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State Board for Technical and Comprehensive Education

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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 technical 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

South Carolina's technical colleges are driven by their mission to be affordable, accessible, and relevant to South Carolinians.

Affordability

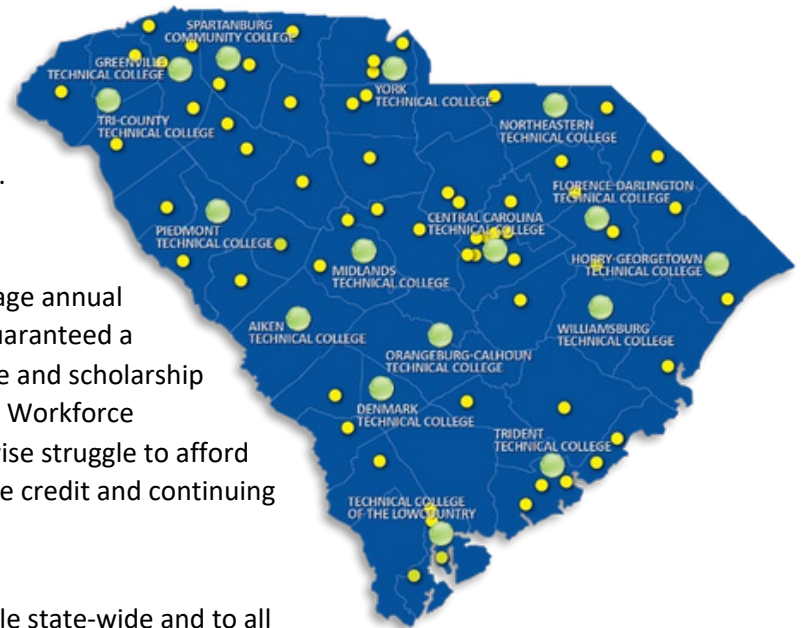
With a SC technical college education costing 39% of the average annual tuition of a four-year institution, our 147,000+ students are guaranteed a quality education at a fraction of the price. Financial assistance and scholarship programs, such as Lottery Tuition Assistance, SC WINS, and SC Workforce Scholarships for the Future, benefit students who may otherwise struggle to afford higher education. With these funds, our students can complete credit and continuing education programs with little to no debt.

Accessibility

Geographically and demographically, our colleges are accessible state-wide and to all populations. With 16 main campuses and 64 satellite campuses strategically located across the state, all South Carolinians are within a 30-minute drive of their local technical college. Enrollment statistics accurately reflect our communities, with 36% male, 64% female, and 48% minority representation. And with all 16 colleges offering dual enrollment, high school-aged students can earn college credit and even an associate degree before joining the workforce, continuing their education at one of our colleges, or matriculating to a four-year institution.

Relevance

Our 93% job placement rate is a testament to the breadth and depth of our programs, including 74 degrees, 19 diplomas, and over 900 certificate programs in high-demand, competitive fields. Steady innovation -- including top-notch training utilizing cutting-edge technology and equipment -- ensures our students know what to expect on the job, especially in high-demand STEM, manufacturing, and healthcare sectors. Our colleges are committed to recruiting and retaining highly skilled, technically advanced instructional faculty and staff. And by providing flexible learning options, counseling support, resources, and technology outreach, our colleges have proven their ability to adapt to a post-pandemic learning environment.



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READYSC™

Our readySC™ program was established as an economic development training incentive. Designed to guarantee that South Carolina could remain competitive through changing economic circumstances, readySC remains a key component of South Carolina's economic development engine and has been recognized for more than 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 that create new, permanent, full-time jobs for the state and 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 youth and adult registered apprenticeship programs and certified pre-apprenticeship programs across the state. Apprenticeship consultants and implementation specialists are a no-cost resource for employers to help build, maintain, and maximize the use of their program. The process ensures that companies obtain full recognition in the national Registered Apprenticeship system.

Through innovation, partnerships, and its reputation for excellence, Apprenticeship Carolina catalyzes the promotion of registered youth, adult, and pre-apprenticeships. Apprenticeship Carolina is committed to creating and strengthening career pathways that enrich and enhance South Carolina's existing and future workforce.

MAJOR ACHIEVEMENTS

Leadership and Advocacy Initiatives

The System has always been and continues to be South Carolina's workforce development engine, offering 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.

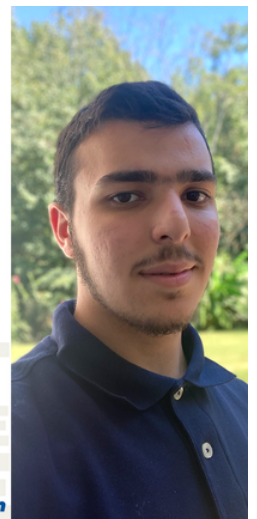
The impact is far-reaching. As the state's largest higher education sector, the System educates more of South Carolina's undergraduates than all other public colleges and universities combined, with student success considered an essential driver for the System. An impressive 93% of our graduates are employed in a job related to their education or are continuing their education at another higher education institution.

To maintain this standard of excellence, our largest and most impactful System-wide focus continues to be our statewide marketing initiative, Start College Here. In 2024-25, we expanded our We Hear You campaign to include Meta, Snapchat, online video, gas station tv, and targeted email, with emphasis on building awareness of dual enrollment benefits. These platforms consistently delivered reach well above national benchmarks, while dynamic content across Facebook and Instagram – ranging from informational and inspirational to conversational and quirky – successfully attracted and connected with new audiences.

To provide families and educators with a clear, central resource, we launched a dedicated Dual Enrollment page on our Start College Here website, offering streamlined information about opportunities, benefits, and next steps. We also continued to increase awareness of Start College Here among K-12 counselors by serving as exhibitor, sponsor, and presenter at the Palmetto State School Counselors Association Conference, reinforcing our role as a trusted partner in helping students navigate their postsecondary options.

“RECENTLY GRADUATED, AND CLEMSON HAS ACCEPTED ALL MY CREDITS, SO I'M TRANSFERRING THERE AND SAVING 2 - 2 ½ YEARS BY STARTING WITH DUAL ENROLLMENT AT GREENVILLE TECHNICAL COLLEGE.”

START COLLEGE HERE
 ABDURRAHMAN HOUSARI
 Greenville Technical College
www.startcollegehere.com



A social media post and student story spotlighting a Greenville Tech dual enrollment student

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Through our continued partnership with the South Carolina High School League (SCHSL), we amplified our presence at high school state championship games. Football attendance grew from 12,603 to 15,350 fans, with televised reach increasing to 264K+ viewers. Basketball games drew 11,500+ in-person attendees and reached 232,706 through television, while soccer events engaged 4,406 in-person fans. These in-person and broadcast touchpoints not only strengthened brand visibility but also reinforced technical college as a top choice for postsecondary education among students and their families.

As we move into the 2025-26 school year, we are excited to build on the success of Start College here with fresh initiatives that expand resources, deepen engagement, and spark curiosity. A new Transfer page on the website will guide students on pathways from technical colleges to four-year institutions, while a revamped Career Explorer with day-in-the-life videos will help them better visualize future careers. We will also launch a Career Mash-Up game to connect middle and high school students' interests with unique, future-focused careers, and extend our partnership with the SCHSL to include championship-week social posts for all sports and a t-shirt design contest. Together, these efforts ensure that Start College Here remains the go-to resource for students, families, and counselors across the state.

Academic and Educational Initiatives

This year, the Division of Academics, Student Affairs and Research emphasized student success and engaged faculty, staff, and students in initiatives that addressed established practices and encouraged new methods. Programs aimed at mitigating student access issues related to financial need and supporting the System's mission of workforce development and quality of life continued. More than \$94 million was allocated through the SC Workforce Industry Needs (SCWINS) program. Federal funding provided by the Governor's Office for the Workforce Scholarships for the Future program was fully utilized.

Ongoing partnerships with state educational agencies and industry groups helped sustain existing initiatives. The System maintained collaboration with the South Carolina Hospital Association to host four Clinical Nursing Faculty Academies and expanded these activities to additional allied health programs.

In 2024-25, the Jobs for America's Graduates (JAG-SC) program introduced two new sites, bringing the total to 34 school affiliates. The JAG-SC program served 1,362 students, and several locations received national recognition for meeting JAG National performance standards.



System employees at the JAG-SC Career Development Conference

The Division recognized student participation and achievements through annual events such as the Phi Theta Kappa (PTK) All-State Academic Team ceremony, the JAG-SC Career Development Conference, and the Emerging Leaders Student Conference. Forty PTK award recipients were acknowledged for academic achievement and service. Nearly 500 JAG students and career specialists attended the Career Development Conference, and students received awards in competitions including public speaking, poetry, financial literacy, and employability skills. At the Emerging Leaders Student Conference, student leaders participated in sessions on wellness, academic achievement, career planning, and leadership. A new student leadership webinar series comprised three sessions with 74 attendees.

Professional development continued to be a priority for the System. Trainings offered this year covered Title IX Coordinator, Investigator, Decision-Maker, and Informal Resolution responsibilities, as well as web accessibility, with 456 college and System employees participating. Fourteen faculty and staff completed the Community College Leadership Alliance (CCLA) graduate certificate, in partnership with the University of South Carolina College of Education. The Division hosted 159 System college

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attendees at a professional development institute entitled “A New Era: AI in Higher Education and the Workforce.” System staff attended and presented at various conferences and served on educational organization boards during the past year. The Division's monthly Teaching and Learning Tuesday (TLT) webinar series had 987 live participants over the year. A partnership with SC Thrive to provide Mental Health First Aid training to faculty and staff across the System also continued.

Workforce Development Initiatives

Registered Apprenticeship. Apprenticeship Carolina guides companies located in South Carolina through the apprenticeship development and registration process so that companies receive full recognition in the national Registered Apprenticeship system with the US Department of Labor (USDOL). With a team of 18 staff members across the state, Apprenticeship Carolina leads the state's apprenticeship expansion efforts.

Youth Apprenticeship. Youth Apprenticeship is a forward-focused component of Apprenticeship Carolina that demonstrates growth statewide. The program allows companies to train and mentor 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 of youth apprenticeship. Through this program, youth enhance their employability by obtaining critical work and academic skills.

Pre-Apprenticeship Programs and Process. Apprenticeship Carolina's pre-apprenticeship programs are designed to prepare individuals to enter a registered apprenticeship program. Apprenticeship Carolina leads the state as the certifying entity for pre-apprenticeships. SC has 27 certified pre-apprenticeships with K-12, community-based organizations, and the technical colleges. To date, more than 200 individuals have participated in certified pre-apprenticeships.



2024-25 Community College Leadership Alliance (CCLA) graduates



BASF Environmental Catalyst and Metal Solutions fifth apprentice cohort

Continued Growth. Since its inception, Apprenticeship Carolina has assisted over 1,500 South Carolina companies across all industries to register apprenticeship programs. To date, over 54,000 South Carolinians have been registered as apprentices -- an overwhelming increase from 777 in 2007. Apprenticeship Carolina continues to be a national model for registered apprenticeship expansion. During the 2024-25 fiscal year, 189 new apprenticeship occupations were registered, with 72 sponsoring companies being new to the apprenticeship ecosystem. Apprenticeship programs continue to provide companies with the benefits of a sustainable highly trained workforce pipeline and award apprentices a nationally-recognized credential from the US Department of Labor in their occupation.

Grant Opportunities. Since 2015, Apprenticeship Carolina has received over \$35 million in grants from the state of South Carolina and the United States Department of Labor's Employment and Training Administration to increase the number of registered apprenticeships and apprentices throughout the state. While some of these grant funds promote the use of registered apprenticeships to organizations across the state, most of the funds directly support pre-apprentices and registered apprentices.

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Apprenticeship Carolina's State Apprenticeship Expansion, Equity, and Innovation grant ended on June 30, 2025. This \$7,710,000.00 United States Department of Labor grant focused on supporting underrepresented populations, ensuring that all citizens have equitable access to registered apprenticeship opportunities. In addition to program expansion, marketing and outreach efforts focused on increasing awareness of the registered apprenticeship model. Through these and other efforts, the SAEI grant supported 1,695 apprentices and 50 pre-apprentices by offsetting the cost of educational degrees, diplomas, and certifications and providing stipends to support continued participation.

In July 2024, Apprenticeship Carolina received the state's second annual allocation from the United States Department of Labor's State Apprenticeship Expansion Formula (SAEF Base) grant. Through this award, Apprenticeship Carolina received an additional \$757,218.00 to support program expansion. With these funds, the SAEF grant supported registered apprentices and pre-apprentices by offsetting the cost of educational degrees and certifications and providing stipends to support continued participation.

In addition to the SAEF Base grant, Apprenticeship Carolina received its tenth United States Department of Labor grant on July 1, 2024, with the award of a \$6 million State Apprenticeship Expansion Formula Competitive grant – a three-year grant focused on continuing program expansion statewide. To date, Apprenticeship Carolina has supported 449 registered apprentices and 58 pre-Apprentices with these grant funds.

Since 2020, 4,689 registered apprentices and 592 pre-apprentices have been supported by United States Department of Labor grants.

In July 2023, the South Carolina State Legislature allocated \$3,500,000 in State Lottery funds to increase financial support for apprenticeships in two key areas: youth apprentices and small businesses. In fiscal year 2024-2025, Apprenticeship Carolina continued to make these funds available to support youth apprentices and small business apprenticeships across the state. To date, Apprenticeship Carolina has awarded over \$2,000,000 to 11 technical colleges around the state to support eligible apprentices.



Attendees at an in-person mentor training

Industry Outreach. During the fiscal year, Apprenticeship Carolina, through grant opportunities and partnerships with several organizations, has been able to host local, regional, and statewide events to promote apprenticeship as a workforce development tool for employers, industry associations, and education stakeholders. Virtual and in-person training continues to be provided at no cost for companies who have registered apprenticeship programs to promote continuous program use and quality. Apprenticeship Carolina staff focus on gaining deep knowledge and building relationships with targeted industries within SC to include Automotive, Agribusiness, Construction, Cybersecurity/IT, Education, EV/Solar, Healthcare, and Manufacturing.

retrainSC Retraining Tax Credit Program. retrainSC (formerly EZone) helps keep manufacturing, processing, technology-intensive, and warehousing-distribution industries in South Carolina competitive by providing payroll tax withholding rebates for retraining eligible employees. By participating in the retrainSC program, qualified companies may be reimbursed \$1 for every \$1 spent, up to \$1,000 per eligible employee annually and \$5,000 over five years by the Department of Revenue. Eligible retraining includes upskilling, management development, and recertification and is filed against withholding taxes.

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Economic Development Initiatives

The System's readySC™ program plays a key role in the state's economic development efforts and is recognized nationally as the premier program of its kind. readySC focuses on the recruiting and initial training needs of new and expanding companies and continues to be a top incentive for the state. The majority of relocating or expanding companies rank readySC's services as playing a significant role in their decision to move or grow here.

On any given day, readySC works with between 75 and 115 projects across South Carolina. These projects cover our state's most-developed to least-developed counties and include both large organizations and smaller companies. Last year, readySC provided nearly 400,000 hours of training to nearly 4,300 individuals (of which 3,972 were new) and worked with 86 different companies. Since its inception, readySC has trained over 327,000 people for over 2,300 companies.

The Boeing project has conducted 5,983 training events and has trained 6,613 people. Additionally, the Boeing project has conducted 25,649 recertifications for 9,168 individuals. readySC staff are certified to teach 192 Boeing-certified courses and conduct 140 different recertifications.

Significant Project Updates.

In 2024, readySC officially closed the project with Volvo Cars after completing the scope of work and assisting in supporting over 4,000 trainees.

Development for the Scout Motors project is significantly underway. Recruitment for maintenance technician positions has begun in the offsite training center that was a joint purchase with readySC, Midlands Technical College, SC Department of Commerce, and Richland County. The onsite training center is scheduled to be completed by the end of December 2025. Additional recruitment will begin in Fall 2025.

Development for the AESC project is significantly under way. The training center has reached substantial completion and will be occupied by readySC staff by September 1, 2025.

Recruitment and training has begun for the Redwood Materials project in Berkeley County. Redwood Materials represents the largest capital investment project in state history. The project is currently recruiting maintenance technicians and a few production positions.



readySC Team geared up in PPE before entering the clean room environment at an AESC gigafactory in Smyrna, Tennessee

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Examples of other notable readySC recruitment and training projects for 2024-2025 include the following:

Company	County	Total Trained
Oshkosh Defense	Spartanburg	1,028
Arthrex Manufacturing, Inc.	Anderson	570
Champion Foods, LLC	Cherokee	244
Milo’s Tea	Spartanburg	113
Nordson Corporation	Laurens	103
Gallo Winery	Chester	96
Shaw Industries, Inc.	Aiken	87
Sage Automotive Interiors	Abbeville	79
Cytiva US LLC	Spartanburg	76
AESC	Florence	72
Schneider Eletric	Oconee	70
IKO Mat Tech Inc.	Chester	69
RE:Build Composite Resources	York	62
Xerxes Corporation	Richland	59
Redwood Materials, Inc.	Berkeley	57
Safe-Guard Products International	Greenville	50
eVAC	Sumter	39

Information Technology Initiatives

Cybersecurity. Cybersecurity continues to be a high priority for the System, especially considering how much technology has changed in the past few years, and the changes that new technologies like Artificial Intelligence (AI) will bring. We continue to review and update our security posture and compliance based on nationally recognized and state-directed methodologies. Improvements are primarily in the areas of people (training), processes (policies and procedures) and technology toolsets, which are based on state and federal security and privacy requirements and best practices. Our compliance plan leverages cost-effective approaches via collaboration and shared procurements when possible, and this priority continues to engage our colleges and stakeholders. We have also created a Security Peer Group along with an Incident Response Team that is made up of security personnel from the technical colleges and the System Office.



Enterprise Systems. Enterprise Resource Planning (ERP) and other student services and educational delivery systems and related processes continue to represent significant resources and mission-critical activities at the 16 technical colleges. Online capabilities, effectiveness and security of these systems have been of greater significance as most decision support functions are now more data centric. We continue to work together to explore related opportunities for collaborative services, training and planning towards future needs. These efforts help colleges save on operating costs, focus on improving services and increasing efficiencies.

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Data Management and Reporting. To ensure compliance with statutory educational accountability requirements and financial accountability requirements, the colleges within the SCTCS are required to report specific data elements to the System Office throughout the year. We are in a state of continuous improvement in our data systems to improve decision support, transparency and accountability-related processes. Notably, the SCTCS has made significant progress in improving our processes and data management and reporting capabilities for Career and Continuing Education. We are also updating our Customer Relationship Management (CRM) system for apprenticeships and workforce development to a new Salesforce platform, which will help improve data quality as well as streamline processes in these areas.

Shared Services and Collaboration. The System's leadership and peer groups encourage, explore and charter collaborative projects and procurement activities. These activities engage key stakeholders from the colleges and address common needs for security, infrastructure, upgrades and future needs. When possible, we leverage shared services for common system enhancements, maintenance and/or training. This collaborative approach provides colleges with a more cost-effective and sustainable model for management of their systems and infrastructure. These activities along with sharing ideas and solutions have helped us continue to operate smoothly and serve our students and communities effectively.

Flexibility and Readiness. All System Office staff are now equipped with laptops and related equipment, and many of our services are now Cloud-based. With these upgrades along with the necessary applications software and security adjustments, the agency's staff is now fully capable of maximum flexibility, when needed.

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 FY2024-25:

The General Fund Base Funding for the System was \$240.5 million, of which \$219.2 million was distributed to the colleges using various funding models.

The Lottery Tuition Assistance Program (LTAP) was funded \$51.1 million and the per semester award for both Fall 2024 and Spring 2025 was \$75 per credit hour. In addition, the South Carolina Workforce Industry Needs Scholarship (SCWINS) program was funded \$94 million and was used to provide financial aid to students enrolled in workforce-related programs. Other Lottery funding included High Demand Job Skill Training Equipment funding of \$25 million and Lottery Technology Equipment funding of \$3.2 million.



Additional funding provided by the legislature included \$5 million for the readySC program to support direct training projects. This funding was in addition to recurring appropriations used for program administration and training costs.

The colleges also received significant funding – \$115.2 million – for capital projects on the various college campuses, primarily for projects related to maintenance, renovation, and replacement.