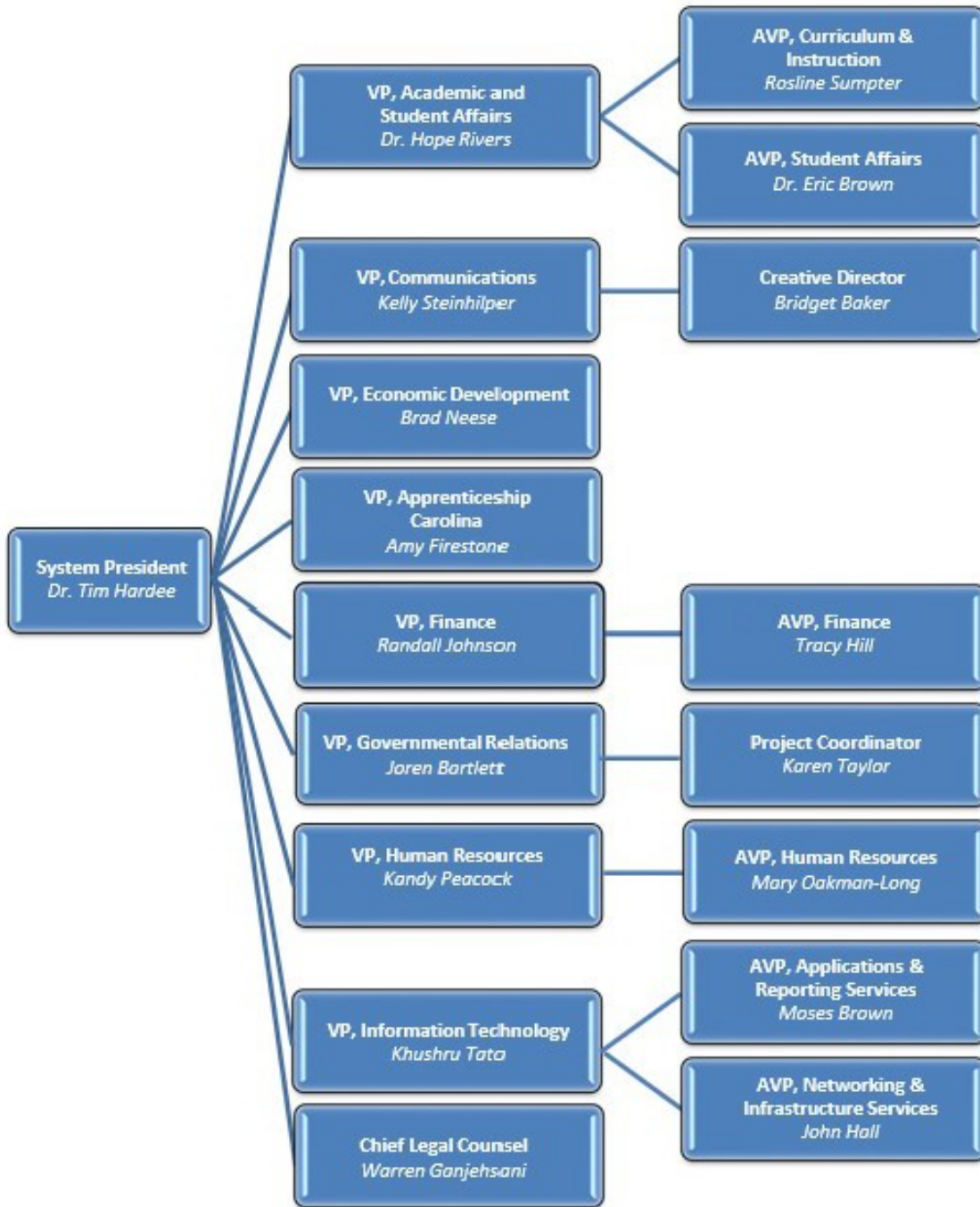
Enterprise Resource Planning (ERP). (ERP) systems and related processes continue to represent significant resources and mission critical activities and functions at all of the 16 technical colleges. These systems and their online capabilities have been of even more significance since the COVID-19 pandemic started. We continue to work together to explore related opportunities for collaborative services, training and planning toward future needs. These efforts have helped colleges save on operating costs, focus on improving services, and increase efficiencies.



Shared Services and Collaborative Projects. The System’s leadership and peer groups have continued to charter collaborative projects and procurement-related activities. These activities engage key stakeholders from the colleges and seek to collaborate towards common needs for security, infrastructure, upgrades, and future needs. They also include a robust shared services component for common system enhancements, maintenance and training, as well as shared hosting for their ERP related systems. This collaborative approach continues to provide the colleges with a more cost-effective and sustainable model for management of their systems and infrastructure. These activities have proven to be more critical since the emergence of the COVID-19 pandemic, where sharing ideas and solutions have been especially helpful towards continuing our operations and serving our students and communities effectively in this ‘new normal.’

The SC Technical College System Organizational Chart

The following organizational chart shows the System’s structure and the first three levels of management for the agency.



AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Risk Assessment and Mitigation Strategies

South Carolina is facing staggering workforce demand. Over the past five years, South Carolina has seen unprecedented economic development growth. This job growth has surpassed that of Georgia and Tennessee while matching North Carolina’s effort. This success is due in large part to the state’s ability to draw new residents with a business-friendly climate.

This growth also brings with it the ever-increasing demand for highly skilled, ready workers. It is important to note that the majority of these jobs require more than a high school diploma and less than a four- year degree. These high-demand jobs require post-secondary certificates, credentials and, in some cases, a degree. Couple the lack of post-secondary education with an aging workforce fast approaching retirement and South Carolina faces a workforce skills gap.

The SC Technical College System is tasked with filling this gap through training and education in high-demand fields. Funding is essential to meeting this demand and ensuring that a quality technical education remains accessible and affordable for all South Carolinians.

The System has crafted a carefully considered and vetted legislative agenda for this year’s budget session which would allow our colleges to continue effectively meeting the demands of business and industry in high- demand STEM, manufacturing, health care and IT fields. Sufficiently funding the System’s requests along with continuing to support the Lottery Tuition Assistance Program through maintained funding will aid in resolving the workforce demand before it becomes a crisis.

Restructuring Recommendations

Not applicable. The System has no recommendations for proposed restructuring at this time.

Report Submission Compliance

The System publishes *SOUTH CAROLINA’S COMPETITIVE EDGE* magazine periodically each year. Copies are mailed to legislators and other stakeholders, but we were unaware of the S.C. Code sections requiring submission of copies to the Legislative Services Agency and the State Library. Now that we are cognizant of the requirements, we will comply in the future.

Regulation Review

Not applicable. The System does not issue regulations.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

SC Technical College System

AIKEN TECHNICAL COLLEGE



Aiken Technical College (ATC) completed the third year of its 2017-2022 Strategic Plan. The plan was developed with broad-based input that included stakeholders from the community, business & industry, students, faculty and staff, Commission members and the Executive Staff. Dr. Forest E. Mahan, ATC President, provides updates each year to key stakeholders regarding the College's Annual Plan outcomes.

The [ATC Vision](#) is as follows:

Aiken Technical College seeks to be the first choice for higher education in the region.

Realization of the vision is accomplished through the College's [Mission](#), which is defined as follows:

Aiken Technical College (ATC) is a public, open-door, two-year comprehensive institution of higher education established to provide citizens of greater Aiken County opportunities for educational and workforce development.

In support of this overall mission, the ATC 2017 – 2022 Strategic Plan established 20 Strategic Objectives, which are categorized within five institutional goals:

Goal 1: Provide transformative, enriching and engaging academic programs and student experiences to serve the educational and workforce development needs of our students and the region.

Goal 2: Position the College as the first choice for education and workforce development through effective communication, promotion and branding.

Goal 3: Create strategic collaborations with academic, community and industry partners to develop and empower students through additional educational opportunities.

Goal 4: Cultivate an engaging environment of excellence to attract, retain and develop a diverse campus of students, staff, faculty and administrators.

Goal 5: Expand organizational funding through regional support, student enrollment and grants to provide innovative learning opportunities for students.

The 20 Strategic Objectives encompass academic and non-academic College services and activities components and include action steps designed to improve ATC's academic programs and offerings; customer service to its students, local business and industry partnerships, and the community; and its ongoing relationships with critical governmental and non-profit partners throughout the ATC service area.

This report emphasizes key results from action steps included in the 2018-2019 Annual Plan specifically related to instruction, service to students and enhancements to the campus infrastructure, all of which are central to the goals and mission of the College.

Key Accomplishments for 2019-20

Goal 1: Provide transformative, enriching and engaging academic programs and student experiences to serve the educational and workforce development needs of our students and the region.

- Supported 381 graduates in achieving successful program completion in 2019-20.
- Achieved an Academic Program Evaluation Report overall placement rate of 86% for 2019-2020.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- Successfully completed the Southern Association of Colleges and Schools’ Decennial off-site review. Sixty-nine of 74 standards were found in compliance. (The national average is 15.7 standards in non-compliance, with a non-compliance mean of 15.) The on-site visit will occur on October 19-22, 2020.
- Successfully completed the Associate Degree in Nursing and Practical Nursing programs’ self-study and on-site visit as required by the Accreditation Commission for Education in Nursing (ACEN). No follow-up reporting was required. This demonstrates the quality of Aiken Technical College’s Nursing programs.
- Revised the Emergency Medical Technician (EMT): Basic Certificate and EMT Advanced Certificate curricula to align the programs with current National Registry Exam requirements, as well as to provide enhanced preparation for Pre-Hospital Trauma Life Support (PHTLS), EMS Vehicle Operator Safety (EVOS), and Advanced Medical Life Support (AMLS) certification through the National Association of Emergency Medical Technicians (NAEMT).
- Implemented a flipped classroom instructional approach in EMS 110 (Basic Emergency Medical Care), EMS 120 (Pharmacology), and EMS 271 (Advanced Emergency Operations), which provided paramedic students with increased hands-on experience in a laboratory setting, as well as increased contact time with the instructor. Nine students completed EMS 110, and 10 completed EMS 120 in 2019-2020. EMS 271 will run in the second year of the Fall 2019 cohort.
- Enhanced Accounting program students’ familiarity with database and other accounting software by adding ACC 245 (Accounting Applications) and ACC 246 (Integrated Accounting Software) to the Associate in Applied Science: Major in Accounting program, as a result of DACUM findings. These courses will run in the second year of the Fall 2019 cohort.
- Developed a new Entrepreneurship Certificate, which will assist program completers in establishing, operating, and maintaining their own small business through an emphasis on core accounting and supervisory, computer, and marketing skills. This certificate arose from Management Advisory Board recommendations.
- Developed a new Production Operator Certificate. This certificate’s curriculum will prepare students for entry- level machinist, machine operator, manufacturing process technician, and quality control technician positions. This certificate arose from Industrial Maintenance Technology Advisory Board recommendations.
- Updated Computerized Numerical Control (CNC) program lab equipment through the purchase and installation of two new Hass Mini Mill Machines. These new machines, combined with an instructional location shift to the new CNC lab in the Center for Energy and Advanced Manufacturing building, additionally allowed MTT 145 (Machining of Metal) to be provided to a larger number of students.
- Selected and developed a plan to target reading and writing as the focus of ATC’s Quality Enhancement Plan, which will be implemented in Fall 2020. “READ, WRITE, ACHIEVE!” arose from institutional data indicating declining student success in ATC’s RWR 032 (Integrated Developmental Reading and English) course, low English gateway success rates for students transitioning from RWR 032, as well as ENG 101 (English Composition I) course success rates below ATC’s established action threshold.
- Transitioned to the new Partnership Among South Carolina Academic Libraries (PASCAL) Shared Library Services platform.
- Selected and implemented a new lecture-capture video system, which includes automated but editable captioning to promote universal classroom design. The technology allows both professors and students to record video and audio for classroom use.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- Implemented Blackboard Collaborate, an LMS-integrated video-conferencing tool, which allows real-time virtual instruction, presentations, and desktop sharing.
- Updated policies and procedures in preparation for the College’s reaffirmation of accreditation. The Catalog and Student Handbook content was updated to align with policy/procedure changes.
- Enhanced the Radiation Protection Technology (RPT) program through the introduction of a Simulation Job Coverage Control Station and general updates to the RPT lab.

Goal 2: Position the College as the first choice for education and workforce development through effective communication, promotion and branding.

- Established Dynamic Dialogues and other community-focused events to engage ATC’s local population, introduce them to the ATC campus, and inform them of ATC’s educational possibilities. These events shifted to an online format in Spring 2020 due to the onset of COVID-19.
- Implemented a new communications strategy utilizing text messaging, social media, and web-based tools to promote campus engagement and activities. This outreach included *The wATCh!*, an informational and inspirational newsletter for students.
- Implemented enhancements to the content and delivery of New Student and Family Orientation (NSFO) based on feedback from students, survey data, and input from the NSFO Planning Team. These services will be provided in a virtual environment for 2020-2021.
- Continued and refined the Discover (“Discover your Path,” “Discover Savings,” “Discover Success”) marketing campaign highlighting the College’s programs, funding opportunities, and student resources to promote enrollment and student success.
- Targeted promotion of Radiation Protection Technology and Nuclear Fundamentals as programs of focus for the Workforce Opportunities in Regional Careers (WORC) Grant.

Goal 3: Create strategic collaborations with academic, community and industry partners to develop and empower students through additional educational opportunities.

- Implemented a 12-day Tower Technician Program through ATC’s Training and Business Development Department in collaboration with Warriors for Wireless, Safety LMS, and M&M Consulting. Two cohorts containing 12 students each (the maximum) ran in 2019-2020.
- Enrolled four Silver Bluff High School students in the Pre-Stem Technician program under the Workforce Opportunities in Regional Careers (WORC) grant.
- Continued implementation of the Within Reach Initiative in partnership with the Aiken County Public School District to increase educational attainment and promote ATC as the first choice for higher education in the region. All scheduled activities were completed, though some were virtual.
- Graduated the second cohort of the Midland Valley High School Early College. Sixteen students completed the three-year program and earned their Associates degree a few weeks prior to high school graduation. All 16 earned an Associate in Arts degree, while five students simultaneously earned an Associate in Science degree. This is an increase from 12 graduates in 2018-2019. Cohorts three and four are underway.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- Implemented the Call Me MISTER program with Aiken County and Williston public school districts. Two students entered the program. One successfully completed all first-year courses, while the other is still working to successfully complete. The College is continuing its attempts to promote the program in collaboration with USC-Aiken.
- Implemented WorkKeys study modules and testing as well as informational events for students with business and industry representatives to support increased interaction with local employers. These opportunities were supported via WORC grant funds.

Goal 4: Cultivate an engaging environment of excellence to attract, retain and develop a diverse campus of students, staff, faculty and administrators.

- Redesigned COL 103 (College Skills) to include four units focusing on navigating and understanding campus culture and terminology, emphasizing college success strategies (note-taking, time management, etc.), life skills (dealing with stress, emotional intelligence, inclusion/diversity), and future planning (financial literacy and career planning).
- Implemented Open Educational Resources (OER), which are low-/no-cost textbooks and supplemental materials, in ENG 160 (Technical Communications), BIO 210 (Anatomy and Physiology I), and BIO 211 (Anatomy and Physiology II) in Fall 2019. These resources support low-socioeconomic status students and provide all students immediate access to course materials. OER are also an element of ATC's QEP.
- Established a Dean of Student Success and Retention position. Several student support services were reorganized under this Dean, including Academic Counseling, Counseling and Disability Services, the Library, and Tutoring. This new division will promote a holistic approach to student success and retention.
- Expanded the New Faculty Onboarding Academy to include a unit on student support services and equity issues.
- Provided students lacking home Wi-Fi access with Wi-Fi hotspots located in campus parking areas and other select outdoor locations.
- Updated campus facilities and physical infrastructure, such as the installation of an energy-efficient boiler in the 900 building. Welding lab, library, and other facility improvements were delayed due to the impact of COVID-19.
- Selected and implemented an online proctoring solution incorporating student verification and automated proctoring with live proctor pop-in. This provided students with a secure online testing environment and supported social-distancing policies. The ATCTest Center also provided virtual placement testing options.
- Promoted security awareness to the College community throughout the year. Examples include completing Security Training, emergency drills, COVID-19 precautions, and a variety of safety communications (on topics such as UV safety, preventing falls, etc.). Human Resources and Information Systems Management further comprehensively assessed campus security, including campus cameras and callboxes.
- Implemented Microsoft's multi-factor authentication solution, Microsoft's Identity and Access Management, and Microsoft's Advanced Threat Protection software to provide robust security for ATC's services, e-mail, and PCs, leading to a safer and more secure virtual environment. Multi-factor authentication (MFA), Identity and Access Management (IAM), and Advanced Threat Protection (ATP) were successfully implemented as a result of these efforts.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- Implemented an online course review form which established clear online course shell requirements and design consistency for all online courses, provided a template for new instructors, and ensured regular and substantive interaction (R&SI) through a regular review of online courses. ATC’s Quality Standards for Online Learning (QSOL) were also updated to reinforce R&SI requirements and to explain the new course review process.

Goal 5: Expand organizational funding through regional support, student enrollment, and grants to provide innovative learning opportunities for students.

- Provided \$50,000 for Within Reach scholarships supported by the Wells Fargo Foundation, BAE Systems, and other various other local businesses and individuals. ATC offered 50 \$1,000 Within Reach Scholarships to graduating high school seniors throughout Aiken County following a competitive application process.
- Raised over \$15,000 from the Wells Fargo Foundation, the ATC Foundation, ATC employees, and the Aiken community for a Student Emergency Fund in response to needs arising from the COVID-19 pandemic.
- Received \$20,000 from the Flour Foundation for Veteran Scholarships, which are provided in varying amounts to student veterans attending ATC in support of their academic pursuits.
- Received \$75,000 from Savannah River Nuclear Solutions (SRNS) for the purchase of hardware and software for two radiation contamination detection and response simulators for ATC’s Radiation Protection Technology program.
- Received \$10,000 from Bank of America for Transitional Studies Book Scholarships in support of MAT032 (Developmental Mathematics) and RWR 032 (Integrated Developmental Reading and Writing).
- Received \$10,480 from Aiken Mended Hearts and the Hospital Auxiliary of Aiken for nursing equipment.
- Completed deliverables of the Year 4 WORC I grant. Fifty-eight students received WORC scholarships. The Year 5 plan has been submitted and approved.
- Completed the Perkins V Lower Savannah Region Comprehensive Local Needs Assessment (CLNA) report in collaboration with technical colleges and public-school systems across six S.C. counties.
- Employed enhanced strategies to recruit prospective students from key audiences across the region, including adult learners, high school graduates, middle school students, and parents. Open House events for each education unit were held.
- Conducted a fall giving gala event, the “Speakeasy Soiree,” as part of the ATC Foundation’s campaign to generate financial contributions to the College. The event raised \$24,500 for student scholarships.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

SC Technical College System

CENTRAL CAROLINA TECHNICAL COLLEGE



College Mission Statement

Central Carolina Technical College is a comprehensive, public, two-year institution of higher education dedicated to fostering a positive environment of teaching and learning for faculty, staff, and students. The College serves primarily the region of Clarendon, Lee, Kershaw, and Sumter counties in South Carolina and confers associate degrees, diplomas, and certificates. College programs, student support services, and resources provide citizens, businesses, industries, and communities with quality, affordable, accessible, customer-responsive post-secondary education through life-long learning and specialized training opportunities. These are designed to develop the foundation for personal growth, economic development, and an improved quality of life through multiple learning environments including traditional and electronic instructional methods. The College's vast array of associate degree, diploma, and certificate programs prepares students to enter the job market, to transfer to senior colleges and universities, and to achieve their professional and personal goals. Specifically, Central Carolina offers academic programs in business, the health sciences, public service, industrial and engineering technology, and the arts and sciences. Through its comprehensive programs and support services, the College serves students through traditional and non-traditional formats in multiple learning environments including online, electronic, and distance learning.

Vision Statement

Central Carolina Technical College will be the first choice for exceptional, quality, affordable, technical and comprehensive education, provided in an innovative, student-centered learning environment.

Strategic Goals

Educating Students

Goal 1: The College will foster an environment conducive to student success.

Goal 2: The College will expand its accessibility and program offerings.

Goal 3: The College will strengthen students' pathways to four-year colleges and universities.

Faculty and Staff

Goal 4: The College will attract and retain quality faculty and staff.

Partnerships

Goal 5: The College will strengthen its role with K-12 institutions and become a first-choice option for high school students.

Goal 6: The College will identify and maintain community, legislative, workforce, and higher education partnerships to accomplish its Mission.

Workforce Development/Continuing Education

Goal 7: The College will expand the continuing education training and educational programs' scope and effectiveness within the community.

Resources

Goal 8: The College will practice effective stewardship of its resources and seek new avenues of funding.

Planning for Institutional Effectiveness at Central Carolina Technical College

The following 2019-2020 Annual Goals Report represents a summary of the major accomplishments realized for the College's annual goals for this time period aligned with the 2015-2020 Central Carolina Technical College Strategic Plan. Central Carolina Technical College (CCTC) engages in ongoing, integrated, institution-wide, and research-based planning and evaluation. The elements of Central Carolina Technical College's planning processes incorporate a systematic review of the College's Mission, goals, and outcomes for continuous improvement. The 2019-2020 CCTC Annual Goals and their respective accomplishments are as follows:

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

1. **Finalize the 2020-2030 Academic & Facilities Master Plan and identify strategies to optimize program and course offerings, resulting in increased enrollment.**
 - Completed the planning process for the College’s Academic and Facilities Master Plan in January 2020 in collaboration with external consultants
 - Enrolled 3,361 students in Fall 2019 in over 50 programs of study
 - Conducted 24 advisory committee meetings to ensure linkages between instruction and workforce needs
 - Conducted academic program reviews for 11 programs of study
 - Developed 3 new programs of study for implementation in Fall 2020: Microsoft Office Applications Specialist Certificate, Child Care Assistant Certificate, and Pre-Nursing Preparatory Certificate
 - Developed 3 new courses starting Fall 2020 (MAT 013, RWR 032, and RWR 100) to reduce time to completion for students who place into developmental studies courses

2. **Facilitate student learning in a technology-based environment to support student success through sound academic methodologies and the integration of the assessment of learning for continuous improvement.**
 - Utilized Rural Utilities Services Distance and Learning Telemedicine Grant CONNECT classrooms to provide synchronous video courses among Main, HSC, Lee, Kershaw, and Clarendon County campuses
 - Served the following number of unduplicated students per term in distance education courses: Fall 2019: 2,217; Spring 2019: 2,074; Summer 2019: 1,291
 - Provided instructional environment resulting in student certifications as follows:
 - Machining & CNC Certifications – National Institute for Metalworking Skills Certificates: 18
 - Welding Certifications – NCCER Core Curriculum Certifications: 11
 - HVAC Certifications – HVAC Excellence Employment Ready Certifications: 61
 - Computer Certifications – CompTIA A+: 1; CompTIA Network+: 1; Microsoft Office Specialist: 5
 - Health Sciences Certifications – 91% of Surgical Technology August 2019 graduates passed the CST examination on first attempt; 100% of Massage Therapy August 2019 graduates passed the MBLEX examination on first attempt; 76% of Pharmacy Technology August 2019 graduates passed the ASHP examination on first attempt; 95% of Medical Assisting August 2019 graduates passed the AAMA examination on first attempt; and 89% of Associate Degree Nursing May and August 2019 graduates passed the NCLEX examination on first attempt; 100% of Nursing Aide students passed the NNAAP examination on first attempt
 - Loaned laptops to 137 students through two grant programs; loaned laptops to 108 students and 99 faculty & staff through the User Support Services department in response COVID-19 needs
 - Enriched identified STEM programs of study by purchasing almost \$210,000 in educational equipment
 - Redesigned the User Support Services call center phone system to match the capabilities of the college’s switchboard providing a more professional, queue-based interface to better support students and staff
 - Conducted a Financial Aid business process review with Financial aid staff, ILT staff, and a Banner vendor, which resulted in a number of changes to align with national best practices for colleges
 - Made over 12,000 contacts with students through the support of the Freshman Advisors including contacts made via email, phone, and during class visits and technology training sessions

3. **Continue to implement institution-wide retention strategies, including a comprehensive advisement process, reflecting the needs of the CCTC student population to increase retention by 2% for first-time, full-time freshmen and improve program completion with focus on the new student population through the college’s Quality Enhancement.**
 - Implemented Year 5 of the College’s QEP, Smart Choices for Success, focused on retention and program completion of first-time freshmen
 - Provided support services through TRIO Student Support Services, TRIO Veterans Upward Bound, Special Populations Program, Behavioral Intervention Team, and Disability Services to improve student retention
 - Increased the retention of high-need, STEM, and African-American male students through the strategies implemented in the PBI grant program
 - Increased the Fall-to-Fall retention rate of first-time, full-time students from 56% (FY19) to 61% (FY20)
 - Offered 67 sections of COL-105: Freshman Seminar, a course focused on increasing academic skills for success and enhanced advising to support the retention and program completion of first-time students

4. **Provide student support services and programs that address the diverse needs of the student population by connecting students with the college’s services and programs to enhance the educational experience and support program completion.**
 - Launched first phase of the college’s new customer relationship management (CRM) tool
 - Implemented a new tool called UChat to assist students in acquiring information from Student Affairs personnel via a chat system on the website
 - Hosted numerous events through Student Life to connect students to their peers and support services
 - Inducted 83 new members into CCTC’s Phi Theta Kappa International Honor Society, Beta Eta Pi Chapter

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- Hosted Come See Me Day in March 2020 with 368 participants and a participant satisfaction rate over 90%
 - Assisted 582 students with college applications, financial aid applications, scholarship information, and college placement testing through College and Career Coaches
 - Offered 25 Career and Learning Services workshops at the FE Dubose and Kershaw County Campuses
 - Awarded over \$28M in financial aid from public and private sources to more than 3,300 students
 - Launched a new shared library systems platform, Ex Libris; CCTC ranked 16th out of 53 colleges for records matched/ contributed to the Network Zone for the new system; the Head Librarian and Library Specialist obtained ALMA certification
 - Developed a new Records process for posting pending credit for secondary school articulation students and awarding the credit once the student has been admitted to the college
 - Coordinated Mental Health First Aid Training for Behavioral Intervention Team members and conducted presentation for faculty Spring 2020
 - Created online Special Populations Program orientation; conducted 6 ADA and 1 diversity workshop
 - Achieved a 98% satisfaction rating from veterans enrolled in the TRIO Veterans Upward Bound program
 - Selected as Military Friendly School by Victory Media for ninth consecutive year
- 5. Support program completion by increasing the college's graduation rate, and expand and promote transfer opportunities for the college's graduates.**
- Continued target population retention programs through the Perkins, TRIO, and PBI programs
 - Continued work on the administrative graduation process to award and notify students near program completion
 - Awarded 744 degrees, diplomas, and certificates to 609 graduates (July 1, 2019 – June 30, 2020)
 - Achieved a 91% college-wide placement rate for graduates placed directly in the workplace
 - Achieved a college-wide graduation rate of 15% in FY20 (2016 cohort of first-time, full-time students)
 - Increased Central Carolina Scholars retention by 26% from FY19 to FY20
 - Recognized as #9 Nursing program in the state of South Carolina by www.RegisteredNursing.org
 - Distributed 325 bags of college materials for iMAGINE CCTC! at the Clarendon County Expo
 - Hosted first fall College Transfer Fair with 100 students and 25 institutions attending; hosted virtual Titan Transfer Talks via Zoom
 - Hosted Business & Public Service Job Fair with 103 students and 23 employers attending
 - Hosted Health Sciences Career Fair with 143 students and 41 employers attending
 - Exceeded TRIO Student Support Services program goals for persistence by 30% and graduation by 9%
 - Launched "Titans on the Move" program facilitating college site visits for college students to explore transfer options (Coastal Carolina University, University of SC, and Francis Marion University)
 - Conducted 13 college visits/tours for 136 students to SC State, Coker College, Claflin University, Morris College, Winthrop University, Coastal Carolina University, NASCAR Hall of Fame, Honda, Clemson Men of Color Symposium, Emerging Leaders Student Leadership Conference (SC Tech System), USC Leadership Conference, and NASA NCAS (Langley, VA)
 - Articulated transfer pathways for CCTC students to Lander University in three programs of study: Criminal Justice Technology, Human Services, and Paralegal
 - Articulated transfer pathways for CCTC students to Southern New Hampshire University for the following programs of study: Accounting, Associate in Arts, Associate in Science, Computer Technology, Environmental Engineering, Human Services, Management, Natural Resource Management, and Nursing
- 6. Attract and retain qualified faculty and staff to support and deliver quality programs and services.**
- Provided flexible schedules for employees to accommodate employee and institutional needs
 - Conducted New Faculty Orientation and Adjunct Faculty Orientation each semester
 - Conducted Online Certification for faculty scheduled to teach online courses each semester
 - Promoted 6 staff members from within the institution to positions of greater responsibility
 - Recognized P. Dinkins, Dean of Business and Public Services, for winning "Best Professor" in *The Item's* 2020 "Best Of" competition
 - Recognized D. Smith – Systems and Programming Manager, for outstanding service at the College in 2019
 - Recognized E. Broadway – Director of Safety and Security, W. Cunningham – Human Services Instructor, and F. David – Dual Enrollment Coordinator, for outstanding service at SCTEA in February 2020
 - Recognized 9 employees through Employee Top Titan vlog entries
 - Offered 41 professional development program offerings to support the teaching and learning environment, including diverse training opportunities and required training
 - Received \$43,788 in professional development funds from 2019-2020 Perkins grant to support teaching and learning across the institution
 - Provided \$37,043 in College funds for professional development activities for faculty and staff

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

7. **Maintain strong working partnerships with the secondary (K-12) school systems to provide appropriate programs for secondary students in an effort to provide a viable workforce for the College’s service area.**
 - Partnered with all four counties to offer an ongoing Central Carolina Scholars Program for qualifying high school seniors who graduated in June 2019 to enter CCTC in Fall 2019 with full tuition assistance
 - Partnered with Clarendon School District 2 and Lee County School District for Early College programs
 - Maintained Central Carolina Scholars and Central Carolina Connect blog to increase communications with high school counselors, students, and parents
 - Offered dual enrollment courses to over 800 qualifying high school students from a total of 23 area high schools, independent high schools, and homeschool associations
 - Hosted the 3rd CCTC Academic Challenge in November 2019 with 10 participating area high schools
 - Conducted recruitment activities and on-campus events such as Central Carolina Scholars Day at area high schools, Scholars Receptions, Scholars Classroom Presentations, Scholars Presentations during FAFSA Nights, and Awards Day Presentations to 1,040 students
 - Conducted 116 high school visits including Titan Days, College Application Days, high school Titan Tuesdays, Educational-Opportunity Visits, and classroom visits

8. **Amplify the awareness of state, county and regional government officials, the public, and community partners of the college’s role in the higher education community and its impact on the economic development of the region through a strategic marketing campaign.**
 - Met with various members of the legislative delegation to discuss projects of importance for the economic development of the College’s service area
 - Collaborated with local government agencies and school boards to secure funding for Scholars program
 - Awarded “Best College” in *The Item’s* 2020 “Best Of” competition
 - Recognized at the National Association of Development Organizations 2019 Annual Training Conference via the Santee-Lynches Council of Government Impact Award for the Central Carolina Scholars Program
 - Announced the results of an economic impact study, which found that the college has had a \$1.2 billion impact in the past ten years for Clarendon, Kershaw, Lee, and Sumter counties
 - Recognized at the South Carolina Technical Education Association (SCTEA) Annual Conference via a 1st place award presented to the CCTC Biology Club and PTK Beta Eta Pi chapter for their community involvement project
 - Collaborated with McLeod Health Clarendon to present a free information session about stroke awareness to the public at 4 locations simultaneously using CONNECT synchronous video technology
 - Produced masks for McLeod Health using 3D printers through the collaboration of CCTC Engineering Design Technology program manager D. Tuders, other college staff, and students
 - Conducted 6th annual joint Active Shooter safety training in collaboration with the South Carolina Law Enforcement Division (SLED) in February 2020
 - Participated in the Sumter Development Board’s 2nd eSTEAM Sumter STEM festival
 - Partnered with the Lee County Council on Aging to host a winter drive to provide winter wear for seniors in Lee County through the Human Services HELP student organization
 - Created employer registration awareness postcard and sent to 700+ Sumter Chamber of Commerce members to promote College Central Network, a platform to connect CCTC students and employers
 - Hosted Pee Dee Reentry Job Fair & Expo at the Advanced Manufacturing Technology Training Center in September 2019
 - Hosted *The Item’s* “Best Of” Sumter Nominee Expo in January 2020 at the College’s Advanced Manufacturing Technology Training Center

9. **Provide increased internship and apprenticeship opportunities for credit and noncredit programs, and investigate opportunities for expansion of continuing education and workforce training programs that lead to credentials.**
 - Maintained ongoing communication with business and industry partnerships in service area to support the recruitment, expansion, and continuing workforce development needs
 - Met with economic development agencies in four-county service area to review workforce needs
 - Continued partnership with BD and SKF (Kaydon) with their youth apprenticeship programs for Mechatronics and Machine Tool Technology Dual Enrollment students
 - Hosted a Youth Apprenticeship Signing Day for 5 Sumter School District high school seniors becoming apprentices with BD and SKF
 - Hosted a Youth Apprenticeship Information Night for students and parents for the 4-county service area
 - Offered apprenticeship occupations: Maintenance Tech, Maintenance Technician, Water Treatment, Water Distribution, Wastewater Treatment, Wastewater Facility Inspector, and Education & Training

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- Partnered with top companies and industries to provide apprenticeships including BD, CAT Hydraulics, Pure Power, City of Columbia, SCDHEC, and Continental
 - Provided training for 68 companies, a 17% increase from FY19; provided online training for 156 students, a 5% increase from FY19
 - Offered certification courses to 170 credit students via a scholarship program, a 35% increase from FY19
- 10. Provide appropriate physical facilities and resources to support the teaching and learning environment with a focus on evaluating existing facilities.**
- Established two new lactation rooms for students, faculty, and staff on Main Campus in Sumter
 - Completed preventative maintenance work including cleaning M400, M500, and M600 chillers
 - Completed various small renovation projects including replacing the flooring in the President’s suite, M135, M125, offices in M200 and the front lobby of M100; replacing HVAC units #8 on the M700 building and SS32 on building M100; and renovating the kitchen in M400
 - Established budget and began planning and design for building 400 and building 500 renovations
- 11. Execute the opportunities that are identified through the planning process to align the college’s Academic & Facilities Master Plan, Strategic Plan, and SACSCOC regional accreditation with a focus on the 2021 Fifth-Year Report.**
- Facilitated use of results for continuous improvement through institutional planning documents such as the Plan of Action, Annual Effectiveness Report, Administrative Unit Review, Program Outcome Assessment Tables, and Course Success and Retention reports
 - Conducted four 2020-2025 Strategic Plan Sessions to gather direct feedback from community stakeholders and representatives in the college’s service area
 - Participated in the Perkins Comprehensive Local Needs Assessment process along with other agencies in the Santee-Lynches region to determine curriculum alignment with workforce needs
 - Acquired initial program accreditation for Human Services through the Council for Standards in Human Services Education
 - Renewed accreditation for the Automotive Technology, Heating, Ventilation, Air Conditioning & Refrigeration, and Surgical Technology programs
 - Completed program accreditation self-study for the Early Care & Education program
- 12. Evaluate grant-funded initiatives and explore additional resource opportunities to best position the college and strengthen financial stability.**
- Received a \$10,000 gift from the Gene Haas Foundation to provide scholarships for students in a machining-based training program at CCTC
 - Received a \$25,000 gift from McLeod Health to support the education of student nurses
 - Received a \$2,000 grant from the Walmart Community Grants Team to support the CCTC SNAC pantry
 - Awarded emergency financial aid grants provided by the Coronavirus Aid, Relief, and Economic Security (CARES) Act funds to all eligible students in March 2020
 - Submitted grant proposals totaling almost \$4,000,000 to the US Department of Education (TRIO SSS; Strengthening Institutions), SC Department of Education (Perkins), SC Department of Health and Environmental Control (Recycling project), and Caterpillar Foundation (Freshman Focus Center/QEP)
- 13. Align and broaden the mission and goals of the CCTC Foundation with those of the college.**
- Launched the first major gift campaign in the college’s history with a kick-off event in all four counties
 - Maintained the Alumni Partnership with over 1,000 members and expanded business partners & benefits
 - Awarded 112 scholarships totaling over \$100,000 through donations from individuals and organizations
 - Hosted the 9th annual CCTC Foundation Golf Tournament in October 2019 with award-winning WLTX news anchor J.R. Berry serving as the honorary chairman
 - Welcomed a new member to the CCTC Foundation Board, M. Watson of Lee County
 - Offered Alumni Career Services Workshop Series for alumni in need of help on their career path

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

SC Technical College System

DENMARK TECHNICAL COLLEGE



Denmark Technical College (DTC) is a public, comprehensive, historically black, two-year technical college located in rural Bamberg County. The college annually serves over 1,000 credit hours and continuing education students, with a mix of traditional, non-traditional, full-time and part-time students. As a member of the South Carolina Technical College System, DTC is dedicated to providing quality instructional programming and workforce development training to the people and businesses in its primary service area, which is comprised of Allendale, Bamberg and Barnwell counties.

The Mission of Denmark Technical College is fourfold: 1) to provide students the knowledge and skills necessary for employment and maintenance of employment as technical, semi-professional, and skilled workers in engineering and industrial technologies, business, computer technologies, and public service; 2) to prepare students for transfer to senior institutions; 3) to provide graduates with competency in written and oral communication, computer literacy, information processing, mathematics, problem solving and interpersonal skills necessary for life-long learning; and 4) to enhance the economic development and growth of the service area and the state. Denmark Technical College pursues its mission within a student-centered environment based on the fundamental values of a commitment to excellence; fostering a positive learning process, well-balanced cultural and social experiences; in an atmosphere of mutual respect and with an understanding of and the ability to function in a technologically advanced world; and with a realization of the need for a strong work ethic.

DTC's Vision: To become a premier institution of higher learning, recognized and respected among the most eminent technical and community colleges, not only in South Carolina but on a national and global level. The vision demands that success becomes an outcome for all students.

DTC will achieve its vision by providing superior educational training to students, business, and industry through a flexible, relevant, and inclusive academic programming delivered on multiple platforms using cutting-edge technology and collaboration to prepare learners for the global marketplace and changing workforce needs. As an open-door institution, the college provides affordable post-secondary education culminating in associate degrees, diplomas, and certificates to citizens from diverse educational and socioeconomic backgrounds and reaches out to its service-area high schools with opportunities for said students.

To effectively achieve the overall mission of the college, the Area Commission approved a strategic plan that has established five (5) strategic priorities.

Strategic Priority 1: Increasing Enrollment, Persistence, and Retention

Strategic Priority 2: Enhancing Academics and Inspiring Technological Advancements

Strategic Priority 3: Committing to Community and Social Justice

Strategic Priority 4: Rebranding and Strengthening Communication Infrastructure

Strategic Priority 5: Establishing a Sustainable Model for a Financial Future

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Major Achievements of Academic Year 2019-2020

Educational Effectiveness and Student Service Excellence

- Advanced thirty (30) classrooms with cutting-edge technology to facilitate hybrid model of classroom instruction during the COVID-19 pandemic
- Implemented the Panther Pathways program to include more intrusive advising and mentoring for freshmen
- Redefined the Denmark Tech Advising Model for second-year students
- Implemented Academic Meta-Major Learning Communities to utilize best practices to develop employable transitional skills
- Maintained accreditation of the Early Care and Education Associate Degree Program from the National Association of Young Children (NAEYC)
- Maintained accreditation of the Electromechanical Engineering Associate Degree Program from the Accreditation Board for Engineering and Technology (ABET)
- Purchased furniture for 71% of classrooms to create a more modern learning environment
- Enhanced experiential learning by upgrading the practical nursing lab to a simulated environment
- Implemented the Cengage Unlimited program for textbook delivery to increase student access to course materials at a low cost and ensure that all students have access to textbooks on the first day of classes
- Continued to significantly expand dual enrollment offerings by renewing relationships with area school districts that are in need of our services
- Experienced a busy summer semester in serving students in the Summer High School Initiative
- Exceeded national standards with the nursing program in having a 91.67% pass rate on the NCLEX-PN
- Revitalized the certificates in applied science in building construction and plumbing programs
- Purchased welding supplies and equipment to upgrade the welding lab to increase hands-on learning using modern machinery
- Migrated student email accounts to Microsoft 365 to increase student access to the Microsoft Office Suite
- Created a partnership with South Carolina Virtual Charter School for their students to enroll in the dual credit program
- Seventeen (17) students from Allendale-Fairfax, Blackville-Hilda, Denmark-Olar, and Williston-Elko High Schools earned a college credential

Financial, Fundraising, and Grants Stewardship

- Applied for a \$5,000 energy grant in which the college will be able to make any kind of energy improvement
- Received the largest single donation in its 70+-year history from the Denmark Technical College National Alumni Chapter in the amount of \$30,000 to provide scholarships for students
- Garnered nearly \$20,000 in employee donations through a first-ever employee giving campaign
- The Denmark Technical College Foundation contributed \$5,000 to support student needs during the COVID-19 pandemic
- Initiated a review and refinement of fiscal affairs, grants and contracts collaborative responsibilities

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- Hired a full-time director for grants and contracts to develop programs, partnerships, and resources; provide training and technical assistance to faculty and staff; build research and grants infrastructure; monitor and oversee compliance; and increase the overall capacity to support other institutional strategic goals through externally funded projects and contracts
- Applied for a received funding through the Higher Education Emergency Relief Fund of the federal CARES Act for emergency student aid and emergency institutional aid of \$412,522, and aid to HBCUs of \$589,315
- Developed strategic priorities and approaches to institutional financial growth and sustainability involving all stakeholders

Operational, Technology, and Community Service

- Information Technology Network Infrastructure has been updated to provide faster performance on campus
- Classroom enhancements are being implemented to provide a hybrid experience for virtual and in-person instruction
- Implemented updated Information Technology Helpdesk Solutions to improve the efficiency of IT issue management and resolution
- Developed a draft IT policy to document all processes and procedures for operational effectiveness

Continuing Education (CE) / Workforce Development

- Retained OSHA certification and the ability offer ten OSHA 30-hour trainings
- CE wrote and received a short ManuFirst SC grant, a 52-hour certificate, in the amount of \$58,000 for scholarships for students
- CE completed two training programs for Apprenticeship Education for Swiss Krono (Certified Production Technician and Lean Manufacturing)
- Received check from Bamberg County for the one-cent millage
- Received additional funding of \$1.5 million of the \$2 million set aside from State to Tech to support the shortfall for FY2019-20 due to low enrollment
- Received funding to aid the college during COVID-19: CARES Act – Student Aid - \$206,261, CARES Act – HEERF Institutional - \$206,261, and CARES Act – HEERF HBCU - \$589,315

Key Strategic Challenges

Educational

- Lack of educational resources to our service area college students, who come from rural, economically deprived areas with inadequate preparation through public schools
- Low enrollment is fueled by fewer high school graduates and competition from surrounding institutions, in addition to limited funds for recruiting and advertising
- The institution becoming a state-assisted rather than a state-supported entity is exerting significant financial pressure on its educational programs to adequately serve its rural population
- Inadequate resources to improve the living learning centers (student housing)
- Transition to remote learning during the pandemic further taxed educators and administrators

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Operational

- Management of a small college, which must perform all the functions of and to the same standard as a larger institution, with fewer human and financial resources
- Seeking and maintaining appropriate technology infrastructure that continues to be scalable and reliable in the changing marketplace
- Meeting the demands of expanding regulatory and compliance requirements
- Technological infrastructure strained under the demands of the COVID pandemic

Human Resources

- Attracting the caliber of faculty and staff needed at a small, rural college to meet both the academic and management goals effectively and efficiently
- Small workforce in the service area to meet the institution’s need
- Minimal raises provided to numerous employees whose current salary does not align with industry standards
- Inadequate local infrastructure to attract employees with special skillsets for new program development
- The COVID pandemic placed a considerable strain on human resources management staff having to wade through rapidly evolving changes in policy, regulations, and laws related to the effects of the pandemic in the workplace. Quick adaptation was required to accommodate remote working as COVID-19 shut down on-campus classes and offices.

Financial

- Insufficient state funding to adequately serve the workforce needs of service area residents, community, business, and industry
- The COVID pandemic has severely undercut projected revenue from tuition and fees
- Limited financial support available from service area governments due to extremely low tax base
- While the College resumed in-person instruction, student housing revenue was significantly reduced due to safety measures related to COVID-19, which negatively impacted capacity and overall enrollment for the fall
- Title III grant funding significantly reduced due to low enrollment
- Additional supplies, PPE, and educational materials needed to address needs due to COVID-19 put further strain on already underfunded budgets
- The State Tech System reneged on the promise to provide \$500,000 (as part of the \$2 million) needed to assist the College in its strategy of gaining financial independence

Community-Related

- Rebuilding and branding the College in the face of the COVID pandemic and on the heels of several years of uncertainty regarding the College’s future
- Gaining optimum financial support from all three counties in the College’s primary service area

SC Technical College System

FLORENCE-DARLINGTON TECHNICAL COLLEGE



The FDTC Mission

Florence-Darlington Technical College (FDTC) will be the primary provider of quality technical education, general education and the workforce development activities that are crucial to the economic development of its service area. Through its educational programs and service to its community, FDTC will have a significant impact on the quality of life of students, employees and residents of the Pee Dee area.

The FDTC Vision

Florence-Darlington Technical College (FDTC) strives for excellence in its programs, services and employees. Quality technical education, general education, workforce development training and community service programs are FDTC's focus for improving economic development and the quality of life in the Pee Dee area. FDTC is a student-centered institution and is committed to the success and fulfillment of its students and employees. The college seeks to reach its goals in an environment of financial stability and fairness.

Goal 1: Retention and Student Success

Goal 2: Budget Efficiency

Goal 3: Infrastructure and Safety

Goal 4: Retention/Enrollment Management

Goal 5: Strategic Technology Planning

Goal 6: Dual Enrollment/Dual Credit

Goal 7: Communication, Training, and Employee Morale

FDTC students do not make the decision to enroll in College lightly; they have dreams of successful, family-sustaining jobs. Most of them have grown up in persistent, intergenerational poverty, which shapes their beliefs, assumptions and confidence. Access to education and the attainment of credential has a powerful impact on the entire family (and subsequent generations). In the 2018-2019 academic year, a decision was made to move FDTC toward a student-centered, data-driven institution. This transition has already begun, and it engages every Division in the College and drives FDTC's delivery of quality technical education, general education, community service and workforce development training.

Goal 1: Retention and Student Success

Most of the students who drop out at FDTC do so between the first fall and spring semester. One of the biggest drivers of this is students not doing well in their first semester. Many of them start in developmental classes or they are the first in their family to attend college and do not know how to choose a major or navigate the institutional offices which could help them succeed and alleviate stress.

The second part of Goal 1 is increasing student success. Students' success is driven by two intertwined realities; they must persist, and they must attain credentials for jobs that exist and pay well. (In the Pee Dee, these jobs are in health care or technical fields that have heavy STEM requirements.) Research acquired from ongoing pilot programs at FDTC

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

demonstrate that, with access to an appropriate support system, most students can master STEM courses and have a career built upon a STEM foundation, which includes health care programs. The most impactful intervention/strategy available to FDTC students includes a Success Team for each student who requests it. A Success Team is comprised of a Counselor, a Coach and an Instructor.

The Counselor helps students not only with comprehensive advising but also with building an emotional foundation that will help them be successful students and employees. For instance, Counselors help students develop their emotional IQ, coping mechanisms and good decision-making skills. They help students understand the relationship between educational achievement and career success.

The Coach works with students to develop an academic framework for student success. Coaches work with students to implement the individualized plans that the Counselor helped students create. The plan focuses on short-term and long-term academic and professional goals. Additionally, Coaches help students navigate different offices on campus and develop skills that complement their academics. They also host Career Exploration Workshops and assist students with resume writing, interviewing skills, job search strategies and community engagement.

The Instructor is an integral part of this team by helping students build their academic foundation for credential completion and career readiness. Instructors see students often and can provide counselors and coaches with valuable feedback on student attendance, behavior in class, and progress. Instructors work with industry and make sure that class content aligns with industry needs.

Not all students want or need a Success Team. Tutors are available to all students in gate-keeper courses. There is also an extensive array of work-based learning opportunities and enrichment technologies (i.e. augmented reality and virtual reality) to which instructors have access for their classes. Seventy-eight percent of students who participate in any or all of these activities have a C or better grade point average.

Goal 2: Budget Efficiency

FDTC strives to allocate funds and resources in an efficient and sustainable way that allows for innovation and quality education for the modern local workforce. In AY 2019-2020, utilizing existing technology allowed FDTC to identify and cut low enrollment programs and those that are no longer relevant in this labor market. Section fill rates were analyzed and sections merged as needed, which cut instructor costs. Professional development costs were minimized while the number of employees accessing professional development has risen by using the Peer to Peer learning offered in FDTC's Center for the Palmetto Institute of Teaching and Learning.

FDTC has stabilized the budget by controlling expenses and continuing to emphasize grant funding and fundraising efforts to support strategic activities. The US Department of Education continues to invest in FDTC's efforts through Predominantly Black Institution grants, Student Support Services grants, and Upward Bound grants. To increase access to underserved populations, FDTC was awarded a second grant from the US Department of Agriculture to install immersive, high-quality digital resources in the Adult Education Centers which serve its three-county area. This will allow students enrolled in Adult Education as well as those attending alternative high schools to gain college credits and experience college while being immersed in college classes without having to have transportation to an FDTC campus.

The Southeastern Institute of Manufacturing and Technology (SiMT) campus was built to provide an independent revenue stream and services to businesses (locally, regionally, nationally and globally). Examples of services range from developing and delivering on-site specialized programs for business partners, expanding the number of companies utilizing South Carolina Enterprise Zone funds, and increasing the number of businesses that utilize apprenticeships.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Goal 3: Infrastructure and Safety

FDTC is continuing its focus on infrastructure and safety. Cameras have been installed on highways and in public spaces to which students and staff have access. The number of security personnel and their patrol routes have been increased, with the goal of having them highly visible to students and staff. A bridge to a high-traffic building is undergoing renovations, as it was deemed unsafe due to age and increasing foot traffic over the last decade.

Goal 4: Retention/Enrollment Management

All of FDTC's efforts are designed to stabilize enrollment, develop a sophisticated enrollment management plan, and ensure student success. Two especially notable federal grant-funded programs are through the National Science Foundation, which funded the Tech Stars program, and the US Department of Education, which funded Removing Undergraduate Student Hurdles (RUSH). Both of these programs have high rates of retention: approximately 90 percent for the Tech Stars program and 84 percent for the RUSH program. While the numbers of students that these two programs can support are limited, they provide data that demonstrates the impact of the high-touch strategies, such as Success Teams, tutors, etc., to which all students will have access in AY 2020-2021.

Goal 5: Strategic Technology Planning

FDTC is utilizing technology to provide data that allows for analysis to better understand how the buildings on campus are being used, what interventions are most successful in helping our population of students, the flow and movement between buildings and in other public areas of the campuses, and where structural inequities exist so that decisions can be made to either remove or ameliorate their effects on students. Most classrooms have new technology, and all federal grants include technology to accomplish the grants' goals. To facilitate communication with students, FDTC has begun to employ Push Technology. This system has multiple levels to engage instructors, students and staff. The Information Technology Department analyzes student data and makes that data available to instructors and staff to inform their daily activities. Push Technology is also used to notify all students and staff of on-campus news and emergency notifications.

Goal 6: Dual Enrollment/Dual Credit

Due to the demand by industry/parents, FDTC has reinvigorated its Early College/Dual Enrollment Program. Students who enroll have the options of earning both High School and College credit for courses taken at FDTC, or earning only College credit for courses taken at FDTC. Two federal grants have provided new incentives and increased access to area high schools for dual enrollment. It is expected that once the grants are fully implemented, several hundred more students will be taking advantage of this option.

Goal 7: Communication, Training, and Employee Morale

The philosophy of this goal is that a college with strong, ethical, visionary leadership will have successful students, an improved business community and staff who are empowered to become leaders in their division or department, no matter their title. The strategic planning process was designed to empower staff and instructors to take ownership of the success of their jobs and their students. Professional development is available to everyone at the college through the Palmetto Teaching and Learning Institute (PTLI). It was established with the goal of increasing professionalism and instructional effectiveness through workshops and in-house activities. The workshops highlight innovations and new teaching methodologies and strategies and facilitate discussion of ongoing and new developments at two-year colleges. Other workshops focus on issues of interest to all staff.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

SC Technical College System

GREENVILLE TECHNICAL COLLEGE



Greenville Technical College (GTC) provides high-quality learning opportunities at a cost people can afford from locations they can reach. Since its beginning in 1962, the College has worked with employers to deliver relevant skills, giving students what they need to qualify for good jobs and succeed in their careers.

GTC's Vision is to be recognized as a world-class learning institution where students from all backgrounds and life stages find flexible career and educational opportunities of the highest quality and value. By collaborating with community and business leaders, the College is a primary driver of economic growth through workforce development.

Realization of the vision is accomplished through **GTC's Mission** of transforming students' lives and helping our community thrive by providing a world-class, affordable education to students and building an educated, engaged workforce committed to life-long learning.

The Role and Scope further defines the College's mission as one of the largest public two-year colleges in South Carolina. The College provides exceptional learning opportunities primarily to the residents of Greenville County.

Curricular offerings include (1) certificates, diplomas and associate degrees in business, computer technology, health sciences, engineering technologies, advanced manufacturing technologies, and public service; and (2) university transfer courses and associate degrees, and (3) an Applied Baccalaureate in Advanced Manufacturing Technology.

The College also provides an extensive offering of continuing education courses for occupational advancement, change of career opportunities, entry-level career training, and personal interest, as well as economic development services that encourage business and industrial growth in a diverse economic community.

The College offers an array of transitional courses to serve academically under-prepared students seeking to enter a program of study. Upon completion of their educational goals, the majority of GTC graduates are either employed in fields related to their programs of study or transfer to four-year colleges and universities.

Since GTC is an open admission institution, students come from diverse socioeconomic and educational backgrounds. The College provides an affordable education through traditional and distance learning delivery methods for flexibility in scheduling times and locations convenient to students.

GTC faculty and staff are student-centered, accessible, and highly recognized in their fields. The College offers various educational support services to facilitate the teaching/learning process and to enhance the academic and personal development for all students including an emphasis on articulation with local high schools and other colleges and universities.

Despite the impact of COVID-19, the College continued to provide quality educational services to students, moving to a virtual environment in March. Faculty, staff and administration rallied to provide technology and support services to deliver program content, ensuring students were able to meet their learning needs.

In support of this overall mission, the GTC Strategic Plan 2025 established five Strategic Imperatives, which include Institutional Outcomes and Success Measures:

Teaching and Learning

The College provides an engaging, innovative learning environment anticipating and responding to our changing community and students' diverse needs.

Strategic Objective 1: Deliver high-quality educational programs and skills-based training.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Strategic Objective 2: Improve course success and program completion for all students.

Strategic Objective 3: Provide a prepared workforce.

Student Access and Success

The College empowers and engages students to progress towards their goal(s) through innovative practices, processes, and policies.

Strategic Objective 1: Streamline existing and identify new pathways for student access.

Strategic Objective 2: Ensure effective pathways to student academic and personal development.

Strategic Objective 3: Expand engagement strategies to promote student goal attainment.

Employee Support and Development

The College is committed to a diverse, professional, knowledgeable, and high-performing workforce.

Strategic Objective 1: Foster a culture of innovation, continual learning, and professional development for employees.

Strategic Objective 2: Provide a supportive and rewarding work environment.

Strategic Objective 3: Facilitate open and productive communication across all levels.

Operational Excellence and Accountability

The College ensures operational and service excellence by exceeding internal and external customer expectations.

Strategic Objective 1: Continue to refine budgeting principles and policies for ongoing financial sustainability.

Strategic Objective 2: Maximize resource impact while balancing the needs of employees, customers, and key stakeholders.

Strategic Objective 3: Meet and exceed operational excellence standards.

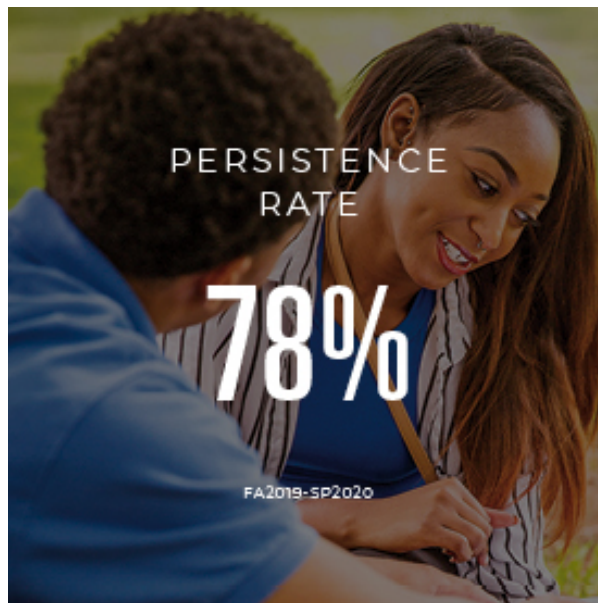
Community Leadership

The College drives community success through high standards of education, stakeholder partnerships, and shared resources.

Strategic Objective 1: Forecast and respond to changing employer needs.

Strategic Objective 2: Advance educational opportunities for all community members.

Strategic Objective 3: Serve the community by sharing our expertise, volunteerism, economic support, and other resources.



AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Institutional Success Measures

Teaching and Learning	2018-19 Outcomes	2019-20 Report	2025 Target
Credit Licensure exam pass rate	91%	tbd (Oct report date)	95%
Graduate placement rate	82% [^]	80.5% [*]	90%
Total # of Graduates (unduplicated)	1,980	1,887 [*]	2,200
Total # of Awards (duplicated)	2,190	2,067 [*]	2,300
Student Access and Success	2018-19 Outcomes	2019-20 Report	2025 Target
% Persistence w/transfers	75%	78%	80%
% Retention w/transfers	57%	tbd (Oct report date)	62%
# Early College Enrollment	1,435 fall	1,691 fall	1,900
# Enrollment Headcount	10,855 fall	11,122 fall	11,667
Amount of Foundation Scholarship Awards and Rate	\$475,892 / 27%	Metric changed	\$550,000 / 40%
Employee Support and Development	2018-19 Outcomes	2019-20 Report	2025 Target
Quarterly Pulse Check – employee engagement	0 (new metric)	4	tbd
# of employee engagement opportunities	Two	12+	tbd
% of minority applicants from Fulltime applicant pool of positions filled	28%	26%	29%
Operational Excellence and Accountability	2018-19 Outcomes	2019-20 Report	2025 Target
Process improvement efficiency and/or effectiveness gains	2 process improvements	6 process improvements	tbd
% of annual discretionary budget spend with minority vendors excluding women & veterans	5%	14%	≥5%
% of annual discretionary budget spend with all minority vendors	17%	13%	≥16%
Community Leadership	2018-19 Outcomes	2019-20 Report	2025 Target
# of Greenville County Companies Served	134	138	175
Continuing Education Annualized Headcount	9,651	9,481	11,000

[^]2017-18 data is provided as metric is year lagging indicator
^{*}Unconfirmed

Key Accomplishments of 2019-20

Students

- 100% of graduates passed their licensure exam in Diagnostic Medical Sonography and Respiratory Care.
- Zoe Kane, a GTC Honors Program student, will participate in the Department of Energy’s Community College Internships (CCI) program at the Princeton Plasma Physics Laboratory (PPPL).
- The GTC Global Education Advisory Board (GEAB) coordinated a global etiquette dinner for students. Hosted by Student Life and the GEAB, the dinner was free to students, with 25 in attendance.
- Creative Inquiry student Elizabeth Hayes (BUS 299) created a process for gathering data on recent graduates of the School of Business & Computer Technology streamlining the College’s process for collecting valuable information and earned her Green Belt Certification in Lean Six Sigma, also from Greenville Tech.
- Seventeen students were inducted into Kappa Beta Delta International Honor Society in November 2019.
- Over 40 students and 30+ industry volunteers participated in Professional Imaging Day at CMI in November 2019 where designated students from specific classes were brought in for networking, interviewing, and portfolio development.
- Susan Michelle Little, a Medical Assisting student, submitted the winning essay for the American Association of Medical Assistants Excel Awards.
- Medical Assisting student D’Anna Gray received the Horatio Alger Scholarship for \$2,500.
- CRJ Assistant Professor Cassie Walls and five CRJ students (Garrett Robinson, Kaitlin Abercrombie, Andrew Watson, Eva Kantzios, and Elizabeth Lopez) earned the CRJ Lambda Alpha Epsilon Regional Competition Overall Award, as well as 21 additional individual honors/placements at the annual regional conference.

Employees

- The Child Development Center was reaffirmed with NAEYC National Accreditation.
- The First Leader in Residence class graduated four employees on January 23, 2020. After a successful one-year pilot in the Student Services division, the program will now become a part of the Center for Professional Excellence in Human Resources.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- Renewing a partnership with the United Way of Greenville County, the Academic Connections department welcomed AmeriCorps program participants Rick Grant and Harley Hubbard. Grant and Hubbard supported the College’s Caring Corner emergency food pantry with direct service to students, as well as through strategic improvements.
- A 40+-member, cross-divisional Retention Response Team was formed to outreach to students. In spring term, members reached out to 2,360 individual students and helped over 300 increase their persistence prediction score.
- WSPA Culinary Corner, featuring GTC chefs, launched to showcase culinary skills and tips for the station’s Carolina’s Family program.
- Kathryn Hix published an article in the Fall/Spring 2019 journal for the Two-Year College English Association.

Appointments to State and National Organizations

- Lauren Simer, the South Carolina SACSCOC Board of Trustees Substantive Change Ad Hoc Committee;
- Kia Keyton, Board of Directors for First Steps;
- Ember Cunningham, Chair, South Carolina Technical College System’s tutoring peer group;
- Tameka Brown, director of Early College and Dual Enrollment, was appointed to the Upstate Middle College Advisory Committee;
- Jennifer Moorefield, vice-president elect for 2020-2021 for the Chief Continuing Education Officer Peer Group
- Michelle Byrd, invited to serve on the Junior Achievement Board of Directors;
- Joy Finch, co-chair of the Workforce Development/Education committee of the SC Energy Efficiency Workgroup;
- Kathryn Hix, named to the Presbyterian College Alumni Board of Directors; and
- Mary Kate Wilson, President of the South Carolina Association for Development Education.

Awards

- The College named Kathy Maples Professor of the Year;
- The College named Suma Bhat Adjunct Professor of the Year;
- The College awarded Crystal Pitrois with the 2019 President’s Excellence Award;
- Dr. Alecia Watt was selected by 107.3 JAMZ as an Upstate Black History Maker in February 2020;
- Mikelle Porter received the 2019 Greater Greer Chamber of Commerce Chairman’s Award;
- The South Carolina Technical Education Association recognized Cindy Davies (administrator), Brian Easler (faculty), and Tanesha Jones-Boyd (staff) as Greenville Technical College’s outstanding educators of the year;
- GTC’s Marketing Department won four bronze District Two National Council for Marketing & Public Relations (NCMPR)* Medallion awards including one for the website *AACC affiliate; and
- Wendy Walden was awarded the 2020 Xanthene Norris Education Award by the Urban League of the Upstate Equal Opportunity Day Awards Gala.

Conferences Hosted

- The Call Me Mister program hosted a special session to help prepare all of our state’s teachers and principals to address the needs and challenges faced by African–American and Hispanic youth;
- The 3rd annual Academic Coaching & Tutoring Conference at the Center for Manufacturing Innovation;
- The South Carolina Association for Development Education (SCADE) at the Northwest Campus; and
- The Center for Manufacturing Innovation hosted the 3rd Annual National Advanced Manufacturing Day and the 1st Annual National Advanced Manufacturing Day, both for our K12 partner schools.

Systems, Services, Improvements, & Partnerships

- In June 2020, GTC Libraries joined 54 other colleges and universities from across South Carolina to launch a shared library catalog and management system, creating an improved research experience.
- The new FluidMechatronics™ process automation lab was delivered to CMI.
- A new Certificate in “3D Design & Digital Manufacturing” has been created through the EDT program.
- Greenville Tech was awarded the 2019 Insight into Diversity Higher Education Excellence in Diversity (HEED) Award for its demonstrated commitment to diversity and inclusion across the College.
- The College was ranked 7th among 80 state agencies in meeting Affirmative Action/EEO goal attainment and recognized by the South Carolina Human Affairs Commission for achieving the Top Ten Award for the second consecutive year.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- GTC was selected in March as one of the Most Promising Places to Work in Community Colleges, an honor extended to only 18 institutions this year. The designation comes from *Diverse: Issues in Higher Education* in partnership with the National Institute for Staff and Organizational Development.
- The College received a Certificate and Award of Financial Reporting Achievement for the 11th year in a row.
- Faculty and the bookstore increased the inclusive access model to 54 courses. Since the implementation of inclusive access, students have saved \$1,137,010 over the cost of traditional books.
- Over 1,400 GTC students participated in Temple University’s Real College Survey during the fall 2019 semester. We learned that 56% of GTC students experienced at least one type of basic insecurity in the past year.
- Campus Life programming yielded an 8.1% lift in persistence for participating students.
- The College conducted satellite campus community surveys & focus groups to verify that program offerings (credit & non-credit) align with local workforce needs and to facilitate a discussion on local economic development activity, employer needs, and workforce development plans in the areas. Feedback will be used to develop academic and strategic master plans.
- Fiber Plant upgrade project phase 2 was completed with 25-year old fiber optic cabling replaced in each Barton Campus building. Seven buildings are connected via 10 GB including student housing.

The College signed articulation agreements with 6 universities benefiting students in 29 programs:

- Lander University (Criminal Justice, Human Services, Paralegal, Management, and Nursing);
- Anderson University (Criminal Justice, Nursing, Business, Human Services, and Paralegal);
- Franklin University (expanded on an existing agreement at lower tuition rates);
- Clemson University (Anthropology and Sociology);
- Southern New Hampshire University (Accounting, Computer Technology, Criminal Justice, Dental Hygiene, Human Services, Management, Marketing, Nursing, Occupational Therapy Assistant, Physical Therapist Assistant, Radiologic Technology, and Respiratory Care); and
- Gardner Webb University (Business, Computer Technology, Criminal Justice, Paralegal, and Human Services).

The College formed a COVID-19 Pandemic rapid response team that accomplished the following:

- Implemented new Virtual Private Network (VPN) solution to support remote work;
- Greenville Technical College donated five ventilators, more than 55,000 pairs of gloves, 9,000 masks, 480 gowns, 800 caps, 600 coveralls, and 450 shoe covers to local hospitals to help with the pandemic;
- Acquired, configured, and distributed 350 remote mobile telephone (Segra Unify) accounts for employees;
- Acquired, configured, and distributed 105 Zoom standard business accounts for employees; and
- Worked collaboratively with the bookstore and student services to secure laptops for students.

Greenville Technical College Foundation Highlights

- Secured more than \$278,000 in donations to establish 5 new endowed scholarship funds;
- Exceeded board campaign giving goal of \$75,000, a 68% increase in total annual board giving since 2017;
- Raised \$62,500 through the Faculty/Staff campaign with 31% participation. A total of 266 employees donated, with over 40 first time givers;
- Provided over \$32,000 to 88 students with unmet critical needs through emergency assistance funds;
- Over 1.5 million was received by the Foundation from corporations and corporate foundations including a \$1,000,000 gift from the Truist Foundation for the naming of the Culinary and Hospitality Innovation Center (CHI) in west Greenville;
- Scholarships totaling \$357,830 were awarded to 400 students during the 2019-2020 academic year, assisting with all areas of the College including the six schools and the Economic Development and Corporate Training division;
- The Foundation raised \$2,105,107 toward a \$2,500,000 goal in support of the new Culinary and Hospitality Innovation Center at Poe West and will locate its offices at the center; and
- The African-American Male Scholars Initiative received a \$300,000 gift from a family foundation.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

SC Technical College System

HORRY-GEORGETOWN TECHNICAL COLLEGE



MISSION

The mission of Horry-Georgetown Technical College is to provide accessible, affordable, high-quality, comprehensive two-year collegiate education and workforce development through traditional and distance learning delivery methods; to provide a student centered environment and inspire lifelong learning; to promote learning through teaching excellence; to promote community service and embrace diversity; to promote economic growth; and to embrace technological innovation in instruction and workplace applications.

VISION

Horry-Georgetown Technical College will be recognized as a leader in workforce development, intellectual growth, and life improvement.

GOALS

Goal 1 – Quality: *Student Success; Academic and Instructional Excellence; Efficiency and Effectiveness of Systems; Processes; Programs; Employee Development and Enrichment.*

Goal 2 – Growth: *Programs; Enrollment; Virtual and Physical Facility Infrastructure; Fundraising; Campuses; Academic Partnerships.*

Goal 3 – Stewardship: *Compliance with Laws; Policies and Regulations; Prudent Use of Resources; Fiscal Transparency; Risk Management.*

PERFORMANCE OUTCOMES

Horry-Georgetown Technical College has a systematic process for goal attainment and reporting of results. Each year, the College reviews and updates the *Institutional Strategic Plan* which consists of the vision, core values, mission, goals, and outcomes. Then, every academic and administrative department is responsible for submitting annual objectives that directly support and align with the institutional goals and outcomes of the College. Results are collected on each objective at the end of the academic year.

The outcomes reported below are related to instruction followed by a list of significant accomplishments. Finally, performance measures that are a direct result of implementing objectives and achieving outcomes are provided.

Outcomes Related to Instructional Goals

- 1.1 Improve student success (job placement, licensure exams, retention, graduation).
- 1.2 Enhance professional communication skills.
- 1.4 Establish relevant and clear program learning outcomes.
- 1.5 Maintain and create excellent learner-driven facilities.
- 1.6 Provide accessible, creative and successful delivery of instruction
- 1.8 Provide Instructional Quality
- 1.10 Improve student engagement, support, and auxiliary services for students in all instructional delivery formats.
- 2.2 Increase enrollment.
- 2.3 Offer diverse and flexible schedules for students.
- 2.4 Create new programs and expand existing programs in both Credit and Continuing Education.

SIGNIFICANT ACCOMPLISHMENTS

New/Expanded Relevant Programs of Study:

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Credit/Degree Programs:

- Customer Service Specialist, Cert (Fall 2019)
- Network Systems Management, AAS (Fall 2019)
- Expanded Duty Dental, Cert (Fall 2019) (changed from Diploma)
- Diesel Engine Technology, Cert (Fall 2019)
- Outboard Marine Technology, Cert (Fall 2019)
- Mechatronics, Cert and AAS (Fall 2019)
- Vascular Sonography, Certificate (Spring 2020)
- Teacher Education. AAS (Fall 2020)
- Veterinary Technology (Pathway via Colby College) (Fall 2020)
- Cybersecurity, AAS (Fall 2020)
- Computer Axial Tomography, Certificate (Fall 2020)
- Cloud & Database, Certificate (Fall 2020)

Workforce Development and Continuing Education Programs:

- Apprenticeships with 7 students from PTR-CNC Operations
- Apprenticeships with 11 students from PTR-Machine Tool Print Reading
- Added 365 Ed2Go online classes
- Added 20 LERN online classes
- Awarded \$42,500 Grant from the ACE grant managed by Apprenticeship Carolina, a division of the South Carolina Technical College System.
- Envirosep hired two HGTC students as apprentices
- Lakes of Litchfield hosting first on-site CNA class with 8 employee apprenticeships in August and a second class of 8 in October.
- Fifty classes created under the Quick Jobs Programs for jobs in Computer and Information Technology, Allied Health, Manufacturing, Industrial, Construction Trade, Truck Driving, and Professional Development and Business.
- Expanded CDL program to offer courses at the Georgetown Campus in addition to the Conway campus.
- Offered HTC Grant Stem classes to include Summer STEM camps, Biology, Food Science, Basic Culinary, Virtual Reality, Video Game Development, and Film Script.
- Provided Electrical Training at Liberty Steel-fall 2019 semester
- Provided 12 Computer Training classes at HTC fall 2019
- Provided a Certified Pool Operator Class for Marriott's Ocean Watch at Grande Dunes.

Instructional Quality, Institutional Achievements and Student Achievements:

- More than 1,500 students received degrees, diplomas or certificates from Horry-Georgetown Technical College.
- Celebrated the Grand Opening of the Georgetown Center for Advanced Manufacturing.
- Successfully transitioned all face to face courses to online courses during the Covid-19 Pandemic closure.
- 100% Licensure Pass Rate for Cosmetology, National Physical Therapist Assistant, Radiography, Phlebotomy, Patient Care Medical Assistant and Diagnostic Medical Sonography.
- Achieved graduate placement rate of 93%.
- 49% of 2020 Horry County Early College High School students earned associate degrees. 93% of Early College High School students graduated with at least a year of college.
- Achieved an overall rate of 89% in First Time Test Takers on Licensure Exams.
- Completed first full year of EPIC (Effective Professional & Interpersonal Communication), HGTC's Quality Enhancement Plan.
- Over 30 HGTC faculty represented HGTC academic programs in the Pathways to Possibilities (P2P) event for 8th graders at the Myrtle Beach Convention Center.
- Distance Learning Institute (DLi) added 1 additional program, growing to 14 programs for 2019-2020.
- Distance Learning Institute (DLi) increased professional development offerings by 35%, focusing on ways for faculty to increase in their abilities to develop and teach online courses, including the use of open educational resources (OER's) and growing the Distance Learning Institute Faculty Certification program.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- Culinary faculty/students traveled to NYC to prepare a Thanksgiving Dinner at the historic James Beard House to benefit the James Beard Foundation.
- Nursing Program was successfully reaccredited by the Accreditation Commission for Education in Nursing.
- Culinary faculty and students received the Judges Award and the People’s Choice award at the “Best of the Beach Balls Meatball Challenge” to benefit the Championship Autism Network.
- Forestry student was recognized with the Outstanding Undergraduate Student Award by the SC Chapter of the Wildlife Society.
- HGTC Transfer students to CCU performed as well or better as the total transfer and freshman cohorts at CCU.
- HGTC President recognized as 2020 Chief Executive Officer of the Year by the South Carolina Association of Technical College Commissioners.
- Awarded Apprenticeship Carolina Grant in the amount of \$42,500 for Continuing Education Apprenticeships programs.
- Awarded Bank of America Grant in the amount of \$10,000 for Emergency Scholarship fund.
- Awarded grant from the Yawkey Foundation for \$31,680 for Wildlife program.
- Awarded Duke Energy Grant in the amount of \$124,225.77 for the Electrical Lineworker Program.
- Awarded grant from Blue Cross Blue Shield for \$21,667 to support Nursing Program simulations, Faculty training and replenishment of PPP and equipment donated to healthcare facilities for Covid 19.
- The Horry-Georgetown Technical College’s Quality Enhancement Plan—EPIC (Effective Professional & Interpersonal Communication) was spotlighted at the Southern Association of Colleges and Schools Commission on Colleges Annual Meeting in Houston.
- Cosmetology students assisted with hair and makeup for the fall production of Frozen Jr. play at Aynor Middle School.
- Doubled the enrollment and expanded the training yard for the Electrical Lineworker Program.
- Allied Health faculty assembled surplus supplies to include PPE and surgical gowns for distribution to Health Partners in need.
- Hosted the South Carolina Future Farmers of America Competition for high schools and middle schools across the state.
- Outboard Marine Faculty completed the required certification for the National Marine Electronics Association.
- Hosted Addiction and Recovery Lecture series for the 13th year with Dr. Drew Pinsky as one of the speakers.
- Early Care and Education Department hosted its 2nd Mini Conference for 2nd year students.
- English faculty hosted the Annual Two-Year College English Teachers Association (TYCA) Conference.
- 90% graduate satisfaction in overall academic experience.
- Spanish faculty member’s documentary film won Best Feature Documentary at the Top Indie Film Awards in Tokyo and the Outstanding Excellence Award at the Depth of Field International Film Festival in Nassau.
- HGTC Turf Bowl Team placed 11th out of 53 teams in the National 2020 Collegiate Turf Bowl Competition in Orlando.
- Four College leaders serve as on-site committee members for Southern Association of Colleges and Schools.

Partnerships:

- Coastal Carolina University, Francis Marion University, Florence Darlington Technical College and Horry-Georgetown Technical College signed a Mutual Compact Agreement. The four-way partnership, is a way to provide open access and resources to students amongst the four institutions.
- Horry Telephone Cooperative and HGTC Summer Stem camps for area youth.
- Yawkey Foundation – student scholarships/internships
- Georgetown County Schools and Bunnelle Foundation – High School Dual Enrollment Technical Scholars Program in Georgetown County Schools
- Horry County Schools – Early College High School on Conway campus, High School Technical Scholars and PACE (Program for Accelerated College Enrollment) programs
- Academy for the Arts, Science and Technology- Technical Advanced Placement Memorandum of Agreement
- Academy for Technology and Academics - Technical Advanced Placement Memorandum of Agreement
- Palm Charter High School- Technical Advanced Placement Memorandum of Agreement
- Claflin University – transfer agreement for B.S.N.
- Clemson University- transfer agreements for B.S. Forest Research Management and B.S. Wildlife and Fisheries Biology and 5th Year Call Me **MiSTER**® Program
- Coastal Carolina University – 2+2 partnerships and transfer agreements to B.S.B.A. Management, B.S. Psychology, B.S.N., and B.A. Education (Early Childhood Education, Elementary Education, Middle Level Education, Physical Education and

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- Special Education), Bridge Program
- Coker University- transfer agreements for B.S. Criminology and B.S. Psychology
- Colby Community College- articulation agreement for completion of distance learning courses toward completion of AAS Veterinary Nursing
- Francis Marion University - transfer agreements for B.A. Business Administration and B.S. Education (Early Childhood Education, Elementary Education, Middle Level Education, Physical Education and Special Education)
- Glenville State- transfer agreements for B.S. Natural Resource Management/Forest Technology Concentration
- Lander University- transfer agreements for B.S. Criminology, B.S. Human Services, and B.S. Paralegal Studies
- Norwich University- transfer agreement for B.S. in Criminal Justice
- Palmetto College/USC Upstate- transfer agreement for B.S. Criminal Justice
- Purdue Global University- transfer agreement to B.S. Criminal Justice, B.S. Legal Support Services and B.S. Human Services in Youth/Family Services and Administration
- South Carolina Criminal Justice Academy Basic 12-week Basic Police Course for law enforcement preparation.
- South Carolina Virtual Charters School- dual enrollment agreement
- The Citadel- transfer agreements for B.S. Business Administration, B.A. Criminal Justice and B.S. Civil Engineering
- University of Phoenix- transfer agreements for B.S. Criminal Justice Administration
- University of South Carolina- transfer agreements for B.A. Early Childhood Education, B.A. Elementary Education and B.A./B.S. in Middle Level Education
- Partnership with PGA tour agronomy to provide agronomic support for 6-8 tournaments.
- Partnership with PGA of America to provide agronomic support and internships for various tournaments and championship.
- Partnership with Augusta National Golf Course for student experience in preparation for Master’s Golf Tournament.
- 281 Allied Health Clinical Agreements with community health organizations and providers
- Myrtle Beach Chamber of Commerce Business Development Committee

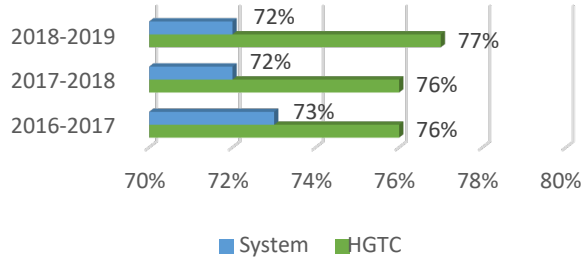
New and Enhanced Facilities:

<p>Georgetown:</p> <ul style="list-style-type: none"> • Renovated interior of the Main Building on the Georgetown Campus at a cost of \$75,000. • Completed a facility masterplan for Georgetown. • In the process of investing \$850,000 in renovating the Georgetown Main Building exterior and completing significant upgrades to the overall campus landscaping. Architectural design work is being finalized. • Installed vehicular turning lanes entering/exiting the Campus to/from Highway 17. <p>Conway:</p> <ul style="list-style-type: none"> • In the process of expanding the Diesel Engine Technician Training facility by 7,500 square feet at a cost of \$3.75 million. The space will also be used to support the Golf and Sports Turf and Electrical Lineman Program. • Completed construction of an outdoor learning lab for the Golf and Sports Turf Program at a cost of \$75,000. • Completed renovations of Building 1000 for Cyber Security training. • Completed renovations of Building 200 for Information Technology staff. 	<p>Grand Strand:</p> <ul style="list-style-type: none"> • Overseeing \$3 million City/Power Company Utility project to relocate overhead power utilities underground. • Completing renovations of Grand Strand Building 600 interiors costing roughly \$75,000; • Developing plans to replace the roof system of Building 600 at a cost in excess of \$1,000,000. • Completing a project (work-in-progress) to renovate the exterior of Buildings 100, 200 & 300 and sidewalk systems on the Grand Strand Campus. • Completing a project (work-in-progress) to renovate the infrastructure and landscaping (storm water ponds, drainage systems, parking lots, utility improvements) on the Grand Strand Campus at a cost of \$750,000. 
---	--



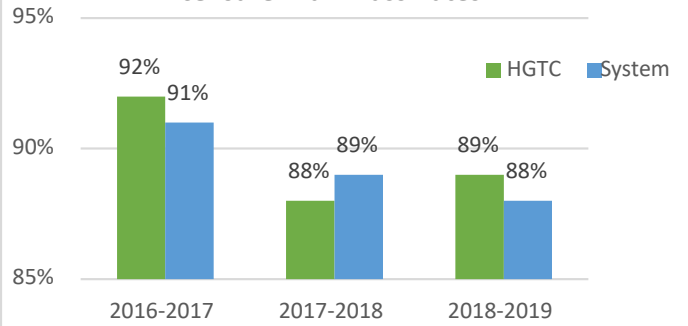
PERFORMANCE MEASURES

Fall-To-Spring Persistence Rates



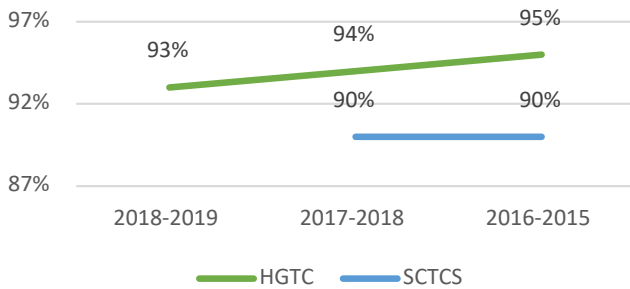
***Student retention from fall to spring for students eligible to return. (Success Criteria = 71%)**

Licensure Exam Pass Rates



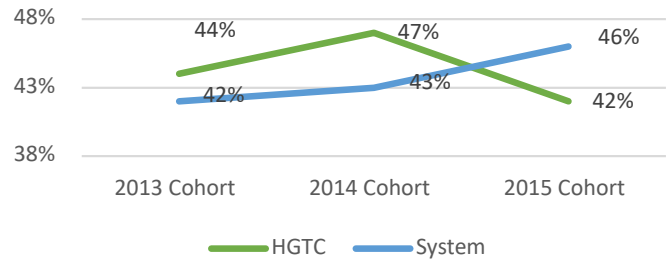
***Student success on professional examinations for first-time examinees. (Success Criteria = 80%)**

Graduate Placement Rates



***Graduate Placement Rates-Employed in Field or Continuing Education (Success Criteria= 80% or greater)**

Student Success Rates



***Success rate for cohort based on graduation, transfer to another postsecondary institution in SC, or continuing enrollment after three years of first-time enrollment. (Success Criteria = 39%)**

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

SC Technical College System

MIDLANDS TECHNICAL COLLEGE



The vision of Midlands Technical College (MTC) is to be a premier higher education partner that creates innovative learning environments, promotes individual and business success, drives economic vitality, and enhances quality of life. With the implementation of its strategic planning model in 1984, the college developed systematic and on-going performance review systems across the institution to evaluate the success in each of these areas.

Through its strategic planning process, the College states its mission as this: Midlands Technical College is a comprehensive, multi-campus, two-year public college serving the primary region of Richland, Lexington and Fairfield counties of South Carolina. College programs and services provide accessible, affordable, quality education that prepares a diverse student population to succeed in the job market, to transfer to four-year colleges and universities, and to achieve their professional and personal goals. The college equitably provides higher education opportunities that stimulate the local economy by generating a world-class workforce and enhancing the social vitality of the community.

The 2018-2021 Midlands Technical College Strategic Plan was prepared to bolster MTC's role in economic development and workforce preparedness through student success and to build an improved and sustainable college infrastructure. Programs and services from all areas of MTC will be reviewed and enhanced to meet the goal of **Ensuring Student Success and College Sustainability**. The 2018-2021 MTC Strategic Plan established four Focus Goals and twelve initiatives to measure success on achieving its mission. This report summarizes the College's major successes throughout the 2019-2020 academic year and the findings for several of its student success criteria.

Focus Goal: Enrollment

Initiatives:

- Increase yield of recent high school graduates
- Increase enrollment of new and first-time adult student learners
- Increase percentage of admitted to enrolled students

Focus Goal: Advisement

Initiatives:

- Reduce the number of first semester students not meeting the College's standards for academic progress
- Increase average student credit hours

Focus Goal: Retention

Initiatives:

- Increase success in targeted gateway courses
- Increase Fall to Spring persistence
- Increase the graduation rate of the first-time, full-time freshmen

Focus Goal: Sustainability and Resources

Initiatives:

- Decrease expenses
- Increase revenue
- Automate three manual processes per fiscal year
- Increase interaction with business (increase student placement rate by Fall 2021)

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Institutional Highlights for 2019 - 2020

- Midlands Technical College (MTC) awarded almost 2,000 degrees, diplomas, and certificates to students from more than 90 academic programs for the May 2020 commencement cycle. This year, 85 college degrees and certificates were awarded to dually enrolled high school students.
- In response to the pandemic, MTC donated more than 35,000 medical supplies to the local health care community. MTC transitioned 2,400+ classes from on-campus to virtual. All other college services were moved to virtual delivery during Spring and Summer 2020. Additionally, the Office of Student Financial Services awarded \$2,230,824 to 5,501 students in Emergency Stabilizations funds as authorized from the CARES Act.
- Due to a nationwide demand for more trained first responders, MTC launched a new Paramedic program to help combat the critical shortage. The nine-month class trains students to be multi-skilled first responders and is the only program based out of a technical college in the Midlands.
- Diverse: Issues in Higher Education ranked MTC as one of the top colleges in the nation for African-American students earning associate degrees. Five MTC career areas were in the top 25. This is the 10th consecutive year MTC has been designated as a top 100 associate degree producer among the approximately 1,200 technical and community colleges in the country.
- Affirming its longstanding commitment to providing quality higher education and support service to military veterans and their families, the MTC Commission signed an agreement designating MTC as a Purple Heart College. The Purple Heart designation is part of an effort to MTC has put into place to serve soldiers, their families, and local veterans.
- MTC celebrated the fifth-annual Harbison History Day by welcoming graduates of MTC Harbison Campus. The Institute provided African-American students educational opportunities during a time when options were limited.
- Harbison Theatre at MTC was proud to host South Carolina’s HBCU gospel choirs in “Gospel Live,” a celebration and tribute to Black History Month. Each of the seven colleges represented performed their own set before uniting with a historic ensemble medley show finale.
- The Government Finance Officer Association awarded MTC the Certificate of Achievement for Excellence in Financial Reporting for fiscal year 2018-2019. This is the 23rd year consecutive year MTC has received the prestigious national award for its financial reporting.
- The MTC Foundation received more than \$786,000 in new gifts and commitments to fund student scholarships, support programs, and meet equipment needs that help ensure quality education for MTC students.
- Aquarium Partners, a French-based company, chose the MTC Enterprise Campus as its operational center in the United States. The international aquarium distributor, which specializes in the marketing and distribution of aquarium products from Europe, was formed in 2016 to help bridge the gap between aquatic product manufacturers in the U.S. and abroad.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- MTC served 15 Youth Apprentices from Richland County School District Two and 139 Adult Apprentices who were employed at 25 businesses across the Midlands.
- MTC formed the PACT program, which stands for Prioritizing Academic and Career Training. PACT creates a lifeline for education, career skills, and hope for youth transitioning from foster care.
- MTC implemented a Quality Improvement Plan titled Maximizing Online Readiness and Excellence (MORE) to increase the success rate of students taking online courses.
- MTC teamed up with regional partners to develop an economic development action plan for promoting the growth of knowledge-based industries within the region. Partners included the Richland County Economic Development Office, Lexington County, the City of Columbia, the University of South Carolina, the S.C. Research Authority (SCRA), and the Central SC Alliance.
- MTC, Fairfield County Council, and Fairfield County School District created the Fairfield Promise Program. The program provides financial assistance to eligible citizens of Fairfield County to attend MTC and complete curriculum degrees, diplomas, or certificate programs.
- The University of South Carolina’s Darla Moore School of Business and MTC signed a transfer pathway that will facilitate MTC students transferring into the Moore School’s operations and supply chain program.
- Lander University and MTC have formed a partnership that will allow MTC students to easily transfer their credits to Lander, entering as juniors.
- Seven programs within the MTC School of Health Care passed their 2019-2020 licensure exams with a 100% pass rate. For three of those programs (Medical Laboratory Technology, Nuclear Medicine Technology, and Respiratory Therapy), this made the fifth year in a row that their students passed with a 100% pass rate.
- MTC’s National Society of Leadership and Success (NSLS) chapter accepted 249 new students and celebrated the induction of 128 members who completed a step by step leadership development program.
- The college is ensuring student success through the use of \$15.5 million in continuing competitive grant awards, including \$356,563 in new competitive funds awarded during FY 2019-2020.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Student Success Criteria

Fall to Spring Persistence Rates

MTC established the Fall to Spring persistence rate of 71% (+-5%) as the success criteria. Since 2014, MTC successfully met the established criteria.

Table 1. Fall to Spring Persistence Rates

MIDLANDS TECHNICAL COLLEGE - FALL TO SPRING PERSISTENCE RATES					
Term	Fall Cohort	Fall Graduates	Adjusted Cohort	Spring Retention	
				N	%
Fall 2014	10,892	496	10,396	7,478	71.9%
Fall 2015	10,356	468	9,888	7,157	72.4%
Fall 2016	10,074	539	9,535	6,812	71.4%
Fall 2017	9,932	489	9,443	6,494	68.8%
Fall 2018	9,243	479	8,764	5,904	67.4%

Source: Fall data was derived from CERS closing extract. Spring data was derived from CERS opening extract. Graduate data was derived from the CERS graduate extract.

Student Success Rates

The MTC student success rate percentage must fall between the CHE success rates of 30% to 45%. Since 2012, MTC successfully met or exceeded the established criteria.

Table 2. Student Success Rates

MIDLANDS TECHNICAL COLLEGE - STUDENT SUCCESS RATES						
Term	Cohort	Graduates (150%)	Transfers (150%)	Enrolled Fall	Student Success	
					N	%
Fall 2012	2,303	158	597	355	1,110	48.2%
Fall 2013	2,361	135	643	358	1,136	48.1%
Fall 2014	2,508	238	676	288	1,202	47.9%
Fall 2015	2,354	270	694	253	1,217	51.7%
Fall 2016	2,345	281	732	226	1,239	52.8%

Source: CERS opening extract data file, first-time freshman, certificate, degree or diploma seeking. CERS closing and graduate data file. Transfer data from National Student Clearinghouse.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Graduate Production Rates

MTC established a graduate production success criteria rate of greater than or equal to 20%. Since 2014, MTC successfully met the established criteria.

Table 3. Graduate Production Rates

MIDLANDS TECHNICAL COLLEGE - GRADUATE PRODUCTION RATE				
Year	Fall Credit Hours	Fall FTE	Annual Graduates	Graduate Production Rate
2014	112,835	7,522	1,657	22.0%
2015	109,313	7,288	1,946	26.7%
2016	107,242	7,150	1,780	24.9%
2017	100,588	6,706	1,795	26.8%
2018	96,141	6,409	1,702	26.6%

Source: CERS opening extract. CERS graduate extract Fall, Spring and Summer.

Graduate Placement Rates

MTC established success criteria of 80% for graduation placement rate. Over the past five years, the college successfully met or exceeded the established criteria.

Table 4. Graduate Placement Rates

MIDLANDS TECHNICAL COLLEGE - GRADUATE PLACEMENT RATES					
Year	Graduates	On Job	In School	Total Placed	% Placed
2013 - 2014	2,004	1,322	286	1,608	80.2%
2014 - 2015	1,932	1,239	488	1,727	89.4%
2015 - 2016	1,931	1,401	315	1,716	88.9%
2016 - 2017	2,311	1,625	448	2,073	89.7%
2017 - 2018	2,096	1,421	463	1,884	89.9%

Source: South Carolina Technical College System (SCTCS) program evaluation exhibits
Year: Academic year, Fall, Spring and Summer.
Note: Total Placed is total graduates reporting they are either on job (working in their field) or in school.

Course Completion Percentages

MTC established the course completion success criteria as 70% +/- 5%. Since 2015, MTC successfully met the established criteria.

Table 5. Course Completion Percentages

MIDLANDS TECHNICAL COLLEGE - COURSE COMPLETION PERCENTAGE			
Term	Term Grades Total	Non Completers	Course Completion Percentage
Fall 2015	30,877	9,184	70.3%
Fall 2016	30,200	8,917	70.5%
Fall 2017	28,692	8,633	69.9%
Fall 2018	27,389	8,343	69.5%
Fall 2019	27,370	8,415	69.3%

Source: CERS closing extract and CERS grades extract. Excludes developmental courses. Completion grades include A, B, C, and S. Non-completion grades include D, F, W, WF, U, NC, and I.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

SC Technical College System

NORTHEASTERN TECHNICAL COLLEGE



The primary purpose of Northeastern Technical College (NETC) is to prepare the workforce of Chesterfield, Marlboro and Dillon counties through education and training. NETC provides occupational, technical, college transfer, basic academic skills, and continuing education programs with appropriate support services to meet the needs of individuals, businesses, and industries in a rural service area composed of Chesterfield, Marlboro and Dillon counties.

NETC, a member of the SC Technical College System, is an accredited post-secondary institution, which grants associate degrees, diplomas, and certificates and is supported by county, state, federal and student revenues.

NETC worked with The Studer Education Group over 2019-2020 to develop and implement new Strategic Foundations and Core Values. Below is an outline of those foundation and values, as well as outcomes to demonstrate success in each of the areas. NETC has made significant progress designing program offerings with stackable credentials for effective degree offerings. All faculty and staff were involved with COVID-19 response and shifted quickly for virtual college courses.

FY 2019-20 Strategic Foundation Outcomes

Student Success

- Experienced significant enrollment growth and closed out the year serving 2,024 students (unduplicated)
- Hosted first ever Convocation Event with guest speaker Bakari Sellers – August 2019
- Purchased 225 new laptops to be loaned to students following move to online instruction due to COVID-19; as of fall semester, 100% of laptops were loaned out to students
- Partnered with Sandhill Telephone Cooperative, AT&T, and Spectrum to provide free broadband internet to all students, at no charge, for spring and summer 2020 terms due to COVID-19
- Introduced eSports as first athletic team for NETC; play to begin Fall 2020
- Students who were enrolled as of March 2020 received CARES Act grants
- Held Virtual Town Hall Meetings for students and employees due to COVID-19
- Signed contract with Tutor.com to ensure tutoring services are available to students 24/7
- Designed new college mascot – **NETC Trailblazers** with Blaze the Wolf as character
- Held first Winter graduation ceremony at Marlboro County in December 2019 with 92 graduates participating
- Due to COVID-19, held first drive-in graduation ceremonies at Cheraw Campus in June 2020
- Continued to receive Pell Experimental High School Grant; awarded \$783,317 to 242 students
- Continued to receive Second Chance Pell for Prison Population Grant and graduated first class of five students with Associated Degree in Applied Science: Business Management
- Purchased additional modules for recruitment and advising in Datatel to streamline processes; as new modules are purchased, continue to provide training that is still ongoing
- Held first Theater Department Production “A Christmas Carol” at Theater on the Green in Cheraw; play included students, faculty, staff, and community members
- Instituted Fast Track Program to enroll students in all courses needed to completion
- Implemented Touch point system for faculty and student engagement to ensure students have all resources and access that is needed to succeed

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Quality Education, Training, and Teaching

- Hired Institutional Effectiveness Coordinator to start putting emphasis on assessment and learning outcomes to ensure quality in all courses; college-wide training held to align learning outcomes to strategic foundations of the college
- College-wide initiative to move from textbooks to Open Educational Resources (OER), which reduces barrier with cost of textbooks; 54% of courses have moved to OER platform
- Introduced *Effective Teaching in Community Colleges* course for all new faculty and some staff members.
- First year of Key Performance Indicator (KPI) Incentive Program, which won a national CUPA-HR Award for Innovation. Each employee had six KPIs for the year, which consisted of 2 college-wide, 2 departmental, and 2 individual goals; awarded \$69,000 in employee bonuses.
- Employees nominated for A. Wade Martin Innovation Award at the SC Technical College Employee Association Annual Meeting.
- Produced videos with faculty through Zoom to answer questions following the move of courses to the virtual college model due to COVID-19
- Student produced video series “Anytime. Anywhere.” featuring Dr. Wagner, College President, to let students know they can complete coursework virtually anywhere with laptop loan and internet programs.
- Hosted NETC Superintendents’ Summit at Marlboro Campus and Dual Enrollment Professional Development Day – July 2019
- Held professional development session of the Process of Education (see below)

Value and Sustainability

- Partnership with Harbor Freight to bring flagship warehouse logistics training center to Marlboro County
- Awarded \$4.4M in Economic Development Administration (EDA) grant funds to establish workforce training center in Bennettsville, SC. This will be combined with \$1.1M in local investment for a total of \$5.5M to be used for economic development workforce education in the community.
- Received \$25K donation from McLeod Health Foundation for Nursing Department; purchased simulation baby for lab
- Compass Point 4K Program graduated 11 students in drive-up ceremony
- Finalist for American Association of Community Colleges (AACC) Awards of Excellence for Outstanding College/Corporate Partnership with Schaeffler Group USA Inc.
- Provided over 1500 bags of fresh produce to students, faculty and staff during two distributions due to COVID-19; distributions in Cheraw, Bennettsville, Pageland, Dillon and McBee.
- Opened parking lots to all campuses for free Wi-Fi use during COVID-19
- Hosted Legislative Breakfast and Business & Industry Summit on Cheraw campus
- Hosted Hiring Event at Marlboro County Campus with over 270 attendees and 13 companies

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

The Process of Education Chart

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Policy	Self-Apply	Recruiting	Purge	Prospect	Apply	F/A	Registration	Enrollment	Advise	No Show	1 st 2 nd Semester	Student Life	3 rd 4 th Semester	Industry Cert.	Completion	Graduation	Employment	6 months	Enrollment	Advising
(5,1)	(1,3)	(6)	(3)	(3,4)	(1)	(6)	(3)	(4)	(1)	(3)	(3)	(1)	(3)	(5)	(1)	(1)	(6)	(3)	(4)	(1)

- 1= Critical Thinking
 - 1.1 Problem Solving
 - 1.2 Unconventional/ New Perspective
 - 1.3 Owner/Renter
- 2 = Communicate Effectively
 - 2.1 Oral
 - 2.2 Written
 - 2.3 Non-Verbal
- 3 = Empirical & Quantitative Skills
 - 3.1 Accountability
 - 3.2 Process Improvement
 - 3.3 Questioning
- 4 = Teamwork Skills
 - 4.1 Group Dynamics
 - 4.2 Leadership
 - 4.3 Inclusion
- 5 = Personal Responsibility
 - 5.1 Professionalism
 - 5.2 Work Ethics
 - 5.3 Career Management
- 6 = Social Responsibility
 - 6.1 Cultural Awareness
 - 6.2 Social Well-Being/ Engagement
 - 6.3 Society Structure

College-Wide Learning Outcomes

New NETC Mascot with Characteristics – eSports Team Begins Fall 2020



I am courageous.
I take my life into my own hands. I set goals and create a plan for success, so I know I'm always heading in the right direction.

I am strong.
I have the confidence and self-worth to pick myself up and move forward even when obstacles occur.

I am a leader.
The choices I make, and the path I choose will be an example to others who come after me.

I am an explorer.
I want to experience all that life has to offer, and I take the time to appreciate life's journey.

Latest Billboards – Part of Be You Marketing Campaign

Brave Smart Passionate
Focus Driven
BELIEVE IN YOURSELF
Strong Confident Innovative
Inspired Unstoppable Proud



NORTHEASTERN
TECHNICAL COLLEGE

WE BELIEVE
www.netc.edu

Food Distribution at Dillon Campus



Drive-In Graduation with COVID-19 Precautions



Harbor Freight Warehousing Logistics Training Center Ribbon Cutting





NETC's STRATEGIC FOUNDATIONS

- Student Success
- Quality Education, Training, and Teaching
- Value and Sustainability

INNOVATION

Occurs when we envision the future needs of our stakeholders, engage in continuous improvement, and expand our knowledge and skills to be pioneers in education.

- Envision the future
- Focus and invest in life-long learning
- Anticipate needs of others
- Embrace change and improvement

QUALITY FOCUSED

Occurs when we focus on problem-solving and continuously improving the quality of education, training, and opportunities for our students, stakeholders, and communities served.

- Develop quality measures for all processes, programs, and courses
- Plan, assess and adjust to achieve goals
- Focus on problem-solving, solutions, and stakeholder service experience
- Continually self-assess to develop and improve
- Meet and exceed expectations of stakeholders

POSITIVE ATTITUDE

Occurs when we are positive, respectful, and dedicated.

- Share a "can do" attitude
- Recognize successes and minimize conflict
- Treat others with respect
- Inspire others to be successful

COMMUNICATION

Occurs when we effectively communicate, listen, and respect feedback from others fostering an environment where all members of the campus community are engaged.

- Communicate in a consistent, clear, and timely way.
- Be an active listener.
- Respect diverse thoughts or differing opinions.
- Use appropriate tone, language and expressions for message and audience.

COLLABORATION

Occurs when we work collectively towards common goals by seeking the input of our students, employees, and communities to build a community we can all take pride in.

- Be willing to help others – Be a team player
- Seek input from others
- Work together

ACCOUNTABILITY

Occurs when we are responsible for our actions and committed to continuously improving, all to ensure the College fulfills its mission.

- Commit to being a good role model and empowering others.
- Take responsibility for the completion of tasks in a timely and efficient manner
- Follow-through with obligations - do what you say
- Understand that success starts with me - Everyone is responsible for fulfilling the College's mission
- Be responsible and practical

NORTHEASTERN TECHNICAL COLLEGE

800-921-7399

WWW.NETC.EDU

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

SC Technical College System
ORANGEBURG-CALHOUN TECHNICAL COLLEGE



The Orangeburg-Calhoun Technical College (OCtech) Vision and Mission

Engage. Empower. Transform.

Provide relevant training and education in a flexible environment that promotes success and self-reliance for students and fosters economic development for the region.

OCtech is in the third year of the 2017-2022 Strategic Plan. In support of its vision and mission, the college has established three strategic goals with multiple strategies designed to achieve them:

Goal 1: Deliver student-centered programs and services that maximize intellectual and economic growth.

Goal 2: Align enrollment management processes that promote growth and improve our ability to meet the needs of employers and prepare students for transfer.

Goal 3: Create an organizational environment that is effective, efficient and committed to future growth.

Key Data Points

Persistence Fall 2019 - Spring 2020 - 71.3% Retention Fall 2018 - Fall 2019 - 52.43%

<u>Enrollment</u> Fall 2019 - 2360 Spring 2020 - 2336 Summer 2020 - 1251

<u>Licensure Pass Rate</u> Associate Degree Nursing - 81% Certified Nursing Assistant - 100% Physical Therapy Assistant - 100% Practical Nursing - 91.3% Radiologic Technology - 100%
--

Job Placement (2018 - 2019 Grads) - 92%

Goal 1 Accomplishments: Deliver student-centered programs and services that maximize intellectual and economic growth.

- Apprenticeships (adult and youth) were expanded to include the following programs: Business and Accounting, Information Technology, Welding, Automotive, Industrial Maintenance, and Diesel Tech. The Business, Engineering Design, and Instrumentation programs continue to provide internship and co-op experiences for degree-seeking students. The youth/apprenticeship model has received positive feedback from employers as a pipeline to in-demand careers. The Tri-County Chamber has endorsed the concept, and both chambers are partnering with the college to identify businesses/organizations who might benefit from this initiative. Orangeburg & Calhoun Counties, Orangeburg and Calhoun County Schools, the Department of

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Public Utilities, Nephron Pharmaceuticals, Starbucks, and ThermoKing are a few of our new employers who have become involved in this initiative.

- Coaching/mentoring of students in the healthcare prep and workforce programs, particularly those who applied to the competitive healthcare programs were denied admission.
- Two new BIO courses were added to help reduce the failure rate in BIO 210, and Supplemental Instruction (SI) was implemented for BIO courses to improve course success rates.
 - Resulting in a difference of 22% for students who attended SI.
 - Success rates for BIO 210 doubled for the spring term when compared to fall.
- ASAP (Accelerated Study of Associate Programs) was created as a way to encourage students to enroll in our transfer programs. Accepted students enroll tuition-free, receive book scholarships, are placed in courses as a cohort, and receive specialized mentoring/advising.
- OCtech has expanded the number of programs with the FLEX option (Business/Accounting, Early Childhood, Criminal Justice) that allows students to attend courses in a program, but in multiple formats. These programs saw enrollment growth in the fall as a result of this new format.
- A mobile hotspot initiative was launched in the summer of 2020 for students with limited Internet access.
- Technology to offer synchronous instruction has been installed in 4 classrooms, with plans to install it in an additional 8 classrooms during the 2020-2021 academic year.
- OCtech was a finalist for the Bellwether Award for improving the outcomes of minority students in the nursing program.
- Scholarship Dollars Awarded: \$88,253
- An analysis of the college's data show that black students are not completing college at the rate of other demographic groups. In addition, we have placed a greater emphasis at the college on social justice and equitable outcomes for all students. A retreat was held in March to discuss the development of a Culture of Inclusive Excellence. A series of goals and strategies were developed, and implementation of the plan will be led by a faculty member on special assignment in the upcoming academic year.
- For the 2019-2020 academic year, for example, the college successfully revised the associate degree and diploma nursing programs to create a more seamless approach to teaching and learning. Students have entry and exit points and receive greater levels of remediation that create a safety net for struggling students.
- The Lean Manufacturing Certificate started in February 2018 as a faster way to train citizens for manufacturing careers. Our attention this year, however, has been on providing this training to SNAP to Work recipients who desire to enter a career in manufacturing.
- The Advanced Manufacturing Consortium continues to be a platform to strengthen our relationships with the manufacturing sector. The result has been an increase in the number of registered apprenticeships and an increase in non-credit training. For the second year in a row, Continuing Education has exceeded the revenue goal. In addition, CE provides professional development to Dominion Energy's Division of Fossil-Hydro in the areas of maintenance, electrical/mechanical, and instrumentation. In the spring of 2020, CE launched a lineman program to address the shortage of qualified lineman employed at local utilities.

Goal 2 Accomplishments: Align college processes that promote growth and improve our ability to meet the needs of employers and prepare students for transfer.

- We continue to automate processes on campus: the implementation of technology to reduce manual input of student data; expanded adoption of an imaging system for documents; implementation of a text messaging platform to communicate with students and a chatbot function to respond to general inquiries; implementation of Hatchback to automate emails sent to prospective and continuing students.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- The college’s marketing efforts have begun to shift to digital with ad placement on social media platforms.
- Early College Pathways is in the second year of implementation and is used to encourage more high school students to take college level classes while in high school. It has resulted in a higher percentage of high school students enrolling at OCtech and has encouraged parents and students to think about Early College as a pathway to either work or continuing their education. On average, 600 high school students enroll with us each semester, some of which graduate high school with an associate degree.

Goal 3 Accomplishments: Create an organizational environment of engaged and qualified employees who are effective, efficient and committed to future growth.

- OCtech began offering classes in the new nursing facility in the spring of 2020. This 21st century facility was recognized as a best practice by CHE for the diversity in funding for the project – a combination of federal, state, county, foundation, and college funds were used to support the construction of the building.
- The college has increased bandwidth, added redundancy to our Internet service and expanded Wi-Fi coverage to include the campus parking lots and student common areas.
- Classrooms in the former health sciences/nursing building were renovated to accommodate the increased demand for healthcare workers and to create additional space for high-wage high-demand advanced manufacturing programs.
- Faculty professional development focused on effective use of our learning management system (D2L) – all faculty were required to complete the first course, and an additional course was required for faculty teaching online courses.
- All employees were required to complete customer service training. In addition, the college standardized email signatures, voicemail and phone greetings.
- OCtech Foundation:
 - Total donors: 245
 - New Donors: 25 (\$23,791 from new donors)
 - Funds Raised (Including Pledges) \$2,088,216.16
 - Naming rights pledges for the new nursing building: \$560,000
- Given the demands placed on the college due to pandemic, information technology upgrades (software, hardware, infrastructure) were a major strategic planning priority for the college to support students access and success, but also to automate some of the college processes. Priorities were identified by the executive team, in consultation with the IT Director to purchase: upgrades to classroom projections systems, additional wireless access points, electronic document storage, new faculty/staff PCs, and greater bandwidth and redundant bandwidth to support faster Internet access.
- Faculty/Staff have access to TREAD and can utilize it for professional growth in a variety of disciplines. Fall and Spring conferences provide additional opportunities in the areas of: D2L, Excel, stress management, etc. All faculty/Staff were required, at a minimum, to complete the online modules for Title IX. The college implemented a Service Excellence initiative to promote good customer service on campus. All fac/staff were assigned professional development modules focused on non-verbal cues and positive communication.
- The Human Resources Manager launched an onboarding program for new employees that began in fall 2019. This initiative is designed to create a sense of belonging for new employees and create an understanding of the college culture and strategic direction.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- A plan to re-organize the role and function of program coordinators was conducted during the 2019-2020 academic year. The goal was to ensure the coordination of academic programs in the division who had similar content. As a result, each of the academic divisions added Content Coordinators who, for example, are responsible for course content and assessment and coordinating schedules for the same course offered in different programs.
- Each department receives an amount for operations based upon forensic accounting (previous years' spending, primarily) and demonstrated need for the upcoming academic year. Unit plans, approved by the senior leadership team, are the primary vehicle by which requests for net new faculty, facility renovations, equipment, and technology enhancements are made. Funds for these requests are fulfilled through state allocations, the college's Plant Fund, and/or the college's operating account.
- Budget managers and the staff from the business office have scheduled meetings in October and March. January meetings are held for areas where budget adjustments need to take place.
- Because of the hard work of the business office, the college was able to end the year with a surplus of operating funds that have been transferred to the college's Plant Fund.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

SC Technical College System

PIEDMONT TECHNICAL COLLEGE



Piedmont Technical College (PTC) transforms lives and strengthens communities by providing opportunities for intellectual and economic growth.

The college, a member of the SC Technical College System, is a public comprehensive two-year post-secondary institution. PTC contributes to the economic growth and development of the largest and most diverse region of the technical college system, Abbeville, Edgefield, Greenwood, Laurens, McCormick, Newberry and Saluda counties and to the state. The college responds to the academic, training and public service needs of the community through excellence in teaching and educational services. PTC's open admissions policy provides accessibility for individuals with diverse backgrounds the opportunity to acquire the knowledge and skills for employment in engineering technology, industrial technology, agriculture, business, health and public service. PTC graduates develop competencies in communication, mathematics, problem solving and technology.

The college offers university transfer; associate degrees, diplomas and certificates in technical and occupational areas; college preparatory programs; student development programs providing academic, career and individual support; and custom-designed credit and non-credit programs to provide training for business and industry and to meet the needs of the community. To optimize access to higher education in the rural seven-county service area, PTC offers distance learning courses through multiple modes of delivery. (Revision approved by the PTC Area Commission on April 21, 2015. Approved by the SC Commission on Higher Education on June 30, 2015.)

Institutional Vision

We will become a premier community college with a shared commitment to create vibrant learning communities through the relentless pursuit of student success and economic prosperity for all stakeholders.

Mission Goals

Mission Goal 1: Promote excellence in teaching and learning and academic student support services to ensure that our students are well-positioned for success in career and technical fields, and university transfer.

Mission Goal 2: Ensure widespread access to our educational programs through enrollment and communication planning and effective, efficient processes.

Mission Goal 3: Cultivate a talented, diverse, and inclusive workforce that is responsive to the changing needs of the College by providing a collaborative culture and professional development opportunities for future success.

Mission Goal 4: Use data and assessment results to make well-informed academic and operational decisions regarding the continuous improvement of the College's financial and physical resources.

Mission Goal 5: Promote community and workforce development and economic prosperity through new and existing partnerships with individuals, business, industry, government, community agencies and educational institutions.

Mission Goal 6: Exercise efficient and responsible stewardship of the College's financial and physical resources.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Institutional Outcomes for FY 2019-20

During the 2019-20 Fiscal Year, Piedmont Technical College achieved the following outcomes:

Student Success		
Performance Indicator	Target	Level achieved
Fall to Fall Student Retention	51%	51%
2018-19 Graduate Awards	1100	1100
Unduplicated Graduates	925	967
Graduate Production	30%	33.8%
SC CHE Success Rate	41.7%	51.3%
Life Scholarship Retention	33.7%	36%
Student and Community Access		
Performance Indicator	Target	Level Achieved
Fall Headcount at Census (2019 fall)	4489	4747
Spring Headcount at Census (2020 spring)	4210	4469
Summer Headcount at Census (2019 summer)	2115	2310
Admission rate of High School Graduates to PTC (fall 2019)	25%	25%
Dual Enrollment Fall Headcount	700	716
Institutional Sustainability		
Performance Indicator	Target	Level Achieved
Primary Reserve Ratio	40%	48.6%
Viability (Debt) Ratio	0%	0%
Return on Net Assets	4%	6.8%
Net Operating Revenue	2%	2.1%
PTC Workforce		
Performance Indicator	Target	Level Achieved
SCHAC	94%	95.7%

College accomplishments through implementation of the 2019-21 PTC Strategic Plan, *A Commitment to Completion* include:

Mission Goal I - Transforming Lives:

- Expanded the Care Planning Center advising concept, a part of the SACSCOC Quality Enhancement Plan, to include the advising of pre-health science students on the Newberry and Laurens Campuses.
- Implemented a Virtual New Student Orientation Program.
- Hosted Virtual Open House Events. To include a virtual tour of the Newberry County Campus.
- Hosted over 90 student life events that attracted almost 3000 unduplicated students who earned over 85,000 Piedmont Points exchangeable for PTC gear.
- Honored four students for their selection to the Phi Theta Kappa (PTK) 2020 All-State Academic Team.
- Recognized two students for their writing ability during the English Department’s annual writing contest.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- Inducted five new members into the Piedmont Technical College (PTC) student chapter of the National Technical Honor Society (NTHS). Other clubs and honor societies inducted and recognized new members.
- Recognized a PTC horticulture student who was among 33 college students nationwide selected to receive an all-expenses-paid travel scholarship to attend the National Irrigation Association Conference. The same student received a prestigious internship opportunity.
- Continued PTC's cost-free *Test Drive* program. Participants received free forklift certification training as a part of the program.
- Numerous community speakers visited the College to share career insights with students and guests.

Mission Goal II - *Expanding Student Access:*

- Completed market research to identify programming gaps in program offerings in the seven-county region served by Piedmont Technical College.
- Increased the availability of dual enrollment throughout the service area by adding three additional off campus instructional sites where students can earn 50% or more of at least one academic program. Added a Student Success Coach to the Dual Enrollment Staff to provide academic support and to assist students in navigating higher education.
- Updated and modernized PTC Logo and brand.
- Expanded the number of registered youth apprenticeships (1) and registered post-secondary apprenticeships (7).
- Added an Associate Degree Nursing Program on the Laurens County Campus to enable Licensed Practical Nurses to advance their nursing skills to the associate degree level.
- Added a Paramedic program to programs offerings.
- Revised welding, heating, ventilation, and air conditioning, and horticulture program offerings to create opportunities for students to earn employable stackable credentials leading to the diploma or associate degree.
- Added a new cardiovascular program in Vascular Sonography in spring 2020.
- Collaborated with The Citadel to create a transfer path for Business Administration graduates.
- Collaborated the Medical University of South Carolina (MUSC) to create a transfer pathway to the MUSC College of Pharmacy that will enable graduates of the Pharmacy Diploma at PTC to earn their doctor of pharmacy degree.
- Expanded PTC's Models Academy, an outreach program to support African-American males to include middle and late elementary school aged students.
- Expanded the South Carolina Manufacturing Certification (SCMC) to McCormick County.

Mission Goal III - *Supporting Our People:*

- Conducted diversity awareness and sensitivity workshops.
- Continued to offer employees an Employee Assistance Program.
- Continued to offer employees a Campus Wellness Fitness Center.
- Continued to host Adjunct Faculty Expo, a daylong professional development program for part-time instructors. More than 100 part-time instructors attended the event.
- Hosted a professional development yearlong course for New Faculty to prepare them to teach and adapt to the teaching and learning environment.
- Honored an exceptional faculty member, Meredith Brown, with the Faculty Visionary Award.
- Hired a new Vice President of Academic Affairs, Dr. Keli Fewox, to lead the academic division of the college.
- Hired a new Campus Police and Security Chief, Officer Jeff Crisp.
- Filled a number of faculty and staff vacancies.
- Honored three employees as Educators of the Year through the South Carolina Technical Education Association.
- Honored PTC Grants Director for recognition as an "Under 40 Star" by the Greenwood Chamber of Commerce.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- Recognized PTC Financial Aid Director who earned national status as a Certified Financial Aid Administrator (CFAA).
- Provided over \$13,500 through PTC Foundation to support the professional and leadership development of 11 employees.
- Successfully implemented a business continuity plan and return-to-work plan during pandemic to allow students to continue their education and employees to remain employed.

Mission Goal IV - *Embracing Continuous Improvement:*

- Redesigned the welding, horticulture, and heating, ventilation, and air conditioning programs to provide students with the ability to earn stackable credentials while developing content knowledge and building workplace skills.
- Developed key performance indicators with targets and assessment measures to review academic and student support program reviews.
- Revised the annual academic program review process to promote growth and attainment of key performance indicators related to enrollment, persistence, retention, graduates, and graduate placement.
- Completed successful ABET on site reaffirmation of accreditation visits for Electronic Engineering Technology and Engineering Design Technology with reaffirmation of accreditation expected this summer or early fall.
- Completed a successful Commission on Accreditation for Respiratory Care (CoARC) on site reaffirmation of accreditation visit. The Respiratory Care Department will host its next site visit in 2029.
- Added a Dean of Curriculum and Online Learning to expand virtual learning offerings and provide additional curriculum design support.
- Offered employees several training opportunities to include electronic requisition process (staff) training and Basic Lean Training (new employees.)
- Developed and implemented year-round scheduling.

Mission Goal V - *Accomplishments: Strengthening Communities:*

- Collaborated with school districts to increase career and technology and university transfer options for students through dual enrollment. Some of the offerings available include manufacturing production, welding, machine tool, patient care technician, fire science and the 30-credit hour university studies certificate.
- Designated physical space for use by non-profit and community agencies to meet and serve students. Created and distributed flyers of local community resources available in each county to meet student needs.
- Continued to monitor and assess student attainment of program and student learning outcomes, general education competencies, and work ethic skills.
- Hosted weekly Facebook Live Sessions to remain engaged with the community, students, and employees during the pandemic, which included the 46th Annual Student Awards and Recognition Program on July 23.
- Named the lead agency and training provider for the “Ready to Roll” grant project, through the SC Workforce Development Board. The program will increase the state’s workforce for highway construction and related sectors.
- Hosted the fifth annual Early Care and Education Literacy Day. Nearly 100 four year olds attended the program provided by the Early Care and Education Department. Each child participated in numerous activities and received a book to enjoy after the event.
- Hosted a barbeque to thank PTC Foundation Cornerstone members and the local legislative delegation for their ongoing support of the College.
- Joined the Upper Savannah Council of Governments to host a successful job fair for graduates and those in the community seeking employment.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Mission Goal VI - *Ensuring Institutional Sustainability:*

- Continued to receive unmodified opinions on the financial statements. The College realized an increase in net position for eight of the past 10 years. The requirement to recognize pension and OPEB expenses at the institution level prevented the remaining two years from recognizing an increase in net position.
- Implemented the SC Wins Scholarship program. Over 1,600 students have benefited from this program. Workforce Pathways Scholarships and local privately funding promise programs provided additional funding alternatives for qualified students.
- Submitted a grant proposal for Perkins V funding.
- Completed the construction phase of the Senator William “Billy” O’Dell Upstate Center for Manufacturing Excellence and raised almost \$250,000 in local financial support for the Center.
- Conducted cybersecurity training to educate employees on prevention of breaches in cybersecurity and ransomware.
- Embarked on efforts to address/enhance emergency preparedness and campus improvements.
- Held tuition rates constant for fall 2020 in consideration of COVID 19’s negative impact on students.
- Dispersed \$1.7 million to more than 3600 students through federal CARES Act funds.
- Hosted FAFSA workshops on County Campuses where financial aid staff assisted new and continuing students with the application process.
- Saved PTC students over \$500,000 in 2019-20 by using open educational resources instead of textbooks.
- Successfully transitioned to a virtual teaching and learning environment during the 2020 spring and summer terms to maintain the health and wellbeing of students and employees during the COVID 19 Pandemic outbreak. The College saw a more than 6% increase in enrollment for the 2020 summer term as compared to the 2019 summer term.
- Implemented *Financial Avenue* by Inceptia to provide students with online financial literacy education and counseling about grace period and student loan default prevention.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

SC Technical College System

SPARTANBURG COMMUNITY COLLEGE



Spartanburg Community College measures the college’s performance annually by assessing Strategic Measures that are aligned with Strategic Objectives, which support the Strategic Goals. The strategic goals align with the college’s mission, vision and values. The college’s Strategic Plan, containing the goals, objectives, measures and operational priorities for 2019-2020, as well as the performance of the college against those measures is contained in the following pages.

Mission: Spartanburg Community College provides exceptional, accessible, learning centered education and workforce development programs and services.

Vision: Spartanburg Community College is a catalyst in changing lives, building the future of our students and citizens, and developing the economy of the Upstate.

Strategic Goals:

1. Spartanburg Community College offers students quality credit and noncredit programs.
2. Spartanburg Community College provides services that facilitates student access and success.
3. Spartanburg Community College is a key partner in economic development.

Strategic Measures:

- Enrollment and FTE
- Market penetration (credit/non-credit)
- Minority Participation
- Retention rates
- Student success rate
- Graduate production rate
- Placement rate
- Licensure/certification/registry pass rates
- Student/faculty ratio
- % credit hours taught by FT faculty
- Satisfaction/engagement rates
- Student loan default rate

The college continues to obtain significant external funding, both Federal and private to support college programs.

The Grants Department obtained \$7,141,322 in awards including the following:

- Two awards from the US Dept. of Education through the CARES Act to assist with the impact of COVID-19:
 - \$1,679,316 for Student Aid
 - \$1,679,316 for Institutional Funds
- US Dept. of Labor award for \$2,140,725 through their WORC (Workforce Opportunities in Rural Communities) Grant in partnership with the Appalachian Regional Commission. The 3-year grant includes SC Works and United Way of the Piedmont as collaborative partners to increase workforce training opportunities, course retention, and job retention for underserved populations including the previously incarcerated and those suffering from opioid addictions.
- SC Dept. of Commerce award for \$500,000 to assist with updates to the Spark Center including new exterior paint, repaving a damaged parking lot, adding new restrooms, and updating lighting, and replacing entryway rails.
- Two awards from the Mary Black Foundation (\$15,000) and the JED Foundation (\$20,000) to conduct a 4-year student mental health project including student surveys, strategic planning, and new program implementation with the assistance of JED Campus.

In FY19-20 the Grants Department managed a total of \$9,013,908, including several multi-year grants as follows:

- ARC – ReadySC Relocation
- Bank of America Foundation
- JM Smith Foundation – Microbiology Lab
- ARC Industry 4.0
- NSF – Cybersecurity Program
- Perkins – AIM Center
- US Dept. of Ed. – TRIO
- US Dept. of Labor – SCAI
- NSF - CU Sets
- US Dept. of Commerce – Spark Center
- US Dept. of Labor (ARC) – GROWsc
- Gene Haas Foundation – MTT Scholarships

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Additional accomplishments:

- The fourth successful Economic Visionaries event was held on March 12, 2020 and raised \$179,000 in sponsorships and awarded over \$75,000 for SCC student scholarships.
- Other revenue generating events hosted by the SCC Foundation were the annual Arboretum Adventures in September 2019 and the Farm to Table event in February 2020. Combine revenue was \$29,000 designated to the School of Horticulture.
- Working with the SCC Financial Aid office, the SCC Foundation awarded 75 scholarships. A featured scholarship was established in honor of President Henry C. Giles. Jr and his 50+ years of service to SCC. The SCC Foundation raised over \$60,000 to endow the first named scholarship for the School of Education.
- Unrestricted giving has increased by 100% and the Foundation’s board of directors’ donor participation is also at 100%.
- Emergency and book fund applications are live on the Financial Aid website. Collaborating with Student Affairs, Business office, and Financial Aid, the SCC Foundation awarded over \$10,000 to assist students with financial hardships in recent months.

Corporate and Community Education (CCE) finished the 2019-2020 fiscal year with a profit of \$330,050, which represents a 296.29% increase in profit from the 2018-2019 fiscal year. CCE offered numerous open enrollment and contract courses in the fields of healthcare, commercial truck driver training, logistics, construction, manufacturing/industrial, real estate, computer, and online courses delivered via third parties. New programs included: Patient Care Technician, Class B Commercial Driver’s License, Emergency Medical Technician, expansion of CPR program to the Giles campus, expansion of the certified nursing assistant program to Union Medical Center, and expansion of Operation Workforce Training to Cherokee County Detention Center

The College’s annual Economic Impact Study of the Spark Center SC was originally created using the Input-Output Model, developed by Economic Modeling Specialists, Inc. (EMSI) to show the economic impact of the Spark beginning in November 2007. The current study covers the fiscal year from July 1, 2019, to June 30, 2020, and shows The Spark has had a significant positive effect on income tax and sales tax revenue generation for the state of South Carolina. This study reveals that in 2020 the area experienced a net positive creation of 3,535 jobs generating total wage earnings of \$257 million. In total, over the last 13 years, The Spark has supported the development of 44,181 jobs, generating total wage earnings of nearly \$2.9 billion dollars.

The college continuously acts to improve service to our students and our communities in a variety of ways, including but not limited to the following:

Aligning new and existing programs to needs in the service area:

- Seven new Associate in Applied Science General Technology Degrees in Healthcare Studies were developed and will address the needs of the local economy for healthcare workers. The programs range in credit hours from 75 to 80. Each of the programs provide a pathway from the community college to a professional degree in healthcare. The programs include pre-dental, pre-healthcare administration, pre-medical, pre-physical therapy, pre-physician’s assistant, pre-pharmacy, and pre-chiropractic. Articulation agreements to support these pathways exist between the community college system and the Medical University of South Carolina. A new articulation agreement between SCC and Presbyterian College was established to provide an additional pathway to Pharmacy School for qualifying students. The agreement between SCC and Sherman College of Chiropractic was strengthened by the addition of the pre-chiropractic degree.
- A partnership and articulation with Anderson University was developed.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- The new certificate in Advance Welding degree was approved. The Advanced Welding Certificate will address the needs of local industry by providing graduates with developed skillsets in various areas including Field Welding, Fabrication Welding, and Advanced Pipefitting. This 16-credit certificate program will provide students with practical experience in the use of portable welders. Students will also gain knowledge in the layout, construction, and assembly of metal projects. Graduates of this program will be qualified to work as welders, fitters, and pipe fabricators. To support this program, SCC constructed a realistic industry welding platform to teach construction, platform, layout and pipe welding skills. These are high demand skills desired by area employers.
- The Culinary Arts associate of applied science degree program was launched Fall 2019.
- The college hosted a National Institute for Staff and Organizational Development (NISOD) Regional workshop entitled “The Age of Artificial Intelligence and Learning” on the SCC campus.
- Aquaponic and hydroponic growing systems for Sustainable Agriculture were purchased, installed, and integrated into the Sustainable Agriculture curriculum to align with trends in the industry.
- An Injection molding trainer was purchased and installed to enable the college to provide training in this area in support of regional businesses.

Partnerships with business and industry:

- The Nursing program partnered with SeeDaten, Inc. of Duncan, SC – The nursing program used SeeDaten software to produce videos that demonstrate skills taught in the nursing courses. The software utilizes Artificial Intelligence (AI) and delivers Reality and Augmented Reality (AR) platforms for learning/training and process analysis techniques. The software assists instructors/trainers in the creation of consistent/approved content, which allows learners/students to learn quickly and comprehend deeper and at their own pace.
- Partnered with Rotary Club of Union to establish a Small Business Incubator; Key Partners include Union County, SCC SPARK Center, Winthrop Small Business Development Center
- Conducted an Opportunity Fair in Union to connect businesses with senior high school students. Businesses included Boeing, BMW, L2 Supplies and Services, SRHS, TIAA, Gestamp, and USDOD.

Collaboration with school districts:

- In May 2020, thirty-two (32) early college high school students graduated with the Associate in Arts degree and one dual enrollment student graduated with the Associate in Science degree.
- Continued work with K-12 partners to develop curriculum and pathways including I2 Pathways and the planning was completed for the Cherokee Early College High School, on campus classes will start in the spring of 2021.
- Offered an Opportunity Fair for Union County Schools
- Worked with 9 school districts in the spring term to ensure the success of dual enrollment students during the transition to online instruction due to the COVID pandemic.

Initiatives to support students and improve student engagement:

- Successfully piloted the Aviso Early Alert platform in Fall 2019 and fully implemented the Aviso Early Alert platform in all classes in Spring 2020 with the goal of increasing student retention and success by identifying issues and providing interventions proactively.
- In coordination with the Aviso Early Alert implementation, the Success Coach model was established to provide students with guidance and support in their navigation through a chosen academic pathway.
- Presented the “Elections 101” panel of experts for faculty, staff, and students to discuss the upcoming elections and the importance of validating information sources.
- The Health and Human Services division Partnered with TRIO Services and the Student Affairs Office to bring Dr. Irene Trowell-Harris to the campus as a featured speaker. Dr. Trowell-Harris is a chief nurse executive, educator, military officer, commander, and White House political appointee.
- WOW (wonders of Writing) Symposium - a collaboration between ENG faculty, Library and TLC. Scott Gould and George Singleton were the two published authors whose works had been incorporated into the ENG Curriculum. The purpose of this event is to encourage students in both the joy of reading and the process of writing and to build a literary bridge with the public.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- Anatomage tables which allow students to view the human body through virtual 3D technology were purchased and will be integrated into the Health Sciences and Science programs to improve student learning.
- Simulation equipment which mimics real-world situations in healthcare was purchased and will be integrated into the Health Sciences curriculum to improve student success.
- Classroom technology upgrades were implemented to increase student engagement and active learning furniture was deployed to improve the flexibility of the learning environment in classrooms and allow implementation of best practices in andragogy.
- SCC faculty piloted numerous open education resource modules in classes to help reduce the cost of textbooks for students.
- Response to the COVID-19 Pandemic. COVID responses include the immediate actions to address the sudden move to online instruction in the spring and the ongoing planning to accommodate increased online instruction and the need to create socially distance f2f instructional opportunities for the summer and fall. Plans addressed the technology needs of faculty and students and the need to increase texting capacity and create new manual alerts within Aviso to improve communication with students. Full-term summer courses were shifted from face-to-face to asynchronous online, synchronous online, and hybrid. A new 7.5-week term was added to summer semester to allow face-to-face classes to start later in the summer and to have as much seat time as possible available for instruction. Faculty and students returned to campus in small groups over the summer to complete work in courses that required face-to-face, hands-on competency development to complete and remediate incomplete grades from the spring term. Training (Gold Star Online Teaching Certification) was developed and implemented to aid faculty in online and synchronous course delivery. Additional training and resources developed to support the shift to online instruction include an Online Teaching Basics course, Zoom and Microsoft teams training, Remote Teaching Survival, Synchronous Teaching and D2L Basics, Classroom Tools and Tests and Quizzes.
- In response to the COVID crisis, SCC faculty created 35 online courses during the summer of 2020. All these courses were vetted for quality through the college’s online course review process.
- Student services such as recruiting, admissions, advising, tutoring, business office functions, financial aid, test proctoring, library services, student life, career services and student disability services all implemented virtual functions and events to support the students and the college’s functions during the COVID-19 pandemic.

Community service:

- Collaborated with several community partners to help bring the documentary, The Other Boys of Summer, to Spartanburg. SCC Downtown campus served as one of the viewing locations.
- Increased student usage numbers for the SCC Student Pantry including the purchase of a Gifts in Kind Membership to help with supplies.
- Organized and sponsored SC Legal and SC Works Job Fair and Expungement Workshops.
- Student Life participated in two United Way events “Stuff the Bus Campaign” a back-to-school initiative for our local districts and Overflow Thanksgiving. SCC collected \$620 in donations and was able to provide backpacks to 27 children and stuffed 150 bags for families who were in need.
- Career Services implemented Handshake and Big Interview to increase connections between students/graduates and employers. Handshake had 262 employers registered, 355 jobs posted, and 381 student/alumni accounts activated. Big Interview is an online system that combines training and practice to help improve students’ interview techniques and build their confidence.
- Career Services held several Virtual Career Fairs to replace the traditional f2f career fairs.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

**Spartanburg Community College
Strategic Measures 2019-2020**

Measure	Reported Results 2018-2019	2019-2020 Goal	Results 2019-2020
Fall Headcount Enrollment Growth	-2.18% (Fall18)	0.00%	2.18% (Fall19)
Fall FTE Enrollment Growth	-3.28% (Fall18)	0.00%	1.84% (Fall19)
Market Penetration - Credit Students	1.60% (2018-19)	1.89%	1.44% (2019-20)
Market Penetration - Non-Credit Students	0.18% (2018-19)	1.00%	0.17% (2019-20)
Minority Participation	1.186 (Fall18)	≥ 1.080	1.328 (Fall19)
Fall to Fall Retention of Full-Time Credit Students	60.53% (Fa17 to Fa18)	62.00%	61.44% (Fa18 to Fa19)
Fall to Fall Retention of Part-Time Credit Students	31.61% (Fa17 to Fa18)	37.00%	40.09% (Fa18 to Fa19)
(Performance Funding Measure) Graduate Placement Rate	85.45% (2016-17)	80.00%	89.45% (2017-18)
(Performance Funding Measure) Licensure/Certification Pass Rate	82.9% (2017-18)	80.00%	90.96% (2018-19)
(Performance Funding Measure) Fall to Spring Retention of Credit Students	72.98% (Fa17 to Sp18)	71.00%	72.25% (Fa18 to Sp19)
(Performance Funding Measure) Graduate Production Rate	25.36% (2017-18)	20.00%	22.37% (2018-19)
(Performance Funding Measure) Student Success Rate	39.01% (Fa14 cohort)	39.00%	38.09% (Fa15 cohort)
Student/Faculty FTE Ratio	19.30 (Fall18)	18.00±1	17.08 (Fall19)
Student Credit Hours taught by FT Faculty	66.68% (Fall18)	66.00%	65.86% (Fall19)
Noel-Levitz Student Satisfaction Rating	5.55 (2019 Survey)	5.55	5.55 (2019 Survey)
CCSSE Student Satisfaction Rating	49.62 (2018 Survey)	49.60	49.62 (2018 Survey)
Student Loan Default Rate	15.2% (2015 cohort)	< 20%	16.5% (2016 cohort)

Goal/Benchmark
Met

Goal/Benchmark not
met

Did not meet goal/benchmark
but equal to or better than previous year

No new survey
conducted

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

SC Technical College System

TECHNICAL COLLEGE OF THE LOWCOUNTRY



TECHNICAL COLLEGE
OF THE LOWCOUNTRY

Vision

The Technical College of the Lowcountry aspires to elevate each student and every community we serve through transformative technology and exceptional teaching.

Mission

One of sixteen colleges comprising the SC Technical College System, the Technical College of the Lowcountry (TCL) traces its origin to the Mather School founded in 1868. The college is a comprehensive, public, two-year College dedicated to serving the diverse educational needs of the rural counties of Beaufort, Colleton, Hampton and Jasper. The College annually serves approximately 10,000 credit and continuing education students, a mix of traditional, non-traditional, full-time and part-time.

TCL provides quality, affordable academic and technical programs leading to associate degrees, diplomas, and certificates in an environment fostering excellence in teaching and learning. The College prepares graduates with knowledge and skills for transfer to senior colleges and universities and for careers in computer technology, industrial technology, engineering technology, occupational technology, business, health sciences and public service.

The College serves as an effective partner in the economic and human resource development of the Lowcountry. As an open admissions institution, TCL offers academic, transfer and specialized programs. Offerings include developmental education; arts and sciences; career development; specialized, contract courses tailored for specific businesses and industries; and continuing education to meet the workforce needs of the Lowcountry. In addition to responding to local and regional needs of the area, the College recognizes that state, national, and international issues affect the lives of the citizens of the Lowcountry and responds to these issues appropriately.

In support of its educational programs and services the College offers comprehensive student development services to all who seek to better their lives through education. In an atmosphere of shared values, the College encourages creativity, innovation and resourcefulness among its students, faculty, staff and administrators. With a commitment to excellence, TCL creates a positive, student-centered environment. The College empowers individuals by enabling them to learn and to develop throughout their lifetimes. The College operates with six core values learning, integrity, service, excellence, stewardship and diversity.

Strategic Goals

TCL has an integrated, data-driven and institution-wide planning and assessment process that is outcome based. All TCL stakeholders play a role in the College's planning and assessment process – students, faculty, staff, community members and the Area Commission. The TCL Strategic Goals are to increase enrollment, ensure relevancy, increase student success, and increase retention.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

[2019-2020 Outcomes](#)

- The College continues to adapt to meet the changing workforce needs of Beaufort, Jasper, Hampton, and Colleton counties.
- The US Department of Education awarded TCL \$2,300,000 Title III grant. The College was one of only 60 institutions to receive the grant and the only one in South Carolina. The overarching goals of the project are to increase student engagement and achievement through enhanced curriculum and instruction, increase persistence and retention through expanded student support, and increase the graduation rate.
- Launched TCL BizU, which offers free workshops to area businesses on subjects such as social media marketing and QuickBooks. More than 140 business participated in workshops held on each of TCL’s three campuses and online in 2019-2020.
- Invested in an in-depth analysis of the college’s market and programs to ensure relevance to service area’s evolving workforce needs. The analysis is foundational to the college’s strategic planning.
- Commissioned a study to quantify the college’s economic impact on the college’s four county service area. The college’s annual economic impact is \$129.3M.
- In partnership with the Beaufort County School District, the college launched the first Career & Technical (CATE) dual enrollment program in Construction Technology.
- College offered three new associate degrees: (1) Culinary Arts Technology; (2) Baking & Pastry Arts; and Hospitality/Tourism Management.
- The college’s business office expanded its customer service by providing an online payment portal for students.
- An Employee Assistance Program and a Student Assistance Program is now available to all faculty, staff and students.
- Donors gave more than \$680,000 through the TCL Foundation in support of the College.
- Shifted all recruitment and admission efforts to Online Open Houses in response to the emergency quarantine. Virtual Campus Tour on YouTube garnered 229 views and 1.1K views on Facebook. Conducted 8 virtual Financial Aid informational workshops. Conducted four Facebook Live Lunch and Learns. Admissions served over 500 students by virtual appointments. Financial Aid served over 1200 students with virtual appointments. Four virtual Dual Enrollment Parent Nights were held, and six New Student Orientation sessions were conducted virtually.
- Provided Internet hotspots for student internet access from a parking lot on all three campuses during the emergency quarantine.
- Broke ground on The Culinary Institute of the South funded entirely with local public and private donations.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

2018-2019 ¹Performance Measures Strategic Plan 2015-2020

Goal: Increase Enrollment						
Credit Enrollment	Academic Year 2019-2020		Academic Year 2018-2019		Academic Year 2017-2018	
Annualized Undergraduate Enrollment	3,182		3,172		3,341	
Annualized credit Hours Delivered	44,351		44,231		46,441	
Annualized FTE (Total credit hours /30)	1,478		1,474		1,548	
² Non-Credit Enrollment AY= August 1 to July 31	Academic Year 2019-2020		Academic Year 2018-2019		Academic Year 2017-2018	
	Unduplicated	Duplicated	Unduplicated	Duplicated	Unduplicated	Duplicated
Annualized Non-credit Student Enrollment	828	1,453	1,107	1,796	1,107	1,111
Annualized Non-credit CEUs	9,725		9,146		9,727	
Goal: Increase Retention						
PFA: Persistence Rate (Fall-to-Spring) *All Undergraduates excluding dual enrolled	Fall 2019 to Spring 2020		Fall 2018 to Spring 2019		Fall 2017 to Spring 2018	
	68%		69%		66%	
Retention Rate (Fall-to-Fall) *All Undergraduates	Fall 2018 to Fall 2019		Fall 2017 to Fall 2018		Fall 2016 to Fall 2017	
	49%		47%		50%	
Goal: Increase Student Success						
	Cohort 2015		Cohort 2014		Cohort 2013	
PFA: Student Success Rate Fall semester first-time freshmen who completed, transferred, or still enrolled within 150% of program time shown as a percentage of all semester first-time freshmen. %SCTCS Target Rate for Cohort 2015: ±43% %SCTCS Target Rate for Cohort 2014 ±39 % SCTCS Target Rate for Cohort 2013 ±42%	44%		45%		45%	
Total Awards Conferred July 1 to June 30	2019-2020		2018-2019		2017-2018	
	332		389		436	
PFA: Graduate Production Rate	2018-2019		2017-2018		2016-2017	
SCTCS Target Rate ±20%	18%		26%		31%	
Graduation Rate (IPEDS)	RY 2019-202 Cohort 2016		RY 2018-2019 Cohort 2015		RY 2017-2018 Cohort 2014	
	18%		18%		13%	
Goal: Ensure Relevancy						
PFA: National Professional Examinations First-time Pass Rates	2019-2020 Preliminary 08/21/2020		2018-2019		2017-2018	
	92%		89%		88%	
SCTCS Target Rate ±80%						
PFA: Graduate Placement Rates (on job/in school)	2019-2020 Preliminary 07/21/2020		2017-2018		2016-2017	
	95%		93%		95%	
SCTCS Target Rate ±80%						

¹ Performance Funding Allocation Indicators are identified with "PFA".

² Data Source: SCTCS EDSS Report EDSS-ST0ANN110 and EDSS-ST-ANN120 .

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

SC Technical College System
TRI-COUNTY TECHNICAL COLLEGE



Tri-County Technical College, a public community college, focuses on teaching, learning, and helping students reach their goals. The College supports economic development for Anderson, Oconee, and Pickens counties in South Carolina by preparing a highly-skilled workforce.

An open-door institution of higher education, the College offers affordable, accessible, collaborative, and learner-centered instruction. Offerings include university transfer associate degree programs and applied technical associate degrees, diplomas, and certificates in more than 70 majors associated with business, health, public service, and industrial and engineering technologies. The College also offers developmental courses for students who need to improve their basic academic skills.

The College promotes economic development in the region through customized education and training for local businesses and industries through credit and continuing education offerings and a variety of workforce training programs.

The College has campuses located in Pendleton, Anderson, Easley and Westminster, as well as learning centers in Honea Path and Sandy Springs. The College also offers online classes and a variety of academic and support services.

The College operates using four key values: integrity, respect, community mindedness and commitment to excellence. The College operates under the vision:

Passionate people transforming lives and building strong communities one student at a time.

To achieve its mission and vision, TCTC has four closely-aligned strategic goals:

Goal 1 — Reinventing our offerings to adapt to changing realities

Goal 2 — Positioning and equipping students for success

Goal 3 — Embracing personal accountability for student learning

Goal 4 — Driving organizational success through our people

Key Strategic Directions and Accomplishments

Reinventing our offerings to adapt to changing realities: Deliver programs that are aligned to business, industry, and community needs to attract students and provide value in terms of high job placement rates. Assessing current programs and making data-informed changes, including the incorporation of labor market information, is crucial to the sustainability of College programs. As labor markets change, the College must proactively adapt its offerings to meet evolving needs. Key accomplishments from the 2020 fiscal year include:

- Signed an articulation agreement with South University giving Associate Degree Nursing graduates another avenue to earn a BSN degree. The Associate’s to Bachelor’s Degree Program Agreement allows graduates of Tri-County’s Nursing program to transfer to South University, and, over the course of a year, complete requirements for a BSN degree while working as Registered Nurses in the area.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- Signed an agreement with The Citadel that will allow transfer students to complete business degrees from their hometowns, online. University Transfer students now have the opportunity to earn a full bachelor of science in Business Administration from The Tommy and Victoria Baker School of Business at The Citadel.
- Signed a bridge program agreement with Anderson University that will allow Tri-County graduates interested in pursuing a Bachelor’s Degree in Business Administration, Criminal Justice, or Nursing to transfer without loss of time, credits, or money.
- Partnered with Southern Wesleyan University to enhance the transfer of students from TCTC to SWU. The collaboration is intended to serve students by providing program support and services that facilitate the transfer process and prepare and acclimate students desiring to matriculate at SWU.
- Received the 2019 Exemplary Program Award from the National Council of Continuing Education and Training. The Corporate and Community Education Division team was among the 17 colleges recognized nation-wide and was the only South Carolina college honored.
- The College was recognized for innovation in the New Workforce Development Curriculum category for the Consultative Selling class and the effective implementation of the Instructor T3 (Train the Trainer) Program.
- Partnered with Medshore Ambulance to offer an accelerated EMT-Basic course with free tuition, certification and testing. The initial cohort of will accept 12 students. TCTC will provide classroom instruction at Medshore’s headquarters in Anderson.
- Offered short short-term training that can lead to long-term careers for area residents interested in Heavy Equipment Operation and Truck Driving by leveraging a \$235,705 matching grant from the Appalachian Regional Commission and donations from community partners.
- Continued development and refinement of I-BEST (Integrated Basic Education and Skills Training) programming. This year, 20 students graduated with a Manufacturing Production I certificate, 13 graduated from the new Personal Care Aide Pathway, and two received high school diplomas. I-BEST programs focus on immediate employment and pathways to careers requiring an associate degree. They blend college credit, non-credit training, and industry-recognized skills certifications. They also build confidence and competence for jobs that pay family-sustaining wages and for continued college study. AT&T awarded the College \$7,500 to support I-BEST programs, which are offered, free of charge, to individuals who qualify.

Positioning and equipping students for success: Facilitate students reaching their educational goals by creating learning environments that position students for success and equip them with the necessary tools to be successful. Develop differentiated processes as necessary to support a diverse student body and to position all students for success. Key accomplishments from the 2020 fiscal year include:

- Launched a classroom technology upgrade project called PLEAT (Physical Learning Environment Advisory Team) that will eventually standardize the teaching technologies in every classroom college-wide. In the first phase, all classrooms at the College’s three Community Campuses (Anderson, Easley and Oconee), plus most of the classrooms in Fulp Hall on the Pendleton Campus were upgraded to the new standards. A training coordinator position was also created to provide professional training and support materials to help faculty quickly adapt to the new technologies and provide on-going support as needed.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- Completed the renovation of the Anderson Hall Events Center on time and within budget. The 500-seat event center features a stage, multiple 10' HD screens, upgraded AV and Wi-Fi capacity, all new HVAC, lighting and dedicated food prep area for events.
- Received two milling machines, along with three lathes from community partner, Arthrex. The machines are similar to what Arthrex currently uses in production, which will give students real world, industry-relevant skills and experience.
- Received Stage 1, Level 1 International Tutor Training Program Certification from the College Reading and Learning Association for the Tri-County's Learning Commons Tutoring Services. The purpose of the certification is to provide recognition and positive reinforcement for tutors' successful work while also providing an internationally accepted standard of skills and training for tutors. ITTPC does not certify tutors or tutor trainers, but instead certifies tutor training programs which can, in turn, recognize their tutors who have met all of the requirements of their training program.
- Added a new CATbus route that connects the Seneca CATbus service to the College's Oconee Campus. The new route offers service to the Oconee Campus beginning at 6:20 a.m. and running until about 6:20 p.m. Monday-Thursday. On Fridays, the bus will start at 6:20 a.m. and run until 3 p.m. The City of Seneca and Oconee County Council provided about \$300,000 in matching funds for the two electric buses Seneca purchased with the help of State and federal funds.
- Implemented a flexible placement assessment process for Clemson Bridge students for math courses that includes not only a point-in-time placement test, but also overall high school grade point average and performance in specific math courses.
- Hosted several significant community outreach and engagement events. Examples include: Of Ebony Embers: Vignettes of the Harlem Renaissance, The True Black History Museum traveling exhibition and The College's first Men of Color luncheon.

Embracing personal accountability for student learning: Create a culture where faculty and staff relentlessly pursue improving student learning to promote innovation and improved student success. Developing systems and strategies that promote deep, intentional learning leads to improved completion rates. Key accomplishments from the 2020 fiscal year include:

- Raised over \$1.3 million through the Tri-County Foundation during this fiscal year. This follows a record-breaking 2018 – 2019 year when staff raised over \$1.6 million and is the fourth consecutive year the Foundation has surpassed its \$1,000,000 fundraising goal. The purpose of the Tri-County Technical College Foundation is to support the objectives and to advance the mission of the College by raising and investing money. The TCTC Foundation supports student scholarships and professional development for faculty and staff, as well as providing capital and technology funding for strategic projects.
- Received the Government Finance Officers Association Certificate of Achievement for Excellence in Financial Reporting for the College's FY 2019 Comprehensive Annual Financial Report (CAFR). The Certificate of Achievement is a prestigious national award-recognizing conformance with the highest standards for preparation of state and local government financial reports. The creation and publication of the College's CAFR report is a component of the on-going commitment to financial responsibility and fiscal transparency.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

- Established the Workforce Completion Fund to provide financial support to students whose academic pursuits were affected by the transition from in-person to online learning, unemployment or other life situations resulting from the COVID-19 pandemic. The Tri-County Technical College Foundation made a \$10,000 gift to the fund and the College has pledged up to \$100,000 in matching dollars. The Fund will aid in supporting students with acute needs so they can stay on track academically and continue to meet the goals they set prior to the COVID-19 outbreak.
- Coordinated a strategic planning meeting to develop and grow Youth Apprenticeships in the Tri-County service area. Agenda topics included youth apprenticeship program designs, available tools to support implementation and mapping a path forward for the College. The work from the Tri-County team was instrumental in the aiding SBTCE to secure \$11.5 million in grant funding for developing and growing apprenticeships.
- Hosted the S.C. Surgical Technology Scrub Bowl competition in which the TCTC team took third-place. The jeopardy-like competition prepares surgical technology students to take their certification exam upon graduation.
- Hosted the Interactive Art and Games robotics camp, supported by funding from Robert Bosch LLC, for rising fifth through eighth graders. Participants used math, electronics, programming, and problem-solving skills to create animatronic and robotic projects.
- Received 2019 Community Advancement Award from the Anderson County United Way.

Driving organizational success through our people: Adopt a “Talent Management” approach to structuring human resource practices. Talent management embraces various elements of competency modeling to drive recruiting, professional development and performance management. It also emphasizes succession planning and more intentional and fit-for purpose organizational design, including process-centric organizational structures rather than traditional hierarchical organizational constructs. Key accomplishments from the 2020 fiscal year include:

- Conducted the first meeting of the College's new Board of Visitors on the Pendleton Campus. This group of community leaders will serve as an extension of the College through the Institutional Advancement Division and work as advocates and ambassadors for Tri-County. The Board is important because it is a way to get our community engaged with the College. The goal is to have interactive and engaged meetings and to obtain feedback that will help in decision-making. It is also a way to connect and align with our vision and mission for the College.
- Participated in the Third Annual Diversity and Inclusion seminar held in Greenville. The Summit is an all-day event designed to energize organizations’ diversity and inclusion efforts and discover innovation found within inclusion-minded leadership.
- Hosted “Our Communities Need Us Differently” focus groups that were open to all employees. President DeHay led over 16 sessions with more than 120 total participants in conversations on topics related to changing demographics, technology, industry, and other factors and how those changes impact the way we deliver services to students and the community.
- Provided more than \$222,200 in professional development funds for employees and an additional \$56,800 for support technologies through the College Foundation.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Performance Measures

Graduate Placement Rates

Evaluation Year	Available Awards	On Job	In School	Total Placed	% Placed
2014-15	1,581	698	693	1,391	88%
2015-16	1,109	801	181	982	89%
2016-17	1,188	740	247	987	83%
2017-18	1,841	753	946	1,699	92%
2018-19	1,924	1,090	712	1,802	94%
2019-20	2,177	1,099	914	2,013	92%

Fall to Spring Persistence Rates for Degree Seeking Students

Term	Fall Cohort	Graduated/Retained
Fall 2014-Spring 2015	5,581	4,386 79%
Fall 2015-Spring 2016	5,322	4,181 79%
Fall 2016-Spring 2017	5,239	4,121 79%
Fall 2017-Spring 2018	5,195	4,087 79%
Fall 2018-Spring 2019	5,117	3,998 78%
Fall 2019-Spring 2020	5,288	4,193 79%

Student Success Rate

Term	Cohort	Graduates (150%)	Transfers (150%)	Enrolled Fall	Student Success
Fall 2011 as of Fall 2014	1,697	314	625	137	1,076 63%
Fall 2012 as of Fall 2015	1,754	372	633	132	1,137 65%
Fall 2013 as of Fall 2016	1,788	423	683	143	1,249 70%
Fall 2014 as of Fall 2017	1,857	235	887	145	1,267 68%
Fall 2015 as of Fall 2018	1,839	420	807	138	1,365 74%
Fall 2016 as of Fall 2019	1,787	525	708	117	1,350 76%

Licensure Examination Pass Rates

Program	2015-2016 Pass Rate	2016-2017 Pass Rate	2017-2018 Pass Rate	2018-2019 Pass Rate	2019-2020 Pass Rate
National Council Licensure Exam - Practical Nurse	92%	99%	89%	93%	88%
National Council Licensure Exam - Registered Nurse	89%	92%	83%	86%	89%
Medical Laboratory Technician, ASCP	86%	100%	100%	92%	100%
American Association of Medical Assistant Certification Exam (AAMA)	71%	90%	100%	100%	81%
Surgical Technologist National Certifying Exam	89%	100%	100%	100%	78%
Veterinary Technician National Examination	83%	80%	44%	84%	73%

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

SC Technical College System

TRIDENT TECHNICAL COLLEGE



Trident Technical College (TTC) education is about opportunity. As one of South Carolina’s largest higher education institutions, TTC provides that opportunity to nearly 30,000 curriculum and continuing education students each year. TTC offers more than 150 programs of study in some of the most sought-after career fields in aviation; business; manufacturing and maintenance; engineering and construction; film, media and visual arts; health care; hospitality, tourism and culinary arts; public, professional and legal studies; and arts and sciences.

TTC is committed to accountability. Our commitment to our students, our community and the citizens of South Carolina is simple: TTC will provide cost-effective, state-of-the-art workforce education and training to give our students the best opportunity to succeed in today’s world.

The TTC Vision and Mission

Educate the individual. Accelerate the economy. Inspire the future.

Trident Technical College serves as a catalyst for personal, community and economic development by empowering individuals through education and training.

In addition, TTC holds to key values, including integrity; respect; student achievement; academic excellence; accessibility and affordability; diversity, equity and inclusion; excellence in customer service; expertise; academic freedom; accountability; and global competitiveness.

TTC is a public, two-year, multi-campus community college that provides quality education and promotes economic development in Berkeley, Charleston and Dorchester counties.

An open-door institution of higher education and one of the largest institutions in the state, Trident Technical College serves traditional and nontraditional curriculum students who have a wide variety of educational goals, from personal enrichment to career development to university transfer. To help students meet their goals, Trident Technical College offers university transfer associate degrees and applied technical associate degrees, diplomas and certificates. The curriculum includes programs in arts and sciences, aeronautical studies, agriculture, business, computer technology, engineering technology, health sciences, hospitality, industrial technology and public service. Trident Technical College students draw on knowledge from a broad range of disciplines to develop the communication and critical thinking skills that are fundamental to lifelong learning.

TTC further promotes economic development through continuing education courses; customized education and training for business, industry and government; and a variety of employment training programs. TTC is committed to being accessible and responsive to community needs. To foster student success, TTC provides developmental education and comprehensive student services. In addition to traditional instruction, TTC’s flexible course offerings and alternative delivery methods, including hybrid and online instruction, enable more members of the community to pursue higher education.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

TTC's strategic plan includes four strategic goals and twenty-nine supporting strategic initiatives:

Trident Technical College 2016 – 2021 Goals and Initiatives

Goals	Initiatives
Increase Headcount Enrollment	<ul style="list-style-type: none"> Increase applications Increase the applied to enrolled yield ratio Increase external partnerships Increase flexibility in paying tuition Increase number of Life Scholarship students Increase the number of Life Scholarship students maintaining the scholarship Increase the number of students moving from Continuing Education to credit through articulation pathways Increase online and hybrid course offerings Market certificate programs to employers
Improve Student Achievement	<ul style="list-style-type: none"> Increase student success Increase fall to spring retention for all students Increase fall to fall retention for first time freshmen Decrease success rate gaps and increase retention of minority students Investigate moving the curriculum toward more stackable credentials Improve academic technology Ensure every faculty member is using D2L
Improve Customer Service	<ul style="list-style-type: none"> Improve customer service HUB customer service Ensure easy access to college information and appropriate training Improve Help Desk functions
Ensure Fiscal Stability	<ul style="list-style-type: none"> Increase alternative revenue sources Increase revenues and reduce expenses associated with facilities rentals to realize a positive net revenue by June 30, 2019 Increase State funding for operations Increase County funding Maintain Continuing Education net revenue between 2% and 5% each year Increase revenue from credit course offerings Increase educational partnerships with businesses offering education benefits to employees Develop short-term professional development opportunities in Continuing Education for white collar workers Expand apprenticeship programs in Continuing Education

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Major Accomplishments FY 2019-2020

Increase Headcount Enrollment

- Fall enrollment increased by 1.7% to 12,351 students, our first increase since Fall 2013.
- Applications for Fall 2019 increased to 7,288, up 6.9%.
- Increased dual credit enrollment to 2,908 for the 2019-20 academic year, a 17.3% increase.
- Fall 2019 saw the third cohort of Charleston Bridge students, 132 full-time freshmen enrolled at TTC but living on the College of Charleston campus.
- Life Scholarship awards decreased slightly to 1,219 in FY2020.
- Identified 175 students who met eligibility criteria to receive assistance in Summer 2019 to maintain their Life Scholarship in the upcoming Fall semester.
- Awarded \$345,428 in TTC Foundation scholarships.

Improve Student Achievement

- Fall 2019 college-wide course success rate was 73.0%, meeting our institutional goal of 73%.
- Fall to Spring retention rates for first-time full-time freshmen increased to 83% for the Fall 2019 cohort.
- The IPEDS first-time freshman 150% graduation rate for the 2016 cohort was 19%, the highest rate ever for TTC.
- The first-time freshmen 3-year success rate (as defined by CHE) was 46% for the 2015 cohort, the same rate as the 2014 cohort and the twenty-first consecutive year above the CHE benchmark of 39%.
- The percentage of sections taught by full-time faculty during Fall 2019 dropped to 55 percent, a decrease of one percentage point over Fall 2018.
- Center for Teaching Excellence enrolled 48 faculty members in 59 courses in Fall 2019.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Improve Customer Service

- Increased student satisfaction with advising and seeking information as measured by the Noel-Levitz Student Satisfaction Inventory.

Noel-Levitz Student Satisfaction Inventory				
	2017 TTC	2018 TTC	2019 TTC	2019 National Mean
My academic advisor helps me set goals to work toward.	5.20	5.40	5.53	5.41
I seldom get the "run-around" when seeking information on this campus.	5.15	5.28	5.44	5.40

- Students that self-identified as using The HUB exceeded the overall TTC satisfaction score as measured by the Noel-Levitz Student Satisfaction Inventory.

Noel-Levitz Student Satisfaction Inventory (HUB users)					
	2018 TTC	2018 HUB Users	2019 TTC	2019 HUB Users	2019 National Mean
The career services office provides students with the help they need to get a job.	5.88	6.08	6.02	6.11	5.49
Admissions counselors accurately portray the campus in their recruiting practices.	5.87	5.98	5.98	6.13	5.58
New student orientation services help students adjust to college.	5.70	5.73	5.81	5.98	5.59
My academic advisor helps me set goals to work toward.	5.40	5.61	5.53	5.64	5.41
I seldom get the "run-around" when seeking information on this campus.	5.28	5.57	5.44	5.59	5.40

- Maintained the college's ability to communicate with students in an emergency by enrolling 76% of new students (January 2020 – June 2020) for SMS alerts.
- Encouraged students to use online services; 43% of students eligible for online registration used this service and 60% of applications were completed online.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Ensure Fiscal Stability

- The current ratio is current assets divided by current liabilities. The benchmark for this ratio is 2.0 and in fiscal 2019 TTC’s ratio was 6.0.
- The viability ratio is expendable net assets plus long-term debt divided by long-term debt. The benchmark for this ratio is 1.25 and in fiscal 2019 TTC’s ratio was 8.9.
- Received \$1,243,480 in funding for 12 grants with an additional six grants still awaiting notification.

Academic Excellence

- College-wide licensure exam pass rate of 90%.
- College-wide graduate placement rate of 93%.

Diversity, Equity and Inclusion

- Maintained the college’s strong performance on EEO goals; TTC met 98% of its EEO goals in 2019, which included 19% minority teaching faculty, the 16th consecutive year above the CHE 13% benchmark.
- Maintained the percentage of minority students at or above the levels of the college’s service area.

Accessibility and Affordability

- No tuition/fee increase for 2020-21.
- Continued the college’s Clemente program.
- Offered 4 course sections at Dorchester Quick Jobs and 2 sections at St. Paul’s Parish sites in Fall 2019, our most remote sites.

Accountability

- Raised \$28,729 during the Trident United Way annual campaign.
- Raised \$73,250 during the TTC Foundation Campus Campaign.
- Provided \$187,671 in TTC Foundation Tuition Assistance to 284 faculty and staff members taking college courses.
- Supported student organizations in 81 service projects totaling 3,402 volunteer hours in 2019-20.
- Maintained strong participation in Leadership Cabinet; there were 153 participants during 2019-20.

Health Promotion

- Increased faculty and staff use of the InterTech Group Wellness Center; the facility was visited 4,222 times (closed March 15 due to pandemic) by 292 unique employees, an increase of 91 faculty and staff.
- Maintained the low usage of annual sick leave hours used per employee at 67 hours, down from 73 in 2018-19.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

SC Technical College System

WILLIAMSBURG TECHNICAL COLLEGE



College Mission

Williamsburg Technical College, a public two-year college granting associate degrees, diplomas, certificates and continuing education units, provides quality, affordable and accessible learning opportunities so students can gain knowledge and skills to achieve their educational goals and provides training opportunities to meet area business and industry needs in a supportive environment that is fiscally, administratively and academically sound.

College Vision

The vision of Williamsburg Technical College is to

- provide innovative instruction and learning of the highest caliber for higher education and lifelong learning to become the first educational choice of area citizens;
- provide exceptional lifelong learning opportunities to meet the continuing educational challenges of the future;
- make a dramatic impact on the economic development of our community by providing a highly skilled and well-trained workforce to meet the progressive needs of business and industry;
- exemplify a respect for cultural diversity in a student-oriented environment;
- increase educational opportunities for all eligible area citizens by providing maximum accessibility to all College programs;
- support and encourage continued professional growth so that faculty members are equipped to deliver the highest quality teaching and College staff can excel in performing their duties;
- maximize awareness of the College as a dynamic center of learning and achieve the utmost respect and support of our community; and
- enhance the learning environment by providing the best buildings, facilities and state-of-the-art equipment possible.

College Goals

- Provide educational and training programs to support current and anticipated workforce needs.
- Provide continuous quality improvement to the educational and administrative processes.
- Effectively integrate and utilize information technology systems.
- Promote the College as the preeminent educational and economic development resource in the community.
- Pursue alternative fiscal resources to enhance College sustainability and growth.

Key Performance Outcomes for 2019-20

Goal 1: Provide educational and training programs to support current and anticipated workforce needs.

- Strategy 1.1, to increase and sustain enrollment. This goal continued from Summer 2019, Fall 2019 and Spring 2020 semesters. The unduplicated headcount (UDH) enrollment for Summer 2019 was 416 with 212 full-time equivalent (FTE). The Fall 2019 enrollment was 832 UDH and 447 FTE. For Spring 2020, the UDH was 752 and 399 FTE. The percentage increases from the previous year's semester are included in the chart below. The College will continue with aggressive recruiting, marketing promotions, hosted events, and the use of partnerships to increase enrollment. The enrollment chart for WTC is as follows:

WTC Enrollment by Semester and Percentage Change								
2019 Summer			2019 Fall			2020 Spring		
Headcount (UDH)	FTE	Year to Year % Change	Headcount (UDH)	FTE	Year to Year % Change	Headcount (UDH)	FTE	Year to Year % Change
416	212	+11.2 (HDC)	832	447	+12.9 (HDC)	752	399	+3.7% (HDC)
		+15.8 (FTE)			+10.4 (FTE)			+0.3% (FTE)

- Strategy 1.2, to increase and sustain student retention and graduation rates. WTC did not meet this strategy due to an 11.2% decrease in enrollment, which is a difference of 65.6% in 2018-2019 from the previous year and 54.3% in 2019-2020. The College received approval to offer two new certificate programs to begin in the Fall 2020 term: a Certificate in Cosmetology and a Certificate in Medical Office Administration.
- Strategy 1.3, to strengthen partnerships between high schools and the College to enhance dual enrollment programs. WTC has started a new initiative for school counselors to better understand the dual enrollment process from WTC's perspective. There was significant participation from counselors who pledged to lead efforts for more participation with parents and students in the present enrollment year. Dual enrollment academic programs include areas such as Phlebotomy, Nail Technology, Early Childhood Development, Industrial Technology programs, and General Education courses on the WTC campus as well as select offerings at approved off-site locations.
- Strategy 1.4, to strengthen partnerships between the College and community businesses, industries and agencies to achieve a skilled workforce. WTC has continued partnerships with Apprenticeship Carolina; implemented apprenticeships with Palmetto Synthetics, GSM and Peddinghaus; and launched a new apprenticeship with Embroidery Solutions. Additional partnerships are in the areas of Lean Six Sigma, OSHA and SCMS.
- Strategy 1.5, to increase participation in Workforce Development and personal enrichment, in addition to the activities noted in Strategy 1.4. WTC has continued its involvement with WIOA, SC Works, Kingstree Chamber of Commerce, Rotary Club and Williamsburg County Economic Development. Involvement with these entities will allow for WTC's Workforce Development and Continuing Education Department to have access to trainers, trainings and other activities to enrich the development of the department. Methods put into place to combat enrollment decreases in non-credit courses, promote increases in partnerships and engage Workforce Development are as follows:
 - hiring of a Workforce Development Training Director;
 - Workforce Training Director and Director of Workforce Development Department working well together to build an infrastructure that will last for years to come;
 - hosting an SCMEP Lunch and Learn;

- applying for and receiving grants for local industries to aid in apprenticeship implementation; and
- offering student apprenticeship scholarships.

Goal 2: Provide continuous quality improvement to the educational and administrative processes.

- Strategy 2.1, to monitor, prioritize and implement course offerings to support stakeholder needs. Performance measures were positive in response to WTC's efforts to meet this strategy.
- Strategy 2.2, to invest in personal and professional employee development, growth and well-being activities supported by the College. Activities included attendance at the SC Technical College System Leadership Academy by two staff members to aid in developing leadership skills; annual SCTEA participation of over 65% of staff members as attendees and presenters; and ample representation of staff members at the SC American Association of Women in Community Colleges, where WTC's President was the guest speaker.
- Strategy 2.3, to provide quality service to students and stakeholders by continually improving processes based on data-driven decision-making and reporting. As a college, WTC has upgraded its systems for relaying information to faculty, students and the public. With a new web provider, we can be more innovative with our dissemination of information. The College initiated a more advanced method for students to enroll utilizing an online registration module and application. Another noteworthy approach is our use of social media (Facebook and Instagram), our local newspaper, Survey Monkey, and Moodle and Zoom to teach/proctor course information. New, more secure testing methods were also introduced to online courses to ensure the quality and integrity of course offerings.

Goal 3: Effectively integrate and utilize information technology systems.

- Strategy 3.1, to utilize technology as a means of enhancing communication both internally and externally. The College has enhanced communication both internally and externally by using social media to increase platform presences, upgrading the WTC website, creating and disseminating promotional videos, transitioning to all VOIP phones, posting stall wall updates, holding bi-weekly department meetings, and communicating via Presidents Council.
- Strategy 3.2, to utilize data and information as a tool for strategic and operational decision-making, and Strategy 3.3, to expand educational opportunities through distance and off-site learning. WTC has exceeded this goal by changing the way semester surveys are administered from paper to online; enhancing the enrollment application process by placing it online; redesigning the website; and offering more digital access points, classroom instruction/delivery and student engagement opportunities. Some of the newly integrated systems are Moodle, Zoom, Jotform, and SurveyMonkey.

Goal 4: Promote the College as the preeminent educational and economic development resource in the community.

- Strategy 4.1, to strengthen relationships with all internal and external stakeholders by collaborating with Apprenticeship Carolina, WOIA, readySC, USDOL, SCDEW, and the Williamsburg Department of Economic Development.
- Strategy 4.2, to enhance the physical and virtual appearance of the College. The physical enhancements that have been made this year include lawn care and manicure, the addition of patio canopies, welding lab upgrades, changes to a new faculty lounge, the conversion of old office space, floor replacements and other aesthetic improvements. Aforementioned virtual changes include but are not limited to fire wire enhancement, online platform expansions

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

and new servers.

- Strategy 4.3, to market the institution in the community. WTC has designed new information flyers, upgraded outdoor digital display boards, hosted focus group meetings with local businesses, and purchased college promotional items. We have also participated in more virtual events, hosted events, and provided speakers for several symposiums prior to the pandemic. Other marketing efforts were the 50th Anniversary Jubilee celebration, the One Book/One College/One Community project, the launch of the Employee Book Fund Scholarship, and the 100% NCLEX-PN pass rate for the fourth year in a row.

Goal 5: Pursue alternative fiscal resources to enhance College sustainability and growth.

- Strategy 5.1, to pursue viable alternative resources and funding. During the 2019-20 academic year, WTC secured the following funding:
 - The SC Promise program was expanded into the SCWINS program
 - USDA Grants for Welding labs (\$99,900)
 - LTA High Demand Equipment special allocation by the legislature (\$127,762)
 - LTA Equipment (\$68,750)
 - Partnership with WCSD CATE programs
 - TEACH program support (\$10,049)
 - SC Humanities Grant (\$2,522)
 - LTA Workforce Scholarships by the legislature (\$144,204)
 - Higher Education Emergency Relief Fund (HEERF) – Students (\$294,653), effective 4/24/20 -4/23/21
 - Higher Education Emergency Relief Fund (HEERF)-IHE/Institution (\$294,653), effective 5/15/20 -5/14/21
 - Higher Education Emergency Relief Fund (HEERF)- Strengthening Institutions Programs (\$28,648), effective 6/1/20 - 6/1/21
 - Perkins (\$53,423)
 - Perkins Reserve (\$34,650)
 - Apprenticeship Carolina (\$77,500)
- Strategy 5.2, to prioritize and allocate resources to College projects and initiatives. In the past year, WTC has made it a priority to change the way it handles the walk into the virtual world. In doing so, the College has enhanced classrooms with remote access through Moodle and Zoom virtual platforms. It has also upgraded hardware to ensure instructors have webcams, students have virtual access to instructors, and IT can provide remote access. Remote access for IT enables IT to connect with students and instructors for tech support and login and username/password needs. Other efforts for WTC to allocate resources on sustainable projects include the virtual registration portal, new website hosting, online course catalog changes, and backed-up and upgraded Barracuda and WTC servers. As a result of COVID-19, WTC has displayed social distancing protocols/signs and created and issued a return-to-work manual.

At WTC, we will continue to move forward with the help of our staff, students, neighbors and partners for years to come.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

SC Technical College System
YORK TECHNICAL COLLEGE



York Technical College Mission

Building Our Community through Maximizing Student Success

York Technical College, a member of the South Carolina Technical and Comprehensive Education System, is a public, two-year institution of higher education that offers a variety of associate degrees, diplomas, and certificates. Through maximizing student success, the College seeks to contribute to the economic growth and development of York, Lancaster, and Chester counties and of the State. York Technical College has an open admissions policy for qualified students and annually enrolls 8,000 – 10,000 credit students. Through excellence in teaching and learning, the College provides program offerings, in a variety of delivery methods, in the areas of engineering technology, industrial technology, information technology, business, health sciences, and public service and transfer to senior colleges and universities. In addition, the College offers a comprehensive selection of corporate and continuing education courses designed to promote occupational advancement, personal interest, and business and industry growth.

Our Vision

- Best Place to Work
- Best Place to Learn
- Best Partner for Economic Development

2018-19 Strategic Themes and Outcomes

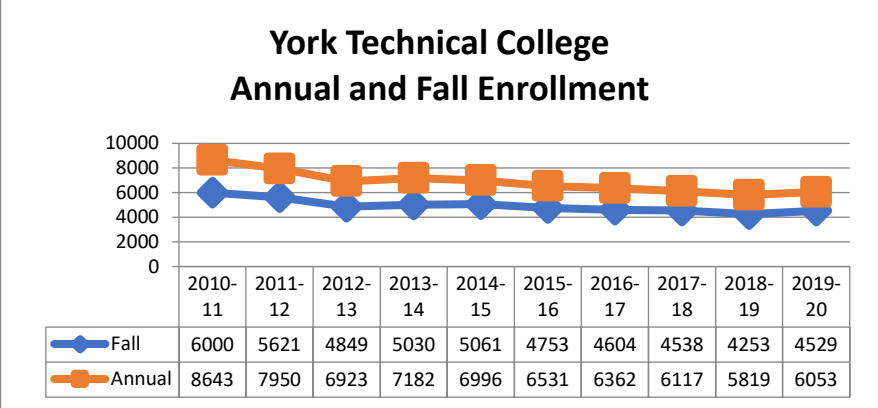
York Technical College is guided by six strategic themes as it seeks to fulfill its mission: Partnerships, Programming, Campus Environment, Branding & Marketing, Organizational Development, and at the very heart of its mission – Student Success. All plans and actions are strategically focused to enhance, leverage, improve, and in the end, maximize our students’ success. The College is committed to implementing promising practices, measuring their effectiveness, reflecting on strengths and weakness, adjusting where needed, and measuring again. The cycle of continuous improvement never ends. Described below are the College’s student success outcomes for this past year as well as highlights of the strategic initiatives and accomplishments that moved, and will continue to move, the College forward.

Student Success - *We will answer the question: What sustainable action improves student success, and then we will do it.*

The primary indicators used to demonstrate that the College is effectively accomplishing its mission – *Building Our Community Through Maximizing Student Success* – are enrollment, retention, completion, and placement. These key indicators are a direct reflection of institutional quality; in order to be effective, the College must **enroll** students, **retain** them from semester to semester, **graduate** them from credit programs, and ensure that they then find **gainful employment** or **continue their education** at a four-year college or university. These key indicators are monitored regularly, and related strategies are adjusted as needed for improvements.

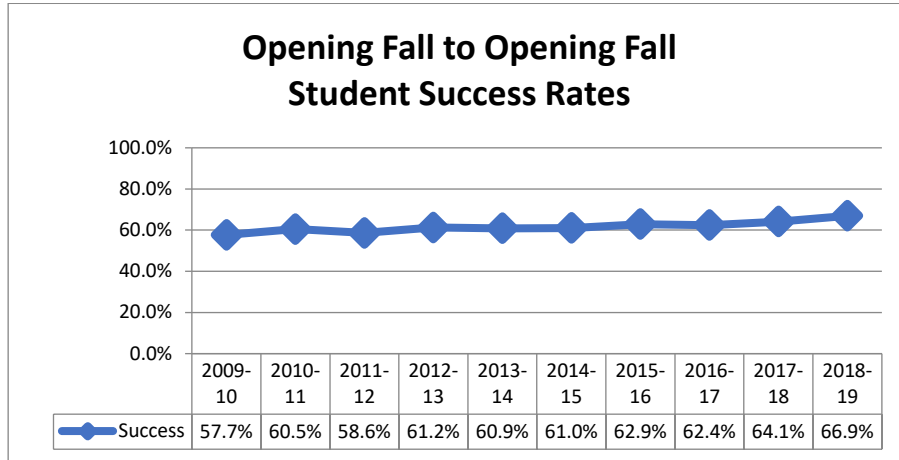
Enrollment

Predictable and sustainable enrollment levels are critical for the College to achieve its mission. Community college enrollment, both nationally and regionally, is greatly affected by the relative health of the economy. In general, when the economy improves, community college enrollment declines, whereas when the economy declines, community college enrollment tends to increase. Recent economic indicators (prior to the corona virus pandemic) had generally been positive, e.g., unemployment is down, but York Technical College managed to post an enrollment increase in fall 2019. The percentage increase in fall enrollment from 2018-19 to 2019-20 at York Technical College was 6.5%, while the SC Technical College, on average, decreased by -.33%.



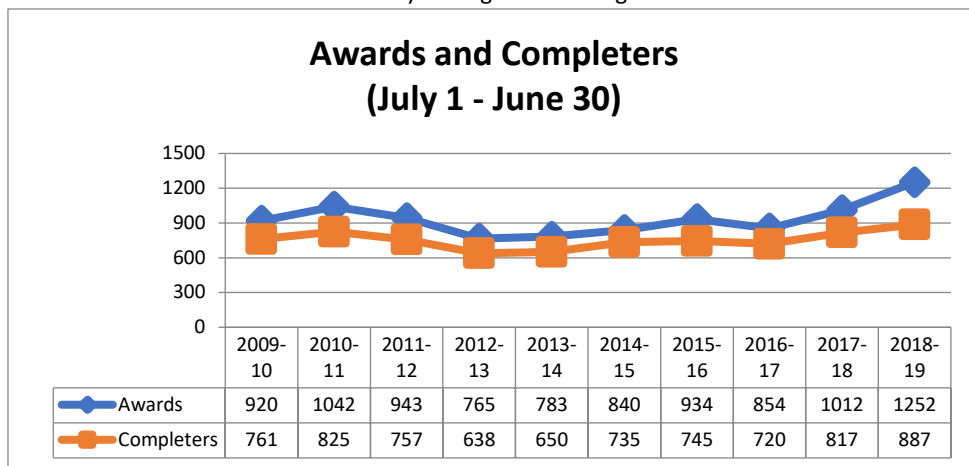
Retention

A fundamental component of accomplishing the College's mission is the retention of its students. The College's primary measure of student retention is a component of its fall to fall student success rate. All students enrolled in credit programs (high school and dual enrollment students are excluded) in a given fall semester are considered successful the next fall semester if they remain enrolled at the College (retention), graduate from the College, or transfer to another institution. The College began implementation of this measure in 2006-07 with an initial success rate of 57.2%. The success rate in 2018-19 was 66.9%, by far the highest rate since tracking began. These improvements are encouraging as the College strives to reach its ultimate goal of a 70% fall to fall student success rate. York Tech will continue to refine and improve its performance through implementing new actions, measuring the results, and adjusting as needed until this goal is reached.



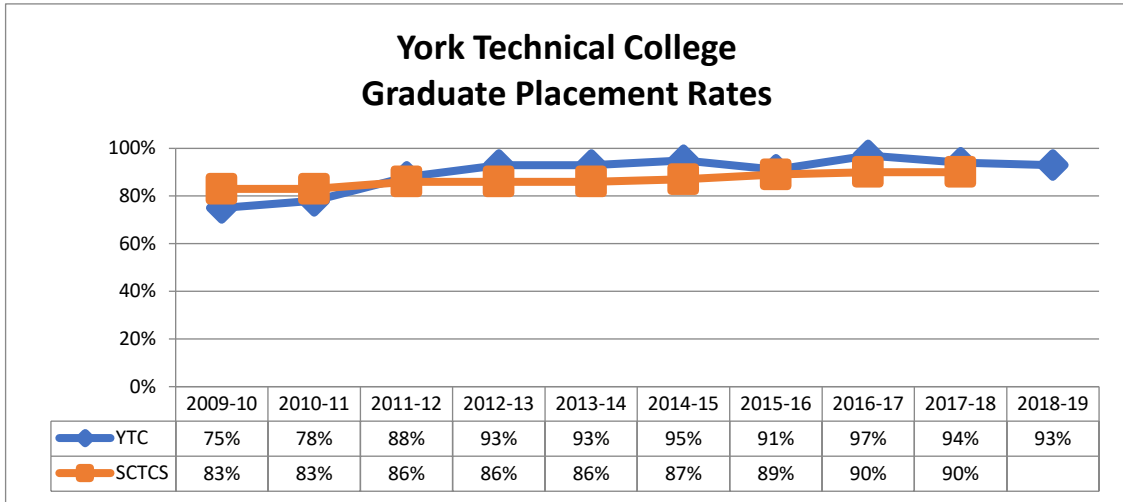
Graduation

The third primary measure of institutional quality is the number of students who graduate from the College. The number of students graduating from York Technical College increased from 817 in 2017-18 to 887 in 2018-19; the number of awards earned by these graduates increased from 1,012 in 2017-18 to 1,252 in 2018-19. These represent an 8.6% and 23.7% increase respectively. These increases reflect the steady increase in the college's fall to fall success rate and its relentless efforts to increase success and program completion. Numerous studies confirm the benefits of a college degree or certificate – not only to the student who earns the award, but to their families and the communities in which they live. As such, increasing the number of students who graduate from the college is a primary indicator of how we 'build our community through maximizing student success.



Graduate Placement

The final component of assessing the College's effectiveness in accomplishing its mission is the percentage of graduates who are either gainfully employed in an occupation in their field of study, or who are continuing their education at a four-year college or university. The College increased its efforts and resources in this area in recent years and the results – combined with a robust economy - have been quite positive. The expected placement rate for 2018-19 graduates is 93%, while the South Carolina Technical College System average is not yet available.



Partnerships - *We will seek mutually beneficial partnerships.*

Partnerships with industry, high schools, and other colleges and universities are critical to the College’s ability to fulfill its mission and provide a positive return of investment to the community. Examples from this past year include: Line Worker program (Basic ULW certificate) to the dual enrollment (DE) program. The additional of DE students doubled the number of ULW cohorts by adding 14 ULW DE students. The addition of the ULW stackable credential to the DE programming is another example of YTC’s focus on DE students completing YTC programs. YTC expanded from 20 to 24 programs with specific DE completion pathways. Moreover, DE students have access to any YTC program where they meet the programmatic requirements.

The “completion approach” for DE resulted in 53 YTC DE students completing 58 credentials for the Class of 2020. Certificates were completed in Utility Line Worker, Basic Welding, Motors and Controls and University Studies. Degrees were completed in Digital Arts and Associate in Arts. Furthermore, dual enrollment unduplicated head count increased by 29% from 2018-19 (459) to 2019-2020 (591). YTC’s DE partnerships are with all of the school districts and charter schools in YTC’s service area.

YTC’s University Transfer partnerships continue to expand as well. YTC’s and Winthrop University’s Winthrop Bridge Program added 19 specific transfer pathways follows: College of Arts and Science – Biology, Chemistry, English, History, Mass Communication, Human Nutrition, Political Science, Psychology, Social Work, Sociology; College of Business – Business Administration Major; College of Education - Early Childhood Education, Middle Level Education with Concentration in Science, Middle Level Education with Concentration in Social Studies, Exercise Science Major; College of Visual and Performing Arts – Art, Dance, Music, Theatre. These guided pathways are available to all YTC transfer students, so that any YTC transfer student can easily plan transfer to Winthrop University. Furthermore, these transfer pathways enable YTC students are able to complete an associate degree in two years or less and a bachelor’s degree in 4 years or less in most cases.

Programming - *Our programs will link where our students want to go, where our employers want to go, and where our community wants to go.*

As the economy rapidly diversifies it is imperative that York Tech continuously review and update its program offerings in order to remain a relevant engine for economic growth and development.

York Technical College added two new associate degree programs to its curriculum offerings for the 2019-20 academic year: Applied Science in Machine Tool Technology and Applied Science in Surgical Technology. Additionally, the College will offer a Logistics Analytics Certificate in the 2020-21 academic year. The College now offers the following Associate Degrees in an online, accelerated format: Associate of Arts, Criminal Justice Technology, Administrative Office Technology and Business Administration.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

While the College continues to invest in dynamic new programs to meet shifting workforce demands, it is equally important that we are vigilant to close programs that are no longer in demand. As a result of economic development and workforce analysis, the College closed two certificates in 2019-20: Legal Office Assistant and Financial Services. It will also close its HVAC System Design and Building Construction Management Certificates in 2020-21.

The College is not only committed to ensuring that its academic program offerings are relevant and of the highest quality, but is also committed to providing the programs in formats that will allow them to be successful as they pursue their academic and career goals. For example, for the second year the College offered ‘Wintermester’, a four-week academic term offered completely online over the winter break. Students were able to complete courses from home without having to step foot on campus; most of the courses are transferable to four-year colleges and universities. The previous success of ‘Wintermester’ allowed the College to transition quickly and fairly seamlessly when the campus needed to close due to Covid19 restrictions beginning in the spring semester.

Campus Environment – *Our campus and centers are more than parking and shelter for classes. They will welcome us all, support our goals, and be an inspiration.*

The College continued to make significant progress toward its Campus Master Plan goals this year. After almost two years of construction, York Technical College’s new state-of-the-art Anne Springs Close Learning Commons officially opened on Monday, January 13, 2020. The Commons provide a space for students, faculty, and staff to study, collaborate, and engage with one another. The Learning Commons is a remodeled and expanded version of the old library that now includes many services under one roof to support students and their needs. Named after local philanthropist Anne Springs Close, the Anne Springs Close Learning Commons (ASCLC) incorporates the library, as well as computer stations, group study and conference rooms, and student support services such as the College’s Academic Coaching and Tutoring Center. Additional amenities include a café, gaming areas and more. The new Learning Commons is approximately 32,685 square feet. Originally the building was 20,708 square feet, with renovations adding 11,977 square feet.

The Building H (Administration) Renovation Feasibility Study began in the Summer 2018, was completed in May 2019 and will be submitted for approval in Fall 2020. The renovation will include aesthetic, HVAC, ADA, and restroom improvements to the building interior and some reprogramming of space allocation within departments. In addition, the College has received partial funding for renovations for Building K. The project consists of a full renovation of the existing building with the addition of new HVAC, courtyard and ramp systems.

The main entrance sign for the College’s Chester Center was installed in September 2019. The sign is located at the Highway 9 frontage road where traffic enters the Chester Technology Business Park where the Center is located. This location provides greater visibility to local traffic. Design efforts for two entrance signs (one at the West entrance and one at the East entrance) at the main campus are near completion. The College anticipates advertising for construction in Fall 2020.

In addition to the significant progress made regarding the Campus Master Plan, the College also continued to enhance the safety and security of its campus and community members. Each campus building and parking lot was reviewed to determine all areas that are not covered by closed circuit video viewing and recording (CCR). In total, 27 new locations now have (CCR), including both the main campus and the Chester Center. Public Safety can monitor more areas of the campus, can assign personnel to congested areas, and can review video footage of any campus emergency, accident, or criminal activity for investigation. Continual assessments are ongoing, additional future locations are being reviewed for new installation and/or technology upgrades. In addition, over 90% of College employees attended an Active Survival Training session conducted by the Chief of Public Safety. Participants reviewed existing emergency/safety plans, and were given the tools to formulate one for themselves. Finally, the College Public Safety Department now employs three full-time Campus Police Officers, who regularly train and collaborate with all local law enforcement entities (both city and county). This is a significant step in the professionalism and preparedness of the entire Public Safety presence on campus.

AGENCY NAME:	State Board for Technical and Comprehensive Education		
AGENCY CODE:	H59	SECTION:	25

Branding and Marketing – *What we do is special, valuable, and magical. We will tell our story.*

York Technical College made significant progress as it continued to expand and enhance its Branding and Marketing efforts in 2019-20:

After a multi-year, highly successful run of its “Up” marketing campaign, the College introduced a new campaign to highlight the College’s understanding of the needs of the community in terms of the ability to deliver high-quality education that leads to economic advantage and advancement for students. The College is confident in its ability to provide students with the experiences and tools they need to progress on a path to better careers and brighter futures. The new campaign seeks to motivate potential students to take the leap with York Technical College by asking them ‘Why?’ The campaign then answers the question with a series of statements designed to resonate across a broad swath of our community: ‘For my Future’; ‘To Finish what I Started’; ‘For my Family’; ‘To Save Money’; ‘For Job Security’; ‘For my Career’; ‘To Stay Close to Home’; ‘To set an Example’, etc. The College officially launched the campaign prior to kick off the 2020-21 academic year.

In addition, the York Technical College Foundation celebrated the completion of its Real. Bold. Better. Fundraising campaign in January 2020 to coincide with the opening of the College’s new Learning Commons. The initiative secured financial resources for the College to increase access to education, innovate the learning experience and create engaging campus facilities. The Foundation raised nearly \$7 million during the campaign – well exceeding its goal and making it the largest fundraising effort in the history of The College.

The Foundation also created an Emergency Assistance Fund to proactively aid current York Technical College students who have incurred unavoidable or unexpected financial hardships. The Fund will provide financial support to students that will allow them to complete their studies without interruption. Students may apply for funds once per academic year and after they have exhausted all other resources. Priority consideration is given to students who require life essentials such as emergency or temporary housing, prescription medicine, medical or mental health care, and childcare expenses.

Finally, the Foundation received a major grant award from the Charles A. Cannon Charitable Trust. Two College buildings will receive much needed repairs thanks to the \$200,000 award. This is the third grant the Foundation has received from Cannon Charitable Trust.

Organizational Development – *We will improve ourselves, so we can improve others.*

York Technical College made continued progress in enhancing its commitment to organizational development during this past year:

The College is committed to offering internal and external professional development opportunities to faculty and staff to strategically meet our business needs. The College requires critically important training offered through our “My Tech Success” learning management system powered by SkillSoft with over 200 different topic offerings to improve employee productivity and enhance skill base for employees at all levels. Also, during the 19-20 fiscal year, the College internal sessions targeted specifically to provide employees with practical tools and resources to focus on student success. Programs such as RISE, Master Teacher, York Tech Way and the Management Training Institute as well as other in-service training sessions on customer service, safety and wellness are designed to ensure our employees are prepared to serve our students. In addition, the College spent over \$200,000 for webinars, conferences, workshops and tuition assistance for employees. As a direct result of the targeted emphasis on professional development, several employees completed academic credentials, including undergraduate, graduate degrees as well as certifications. YTC leadership team members continued to participate in nationally recognized, prestigious professional development programs such as Aspen Fellows and Executive Leadership Institute (ELI).

The College engages and supports high performing employees through encouraging participation in local, state and national leadership programs such as Leadership York County, SC Technical College Leadership Academy as well as Aspen Fellows. High performers are expected to participate in internal professional development opportunities to enhance leadership acumen and to accept assignments for special projects at the College. The College’s internal Leadership Program is being re-engineered to provide additional pathways for leadership development.

Strategic Planning and Performance Measurement Template

Statewide Enterprise Strategic Objective	Type	Item #			Description	2019-20			Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
		Goal	Strategy	Measure		Base	Target	Actual				
Education, Training, and Human Development	G	1			Ensure excellence and value by providing high quality, relevant programs and							
	S	1.1			Provide program evaluation, review, and approval.							
	M		1.1.1		Number of new academic certificate, diplomas, and degrees	0	40	61	7/1/19-6/30/20	New Program Submissio	Total Number	Enhances accessibility in breadth and depth of programs provided
	M		1.1.2		Number of existing academic programs in good standing (includes degrees, diplomas, and certificates)	987	980	989	7/1/19-6/30/20	Program reviews evaluated against criteria and standards	Total Number	Ensure a quality higher education is being provided that is relevant to the local community
	S	1.2			Maintain accessibility and affordability of higher education for South Caro							
	M		1.2.1		Percentage increase in tuition and fees - State Board maximum tuition	\$ 261.67	2% - 4%	0%	Effective for upcoming academic year	Commonfund Institute - Higher Education Price Index	Maximum per credit hour increased by HEPI percentage increase	Ensures that a quality higher education remains affordable and accessible to South Carolinians
	M		1.2.2		Percentage increase in tuition and fees - average actual at colleges	\$ 4,465.00	< 4%	3.70%	Academic Years 2019-2020 vs. 2018-2019	CHE Tuition and Required Fees Schedule by college	% increase (academic year to academic year)	Ensures that a quality higher education remains affordable and accessible to South Carolinians
	S	1.3			Provide responsible and flexible access to education, training, and retraini							
	M		1.3.1		Number of distance learning opportunities	0	3000 opportunities	3217	7/1/19-6/30/20	EDSS Data Reporting Sys	Total Number	Enhances accessibility in breadth and depth of programs provided
	S	1.4			Provide responsible and flexible access to education and training through							
	M		1.4.1		Number of dual enrollment opportunities	0	1000 opportunities	1548	7/1/19-6/30/20	EDSS Data Reporting Sys	Total Number	Enhances accessibility in breadth and depth of programs provided
Education, Training, and Human Development	G	2			Achieve greater efficiency and effectiveness in fulfilling the Technical College !							
	S	2.1			Improve system-wide decision making by increasing access to data.							
	M		2.1.1		Execution date of data sharing agreement with SCDEW	N/A	Signed by 6/15/2019	4/28/2020	7/1/19-6/30/20	MOA between DEW and Individual Colleges	N/A	Facilitates ability to meet changing workforce demands through proactive partnership with key stakeholders
	M		2.1.2		Number of continuing education contact hours during applicable reporting period (summer 2019 - spring 2020)	0	> 2,500,000	1,865,349	Academic terms summer 2019 - spring 2020 (preliminary for spring)	EDSS Data Reporting Sys	Total Number	Ensures a quality higher education is being provided through continuing education that is relevant to the local community served
	S	2.2			Provide technical assistance to technical colleges.							
	M		2.2.1		Number of help desk calls supported during the fiscal year	0	4500	5975	7/1/19-6/30/20	Help Desk Data Tracking	Total Number	Ensures information technology/data issues are addressed in a timely manner
	M		2.2.2		Timely and accurate information in the State's Human Resources Information System (HRIS)	Bi-monthly	Bi-monthly	Bi-monthly	7/1/19-6/30/20	State HRIS System	N/A	Ensures that data is consistently kept up-to-date to enhance decision making
Public Infrastructure and Economic Development	G	3			Develop a world-class workforce to fulfill the demands of an evolving and div							
	S	3.1			Initiate strategic partnerships that respond to statewide economic and wo							
	M		3.1.1		Number of companies participating in the E-zone Program annually and since inception	95 Active as of June 30, 2018	10 new companies	6 new in FY 2020 and 118 since inception as of June 30, 2020	7/1/19-6/30/20	State Board - E-zone Dat	Total Number	Promotes workforce development by ensuring a wide variety of companies across the state are taking advantage of this training tool
	S	3.2			Expand implementation of a state-wide coordinated strategy for the Tech							
	M		3.2.1		Number of apprentices last year and since inception	32,042 since inception as of June 30, 2019	600 new apprentices	34,209	7/1/19-6/30/20	State Board - Maximizer	Total Number	Promotes workforce development by ensuring a wide variety of companies across the state are taking advantage of the apprenticeship program

Agency Name: STATE TECHNICAL & COMPREHENSIVE EDUCATION

Fiscal Year 2019-2020
Accountability Report

Agency Code: H590 Section: 25

Strategic Planning and Performance Measurement Template

Statewide Enterprise Strategic Objective	Type	Item #			Description	2019-20			Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
		Goal	Strategy	Measure		Base	Target	Actual				
	M			3.2.2	Number of companies last year and since inception	1093 since inception as of June 30, 2019	80 new companies	1,070	7/1/19-6/30/20	State Board - Maximizer	Total Number	Promotes workforce development by ensuring a wide variety of companies across the state are taking advantage of the apprenticeship program
	S			3.3	Provide customized start-up training for eligible new and expanding busin							
	M			3.3.1	Number of readySC participants last year and since inception	302,893 since inception as of June 30, 2019	4500 new participants	2583 total participants (2009 new participants) in FY 2020 and 304,953 since inception as of June 30, 2020	7/1/19-6/30/20	State Board - Maximizer	Total Number	Promotes workforce development by ensuring a wide variety of companies across the state are taking advantage of this recruiting and training program
	M			3.3.2	Number of companies participating in readySC last year and since inception	2,218 since inception as of June 30, 2019	65 new companies	97 participating in FY 2020 and 2235 since inception	7/1/19-6/30/20	State Board - Maximizer	Total Number	Promotes workforce development by ensuring a wide variety of companies across the state are taking advantage of this recruiting and training program
Government and Citizens	G			4	Acquire the financial and infrastructure resources necessary to achieve the Te							
	S			4.1	Further enhance education and training goals of the System by successful							
	M			4.1.1	Legislative agenda developed timely	N/A	August 2019	August 2019	Prior to end of August 2019	Presidents' Council and State Board meeting minutes	N/A	Promotes sound fiscal stewardship and allow for consistency in a fully-vetted request for funding
	M			4.1.2	Annual budget request submitted timely	N/A	September 2019	September 2019	9/21/2019	State Budget Request	N/A	Promotes sound fiscal stewardship and allow for consistency in a fully-vetted request for funding
	S			4.2	Foster system-wide leadership through statewide professional developme							
	M			4.2.1	Number of participants in leadership programs during fiscal year 2018	258 since Inception of Program as of June 30, 2019	20 new participants	27	7/1/19-6/30/20	State Board Leadership Program Records	Total Number	Promotes professional development at the System and facilitates succession planning
Government and Citizens	G			5	Demonstrate accountability and transparency regarding the Technical College							
	S			5.1	Ensure State Board policies are relevant and reflect current state law.							
	M			5.1.1	Number of policies reviewed	1/3 Policies Reviewed	1/3 Policies Reviewed	1/3 Policies Reviewed	7/1/19-6/30/20	State Board Policies and Procedures	Total Number	Ensures policies remain current and timely
	M			5.1.2	Number of Financial Statements reviewed by System Office Finance Department	0	16	16	October 2019	Audited Financial Stater	Total Number	Promotes sound fiscal stewardship and ensures reliability of financial reporting, effectiveness, and efficiency
	S			5.2	Provide service to technical colleges through system-wide agreements							
	M			5.2.1	Number of information technology security reviews	0	17	17	7/1/19-6/30/20	IT Security Reviews and Compliance Projects	Total Number	Promotes information technology security and allows for proactive mitigation of risks
	M			5.2.2	Number of system-wide procurements completed during the fiscal year	0	> 5	3	7/1/19-6/30/20	Finance Procurement Tr	Total Number	Promotes sound fiscal stewardship
Education, Training, and Human Development	G			6	Instructional Programs - Technical Colleges							
	S			6.1	Ensure instructional programs performance goals are met by the colleges							

Agency Name: STATE TECHNICAL & COMPREHENSIVE EDUCATION

Fiscal Year 2019-2020
Accountability Report

Agency Code: H590 Section: 25

Strategic Planning and Performance Measurement Template

Statewide Enterprise Strategic Objective	Type	Item #			Description	Base	2019-20		Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
		Goal	Strategy	Measure			Target	Actual				
	M			6.1.1	Percentage of graduates employed in their field of study or continuing education	N/A	80% Graduate Placement	90%	Academic Year 2018	State Board Performance Funding Allocation Formula	Number of reported graduates employed in their field of study or continuing their education/total number of graduates for the reporting year	Promotes sounds fiscal stewardship and facilitates equitable allocation of funding based on performance goals and achievements
	M			6.1.2	Percentage pass rate of licensure exams	N/A	80% Licensure Exam Pass Rate	88%	Academic Year 2019	State Board Performance Funding Allocation Formula	Total percentage pass rate on licensure exams	Promotes sounds fiscal stewardship and facilitates equitable allocation of funding based on performance goals and achievements
	M			6.1.3	Percentage fall to spring persistence rate	N/A	71% fall to spring national persistence rate	72%	Academic Year 2019	State Board Performance Funding Allocation Formula	Fall to spring persistence formula	Promotes sounds fiscal stewardship and facilitates equitable allocation of funding based on performance goals and achievements

Agency Name: STATE TECHNICAL & COMPREHENSIVE EDUCATION
 Agency Code: H590 Section: 25

Fiscal Year 2020-2021
 Accountability Report

Strategic Planning and Performance Measurement Template

Statewide Enterprise Strategic Objective	Type	Item #		Description	2020-2021			Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
		Goal	Strategy		Measure	Base	Target				
Education, Training, and Human Development	G	1		Ensure excellence and value by providing high quality, relevant programs and							
	S	1.1		Provide program evaluation, review, and approval.							
	M		1.1.1	Number of new academic certificate, diplomas, and degrees	0	30		7/1/20-6/30/21	New Program Submissio	Total Number	Enhances accessibility in breadth and depth of programs provided
	M		1.1.2	Number of existing academic programs in good standing (includes degrees, diplomas, and certificates)	989	975		7/1/20-6/30/21	Program reviews evaluated against criteria and standards	Total Number	Ensure a quality higher education is being provided that is relevant to the local community
	S	1.2		Maintain accessibility and affordability of higher education for South Caro							
	M		1.2.1	Percentage increase in tuition and fees - State Board maximum tuition	\$ 261.67	2% - 4%		Effective for upcoming academic year	Commonfund Institute - Higher Education Price Index	Maximum per credit hour increased by HEPI percentage increase	Ensures that a quality higher education remains affordable and accessible to South Carolinians
	M		1.2.2	Percentage increase in tuition and fees - average actual at colleges	\$ 4,628.94	< 4%		Academic Years 2020-2021 vs. 2019-2020	CHE Tuition and Required Fees Schedule by college	% increase (academic year to academic year)	Ensures that a quality higher education remains affordable and accessible to South Carolinians
	S	1.3		Provide responsible and flexible access to education, training, and retraini							
	M		1.3.1	Number of distance learning opportunities	0	3000 opportunities		7/1/20-6/30/21	EDSS Data Reporting Sys	Total Number	Enhances accessibility in breadth and depth of programs provided
	S	1.4		Provide responsible and flexible access to education and training through							
	M		1.4.1	Number of dual enrollment opportunities	0	1000 opportunities		7/1/20-6/30/21	EDSS Data Reporting Sys	Total Number	Enhances accessibility in breadth and depth of programs provided
Education, Training, and Human Development	G	2		Achieve greater efficiency and effectiveness in fulfilling the Technical College !							
	S	2.1		Improve system-wide decision making by increasing access to data.							
	M		2.1.1	Execution date of data sharing agreement with SCDEW	N/A	Signed by 6/1/2021		7/1/20-6/30/21	MOA between DEW and Individual Colleges	N/A	Facilitates ability to meet changing workforce demands through proactive partnership with key stakeholders
	M		2.1.2	Number of continuing education contact hours during applicable reporting period (summer 2019 - spring 2020)	0	> 2,500,000		Academic terms summer 2020 - spring 2021	EDSS Data Reporting Sys	Total Number	Ensures a quality higher education is being provided through continuing education that is relevant to the local community served
	S	2.2		Provide technical assistance to technical colleges.							
	M		2.2.1	Number of help desk calls supported during the fiscal year	N/A	4500		7/1/20-6/30/21	Help Desk Data Tracking	Total Number	Ensures information technology/data issues are addressed in a timely manner
	M		2.2.2	Timely and accurate information in the State's Human Resources Information System (HRIS)	Bi-monthly	Bi-monthly		7/1/20-6/30/21	State HRIS System	N/A	Ensures that data is consistently kept up-to-date to enhance decision making
Public Infrastructure and Economic Development	G	3		Develop a world-class workforce to fulfill the demands of an evolving and div							
	S	3.1		Initiate strategic partnerships that respond to statewide economic and wo							
	M		3.1.1	Number of companies participating in the E-zone Program annually and since inception	118	12 new companies		7/1/20-6/30/21	State Board - Ezone Data	Total Number	Promotes workforce development by ensuring a wide variety of companies across the state are taking advantage of this training tool
	S	3.2		Expand implementation of a state-wide coordinated strategy for the Tech							
	M		3.2.1	Number of apprentices last year and since inception	34,209	600 new apprentices		7/1/20-6/30/21	State Board - Maximizer	Total Number	Promotes workforce development by ensuring a wide variety of companies across the state are taking advantage of the apprenticeship program

Agency Name: STATE TECHNICAL & COMPREHENSIVE EDUCATION

Fiscal Year 2020-2021
Accountability Report

Agency Code: H590 Section: 25

Strategic Planning and Performance Measurement Template

Statewide Enterprise Strategic Objective	Type	Item #			Description	2020-2021			Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
		Goal	Strategy	Measure		Base	Target	Actual				
	M			3.2.2	Number of companies last year and since inception	1070	80 new companies		7/1/20-6/30/21	State Board - Maximizer	Total Number less programs cancelled by USDOL	Promotes workforce development by ensuring a wide variety of companies across the state are taking advantage of the apprenticeship program
	S			3.3	Provide customized start-up training for eligible new and expanding busin							
	M			3.3.1	Number of readySC participants last year and since inception	2583 total participants (2009 new participants) in FY 2020 and 304,953 since inception as of June 30, 2020	3500 total participants		7/1/20-6/30/21	State Board - Maximizer	Total Number	Promotes workforce development by ensuring a wide variety of companies across the state are taking advantage of this recruiting and training program
	M			3.3.2	Number of companies participating in readySC last year and since inception	97 participating in FY 2020 and 2235 since inception	We anticipate working with 80 distinct companies in this FY		7/1/20-6/30/21	State Board - Maximizer	Total Number	Promotes workforce development by ensuring a wide variety of companies across the state are taking advantage of this recruiting and training program
Government and Citizens	G			4	Acquire the financial and infrastructure resources necessary to achieve the Te							
	S			4.1	Further enhance education and training goals of the System by successfull							
	M			4.1.1	Legislative agenda developed timely	N/A	August 2020		Prior to end of August 2020	Presidents' Council and State Board meeting minutes	N/A	Promotes sound fiscal stewardship and allow for consistency in a fully-vetted request for funding
	M			4.1.2	Annual budget request submitted timely	N/A	September 2020		9/21/2020	State Budget Request	N/A	Promotes sound fiscal stewardship and allow for consistency in a fully-vetted request for funding
	S			4.2	Foster system-wide leadership through statewide professional developme							
	M			4.2.1	Number of participants in leadership programs during fiscal year 2018	312 since Inception of Program as of June 30, 2020	20 new participants		7/1/20-6/30/21	State Board Leadership Program Records	Total Number	Promotes professional development at the System and facilitates succession planning
Government and Citizens	G			5	Demonstrate accountability and transparency regarding the Technical College							
	S			5.1	Ensure State Board policies are relevant and reflect current state law.							
	M			5.1.1	Number of policies reviewed	1/3 Policies Reviewed	1/3 Policies Reviewed		7/1/20-6/30/21	State Board Policies and Procedures	Total Number	Ensures policies remain current and timely
	M			5.1.2	Number of Financial Statements reviewed by System Office Finance Department	N/A	16		October 2020	Audited Financial Stater	Total Number	Promotes sound fiscal stewardship and ensures reliability of financial reporting, effectiveness, and efficiency
	S			5.2	Provide service to technical colleges through system-wide agreements							
	M			5.2.1	Number of information technology security reviews	N/A	17		7/1/20-6/30/21	IT Security Reviews and Compliance Projects	Total Number	Promotes information technology security and allows for proactive mitigation of risks
	M			5.2.2	Number of system-wide procurements completed during the fiscal year	0	> 3		7/1/20-6/30/21	Finance Procurement Tr	Total Number	Promotes sound fiscal stewardship
Education, Training, and Human Development	G			6	Instructional Programs - Technical Colleges							
	S			6.1	Ensure instructional programs performance goals are met by the colleges							

Agency Name: STATE TECHNICAL & COMPREHENSIVE EDUCATION

Fiscal Year 2020-2021
Accountability Report

Agency Code: H590 Section: 25

Strategic Planning and Performance Measurement Template

Statewide Enterprise Strategic Objective	Type	Item #			Description	2020-2021			Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
		Goal	Strategy	Measure		Base	Target	Actual				
	M			6.1.1	Percentage of graduates employed in their field of study or continuing education	N/A	80% Graduate Placement		Academic Year 2019	State Board Performance Funding Allocation Formula	Number of reported graduates employed in their field of study or continuing their education/total number of graduates for the reporting year	Promotes sounds fiscal stewardship and facilitates equitable allocation of funding based on performance goals and achievements
	M			6.1.2	Percentage pass rate of licensure exams	N/A	80% Licensure Exam Pass Rate		Academic Year 2020	State Board Performance Funding Allocation Formula	Total percentage pass rate on licensure exams	Promotes sounds fiscal stewardship and facilitates equitable allocation of funding based on performance goals and achievements
	M			6.1.3	Percentage fall to spring persistence rate	N/A	71% fall to spring national persistence rate		Academic Year 2020	State Board Performance Funding Allocation Formula	Fall to spring persistence formula	Promotes sounds fiscal stewardship and facilitates equitable allocation of funding based on performance goals and achievements

Agency Name: STATE TECHNICAL & COMPREHENSIVE EDUCATION

Fiscal Year 2019-2020
Accountability Report

Agency Code: H590

Section: 25

Program Template

Program/Title	Purpose	FY 2019-20 Expenditures (Actual)				FY 2020-21 Expenditures (Projected)				Associated Measure(s)
		General	Other	Federal	TOTAL	General	Other	Federal	TOTAL	
I.A. Administration: President's Office (includes employee benefits - Section IV of the Appropriation Act)	This function provides executive leadership and planning for the sixteen technical colleges and the State Board on advocacy, policy development, legislative matters, and communications and public initiatives. The System Office President also provides assistance and direction in obtaining and developing potential grants for the agency. The System supports the communications, marketing and research initiatives in order to to create awareness and advocacy for the Technical College System.	\$ 1,646,522			\$ 1,646,522	\$ 1,723,613			\$ 1,723,613	1.1.1 - 1.4.1, 2.1.1 - 2.1.3, 3.1.1 - 3.3.2, 4.1.1, 4.2.1, 5.1.1 - 5.2.2, 6.1.1 - 6.1.3
I.B. Administration: Finance and Human Resources (includes employee benefits - Section IV of the Appropriation Act)	Provides for the planning and management of the agency budget and financial resources; manages the procurement function; processes all disbursement transactions; maintains accounting records for the System Office, including state appropriations and bond funds for capital improvements; provides representation for the agency on Higher Education fiscal and funding matters; and provides for equitable distribution of allocation of funds to the technical colleges. HRS serves as a resource to System Office staff on personnel issues, including recruitment, compensation, classifications, and benefits. In addition, HRS serves as a resource to and audits authorized personnel transactions of the technical colleges for conformity with State OHR regulations and guidelines. HRS manages all FTE positions for the System.	\$ 3,300,024			\$ 3,300,024	\$ 4,007,583			\$ 4,007,583	1.2.1, 2.1.1, 2.2.2, 4.1.1, 4.1.2, 5.1.1, 5.1.3, 5.2.2, 5.2.2
I.C. Administration: Information Technology (includes employee benefits - Section IV of the Appropriation Act)	Provides programming and technical support for infrastructure and a comprehensive array of software used for collecting and reporting data for the colleges.	\$ 1,740,300			\$ 1,740,300	\$ 1,806,607			\$ 1,806,607	2.2.1, 5.1.1, 5.2.1

Agency Name: STATE TECHNICAL & COMPREHENSIVE EDUCATION

Fiscal Year 2019-2020
Accountability Report

Agency Code: H590

Section: 25

Program Template

Program/Title	Purpose	FY 2019-20 Expenditures (Actual)				FY 2020-21 Expenditures (Projected)				Associated Measure(s)
		General	Other	Federal	TOTAL	General	Other	Federal	TOTAL	
II.A. Instructional Programs: Technical Colleges (employee benefits for colleges reported separately below)	The Technical Colleges deliver relevant and effective programs that advance workforce development, promote economic development and ensure attainment of student learning goals in direct response to the needs of the communities in which they reside.	\$ 100,998,809	\$ 431,975,903	\$ 42,725,968	\$ 575,700,680	\$ 100,998,809	\$ 431,975,903	\$ 42,725,968	\$ 575,700,680	1.1.1, 1.1.2, 1.2.1, 1.2.2, 1.3.1, 1.4.1, 2.1.2, 6.1.1, 6.1.2, 6.1.3
II.A. Instructional Programs: Special Items: Critical Needs Nursing	Critical Needs Nursing provides salary and fringe benefits to Nursing faculty in order to compete more effectively with maintaining high quality nursing faculty within the technical colleges.	\$ 322,512			\$ 322,512	\$ 322,512			\$ 322,512	1.1.2
II.A. Instructional Programs: Special Items: Spartanburg Cherokee Expansion	The Cherokee Expansion activity will be carried out in phases. In Phase I the college will construct a 28,730 sq. ft. academic/training facility on 42.5 acres of land located just off of I-85 in Cherokee county.	\$ 906,817			\$ 906,817	\$ 906,817			\$ 906,817	1.1.1, 1.1.2
II.A. Instructional Programs: Special Items: Midlands Tech Nursing Program	Education of students for the work setting is part of the primary mission of Midlands Technical College. This funding will help admit a third cohort of 64 nursing students into the Associate Degree Nursing program and educate them for the course of the two-year program. They will become Registered Nurses and help to alleviate the nursing shortage in South Carolina. Part of this group of students will be admitted on a "merit" basis rather than the current "first qualified, first admitted" basis. The other part will be admitted to an evening/weekend program.	\$ 370,943			\$ 370,943	\$ 370,943			\$ 370,943	1.1.2

Agency Name: STATE TECHNICAL & COMPREHENSIVE EDUCATION

Fiscal Year 2019-2020
Accountability Report

Agency Code: H590

Section: 25

Program Template

Program/Title	Purpose	FY 2019-20 Expenditures (Actual)				FY 2020-21 Expenditures (Projected)				Associated Measure(s)
		General	Other	Federal	TOTAL	General	Other	Federal	TOTAL	
II.A. Instructional Programs: Special Items: Florence Darlington Operations	Florence-Darlington Technical College is building a new Advanced Manufacturing Center facility. The purpose of the budget funding is to assist in equipping this new facility with state-of-the-art, high technology, industrial training equipment designed to serve high tech manufacturing clients. The equipment will be used to support the training necessary to sustain and attract high tech manufacturing prospects in the Pee Dee region of South Carolina.	\$ 302,271			\$ 302,271	\$ 302,271			\$ 302,271	1.1.1, 1.1.2
II.A. Instructional Programs: Special Items: Florence Darlington SIMT	Florence-Darlington Technical College is building the new Southeastern Institute of Manufacturing and Technology (SIMT). The purpose of the budget funding is to assist in equipping this facility with several new state-of-the-art technologies. These technologies will be used to provide business and industry clients with solutions to strategic training, business operations, and manufacturing technology problems. These solutions will maximize workforce productivity and lead to business success in advanced manufacturing.	\$ 906,816			\$ 906,816	\$ 906,816			\$ 906,816	1.1.1, 1.1.2,
II.A. Instructional Programs: Special Items: Trident Culinary Arts	The Culinary Institute of Charleston will provide a wide array of both credit and continuing education offerings to meet the diverse training needs of the tourism industry. The Institute's credit programs include TTC's existing associate degree, diploma and certificate programs in culinary arts, hospitality and tourism as well as other advance training opportunities.	\$ 468,522			\$ 468,522	\$ 468,522			\$ 468,522	1.1.2

Agency Name: STATE TECHNICAL & COMPREHENSIVE EDUCATION

Fiscal Year 2019-2020
Accountability Report

Agency Code: H590

Section: 25

Program Template

Program/Title	Purpose	FY 2019-20 Expenditures (Actual)				FY 2020-21 Expenditures (Projected)				Associated Measure(s)
		General	Other	Federal	TOTAL	General	Other	Federal	TOTAL	
II.B. Instructional Programs: System Wide Programs and Initiatives (includes employee benefits - Section IV of the Appropriation Act)	Provides coordination and direction for the technical colleges in academic related matters to include programs, curriculum, and student services; maintains extensive student and facility records for the colleges; represents the agency on academic matters with the Commission on Higher Education and provides administrative support services for federally funded programs.	\$ 980,476	\$ 22,215	\$ 226,047	\$ 1,228,738	\$ 1,228,738			\$ 1,228,738	1.1.1, 1.1.2, 1.2.1, 1.3.1, 1.4.1, 2.1.1, 2.1.2, 4.2.1, 5.1.1, 6.1.1, 6.1.2, 6.1.3
II.B. Instructional Programs: Special Items: Pathways to Prosperity	This funding will be used to implement the South Carolina Education and Economic Development Act (SC Code of Laws Title 59, Chapter 59). The technical colleges and the State Department of Education will work to develop career clusters based upon the 16 national career clusters. The Education and Economic Development Council must designate regional education service centers to coordinate and facilitate the delivery of information, resources, and services to students, educators, employers, and the community. This committee shall include representatives from state technical colleges.	\$ 604,545			\$ 604,545	\$ 604,545			\$ 604,545	1.1.2
II.B. Instructional Programs: Special Items: Workforce Scholarships and Grants	This initiative provides funding for critical needs programs that are STEM + focused and provide training in Workforce Development sectors	\$ 2,642,000			\$ 2,642,000	\$ 2,642,000			\$ 2,642,000	1.1.2
II.C. Instructional Programs: Technical Colleges Employee Benefits	The Technical Colleges STEM Initiative delivers relevant and effective STEM programs that advance workforce development, promote economic development and ensure attainment of student learning goals in direct response to the needs of the communities in which they reside.	\$ 40,800,993	\$ 69,083,325	\$ 7,339,670	\$ 117,223,988	\$ 40,800,993	\$ 69,083,325	\$ 7,339,670	\$ 117,223,988	1.1.1, 1.1.2, 1.2.1, 1.3.1, 1.4.1, 2.1.2, 6.1.1, 6.1.2, 6.1.3

Agency Name: STATE TECHNICAL & COMPREHENSIVE EDUCATION

Fiscal Year 2019-2020
Accountability Report

Agency Code: H590

Section: 25

Program Template

Program/Title	Purpose	FY 2019-20 Expenditures (Actual)				FY 2020-21 Expenditures (Projected)				Associated Measure(s)
		General	Other	Federal	TOTAL	General	Other	Federal	TOTAL	
III. A. Economic Development: Administration (includes Employee Benefits - Section IV of the Appropriation Act)	Provides the management and support services to facilitate the statewide efforts for the recruitment of the new and expanding industries in South Carolina; these efforts are made in cooperation with the Department of Commerce and other agencies to create new jobs for the state. The System supports the business-led initiative to implement a statewide registered apprenticeship awareness and facilitation process. In order to take advantage of the statewide network that already exists, the System has agreed to serve as the centralizing operational force behind this process, utilizing an organizational relationship similar to the successful Center for Accelerated Technology Training model.	\$ 2,708,005			\$ 2,708,005	\$ 2,708,005			\$ 2,708,005	2.1.3, 3.1.1, 3.2.1, 3.2.2, 3.3.1, 3.3.2
III. A. Economic Development: Special Items: E&G STEM Prog:Critical Needs Workforce Dev Init	This initiative provides funding for critical needs programs that are STEM + focused and provide training in Workforce Development sectors	\$ 2,500,000			\$ 2,500,000	\$ 2,500,000			\$ 2,500,000	1.1.1, 1.1.2, 1.2.1, 1.3.1, 1.4.1, 2.1.2, 6.1.1, 6.1.2, 6.1.3
III. B. Economic Development: Special Schools Training (includes employee benefits)	Coordinate the training for the contracted industries with fully equipped sites, well-qualified instructors with the applicable training skills, and the necessary operational support.	\$ 5,797,595	\$ 1,818,181	\$ 1,553,557	\$ 9,169,333	\$ 5,797,595	\$ 1,818,181	\$ 1,553,557	\$ 9,169,333	3.3.1, 3.3.2
TOTAL		\$ 166,997,150	\$ 502,899,624	\$ 51,845,242	\$ 721,742,016	\$ 168,096,369	\$ 502,877,409	\$ 51,619,195	\$ 722,592,973	

Agency Name: STATE TECHNICAL & COMPREHENSIVE EDUCATION

Fiscal Year 2019-2020

Agency Code: H590 Section: 25

Accountability Report

Legal Standards Template

Item #	Law Number	Jurisdiction	Type of Law	Statutory Requirement and/or Authority Granted	Does this law specify who your agency must or may serve? (Y/N)	Does the law specify a product or service your agency must or may provide?	If yes, what type of service or product?	If other service or product, please specify what service or product.
1	59-53-10	State	Statute	Enabling Legislation	Yes	Yes	Other service or product our agency must/may provide	Provide education and workforce training
2	Proviso 25.1	State	FY 2019-20 Proviso	Establishes Training Programs for the State Board for Technical and Comprehensive Education - 25.1 (TEC: Training of New & Expanding Industry) (A) Notwithstanding the amounts appropriated in this section for the "Center for Accelerated Technology Training," it is the intent of the General Assembly that the State Board for Technical and Comprehensive Education expend the funds necessary to provide direct training for new and expanding business or industry.(B) In the event projected expenditures are above the appropriation, the appropriation in this section for the "Center for Accelerated Technology Training" may be appropriately adjusted, if and only if, the Budget and Control Board determines that the projected expenditures are directly related to:(1) an existing technology training program where the demand for the program exceeds the program's capacity and the additional funds are to be utilized to meet the demand; or(2) a new program is necessary to provide direct training for new or expanding business or industry.(C) The adjustment may occur only upon approval by the Executive Budget Office. Upon the Executive Budget Office's approval of the adjustment, the Director of the Executive Budget Office must certify, in writing, that the adjustment is directly related to either subsection (B)(1) or (B)(2). The Director must immediately provide a copy of the written certification, including the amount of the adjustment, to the President Pro Tempore of the Senate, the Speaker of the House of Representatives, the Chairman of the Senate Finance Committee, and the Chairman of the House Ways and Means Committee.(D) Upon the Director's written certification approving an adjustment, the State Board for Technical and Comprehensive Education must submit a statement to the President Pro Tempore of the Senate, the Speaker of the House of Representatives, the Chairman of the Senate Finance Committee, and the Chairman of the House Ways and Means Committee containing a detailed itemization of the manner in which funds initially appropriated for technology training were utilized, the specific purpose for the adjustment, and the ultimate recipient of the adjusted amount.(E) The aggregate amount of all adjustments made pursuant to this section may not exceed ten million dollars.(F) In the event that projected expenditures for the Center for Accelerated Technology Training exceed the amounts appropriated and the amount of any adjustments authorized, the State Board for Technical and Comprehensive Education may request a supplemental appropriation from the General Assembly.	Yes	Yes	Other service or product our agency must/may provide	Direct training for new and expanding business and industry
3	Proviso 25.2	State	FY 2019-20 Proviso	Establishes Carry Forward on Training Funds - 25.2 .(TEC: Training of New & Expanding Industry Carry Forward) In addition to the funds appropriated in this section, any of the funds appropriated under this section for the prior fiscal year which are not expended during that fiscal year may be carried forward and expended for direct training of new and expanding industry in the current fiscal year.	Yes	Yes	Other service or product our agency must/may provide	Direct training for new and expanding business and industry
4	Proviso 25.3	State	FY 2019-20 Proviso	Establishes Requirements on Payments in Prior Year for Training - 25.3 .(TEC: Training of New & Expanding Industry -Payments of Prior Year Expenditures) The State Board for Technical and Comprehensive Education may reimburse business and industry for prior year training costs billed to the agency after fiscal year closing with the concurrence of the Comptroller General.	No	No - But relates to sources of funding for one or more agency deliverables	Distribute funding to another entity	
5	Proviso 25.4	State	FY 2019-20 Proviso	Establishes Methodology for STEM Funding - 25.4 .(TEC: Critical Statewide Workforce Needs) Of the funds appropriated in this act to the State Board for Technical and Comprehensive Education for E&G STEM Programs: Critical Needs Workforce Development Initiative, the State Board must allocate the funds between the colleges based on a methodology designed to best meet the state's workforce needs and demands. This methodology should be created by the State Board in consultation with the Department of Commerce and the Department of Employment and Workforce and should identify the areas with the most critical need. For this purpose, critical need shall be defined as unmet employment demand in areas or fields of Science, Technology, Engineering, Mathematics, and Manufacturing. Funds must be used by the college for STEM programs.	Yes	Yes	Other service or product our agency must/may provide	Must be used to best meet the state's workforce needs and demands
6	Proviso 25.5	State	FY 2019-20 Proviso	Establishes Carry-Forward for SC Aeronautics Training Center - 25.5 . (TEC: Aeronautics Training Center) Funds appropriated for the S.C. Aeronautics Training Center may be carried forward from the prior fiscal year into the current fiscal year and utilized for the same purpose.	No	No - Does not relate directly to any agency deliverables		
7	Proviso 25.8	State	FY 2019-20 Proviso	Establishes requirements for unexpended funds for Florence Darlington Tech - Proviso 25.8 (TEC: Florence Darlington Fund Repurpose) Funds remaining of the \$1,000,000 appropriated in Act No. 91 of 2015, by proviso 118.14, Item (B)(19)(f) to the State Board for Technical and Comprehensive Education for the Florence-Darlington Technical College - Academic and Workforce Development Building, the \$3,500,000 appropriated in Act No. 284 of 2016, by proviso 118.16, Item (B)(23)(j) to the State Board for Technical and Comprehensive Education for the Florence-Darlington Technical College - Academic Building, and the \$2,000,000 appropriated in Act No. 285 of 2016, Section 1, Item (24) to the State Board for Technical and Comprehensive Education for the Florence-Darlington Technical College Academic Building shall be redirected to be used for campus renovations and improvements. Unexpended funds may be carried forward to be expended for the same purpose.	No	Yes	Other service or product our agency must/may provide	Establishes parameters for expenditure of specific capital project funds

8	Proviso 25.9	State	FY 2019-20 Proviso	Establishes requirements for unexpended funds for York Tech - Proviso 25.9. (TEC: York Tech Fund Repurpose) The \$900,000 appropriated in Act No. 284 of 2016, by proviso 118.16, Item (23)(bb) to the State Board for Technical and Comprehensive Education for the York Technical College Health and Human Service Building and the \$5,600,000 appropriated in Act 25 of 2016, Section 1, Item (37) to the State Board for Technical and Comprehensive Education for the York Technical College Health and Human Service Building shall be redirected to be used for Campus Loop Road Completion and K-Building Renovations. Unexpended funds may be carried forward into the current fiscal year to be expended for Campus Loop Road Completion and K-Building Renovations.	No	Yes	Other service or product our agency must/may provide	Establishes parameters for expenditure of specific capital project funds
9	Proviso 25.10	State	FY 2019-20 Proviso	Establishes requirements for unexpended funds for Technical College of the Lowcountry - Proviso 25.10. (TEC: Health Science Capital Project) Funds remaining of the \$3,500,000 appropriated in Act No. 285 of 2016, Section 1, Item (31) to the State Board for Technical and Comprehensive Education for the Technical College of the Lowcountry - New River Workforce Development Center shall be redirected to be used for the Health Science capital project at the Technical College of the Lowcountry - Beaufort campus. Unexpended funds may be carried forward to be expended for the Health Science capital project.	No	Yes	Other service or product our agency must/may provide	Establishes parameters for expenditure of specific capital project funds
10	Proviso 25.11	State	FY 2019-20 Proviso	Directs appropriated funds to be used for a comprehensive awareness and education campaign - Proviso 25.11 (TEC: Tech Awareness and Education) Of the funds appropriated to the State Board for Technical and Comprehensive Education, \$500,000 shall be used to enhance the perception of technical education and the opportunities it can afford South Carolinians across the state. Prior to utilizing these funds for this purpose, the State Board for Technical and Comprehensive Education shall be required to obtain a 2:1 private entity match. The funds shall be used to develop and implement a comprehensive awareness and education campaign. The State Board for Technical and Comprehensive Education shall submit a report by June 30th of the current fiscal year to the House Ways and Means Committee and the Senate Finance Committee. This report shall include information on the proposed expenditure of funds and outcome measures.	No	Yes	Other service or product our agency must/may provide	Establishes parameters for expenditure of funds on a statewide marketing campaign
11	Proviso 25.12	State	FY 2019-20 Proviso	Establishes requirements for unexpended funds for Northeastern Technical College - Proviso 25.12 (TEC: Northeastern Tech Repurpose) The \$3,500,000 appropriated in Act No. 284 of 2016, by Proviso 118.16, Item (B)(23)(n) to the State Board for Technical and Comprehensive Education for the Northeastern Technical College - Instructional Building shall be redirected to be used to construct and renovate space for critical industry training. Unexpended funds may be carried forward and expended for the same purpose.	No	Yes	Other service or product our agency must/may provide	Establishes parameters for expenditure of specific capital project funds
12	AP-27836-15-60-A-45	Federal	Regulation	Establishes requirements for the SC Apprenticeship Initiative (SCAI) grant - Federal Award Id. No. (FAIN) AP-27836-15-60-A-45. SCAI grant funds were made available through the Employment and Training Administration (ETA), U.S. Department of Labor; authorized by Section 414(c) of the American Competitiveness and Workforce Improvement Act of 1998 (ACWIA), as amended (codified at 29 USC 2916a), for the American Apprenticeship Initiative. Funds from the grant may be used to support the expansion of quality and innovative American Apprenticeship programs into high-growth occupation(s) and industry(s), particularly those for which employers are using H-1B visas to hire foreign workers, and the related activities necessary to support such programs; create career pathways that encompass American Apprenticeship and align with other post-secondary offerings; use strategies to significantly increase apprenticeship opportunities for job seekers and workers (particularly for women and other underrepresented populations in apprenticeship, including young men and women of color, people with disabilities; low-skilled populations; and veterans, including transitioning service members); and leverage and develop public policies that increase demand for American Apprenticeship an support sustainability. Grant funds will be allocated to the technical colleges in an equitable manner based on the training needs of the Apprenticeship companies in the college areas. The grant period was extended through March 31, 2021 and the total funding amount, including training and administration, is limited to \$5,000,000.00.	Yes	Yes	Other service or product our agency must/may provide	Provides grant funds for establishment of apprenticeship programs
13	AP-30087-16-60-A-45	Federal	Regulation	Establishes requirements for the SC Apprenticeship Evolved 1.0 Program - Federal Award Id. No. (FAIN) AP-30087-16-60-A-45 made available through the Employment and Training Administration (ETA) U.S. Department of Labor. Funding for the SC Apprenticeship Evolved project enables Apprenticeship Carolina™ (AC) to expand the reach of registered youth apprenticeship and pre-apprenticeship programs, industry awareness and pre-apprenticeship opportunities for high school students. The grant ends October 31, 2020.	Yes	Yes	Other service or product our agency must/may provide	Use funding to expand apprenticeship opportunities
14	AP-30087-16-60-A-45	Federal	Regulation	Establishes requirements for the SC Apprenticeship Evolved 2.0 Program - Federal Award Id. No. (FAIN) AP-30087-16-60-A-45 made available through the Employment and Training Administration (ETA) U.S. Department of Labor. This is expansion of the Evolved 1.0 Program enables Apprenticeship Carolina™ (AC) to further its success in registering youth apprenticeship programs and to continue the use of pre-apprenticeship programs to meet company needs. The continuation of the grant will allows Apprenticeship Carolina™ (AC) a number of opportunities to sustain registered youth apprenticeship programs as well as pre-apprenticeship opportunities. The grant ends October 31, 2020.	Yes	Yes	Other service or product our agency must/may provide	Use funding to expand apprenticeship opportunities
15	SC-19218-18	Federal	Regulation	Establishes requirements for the ARC Contract Number: SC-19218-18 made available by the Appalachian Regional Commission (ARC) to establish Manufacturing and Healthcare apprenticeship programs. It was awarded to increase the number of employers that provide apprenticeships for the current workforce in Anderson, Greenville, Oconee, Pickens, and Spartanburg counties. The grant ends September 30, 2020.	Yes	Yes	Other service or product our agency must/may provide	Use funding to expand apprenticeship opportunities

Agency Name: STATE TECHNICAL & COMPREHENSIVE EDUCATION

Fiscal Year 2019-2020
Accountability Report

Agency Code and Section: H590 25

Customer Template

Service/Product Provided to Customers	Customer Segments	Specify only for the following Segments: (1) Industry: Name; (2) Professional Organization: Name; (3) Public: Demographics.	Divisions or Major Programs	Description
<p>Ensure excellence and value by providing high quality, relevant programs and services to all customers.</p> <p>Achieve greater efficiency and effectiveness in fulfilling the SC Technical College System's mission through coordinated college and state-level leadership.</p> <p>Develop a world class workforce to fulfill the demands of an evolving and diversified state economy.</p> <p>Demonstrate accountability and transparency for achieving the SC Technical College System's mission.</p> <p>Instructional Programs - Technical Colleges</p>	<p>Students and Families</p>	<p>Southern Association of College and University Business Officers (SACUBO), South Carolina Information Technology Directors' Association (SCITDA), Educause, Government Management Information Sciences (GMIS), Information Technology Professionals of South Carolina (ITPSC), Public Relations Society of America (National and State) International Association of Business Communicators (National and State)</p> <p>National Council for Marketing and Public Relations Council for Advancement and Support of Education SC Chamber of Commerce, SC Technical Education Association, Main Street Rotary, Southern Association of Colleges and Schools, and Advisory Committee on Academic Programs</p>	<p>Instructional Programs to include all 16 Technical Colleges; Economic Development to include readySC and ApprenticeshipSC; Administration</p>	<p>Vital to the agency's purpose, the system focuses on the important work of growing our states workforce through services, open access, and training. We focus on student and families interest that are vital to the mission of the agency.</p>
<p>Ensure excellence and value by providing high quality, relevant programs and services to all customers.</p> <p>Achieve greater efficiency and effectiveness in fulfilling the SC Technical College System's mission through coordinated college and state-level leadership.</p> <p>Develop a world class workforce to fulfill the demands of an evolving and diversified state economy.</p> <p>Acquire the financial and infrastructure resources necessary to achieve the SC Technical College System's mission.</p> <p>Demonstrate accountability and transparency for achieving the SC Technical College System's mission.</p> <p>Instructional Programs - Technical Colleges</p>	<p>Governor's Office and State Legislature</p>	<p>Southern Association of College and University Business Officers (SACUBO), South Carolina Information Technology Directors' Association (SCITDA), Educause, Government Management Information Sciences (GMIS), Information Technology Professionals of South Carolina (ITPSC), Public Relations Society of America (National and State) International Association of Business Communicators (National and State)</p> <p>National Council for Marketing and Public Relations Council for Advancement and Support of Education SC Chamber of Commerce, International Economic Development Council (IEDC), Southern Economic Development Council (SEDC), South Carolina Economic Developers Association (SCEDA), National Association of Industry Specific Training Directors (NAISTD)</p>	<p>Administration to include Executive Office, Finance, Human Resources, Instructional Training, and Economic Development</p>	<p>Responsible for several roles such as carrying out directives through legislation and other assigned regulatory functions. The System serves as an intermediary for accountability among the technical colleges by providing services regarding policy guidance, research, and any other information for higher education.</p>
<p>Ensure excellence and value by providing high quality, relevant programs and services to all customers.</p> <p>Achieve greater efficiency and effectiveness in fulfilling the SC Technical College System's mission through coordinated college and state-level leadership.</p> <p>Demonstrate accountability and transparency for achieving the SC Technical College System's mission.</p>	<p>Federal Government</p>	<p>Southern Association of College and University Business Officers (SACUBO), South Carolina Information Technology Directors' Association (SCITDA), Educause, Government Management Information Sciences (GMIS), Information Technology Professionals of South Carolina (ITPSC), Public Relations Society of America (National and State) International Association of Business Communicators (National and State)</p> <p>National Council for Marketing and Public Relations Council for Advancement and Support of Education SC Chamber of Commerce, International Economic Development Council (IEDC), Southern Economic Development Council (SEDC), South Carolina Economic Developers Association (SCEDA), National Association of Industry Specific Training Directors (NAISTD)</p>	<p>Administration to include Executive Office, Finance, Human Resources, Instructional Training, and Economic Development</p>	<p>Responsible include the administration and oversight of some grant programs for the System and our colleges such as the Pell Grant and the Mining Safety and Health Administration Grant.</p>

<p>Ensure excellence and value by providing high quality, relevant programs and services to all customers.</p> <p>Develop a world class workforce to fulfill the demands of an evolving and diversified state economy.</p> <p>Acquire the financial and infrastructure resources necessary to achieve the SC Technical College System's mission.</p> <p>Demonstrate accountability and transparency for achieving the SC Technical College System's mission.</p>	<p>Counties and Municipalities</p>	<p>International Economic Development Council (IEDC), Southern Economic Development Council (SEDC), South Carolina Economic Developers Association (SCEDA), National Association of Industry Specific Training Directors (NAISTD)</p>	<p>Administration to include Executive Office, Finance, Human Resources, Instructional Training, and Economic Development</p>	<p>We collaborate closely with counties and municipalities as the training center in economic development proposals. We also build relationships with these entities for additional support for the operations and capital planning for the colleges in their service areas.</p>
<p>Ensure excellence and value by providing high quality, relevant programs and services to all customers.</p> <p>Develop a world class workforce to fulfill the demands of an evolving and diversified state economy.</p> <p>Acquire the financial and infrastructure resources necessary to achieve the SC Technical College System's mission.</p> <p>Demonstrate accountability and transparency for achieving the SC Technical College System's mission.</p>	<p>Local Businesses</p>	<p>International Economic Development Council (IEDC), Southern Economic Development Council (SEDC), South Carolina Economic Developers Association (SCEDA), National Association of Industry Specific Training Directors (NAISTD)</p>	<p>Administration to include Executive Office, Finance, Human Resources, Instructional Training, and Economic Development</p>	<p>We collaborate closely with local business through readySC and ApprenticeshipSC as the training center in economic development proposals and workforce training models. We also build relationships with local businesses to provides services and workforce they need.</p>
<p>Ensure excellence and value by providing high quality, relevant programs and services to all customers.</p> <p>Achieve greater efficiency and effectiveness in fulfilling the SC Technical College System's mission through coordinated college and state-level leadership.</p> <p>Develop a world class workforce to fulfill the demands of an evolving and diversified state economy.</p> <p>Demonstrate accountability and transparency for achieving the SC Technical College System's mission.</p>	<p>Other State Agencies and/or Local Entities</p>	<p>Southern Association of College and University Business Officers (SACUBO), South Carolina Information Technology Directors' Association (SCITDA), Educause, Government Management Information Sciences (GMIS), Information Technology Professionals of South Carolina (ITPSC), Public Relations Society of America (National and State) International Association of Business Communicators (National and State)</p> <p>National Council for Marketing and Public Relations Council for Advancement and Support of Education SC Chamber of Commerce, International Economic Development Council (IEDC), Southern Economic Development Council (SEDC), South Carolina Economic Developers Association (SCEDA), National Association of Industry Specific Training Directors (NAISTD)</p>	<p>Administration to include Executive Office, Finance, Human Resources, Instructional Training, and Economic Development</p>	<p>We interact quite regularly with other key stakeholders within the state and local communities in policy development and constituent services. Focus on taxpayer interests and student concerns are vital to the agency's mission and purpose.</p>

Accountability Report

Agency Code and Section: H590 25

Partner Template

Name of Partner Entity	Type of Partner Entity	Description of Partnership	Associated Goal(s)
Department of Commerce	State Government	Work together collaboratively to promote economic development within the state, as well as, to coordinate job training for business prospects	3
Executive Budget Office	State Government	Coordinate with EBO to prepare governor's budget, track spending, monitor other/federal funds, etc.	4
SC Department of Education	State Government	Work collaboratively with varying initiatives that affect both K-12 and higher education	1, 6
Department of Employment Workforce	State Government	Coordinate with DEW to determine job placement of graduates as well as some certificate programs	2
Various 4 year SC public and private 4 year higher education institutions	Higher Education Institute	Worked collaboratively with various institutions to execute Memorandums of Understanding (MOU) to ease the transfer process and to promote closer coordination of academic courses, programs, and degrees offered by the institutions. Emphasis will be placed on coordinated advising between the technical colleges and the four-year universities.	1
Commission on Higher Education	State Government	Coordinate with CHE on budget issues, lottery technology, parallel courses and associates degree programs.	4
Governor's Offices	State Government	Coordinate with Governor's staff to promote budget requests, technical college initiatives, and work collaboratively to promote economic development	4

