

STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION

STATEMENT OF POLICY

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POLICY TITLE: CUSTOMIZED TRAINING

**LEGAL AUTHORITY: Section 59-53-50 of the 1976 Code of Laws of South Carolina,
As Amended**

**DIVISION OF
RESPONSIBILITY: Economic Development**

DATE APPROVED BY BOARD: April 26, 1989

DATE OF LAST REVISION: September 23, 2008

A. GENERAL PROVISIONS

It is the policy of the State Board for Technical and Comprehensive Education to offer, through its program known as readySC™, customized training projects for new and existing business and industry. The Executive Director/System President is delegated authority to approve a readySC™ project with direct costs up to \$200,000; except those which do not fall within the parameters outlined in this policy. To expedite approval, the Executive Committee, by action of concurrence of three or more members, is authorized to act on behalf of the Board to approve readySC™ training projects with direct costs that exceed \$200,000 and/or those deemed to be exception to Board policy. Approval of projects by the Executive Director/System President and/or the Executive Committee shall be subject to ratification by the State Board.

readySC™ projects are customized in pre- and/or post-employment formats to fit the start up and /or expansion training needs of individual companies. (Some contain primarily hands-on technical skills training; some include components such as team building, problem solving and effective communications, and others emphasize computer technology, process control, company philosophy, etc.).

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readySCTM training is neither offered to nor withheld from any company solely on the basis of whether or not it is part of a particular type of industry (i.e. service vs. manufacturing).

B. PROGRAM ELIGIBILITY

The availability of readySCTM training is based on the extent to which companies that are creating new jobs meet and/or exceed certain qualification standards, such as the following:

1. The company must offer a wage and benefits package which is competitive in the geographic areas where they are considering locating and/or expanding. Hourly wages must meet or exceed the average county wage for the county in which the company will locate or expand as determined by the most recent data available from the South Carolina Employment Security Commission. Wage and benefits guidelines shall be reviewed by the Board at its May meeting each year;
2. The company must be creating new jobs that represent opportunities for full-time, stable and permanent employment;
3. The company must be engaged in the operation of a private enterprise that creates “real wealth” (i.e., one that generates a perpetual flow of money into the state, from elsewhere, as opposed to one that primarily redistributes money that is already here);
4. The company must be risking a capital investment adequate to serve as an incentive to succeed;
5. The staff must ensure all projects are coordinated with the appropriate economic development community representatives, and
6. The staff must ensure any funds expended for travel and/or instructor training reflects a direct correlation to the established training needs of the project.

A company that fails to meet the above qualification standards is considered an exception to policy and must be approved by the State Board for Technical and Comprehensive Education in the manner described in this policy.

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At each meeting of the State Board, the staff shall provide an executive summary of all new, revised or exceptional readySC™ projects not previously reported to the Board to include the following information:

- Client/Project Name
- County location
- Capital investment
- Number of jobs
- Starting wage
- Type of benefits provided
- Type of jobs
- Product/Service
- Training budget commitment

C. PROFESSIONAL EMPLOYER ORGANIZATIONS (PEOs)

Professional Employer Organizations (PEOs) shall be eligible for readySC™ services if a contractual agreement exists between the PEO and a company that meets the qualification standards outlined under Section B of this policy or has been approved as an exception to Board policy.

The contractual agreement must stipulate that the eligible company is experiencing job growth and the net result of the arrangement with the PEO is the creation of new jobs and that job growth and manning projections are sufficient to support cost-effective training. In addition, the contract must clearly state that the PEO shall provide an hourly wage that meets or exceeds the average county wage for the county in which the eligible company will locate or expand as determined by the most recent data available from the South Carolina Employment Security Commission and that benefits offered are consistent with those offered by the eligible company.

Employees of the PEO(s) shall not be eligible for salary or expense reimbursement; except as specifically defined in the readySC™ scope of services.

For purposes of this policy, PEOs include any entity with an identifiable presence in South Carolina that provides labor or staffing services to companies within South Carolina.