



Henry McMaster
Governor

SOUTH CAROLINA
DEPARTMENT OF COMMERCE

Robert M. Hitt III
Secretary

July 1, 2019

The Honorable Henry D. McMaster
Governor
State of South Carolina
1100 Gervais Street
Columbia, South Carolina 29201

Dear Governor McMaster,

In accordance with Act 252, Section 13-1-2030 (B)(1)(f), please find the third annual Coordinating Council for Workforce Development (CCWD) Report for July 1, 2018 through June 30, 2019.

Highlights from this year include the WorkforceONE Summit and the formation of a committee to develop South Carolina's first Workforce and Education Dictionary of terminology and definitions. The CCWD also saw the passage of the Workforce and Education Data Oversight Committee (WEDOC) legislation out of the House, moving closer to evidence-based decisions regarding workforce development.

As South Carolina continues to work to build a workforce development system that will align state resources and programs with industries' ever changing needs, tremendous coordination will be required. Achieving a flexible system demands that all partners move in the same direction. The WorkforceONE Summit brought leadership from the CCWD, the Education and Economic Development Act Coordinating Council and the State Workforce Development Board together to participate in charting that direction for South Carolina. This ongoing collaboration will help create a transformational system to ensure all citizens of South Carolina prosper.

In the next fiscal year, the CCWD will have the opportunity to build on the success of the WorkforceONE Summit and continue to grow structure and greater collaboration and coordination between partners.

Thank you, and please do not hesitate to contact me if I can be of further assistance.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Hitt", written over a light blue circular stamp.

Robert M. Hitt III
Chair, Coordinating Council for Workforce Development

RMH/vw
Enclosure

CC: South Carolina General Assembly

South Carolina Coordinating Council for Workforce Development

2019 Annual Report



South Carolina Department of Commerce

COORDINATING COUNCIL FOR WORKFORCE DEVELOPMENT

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COORDINATING COUNCIL FOR WORKFORCE DEVELOPMENT

Overview

The South Carolina Coordinating Council for Workforce Development (CCWD) was formed in response to a general need for improved coordination of efforts in the area of workforce development. The CCWD was established by the General Assembly in Act 252 of 2016 to “engage in discussions, collaboration and information sharing concerning the state’s ability to prepare and train workers to meet current and future workforce needs.”

The CCWD is chaired by the Secretary of Commerce with nine additional members drawn from state agencies or entities involved in education and training, including a representative of the business community appointed by the South Carolina Chamber of Commerce. Employees of the South Carolina Department of Commerce primarily staff the CCWD, with assistance from the Commission on Higher Education and the State Board for Technical and Comprehensive Education.

Council Responsibilities and Membership

The CCWD is charged with:

- Developing and implementing procedures for sharing information and coordinating efforts among stakeholders to prepare the state’s current and emerging workforce;
- Making recommendations to the General Assembly concerning matters related to workforce development that exceed the CCWD member agencies’ scope of authority to implement and legislation is required;
- Recommending programs intended to increase student access to and incentivize workforce training within state training programs offered by businesses through scholarships, grants, loans, tax credits or other programs documented to be effective in addressing current and future workforce needs;
- Developing a method for identifying and addressing long-term workforce needs;
- Conducting an ongoing inventory of existing workforce programs to identify duplications among and within the programs and identify ineffective programs.

Current Council Members

Bobby Hitt, Secretary of Commerce, Chairman, CCWD

Dr. Richard Cosentino, President, Lander University

Jeffrey M. Schilz, Interim Executive Director, South Carolina Commission on Higher Education*

Mike LeFever, Interim Executive Director, South Carolina Commission on Higher Education+

Dr. Tim Hardee, President, State Board for Technical and Comprehensive Education

Dr. Harris Pastides, President, University of South Carolina

Dr. David Mathis, EEDA Representative, South Carolina Department of Education

Molly Spearman, Superintendent, South Carolina Department of Education

Cheryl Stanton, Executive Director, South Carolina Department of Employment and Workforce*

Jamie Suber, Interim Executive Director, South Carolina Department of Employment and Workforce+

Mike Williams, Facility Personnel Manager, Michelin North America

Dr. Walt Tobin, President, Orangeburg-Calhoun Technical College

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CCWD agency heads serve for the duration of their respective state appointments or elected term, as applicable. Other appointed members serve two (2) year terms to allow for rotation of representation among the research universities, four-year colleges and universities, the technical colleges, and other education, economic development and business interests.

As the CCWD is comprised of nine public sector representatives and one business representative, it was determined by the Chair that advisory groups needed to be established. This would allow for board chairs, other stakeholders and the business community to provide comments, guidance and concurrence with recommendations made to and from the CCWD. Therefore, two advisory groups were established: **Strategic Partners Group** and **Business Advisory Group**. All members of the Strategic Partners Group and Business Advisory Group will serve two-year terms and may return for subsequent terms with the CCWD.

Strategic Partners Group

The Strategic Partners Group includes representatives from state agencies and organizations committed to a diverse and successfully-trained workforce. The Strategic Partners Group is tasked with vetting and providing guidance relating to CCWD recommendations, implementation of new programs/initiatives and/or changes to existing programs/initiatives.

Melanie Barton, Executive Director, South Carolina Education Oversight Committee
Mike Brennan, Governors Appointee, South Carolina Department of Education Board
Tim M. Hofferth, Chairman, South Carolina Commission of Higher Education Board*
Wes Hayes, Chairman, South Carolina Commission of Higher Education Board+
Pat Michaels, Interim Chairman, South Carolina Workforce Development Board
Ralph (Nick) Odom, Jr., Chairman, South Carolina Board for Technical and Comprehensive Education*
Gregory B. Askins, Chairman, South Carolina Board for Technical and Comprehensive Education+
Frank Rainwater, Executive Director, South Carolina Revenue & Fiscal Affairs Office
Susie Shannon, President and CEO, South Carolina Council on Competitiveness
Zelda Waymer, Executive Director, South Carolina Afterschool Alliance
Georgia Mjartan, Executive Director, South Carolina First Steps

Business Advisory Group (Manufacturing, IT, Healthcare)

The Business Advisory Group includes representatives from small, medium and large businesses and associations from across the state in the manufacturing, healthcare and technology sectors. The Business Advisory Group is tasked with vetting and providing guidance relating to CCWD recommendations, implementation of new programs/initiatives and/or changes to existing programs/initiatives.

Mike Williams, Chairman, Business Advisory Group
Jeff Bushardt, Senior Vice President of Human Resources, Comporium
Werner Eikenbusch, Manager, Associate Development and Training, BMW
Sarah Hazard, President and CEO, South Carolina Manufacturers Association
Randy Hatcher, President, MAU Workforce Solutions
Roger Heitzeg, Senior Vice President & Technical Plant Manager, Bosch
Joerg Klisch, Vice President of Operations, MTU America
Tammy Mainwaring, Chief Operating Officer, IT-oLogy
Courtney Newman, Human Resource Manager, Mercom Corporation

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Cynthia Bennett, Vice President of Education, South Carolina Chamber of Commerce
Ben Rex, Chief Executive Officer, Cyberwoven
Elayne Sheridan, Director, Leadership Development, Blackbaud
Carl Smith, Senior Director, Customer Service, Monster
Laura Hewitt, Vice President, Education and Member Services, South Carolina Hospital Association
Anita Zucker, CEO and Chairman, The InterTech Group
Angela Long, Human Resources Business Partner, Sandvik Coromant
Robyn Knox, Vice President of Human Resources, Nutramax

**Served a partial term and exited position.*

+ Served remainder of term.

Standing Committees for the CCWD

These committees, formed to do assigned work for the CCWD on an ongoing basis, currently operate and serve the CCWD.

Data Sharing Committee

Workforce Development Programs Mapping

Workforce Definitions Committee

Coordinating Council Staff and Assistance

Elisabeth Kovacs, Deputy Director-Workforce Development, South Carolina Department of Commerce

Robert Davis, Workforce Development Coordinator, South Carolina Department of Commerce

Research Division, South Carolina Department of Commerce

COORDINATING COUNCIL FOR WORKFORCE DEVELOPMENT

2018-2019 Activities

Coordinating Council for Workforce Development

The CCWD convened one time during this reporting period on November 15, 2018 with a quorum present. The CCWD continued the mission prescribed in Act 252 by actively reviewing, conversing and voting on activities that would improve the workforce of South Carolina.

The November meeting commenced with the approval of minutes and an update on the Longitudinal Data proviso crafted from the language approved by the CCWD in 2017. The Longitudinal Data proviso was not included in the final version of the state budget and did not become law. Discussion concentrated on the goal of having a bill that would move through the legislative process and become statute. The Data Sharing Committee then updated the CCWD on the work completed since the last meeting.

The CCWD received an overview of the federal Perkins (Perkins V) Reauthorization Act and what impact it will have on education and workforce development in South Carolina. The Department of Education provided additional information on the Perkins Reauthorization process, the results of the regional Advance Career Technical Education (CTE) meeting in Atlanta and next steps with state partner coordination.

The meeting continued with the CCWD receiving an update on South Carolina's participation in the White House development of a national STEM Education Strategic Plan. This discussion brought about conversation on the lack of alignment in definitions and terms used in education, economic development and workforce development. In order to remedy this confusion, the CCWD will create a Workforce Definitions Committee that will draft a workforce and education dictionary of terms and acronyms for the state of South Carolina.

A discussion ensued about the need to identify, define and fill high demand jobs in South Carolina. South Carolina does not have enough information to understand the types of jobs with the most growth. For instance, a need for more welders does not identify if MIG, TIG or ARC welders are in demand. Information currently collected does not capture enough information to answer questions at such a precise level. The draft Occupational Code language, currently being reviewed by the Business Advisory Committee, offers the opportunity to gather occupational data at the level necessary to answer these questions.

The final item on the agenda was to discuss the turnover of members of the CCWD, Strategic Partners Group and Business Advisory Group due to the completion of their two-year terms as stated in the bylaws. This two-year term was instituted to deliver fresh perspectives and new voices that will continually guide the CCWD and its actions. The turnover of the representatives from research universities, four-year colleges and universities, the technical colleges and business community and members of the Business Advisory Group and Strategic Partners Group will lead the CCWD in new and exciting directions.

Final remarks by Secretary Hitt included a short conversation on the success of the Innovation Rally hosted by the Innovation division of the South Carolina Department of Commerce. He then proposed hosting such a workshop for the CCWD. After further conversation, it was determined to host a joint meeting in the spring of 2019, which would bring together members of the CCWD, the State Workforce Development Board, the Education and Economic Development Act (EEDA) Coordinating Council and other leaders across the state. This meeting would become the WorkforceONE Summit.

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WorkforceONE Summit

New initiatives, increases in funding and a steadfast focus from the South Carolina state legislature and Governor McMaster have positioned workforce development front and center in South Carolina. In order to achieve the necessary continuous improvement of workforce development and the education system that produces industry's current and future workforce, greater coordination and alignment among state partners is essential.

Looking to create this greater coordination, South Carolina recently held a first-of-its-kind WorkforceONE Summit bringing together more than 80 leaders in business, education and workforce development to align efforts by identifying priorities and obstacles within the state's workforce ecosystem. Led by both a master and graphic facilitator in an engaging and interactive session, the summit focused on interagency trust, team building and challenging preconceptions.

An anonymous pre-summit survey was sent to participants to receive feedback on the workforce development system in South Carolina. Participants were prearranged into tables of diverse specialties to promote collaboration throughout the summit. At the end of the WorkforceONE Summit, each table presented a creative "big idea" pitch of what South Carolina's education and workforce development should look like in 2050.

Once all tables presented their "big idea," participants were asked to vote for the idea or ideas they felt were the best vision for the future of South Carolina's workforce. After tallying the votes, the top three "big ideas" were:

- 1.) Leaders in Engaged Learning Network** – Aligning secondary and post-secondary education and training with local area workforce needs by providing in-demand, industry-specific skills at physical locations. This includes providing the necessary communications, statistics and resource allocations.
- 2.) Blended Learning** – Blending education with hands-on work experience at an earlier age, for a more holistic experience.
- 3.) Prosperity for all S.C. Drives Education/ Prosperity Board** (these two were combined as they both aim to provide prosperity through resources and/or resources to rural and more challenged areas of South Carolina) – Ensuring all South Carolina citizens can succeed by focusing on all barriers to success and not just in the workplace.

These votes represent a collectively-agreed common direction from which South Carolina can move forward. The three "big ideas" can be used to guide workforce development and be looked to as the "North Star," guiding principles for all decision making.

South Carolina can now begin the process to undertake the task of establishing a Unified State Workforce Plan, bringing a common direction for workforce. Additional actions and activities need to be taken before this process can begin; however, the success of WorkforceONE has built the foundation for this ultimate goal.

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COMMITTEE UPDATES

Data Sharing Committee

The Data Sharing Committee was created to advance the CCWD mission of developing and implementing procedures for sharing information and coordinating efforts among stakeholders to prepare the state's current and emerging workforce. Consisting of data and research experts from state agencies and partners, the Data Sharing Committee works to develop interagency communication and coordination with the goal of advancing the workforce development system.

The Data Sharing Committee convened in-person on December 14, 2018 and held one conference call on May 23, 2019.

The Data Sharing Committee December meeting focused on the upcoming legislative session and the status of the CCWD proposed Longitudinal Data legislation. Conversation included ensuring the proper data protection and privacy language was in the proposed legislation and what, if any, improvements could be made.

The meeting closed with a review of contacts from the participating partners and making data dictionaries available to the group. Each agency or partner's data dictionaries list data points collected and provide a brief description of the meaning of the data points. These data dictionaries help each agency understand what type of information their partners collect and if a request for data could be possible. With no further business, the meeting adjourned.

The May conference call was held to update the group on the Workforce and Education Data Oversight Committee (WEDOC) legislation, H.3757. The WEDOC legislation passed the House and advanced to the Senate, where it was referred to the Committee on Labor, Commerce and Industry (LCI). The committee then discussed the amendment H.3757 received in the House and finished shortly thereafter.

Workforce Development Programs Mapping Committee

In 2005, the South Carolina Chamber of Commerce received a grant to identify programs and resources in S.C. for workforce development. In order to have a better, more-current view, this committee was formed to update what was originally created by the chamber. The South Carolina Department of Commerce and South Carolina Department of Employment and Workforce are continuing their work after releasing the preliminary asset map of federal and state resources for employment and training services. As stated in the amended 2018 report:

The report's initial snapshot of preliminary fiscal data showed combined there is at least \$321 million dollars of state and federal funds for employment and training services, with at least 87% being federal funds. The U.S. Dept. of Health and Human Services issues the largest portion of federal funds to the state, followed by the U.S. Department of Labor. The largest recorded program funding is for Temporary Aid to Needy Families and Children (TANF) to provide services to low-income families followed by Vocational Rehabilitation services to assist individuals with disabilities find employment.¹

This preliminary assessment will need to be refined and completed for South Carolina to have an accurate accounting of workforce programs and funding. Further evaluation should identify activities that are primarily

¹ South Carolina Coordinating Council for Workforce Development 2018 Amended Report – Page 10

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workforce development and what are ancillary activities but do not qualify as workforce development. This tool can be used to provide the foundation for a Unified State Workforce Plan for South Carolina.

Workforce Definitions Committee

In June, CCWD members were asked to identify a representative to assist in the creation of a workforce and education dictionary. Education and workforce terminology without agreed upon definitions is not tenable within a successful workforce system. The CCWD broached the subject at the November 2018 meeting, and with the approval of the council, agreed this was an important initiative. Once finalized and voted on by the CCWD, a workforce dictionary provides the CCWD the ability to have informed conversation with common terminology and could assist the General Assembly and the Governor's Office in their discussion regarding workforce development and education reform.

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Next Steps

As the CCWD begins its third year, the council looks to the future, eager to build off the accomplishments of the first two years. New members on the CCWD, Business Advisory Group and Strategic Partners Group will bring fresh ideas and energy to workforce development in South Carolina. The success of the WorkforceONE Summit has cultivated the interest among state and private sector partners, through targeted efforts, to begin building the necessary infrastructure for South Carolina's workforce development system to flourish. Translating this optimism into action will require the support of all partners collectively with both the General Assembly and the Governor's Office support.

Referring to workforce development as a system requires an understanding that systems often operate without the full control of those involved. As identified in the WorkforceONE Summit, systems are assembled out of many different parts, influences and forces, all of which are acting or reacting at once. People often are fooled into a correlation-causation fallacy, believing that one action or decision brought about the outcome they see. Rather than understanding, what they witnessed is the culmination of decisions and choices over years or even decades.

South Carolina's workforce development system consists of a multitude of different programs: economic development, preschool, primary education, secondary education, federal and state workforce training programs, funding sources and industry activities. These programs exist across state agencies and partners that must satisfy their own mandates and goals, all the while influencing the workforce development system every step of the way. The WorkforceONE Summit focused not on any one program or group of programs, but on bringing the system to the forefront and discussing what outcomes South Carolina desires from the workforce development system as a whole.

Ultimately, the WorkforceONE Summit demonstrated the need and direction for a Unified State Workforce Plan. A Unified State Workforce Plan will allow more flexible workforce programs to align their activities and fill in workforce system gaps rather than duplicate existing actions. This plan would synchronize, not replace, existing plans such as the SC Workforce Innovation and Opportunity Act (WIOA) Unified State Plan and the State Department of Education (SDE) Perkins V State Plan. This would empower the CCWD to make programmatic recommendations, influence the system in the direction desired and assist existing workforce programs by maximizing the effectiveness of state partners.

Workforce Data, and the analysis of data, will drive decision making within a Unified State Workforce Plan. The Workforce and Education Data Oversight Committee (WEDOC) legislation, H.3757, presents the opportunity for South Carolina to finally answer questions on workforce programmatic outcomes and educational alignment with industry demand. The WEDOC legislation was modeled after federal legislation and by initiatives of surrounding states such as Georgia, North Carolina, Florida, Texas and Kentucky. It mirrors best practices in data analytics and protection of citizens' information through the use of de-identified data used only in aggregate form. The WEDOC will enable South Carolina and the CCWD, for the first time, to make evidence-based decisions regarding workforce development.

The WEDOC legislation will capitalize on the state data available to understand the makeup of current and future workers supplying the South Carolina workforce. Yet, the industry demand side of workforce development data is still greatly lacking as the only data currently available comes from high-level surveys and through anecdotal evidence. In order to gather a complete view of workforce development in South Carolina, the draft Occupational Code language, under evaluation in the Business Advisory group, will need to be

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completed and voted on by the CCWD. Any Occupational Code legislation would be looked upon as an opportunity to both gather, identify and define high demand jobs, while working to reduce the occupational reporting burden on industry.

When implementing changes to the workforce development system, South Carolina will continue to monitor national legislation and initiatives for best practices and new concepts. A good example of this work is participation in the recent National Governors Association (NGA) “Good Jobs for all Americans” Solutions Summit. The NGA Solutions Summit, the culmination of three regional leadership workshops, engaged more than 200 experts and teams from 42 states in discussions around the question: How does the country ensure every American can have a job that not only has great value to them, but lets them climb the economic ladder?”² Solutions to this question are as follows:

Workforce of the Future: Aligning Education and Work

1. Shift what we measure – invest to build data infrastructure that captures skills and competencies;
2. Identify and empower a state leadership structure to align state strategies and investments;
3. Work proactively with employers across industry sectors to develop career pathways for frontline workers;
4. Promote work-based learning and dual enrollment models that prepare individuals for college and careers; and
5. Recognize the public sector as an employer and model the practices you want to promote.

Second Acts: Reskilling Mid-Career Workers for Success

1. Develop easy-to-access training programs that meet workers where they are and equips them with the skills for employment in new occupational areas;
2. Leverage the roles of community colleges to partner with businesses to prepare demand-driven education models for incumbent workers;
3. Challenge companies to invest in workforce development;
4. Help workers transition to better jobs by increasing transparency of skills gained throughout one’s career; and
5. Have strategies to identify and address the non-skills barriers to employment such as occupational licensure.

Rural Resurgence: Empowering the Rural Workforce

1. Engage partners outside of traditional education and training systems, including agricultural extension units, libraries and hospitals;
2. Focus on both digital and physical infrastructure, such as broadband;
3. Support communities in developing a sense of place to grow the economy, including supporting local entrepreneurs and connecting them with tools to grow their business;
4. Get the word out – share success stories across regions and use a variety of marketing approaches; and
5. Leverage regional collaborations to create solutions and align existing zones and planning regions.

Another national initiative, this time through the Trump Administration, is the American Workforce Policy Advisory Board. This board, made up of 25 prominent leaders from across the country in industry, education

² National Governors Association “Good Jobs for All Americans” Summary of Solutions

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and government, is charged to ensure all Americans “have the skills and opportunities to secure good paying jobs and successfully navigate technological disruptions and the rapidly changing nature of work.”³ The four goals they have identified are:

1. Develop a robust campaign to promote multiple pathways to well-paying jobs, dispelling the myth that there is only one path to a successful career;
2. Improving the availability of high-quality, transparent and timely data to better inform students and educators, as well as match American workers to American jobs;
3. Modernizing candidate recruitment and training practices to expand the pool of job applicants employers are looking to hire; and
4. Measuring and encouraging employer-led training and investments along with championing and seeking to further private-sector leadership and investment in workforce development.

The recommended actions from the national initiatives are already being discussed or are in the beginning phases in South Carolina. The state is poised to be on par with or leading the nation with innovative approaches to workforce development. The direct approach South Carolina has taken to modern workforce development is commendable. It is best to lead the way and set the standard for workforce development, rather than waiting for a federal mandate and being forced to make structural changes that may not align with South Carolina workforce development goals. As long as the CCWD and workforce development partners continue this proactive approach, the federal government and other states will continue to look toward South Carolina as a source of workforce development best practices.

As the third year for the CCWD begins, a number of items stand ready to be addressed. The biannual Education Oversight Committee (EOC) Industry Recognized Credentials are up for review and renewal by the CCWD and the EEDA Coordinating Council. Ensuring constant alignment between industry needs and the credentials that are available to students is of the utmost importance and helps fulfill the essential mandates of the CCWD.

The CCWD is looking to engage a third party, familiar with South Carolina, to work on the next steps following the WorkforceONE Summit. This third party would act as the independent arbiter that would help the workforce partners establish what is absent from the workforce system, help develop a path to filling those missing pieces and ensure everyone is focusing on their mission and core competencies. The third party will also help establish time-sensitive metrics in which all workforce partners are responsible to each other, allowing for greater integration of activities. This unfamiliar terrain of integrating so many missions across the economic development, education and workforce systems is meant to enhance the interconnectivity of these systems in the minds of all partners.

Developing a system is not an overnight task, as it takes tremendous patience to properly assess resources, establish a strategy and align with industry demands. It is not a one-time action to institute a Unified State Workforce Plan, but one constant process of evaluation and transformation requiring flexibility and ingenuity. The coming year offers the CCWD and South Carolina’s workforce development allies the opportunity to be the driving force in establishing the foundation for the future of workforce development in South Carolina.

³ Talev, Margaret. “Wilbur Ross, Ivanka Trump Introduce Workforce Advisory Board” *Bloomberg*, February 13, 2019

APPENDIX

What do you believe are the 3 most important focus areas for workforce development in the state? If you wish add reasoning to why these are your choices.

Area 1

Area 2

Area 3

focus on basic reading skills that can be used in any profession

basic math

"soft" skills

Skills training

Start recruiting at the middle school level

Development of soft skills at elementary level

we have to fill the current worker shortage before we even think about future development

at some level the need to push jobs has to become as important as the push to send students to 4 year colleges

wages/benefits have to be more consistent with other parts of the US

qualified people

dedicated people

transportation

Interpersonal skills - team work - inclusion

Critical thinking- problem solving

Communication skills

Taking responsibility versus blaming

Deeper, more strategic, win-win integration of key stakeholders. Not just lip service, but commitment to win-win.

A better understanding by all of how a labor market works, what workforce issues we have reasonable control over, concerns we do not control, sincere discussion about why some jobs are more difficult to recruit for than others.

Soft skills

Front-line (hands on) healthcare worker shortage now and in the future with aging population

Higher Education. Specifically four-years schools need to align with employer needs and explore lifetime learning to for the growing population of non-traditional students.

Career Pathways. We need to be in full collaboration with employers needs.

Public-Private Partnerships

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| <p>Marketing Workforce Needs for the emerging workforce through media (based on the results of how 16,000 students said they make career decisions (Gap Analysis 2019)</p> | <p>Develop strategies for companies/businesses to provide more workbased learning experiences. Schools need this for making students career ready and it will also provide an opportunity to develop good soft skills and work ethic.</p> | <p>Provide a structure for TRUE Work to align school curriculum with workforce and higher education.</p> |
| <p>Ensuring kids come out of high school with some understanding of work (soft skills), and some work experience.</p> | <p>Being flexible enough to continuously meet the changing talent needs of SC businesses.</p> | <p>Legislation that combines federal workforce dollars into block grants to states so we will have the flexibility to make programs that work for our population, industries, and economy.</p> |
| <p>Emphasize workforce education. Focus on K-12 career readiness because too many students drop out because they are not college bound, so they give up. They don't realize there are other options post high school besides college. Also, education for the workforce should be treated like a business. Employers need to spend money on education to make money with a future workforce.</p> | <p>Make better connections between employers and prospective employees. My company has had to build from the bottom up a network to draw interest to our trade. We've had difficulty working with area schools to even gain access to students interested in jobs. We've also had to reach to a 3rd party to act as a go between to connect us with students. This is a lot of effort and could be more streamlined with government support.</p> | <p>Engage local businesses to participate in state-wide initiatives. Not just government initiatives, but business associations as well. There is plenty of business to go around, but a lot of my competitors are unwilling to join associations that look out for our own self-interests.</p> |
| <p>Infrastructure - poor or lacking infrastructure impacts cost of doing business</p> | <p>Education - below average number of college and advanced degrees makes the state unattractive for non-manufacturing and distribution opportunities</p> | <p>Trade school ("shop class") in high school - kids not wanting to pursue higher education have no skill, opportunities for trade positions are endless</p> |

| | | |
|---|---|--|
| <p>A comprehensive workforce development model. Maintaining a complete life cycle plan will allow SC to sustain industry needs today and into the future.</p> | <p>Establish an effective collaborative partnership which includes private and public sectors committed to working together for a single purpose.</p> | <p>Connect people to careers. Training and education for jobs is not enough. We must put the workforce on a path to a lifetime career.</p> |
|---|---|--|

| | | |
|---|---|---|
| <p>Process and procedures of entrance/acceptance/enrollment at SC Works, WIOA, state programs and technical college</p> | <p>staffing training at SC Works, WIOA and front line personnel to get people enrolled/accepted into training and working opportunities</p> | <p>Marketing and communication plan and activities to promote programs, opportunities and options to public at large, students, workforce, parents and businesses</p> |
|---|---|---|

| | | |
|---|--|---|
| <p>A coordinated effort between state and local agencies to ensure the most effective workforce development programs are being developed and deployed, and to ensure the best use of available resources.</p> | <p>Focused education and training in both vocational and institutions of higher learning to ensure students are workforce ready with regard to soft skills, as well as the technical skills needed based on input from businesses from across the state.</p> | <p>A system of accountability and reporting to ensure workforce needs are being met via placement of high school and college level graduates.</p> |
|---|--|---|

| | | |
|----------------------------------|--|---|
| <p>Building talent pipelines</p> | <p>Quicker training through technical colleges with night time courses offered</p> | <p>Students in high school need to learn trades. Schools seem to be fearful about liability and placing in apprenticeships or internships. Funding is needed to help pay for kids while they learn, as many small businesses do not have the funding.</p> |
|----------------------------------|--|---|

work readiness

soft skills

commitment to work

Graduating high school seniors with basic reading and writing skills

Development of trades and other alternatives to college.
We're losing the ability to do hands-on work.

Bring jobs to rural areas of the state

Improve Coordination Between Education, Workforce Development, and Economic Development

Identify additional data sources concerning education and workforce, including existing data and newly developed or innovative data measures

Expand the Student Information System beyond K-12 education

Preparing all South Carolinians for job opportunities by assisting them in the development of soft skills. As an employer we believed that the candidates that came to the table with soft skills would be much more successful in learning to perform the hard skills. Many applicants come to the table with poor communication skills, and an inability to function well in a team environment.

Technical skills are not abundant because SC in the past did not have the ability to attract top rated industries. Machinists, welders, electricians, are in short supply. Applicants with these skills along with those that have industrial maintenance skills can write their own ticket. Many employers are looking outside of SC to hire these skills. Apprenticeship programs are essential for the survival of industries in SC. Technical colleges should connect with industries to develop a pipeline of qualified associates. Many industries in SC have realized that this will be their only means of surviving this skills crisis.

Agencies like DEW, and SCWorks must coordinate their efforts to introduce employers to potential employees. There are too many agencies in a turf war because of dollars. The ultimate objective is to match employers with qualified people. There're multiple agencies fighting for the attention of employers for opportunities for veterans. Additionally there are organizations working to aid ex-offenders in obtaining gainful employment. It appears that these groups continue to fight for grant dollars. It appears they have lost sight of the primary objective. Voc Rehab is included in this mix because they are behind in connecting with large employers for potential positions. As an employer I tried for two years to fill administrative

Hiring/job search readiness of potential candidates

Appropriate training for in-demand jobs

Communication between education, training and talent development agencies

Local candidates trained in healthcare majors

Technical College specific courses - tied to local workforce needs

Certificates and certifications - Industry focus and standard skills and knowledge

Registered Apprenticeships - comprehensive skills, knowledge and mentorship

More funding for specific, identified training based on industries hiring or with shortages such as health care

More support for screening for job competencies for non-High School graduates

Financial incentive for non-profits using tax incentive formulas

Career Planning Resources

Employer engagement

coordination with school districts from start to graduation

advanced Manufacturing

digitalization

renewable technology

Soft Skills

Talent Pipeline Development - Manufacturing

Earlier exposure to career opportunities

Education , especially in K-12 and technical colleges...changing mindsets.

Ages 24 and up in re-skills and education

Early quality affordable childcare

Increasing vocational educational opportunities in high school (perhaps through coordination with Tech Colleges)

Coordinated effort by K-12 community to facilitate ongoing, useful career counseling of ALL post-secondary opportunities

Consolidation of too many workforce entities performing redundant tasks.

Increasing the number of high school completers who are career or college ready

Providing career and educational opportunities to persons 25 and older

balancing resources to advance both career and college readiness; we will need both to meet the challenges of the future

Qualified Applicants

Applicants interested in manufacturing

Skilled applicants

Soft skills, including basic workplace etiquette

Customer service skills and mindset

Stronger alignment with businesses to anticipate and keep pace with evolving workforce needs

What are the 2 or 3 obstacles standing in the way of collectively achieving our goals for the state? If you wish add reasoning to why these are your choices.

Obstacle 1

Obstacle 2

Obstacle 3

Too many stand-alone programs--no unified message

Disconnect between classroom and real-world experiences

Need for more internships and apprenticeships in all business fields

Mind set of 4 year degrees

Lack of encouragement from family

Lack of knowledge as to available funding for training

total lack of motivated/educated workforce

the school system and its "past the test" mentality has to change

companies coming to the state for the wrong reasons, ex:cheaper workforce

transportation

candidates

Lack of personal ownership/accountability for actions

Unrealistic expectations of the "real world"

Too many distractions

Not knowing, understanding, or having a sense of real connection to the goals

Assuming that the statement of a goal accomplishes anything. In order for stakeholders to potentially achieve a goal there are should be a true alignment of incentives, an open and transparent discussion of what the root causes are, a desire to take responsibility.

Too much of what gets discussed at the myriad of "workforce summits" is a retelling of the challenge, and a litany of blame, with little in terms of what can be controlled.

Rural communities lack of educational and other infrastructure to support economic growth.

College Persistence and affordability

Misinformed lawmakers

Reality check on what we are doing vs. what we say we are doing interms of alignment fo curriculum form the technical college with secondary CATE programs. Provide for a true assessment and not just reporting.

What parents want for their biological children and everybody else's children is different. We have to be honest and real.

Companies need to step up and get more involved with the emerging workforce and help grwow their own.

Bureacracy and regulation that come with workforce dollars.

Politics, entities more protective of their power and domain than of reaching workforce goals.

Workforce entities and programs are not unified in their goals and purpose.

Our one-track education system is focused on college readiness and does not provide a graduation route for students seeking immediate employment in the workforce after graduation. This is a huge problem that negatively affects drop-out rates and pushes young people into student loan debt for degrees they typically never complete. Or worse yet, they earn degrees and still end up working in an unrelated field. Act 155 to administer ACT WorkKeys was a good first step, but a second graduation path focused on apprenticeship and on-the-job training in conjunction with a curriculum focused on soft skills, technical skills, and 21st century workplace skills is the next step.

Lack of understanding of what it takes to work in a trade, what the pay scales for technicians are, and what the duties of a technician are. I think more students would be interested in a trade career if they were made aware of this choice at an earlier age without the stigma and misinformation typically associated with trade or manufacturing work. Beefing up EEDA by getting more businesses involved with school's via apprenticeship programs or even teaching classes.

Funding of programs is not comparable with our peers

Funding to maintain roads and to build new roads inadequate

Quality of life causing those of working age to leave state

Not working together. Combining forces increases our effectiveness exponentially.

Not including all elements of workforce development.

A clear vision of what a sustaining workforce plan looks like.

Staff training and understanding of goals

funding streams to all parties involved create a "mine vs yours" mentality, exacerbating a silo mentality and independent goal seeking

front line staff and the process/procedures they follow

Insufficient involvement of parents with regard to student learning and career path development. More parental understanding of the various job opportunities that exist across the SC that would be very helpful relative to helping students with learning and career pathing.

Insufficient understanding of business needs; both from a technical and soft skills perspective.

Insufficient, or a lack of coordinated effort between businesses and educators relative to course curriculum and student placement that best meets the demands of businesses in the state.

Funding to train students on the job for employers, like during the summer.

Liability seems to always be an issue with the employer and the schools.

Many government programs require multiple tests in order to show qualifications. Need a more streamlined process because people do not have time and/or lack patience to continue. Or cannot afford to wait 4-6 weeks to pass assessments and start training.

overcoming low expectations

dealing with the drug problems

creating a path for work readiness

We teach too much touchy feely in high school and not enough skills. Back to basics.

Everyone thinks college is a golden ticket. It is no more. Everyone and their brother has a college degree these days. Basically college graduates today have no more knowledge/skills than high school graduates of 50 years ago. Let's promote tracks for students other than college.

While it's great to have jobs coming to Charleston, Columbia, Greenville, etc, those areas are becoming swamped with traffic, high housing prices and growing pains. Let's bring jobs and industry to more rural areas to grow the state as a whole.

Dedicated resources, including funding

Innovation thought and implementation

same voices at the table, need more diverse opinions

Not enough funding for programs that benefit the under privileged. Those in rural areas of SC are the forgotten many.

The availability of transit for those across the Lowcountry is lacking. Applicants in Summerville have no means of getting to the new Volvo facility unless the applicant has their own vehicle.

limited strategic communication between training, education and workforce/talent development agencies

limited knowledge about training requirements for in-demand jobs

Candidates are unaware of training options and how to apply

Candidates can't afford short-term training or college degrees

Candidates are unaware of support system

Need a more organized approach to involve business and industry in certifications

Lack of marketing

Mind set that any BA degree will lead to a successful career

Not nimble enough to adjust state agencies

No flexibility or funding inadequacies

Need entrepreneurial mindset to resolve business barriers

Traditional approach to education that fails to focus on how what we learn should be incorporated in a career path in the future

not enough collaboration between education and business

resistance to challenge existing school/college setup

mindset change of students to learn a skill

Coordination of services, resulting in duplication

Everyone having their own ideas and version of workforce development, which creates confusion for businesses and the public

Decisions made in a vacuum and without full understanding re: what is already being done

Push back on change

Poverty issues....education/healthcare/and housing

Apathy in workforce

The IGP has turned into a set of checkboxes for already overrun guidance counselors to complete (typically each year in 30 seconds). Students are largely disinterested the exercise, as it has no real world context to them yet.

SCDEW has been largely un-influential in its leadership on workforce issues. As a result, other agencies and entities have developed their own workforce departments/councils/commissions to deal with this significant issue. Excessive state & local funds are being spent on redundant, inefficient efforts.

K-12 used to equip students with the tools to succeed in modern society. It no longer does. Instead of fixing that, we just encourage kids to go on to higher levels of education which are increasingly cost prohibitive.

high school graduates and completers who are not prepared for career or college programs

Need to grow workforce; not enough warm bodies in the pipeline

Replacing experience lost through retirement

I

Poor candidate fit contributes to low retention

Temp sourcing firms "compete with" SC Works to fill jobs, and because they are often the 1st choice employers turn to, inadvertently prolong the time it takes to fill open positions

What do you wish the general public knew about workforce development?

Open-Ended Response

That workforce development starts at HOME! Parents need to teach soft skills and encourage their kids to want to work and contribute to society.

That a 2 year degree/certificate can increase personal income far above a 4 year degree in some circumstances

without the general public willing to be "all in" to help fill the US DOL's 7.6 million job openings as of Mar. 2019 companies will continue to suffer, there just aren't any people to find anywhere at this time

It all starts at home! Educators can only do so much, the generational gap has really taken a toll on work ethics, government makes it where it is so hard to train employees in college/tech college systems by offering incentives to not to want to work or obtain credentials. This creates a low labor force that is in short supply for such a demand in labor needs.

What are the paths, opportunities and outcomes available to people

Employers are the primary entity responsible for their workforce. No one has a better potential to sell their employment opportunities to the public than the employer. People will not prepare for jobs they either are not aware of, or that they do not find attractive enough.

How it effects the price of goods and services they have to purchase

Workforce development is about investing in Human Capital (skills, knowledge, and experience of the population)

it requires education and a reality of the workforce that must start early!!...Do EEDA Right

People: All of the options for assistance that are available to those willing to at nearly every point of their life. Business: That they must have "skin in the game" to make public workforce system useful to them. Everything should be done in collaboration to meet needs and target funding for real purpose and positive results.

I wish the general public knew all of the career options available in our state.

Workforce development is a long term proposition, which requires significant investment and job opportunities (if you develop the workforce, but limited/no job opportunities existing or wages are below average, people will leave)

Workforce development begins in the home where there is the greatest influence on our future workforce.

All the options and opportunities for jobs, funding and all the help. If the people you go to first, second, third...etc. don't help, keep pushing and asking for help. It's out there.

A lot more information about what state and local agencies and institutions are doing to address workforce development needs to be disseminated to the general public via the internet, newspaper, etc., in order to build excitement and involvement. There are a number of job opportunities in various areas of business throughout the state that the general public does not seem to be aware that needs more public awareness in general to fill the needs of businesses.

I wish the general public recognized the importance of learning skills, and that a 4 year college degree is not required to make good money.

That there are many great programs, wonderful staff support and commitment and availability to all any where in the state.

There are opportunities if they seize them. People need to know that nobody is ever going to care about their success more than they do (no politician, no boss, no family member).
If they want to be successful, they have to get busy.

A better understanding of the system that involves all levels of education, workforce development and economic development

Workforce development starts at home. In my humble opinion if the parent(s) are not always involved in their child's development. There are numerous opportunities for employment in SC, but there are some parents that push their child towards college when there are better earning potentials in industry. That same student could earn a substantial wage and possibly take advantage of the organizations tuition reimbursement program.

The public should be provided a better understanding of what workforce development is, where to find it and what is its success rate.

Workforce Development is a long term process that requires a collaborative effort among local governments, educational partners (k-12, technical college, and universities) and business to address local talent needs.

Lots of good careers are available in non-traditional pathways

How to take advantage of the services whether you are an employer or resident in need of training

That there are resources available and career opportunities for all of our citizens.

There is more to be successful than getting a college degree.

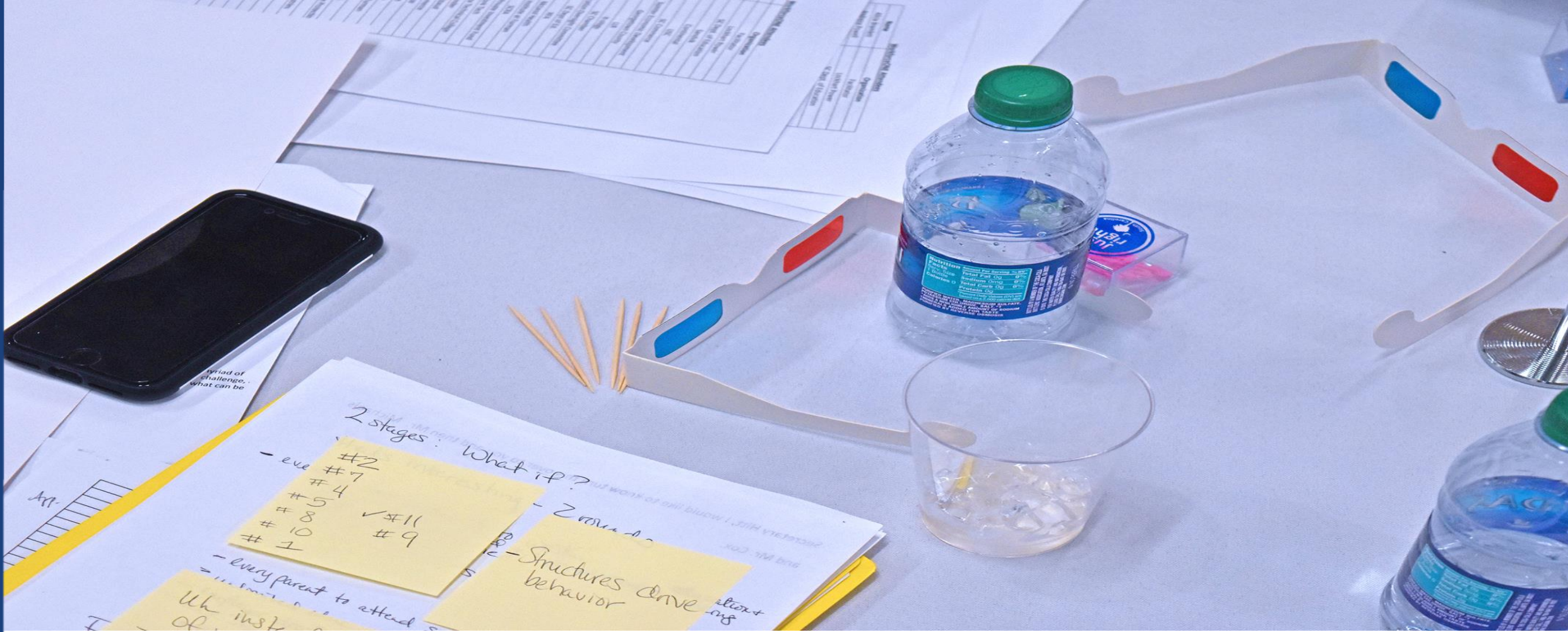
That there are entities that exist for the sole purpose of workforce development and they would like to be included in the discussions their organization is having about their workforce development plans

What jobs are available and what they need to acquire one. Quality of life opportunities.....and the pathway to get there.

Workforce development programs are not a panacea for guaranteeing jobs or re/training workers or staffing a company. Instead, they need to be viewed as a tool that can help businesses and workers help themselves.

That it is a continuum--from the factory floor to the highest professional degree level. The state needs trained, skilled, and educated workers at all levels.

That it's an invaluable resource for both jobseekers and employers, and should be the first place they turn to.



WorkforceONE Summit

April 1, 2019



Moderator: Kimberly Faith

Graphic Illustrator: Alicia Bramlett

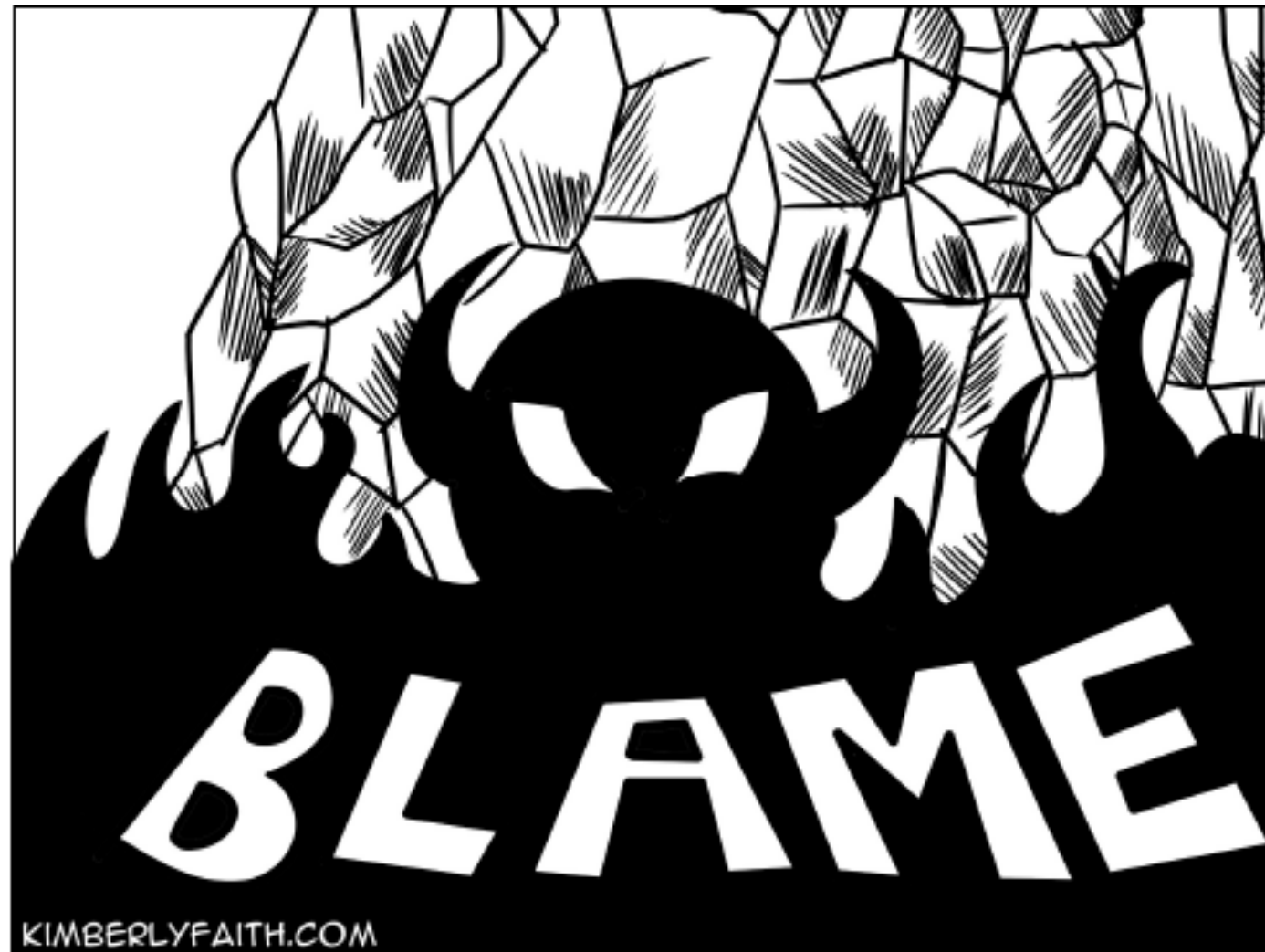
WorkforceONE Summit

A gathering of over 60 education, workforce and business leaders crafting a unifying direction for South Carolina workforce development.



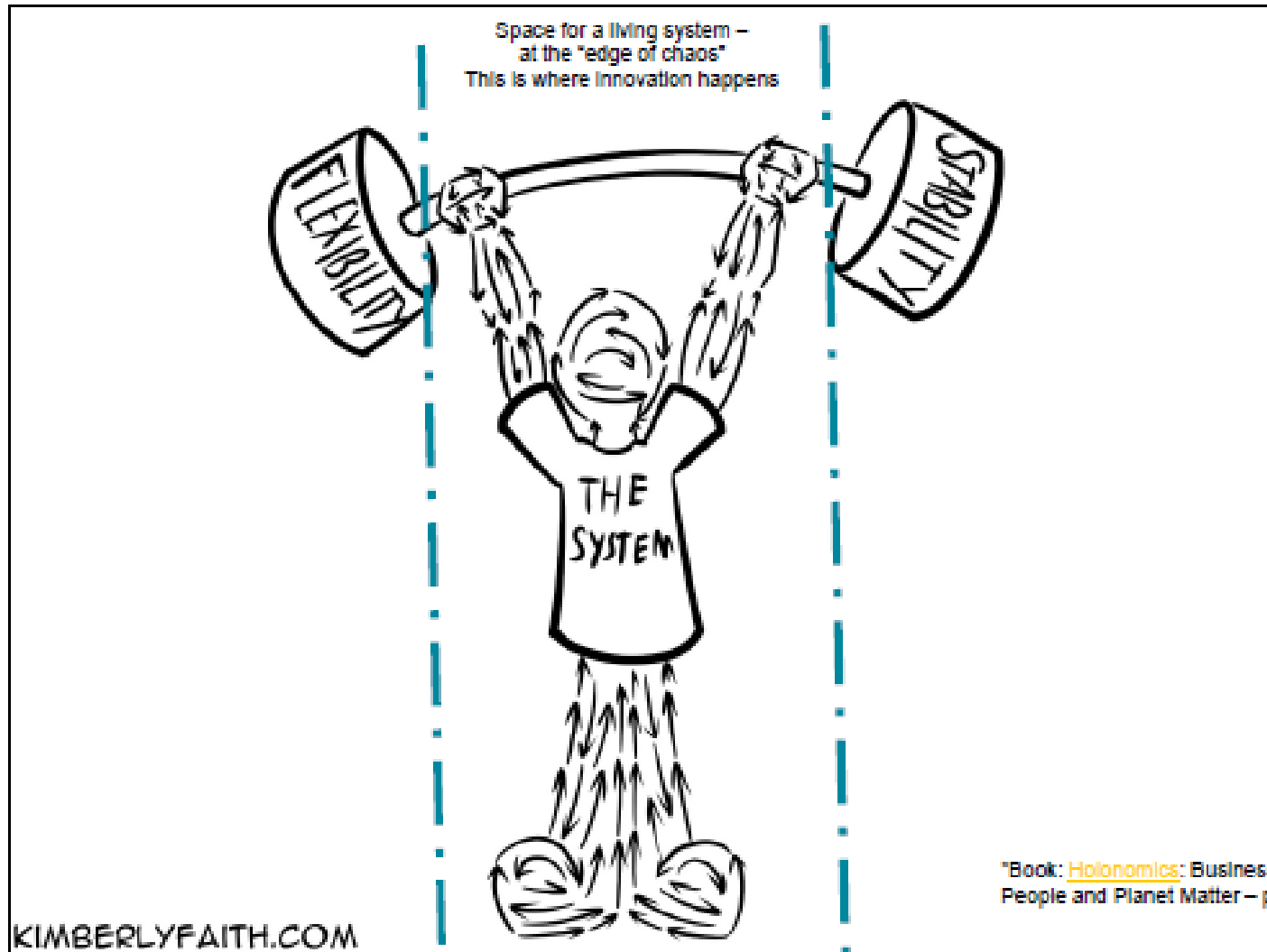
There are no heroes

No one person will fix the issues that exist in workforce development.



No one is to blame

No one person caused or causes the problems in workforce development.



Deeper Understanding

Systems exists beyond our total control but we can move them towards an outcome.⁴⁰

WORKFORCE ONE SUMMIT 2019

UNIFIED PRIORITIES FROM THIS UNIQUE GROUP
(FIRST TIME IN THIS COMBINATION)

THANK YOU FOR BEING HERE!

Are THINGS WHAT THEY SEEM?

DATA INTERPRETATION

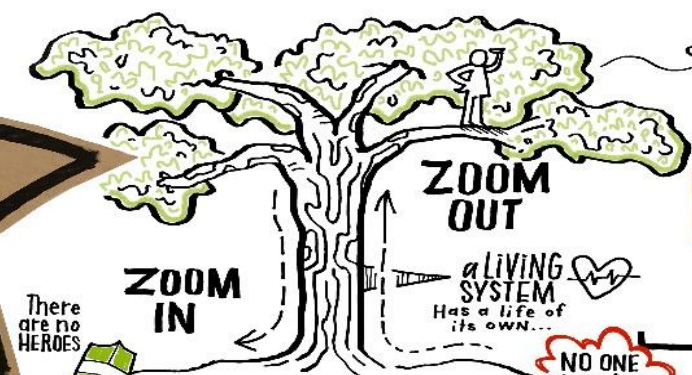
WHICH OR HOW MANY DIMENSIONS?

WHAT LENS ARE YOU WEARING?

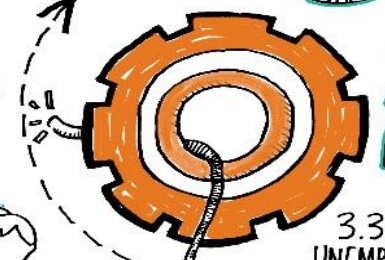
YOU WHO KNOWS THE DIRECTION?

BEWARE CAUSE & EFFECT

IN OR OUT OF OUR CONTROL...



KEEP the MOMENTUM GOING



3.3% UNEMPLOYMENT

DETACH FROM THE DRAMA BUREAUCRACY

OUR VANTAGE POINTS

HOPE FOR THE FUTURE...

Hatness
Our
Power
Everyday

INVESTMENT OPPORTUNITY ACT

- NEW HORIZONS FOR JOB CREATION
- ALIGNMENT & COMMUNICATION
- SEE IT ALL IN 3D
- MAXIMIZE OUR STRENGTHS
- STRATEGIC COLLABORATION
- OUR GOOD LUCK TO BE IN S.C.
- ALL INCLUSIVE OPPORTUNITY
- DEVELOP SUSTAINABLE SOLUTIONS
- STATE & STAKEHOLDER HAVE A POSITIVE ATTITUDE
- PASSION & PARTNERSHIP
- 'DONE'
- ENGAGE KIDS ANYWHERE & ANYTIME
- INVEST ON THE FRONT END

WANT TO WORK? THERE'S a JOB FOR YOU!!



NO ONE IS IN CONTROL

1 APRIL 2019

FACILITATOR - KIM FAITH
GRAPHIC FACILITATOR - ALICIA BRAMLETT

Guiding South Carolina's System



South Carolina 2050

Each table offered their vision of South Carolina's future.





Selecting a Vision

Votes worth up to ten cents were cast for each pitches.

WORKFORCE ONE SUMMIT



WE CAN NOT DO THIS ALONE

WE SHARE a VISION

I'LL BORROW YOUR IDEA and ADD IT TO MINE



PROSPERITY

REFLECTIONS ON THE DAY...

Out of the MATRIX...

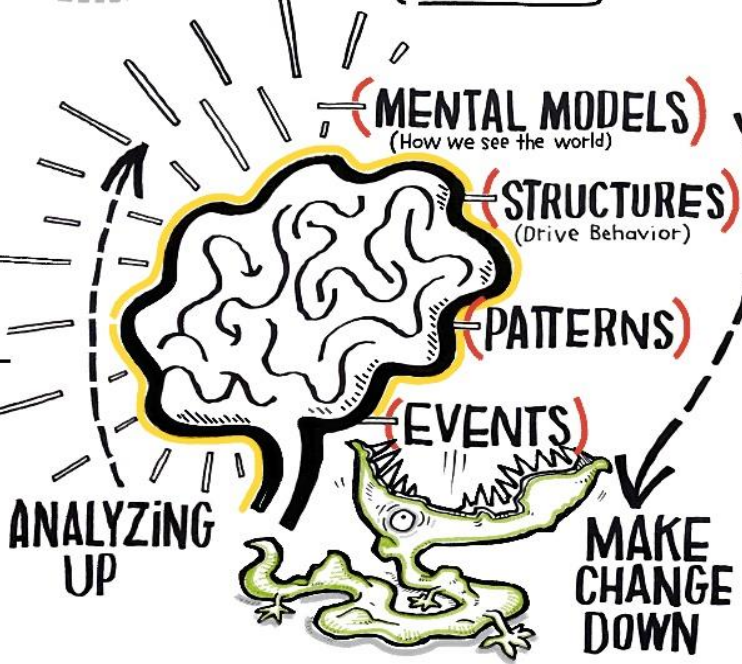
CHOOSE TRUTH

SHIFT THE CONVERSATION

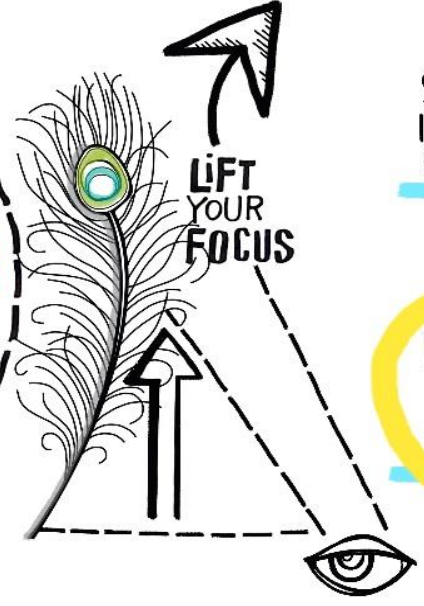
SOUTH CAROLINA 2050

looks like YOUR BIG IDEA

WHERE DO YOU MAKE CHANGE?
...
WHERE ARE YOU STUCK?



LIFT YOUR FOCUS



57+ WORK & EDUCATION BLENDED LEARNING

25+ LIFE SKILLS INTEGRATED THROUGH LEARNING CURRICULUM

20+ HIGHER ED SUPER HWY

18+ COMPREHENSIVE DATA SYSTEM

15+ NATIONAL MODEL FOR WORKFORCE EXCELLENCE

14+ FREE HIGHER EDUCATION

26+ SPECIALIZED SECONDARY INSTRUCTION NETWORK

\$1.04 LEADER in ENGAGED LEARNING NETWORK

43+ PROSPERITY BOARD

27+ PALMETTO VALLEY

44+ PROSPERITY FOR ALL S.C. DRIVES EDUCATION

1 APRIL 2019

FACILITATOR - KIM FAITH
GRAPHIC FACILITATOR - ALICIA BRAMLETT

Framework for Workforce Development 44

WorkforceONE Attendees

| Name | Organization |
|-----------------------|---|
| Alicia Bramlett | Facilitator |
| Andrena Powell | Lockhart Power |
| Angel Malone | SC Dept. of Education |
| Angela Long | Sandvik |
| Bill Kirkland | USC |
| Bobby Hitt | SC Commerce |
| Brian Rauschenbach | Sumter Economic Development |
| Candice Thompson | Georgetown County Economic Development |
| Carol Moody | South Carolina Labor Licensing & Regulation |
| Clint Hankinson | It-ology |
| Cynthia Bennett | SC Chamber |
| Dana Yow | Education Oversight Committee |
| David Mathis | SC Dept. of Education |
| David Patterson | Revenue and Fiscal Affairs |
| Debbie Locklair | McLeod Health |
| Don Gordon | Riley Institute at Furman |
| Don Herriott | SCRA |
| Don Tomlin | Southeastern Private Investment Fund |
| Dr. Greg Rutherford | York Tech |
| Dr. Mike Mikota | Central Carolina Technical College |
| Dr. Richard Cosentino | Lander |
| Elayne Sheridan | Blackbaud |
| Elisabeth Kovacs | SC Commerce |
| Erica Von Nessen | SC DEW |
| Hope Rivers | SC Tech |
| Jacki Martin | Riley Institute at Furman |
| Janice Jolly | Innovative Career Education, LLC |
| James Richter | South Carolina Manufacturers Alliance |
| Jamie Frost | SC Power Team |
| Jay Holloway | OCS Garage Door & Hurricane Protection |
| Jeff Bushardt | Comporium |
| Jim Mullen | Hacker Instruments & Industries |
| Jim Rund | ECPI |
| Jim Young | readySC |
| Joette Dukes | PeeDee COG |
| Kimberly Faith | Facilitator |
| Lori Adler | SC Commerce |
| Mary Jo Schmick | SC DEW |
| Melanie Barton | Education Oversight Committee |
| Michael McNerney | SC Commerce |
| Michelle Paczynski | SC DEW |
| Mike Brenan | BB&T |
| Mike LeFever | Commission on Higher Education |
| Mike Williams | Michelin |
| Pat Michaels | Goodwill Industries |

| | |
|----------------------|---------------------------------------|
| Pierce McNair | SC House |
| Rebecca Gunnlaugsson | Economist |
| Regine Rucker | Commission on Higher Education |
| Rep. Mike Forrester | State Representative |
| Rep. Rita Allison | House Education Chair |
| Robert Davis | SC Commerce |
| Robyn Knox | Nutra Manufacturing |
| Sara Hazzard | South Carolina Manufacturers Alliance |
| Stephen Cox | Robinson Bradshaw |
| Susan Boone | SC DEW |
| Susie Shannon | SC Council on Competitiveness |
| Sym Singh | Governor's Office |
| Tim Hardee | SC Tech |
| Trent Acker | SC Works |
| Trey Simon | SC Student Loan Corporation |
| Val Richardson | Palmetto Health |
| Walt Tobin | OC Tech |
| Zelda Waymer | SC After School Alliance |

Regional Workshops — Summary of Solutions

Leading up to the Solutions Summit, three regional leadership workshops were held engaging more than 200 experts, including teams from 42 states. The discussions at the workshops were centered around Montana Governor Steve Bullock's question:

“How do we make sure that every American can have a job that not only has great value to them, but lets them climb the economic ladder?”

The following are solutions heard from states:

Workforce of the Future: Aligning Education and Work

- 1 Shift what we measure – invest to build data infrastructure that captures skills and competencies;
- 2 Identify and empower a state leadership structure to align state strategies and investments;
- 3 Work proactively with employers across industry sectors to develop career pathways for frontline workers;
- 4 Promote work-based learning and dual enrollment models that prepare individuals for college and career; and
- 5 Recognize the public sector as an employer and model the practices you want to promote.

Second Acts: Reskilling Mid-Career Workers for Success

- 1 Develop easy-to-access training programs that meet workers where they are and equip them with the skills for employment in new occupational areas;
- 2 Leverage the role of community colleges to partner with businesses to prepare demand-driven education models for incumbent workers;
- 3 Challenge companies to invest in workforce development;
- 4 Help workers transition to better jobs by increasing transparency of skills gained throughout one's career; and
- 5 Have strategies to identify and address the non-skill barriers to employment such as occupational licensure.

Rural Resurgence: Empowering the Rural Workforce

- 1 Engage partners outside of traditional education and training systems, including agricultural extension units, libraries, and hospitals;
- 2 Focus on both digital and physical infrastructure such as broadband;
- 3 Support communities in developing a sense of place to grow their economy, including supporting local entrepreneurs and connecting them with tools to grow their businesses;
- 4 Get the word out – share success stories across regions and use a variety of marketing approaches; and
- 5 Leverage regional collaborations to create solutions and align existing zones and planning regions.

Framework for Action

The world of work is transforming at a rapid pace. Changes in technology, skills requirements, work relationships, and demographics threaten to leave many workers behind. The effects of these trends are not evenly distributed across geographies, ethnic backgrounds, or age cohorts, creating unique challenges for every state. The goal of

Montana Governor Steve Bullock's 2018-2019 NGA Chair's Initiative *Good Jobs for All Americans* is to demonstrate that governors have a key role to play in solving these challenges, and to highlight innovative actions governors can take to connect workers to good-paying careers both today and in the future.

Good Jobs for All Americans will ...

Map the challenges and trends facing state economies and labor markets including changes in:

Technology: Advances in technology including automation and artificial intelligence have displaced some workers, even while creating new economic opportunities that require higher levels of skills and education.

Skills: There are increasing concerns that today's education and training systems are not keeping up with new needs for skills and education.

Work: New technology has prompted a shift in how work is structured, leading to a rise in part-time work, contract work, contingent work, "gig" work, and other non-traditional types of employment.

Demographics: An increasingly aging workforce, changes in the composition of the workforce, and a decline in geographic mobility has put significant strains on some communities, and some industries in particular.

Address these trends by focusing on:

1. Workforce of the Future: Positioning State Economies for Success. Changing technology and demographics can significantly affect the nature of work and the skills needed by future workers. However, governors that capitalize on these changes to enable all workers to find pathways to good jobs can position their economies for success.

2. Second Acts: Reskilling Mid-Career Workers for Success. Many mid-career workers have suffered economic displacement as a result of these trends. Opportunities to re-skill and up-skill in the face of a changing economy can ensure their continued access to and success in the labor market.

3. Rural Resurgence: Empowering the Rural Workforce. With declining populations, limited access to educational opportunities, and/or poor quality digital and physical infrastructure, rural communities are increasingly separated from economic success. By investing in rural economic development and workforce participation, governors can strengthen this backbone of society.

Elevate proven solutions available to governors to prepare their states for today and tomorrow, including strategies to:

Scale Existing Successes: Move beyond pilot programs – provide strong leadership to swiftly achieve scale of programs that have already been proven to be successful.

Connect Industry, Workforce Development, and Education: Expand work-based learning and other strategies that connect work experience with structured learning activities.

Build Pathways: Provide clarity on career pathway choices, and focus not only on jobs, but on creating good careers that provide individuals and families with upward mobility.

Provide Leadership: Create an environment that incentivizes action and innovation, where governors exercise clear leadership and have the tools to achieve short-term and long-term results.

Politics

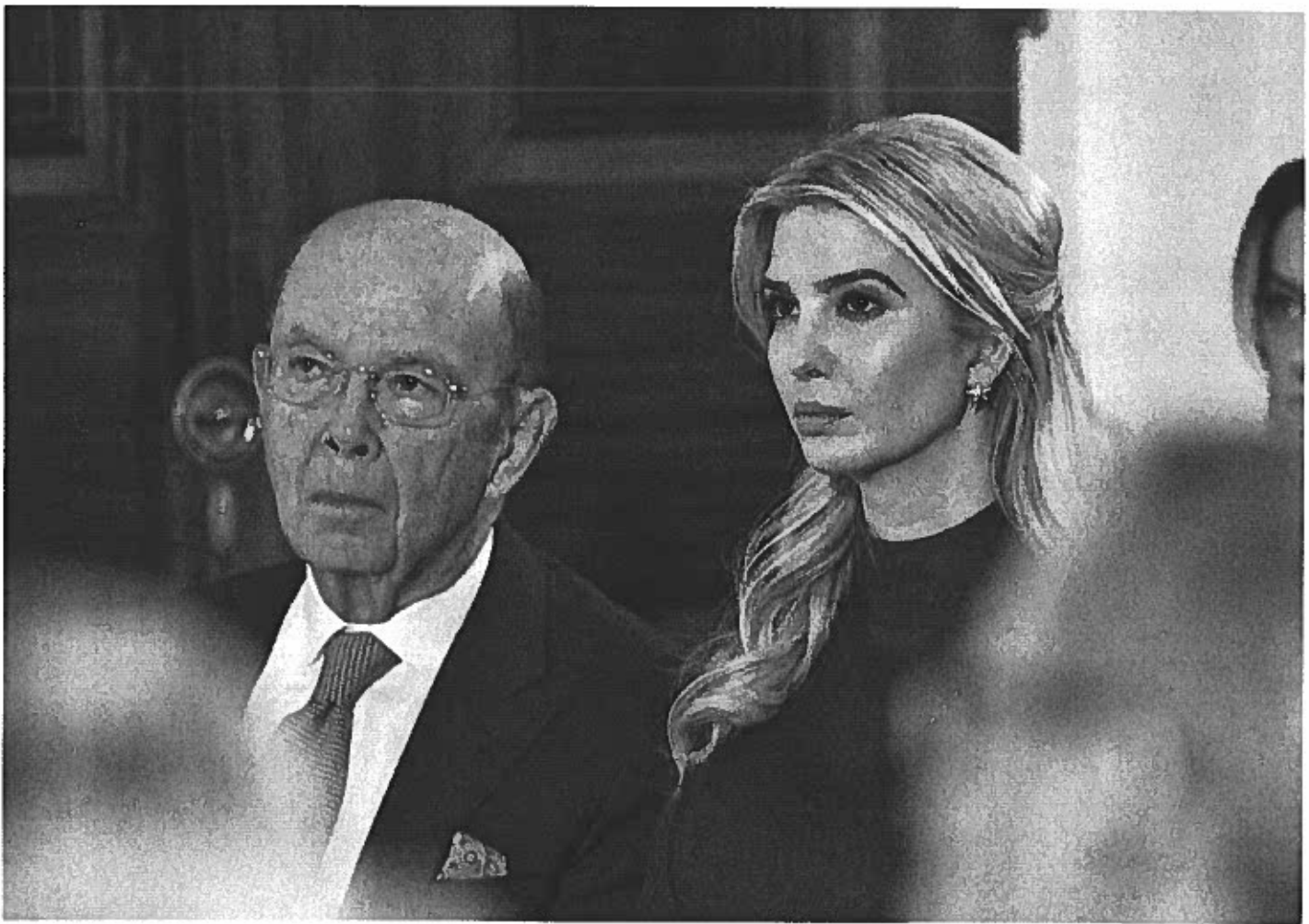
Wilbur Ross, Ivanka Trump Introduce Workforce Advisory Board

By [Margaret Talev](#)

February 13, 2019, 9:45 AM EST

Updated on February 13, 2019, 10:20 AM EST

-
- ▶ CEO's of Apple, Lockheed Martin and Walmart join group
 - ▶ Board will on creating job training programs across industries
-



Wilbur Ross and Ivanka Trump *Photographer: Andrew Harrer/Bloomberg*

The chief executives of [Apple Inc.](#), [Lockheed Martin Corp.](#) and [Walmart Inc.](#), are among 25 prominent Americans who will shape Trump administration efforts to develop job training programs to meet the changing demands of U.S. employers.

The creation of the American Workforce Policy Advisory Board, announced by Commerce Secretary Wilbur Ross and President Donald Trump's daughter and adviser Ivanka Trump on

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Wednesday, will work with the National Council for the American Worker established last July by an executive order.

Ivanka Trump, in a statement, said the board will “ensure inclusive growth” and that the administration wants all Americans “to have the skills and opportunity to secure good paying jobs and successfully navigate technological disruptions and the rapidly changing nature of work.”

The board is being established at a time when there are 7.3 million job openings and a gap between skills of those seeking to enter the workforce possess and those sought by employers, according to an administration official who spoke on condition of anonymity to discuss the plans before an official announcement. Board members’ terms will run until July 2020.

The White House said 200 companies and associations have signed the administration’s Pledge to America’s Workers, promising to create more than 6.5 million education, training and skill-building opportunities over the next five years.

“The top priority for companies competing in the digital economy has to be investing in people,” said Barbara Humpton, the chief executive officer of Siemens USA, a member of the board.

The board will be asked to help the council develop a national campaign to promote education and training, recommend ways to improve labor market data, increase private sector investments in job learning and better identify companies’ needs in hiring.

“Emerging technologies like artificial intelligence will change the way every job is done,” said IBM CEO Ginni Rometty, who is on the board. “I look forward to finding new ways for all Americans to participate in this digital era by building the job skills that are already in demand in our economy.”

The board’s members are:

Jay Box, President, Kentucky Community and Technical College System

Walter Bumphus, President & CEO, American Association of Community Colleges

Jim Clark, CEO, Boys & Girls Clubs of America —

Tim Cook, CEO, Apple Inc.

Tom Donohue, CEO, US Chamber of Commerce

Juanita Duggan, President & CEO, National Federation for Independent Business

Elizabeth Goettl, President & CEO, Cristo Rey Network

Marillyn Hewson, Chairman, President & CEO, Lockheed Martin Corp.

Eric Holcomb, Governor, Indiana ↗

Barbara Humpton, CEO, Siemens Corp. USA —

Al Kelly, CEO, Visa Inc.

Vi Lyles, Mayor, Charlotte North Carolina —

Bill McDermott, CEO, SAP SE

Sean McGarvey, President, North America's Building and Trades Unions

Doug McMillon, President & CEO, Walmart Inc.

Craig Menear, Chairman, President & CEO, Home Depot Inc.

Michael Piwowar, Executive Director, Milken Institute

Scott Pulsipher, President, Western Governors University

Kim Reynolds, Governor, Iowa

Ginni Rometty, Chairman, President & CEO, IBM Corp.

Scott Sanders, Executive Director, National Association of State Workforce Agencies

Johnny Taylor, CEO, Society for Human Resource Management

Jay Timmons, President & CEO, National Association of Manufacturers —

Sheree Utash, President, Wichita State University Tech

Marianne Wanamaker, Professor, University of Tennessee

(Updates with background on pledge in fifth paragraph.)

In this article

AAPL

APPLE INC

190.61 USD ▲ +5.39 +2.91%

LMT

LOCKHEED MARTIN

354.84 USD ▲ +2.32 +0.66%

WMT

WALMART INC

105.43 USD ▲ +0.32 +0.30%

SIE

SIEMENS AG-REG

104.24 EUR ▲ +0.54 +0.52%

IBM

IBM

133.72 USD ▲ +1.50 +1.13%

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