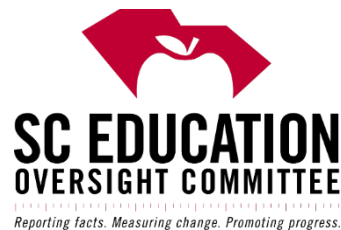


SC Education Oversight Full Committee Meeting

June 15, 2026



Welcome & Introductions

April Allen, EOC Chair



**SC EDUCATION
OVERSIGHT COMMITTEE**

Reporting facts. Measuring change. Promoting progress.

Approval of Full EOC Committee Minutes April 15, 2026

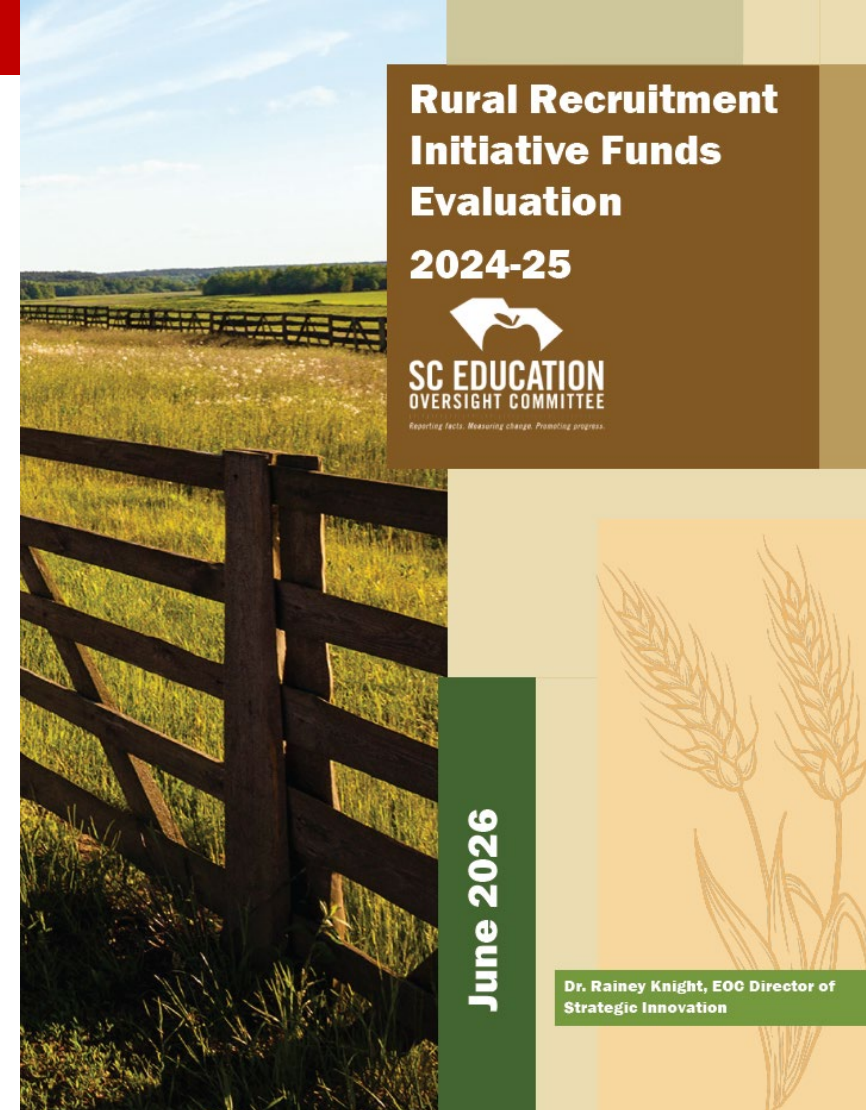
April Allen, EOC Chair



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Information Item:

Rural Recruitment Initiative Funds Evaluation Report



Dr. Rainey Knight, EOC Director of Strategic Innovation

History of the Rural Recruitment in Education Initiative (RRI)

- In 2015-2016, SC Governor Nikki Hailey and the General Assembly created the Rural Recruitment Initiative (RRI) with \$1.5 million.
- RRI incentives were created by SCDE, CERRA and the EOC.
- It is established that eligible districts must have an average teacher turnover greater than 12%
- In 2027-2028, teacher loan was added; also, eligible districts are updated to an average teacher turnover greater than 11%.
- In 2019-2020, eligibility revised to exclude the 15 wealthiest districts, according to the Index of Tax Paying Ability

RRI Timeline

- **2015-16:** Gov. Haley recommends the establishment of a Rural Recruitment Initiative in her Executive Budget. Five core incentives were established.
- **2016-17:** CERRA issues first report on the RRI program on January 15, 2016.
- **2017-18:** The development of a loan forgiveness program was added as an incentive.
- **2019-20:** School district eligibility was further revised to exclude the 15 wealthiest school districts based on the index of taxpaying ability.
- **2022-23:** Budget proviso adopted requiring a teacher recruitment and retention task force be convened to develop strategies.
- **2024-25:** RRI budget proviso revised to require EOC to evaluate the impact of RRI incentives by Dec. 15, 2024.
- **2025-26:** RRI budget proviso revised to require EOC to evaluate the impact of RRI incentives by June 30, 2026.
- **2026-27:** Based on budget amendments in the House and Senate budgets, revisions to RRI proviso include designating SC TEACHER as the new authority of the RRI initiative.

Original Five Core Incentives

1. **Homegrown Teacher Initiative:**

Offered high school graduates from eligible districts four years of subsidized tuition at any public college or university within the state, in exchange for a commitment to teach in their home district or another eligible district for a minimum of two years.

2. **Enhanced Student Loan**

Repayment: Provided eligible teachers up to \$7,500 per year in direct student loan repayment for each year of teaching in a qualifying district, for a maximum of five years.

3. **Rural Educator Salary**

Supplement: Offered educators with less than five years of experience a stipend to increase their salary to align with five additional years of experience, based on the district's salary schedule. The supplement could be renewed up to the ten-year experience level.

4. **Graduate Degrees for Career**

Educators: Provided educators with five to ten years of teaching experience with two years of tuition support for a graduate degree at a public college or university within the state, in return for a two-year teaching commitment in a qualifying district.

5. **Teaching Mentors:**

Supported experienced teachers to serve as mentors, providing mentoring stipends of \$5,000 for their service. These mentors offer guidance and support to newer teachers in eligible districts to foster retention.

RRI Districts 2024-25

Eligible School Districts Rural Recruitment Initiative Funds 2024-25 ²	
Abbeville	Jasper
Allendale	Kershaw
Anderson 2	Lancaster
Anderson 3	Laurens 55
Anderson 4	Laurens 56
Anderson 5	Lee
Bamberg	Lexington 2
Barnwell	Lexington 3
Calhoun	Lexington 4
Chester	Marion
Clarendon	Marlboro
Colleton	McCormick
Darlington	Newberry
Dillon 3	Orangeburg
Dillon 4	Saluda
Dorchester 4	Spartanburg 2
Edgefield	Spartanburg 3
Fairfield	Spartanburg 7
Florence 3	Sumter
Greenwood 50	Union
Greenwood 51	Williamsburg
Greenwood 52	York 1
Hampton	York 4

² Source: CERRA, Rural Teacher and Recruitment Incentives Legislative Report, July, 2025.

2025-2026 Incentives



CERRA Incentives for Rural Recruitment Incentive Funds



Recruiting into the Profession from Within a District

Alternative Certification: funds for districts to reimburse employees for costs associated with applying for and participating in an alternative certification program

Bridge Program Partnerships: funds to cover district costs associated with college/university partnerships to identify and support future teachers

Certification Examinations: funds for districts to reimburse employees for costs associated with certification exams and certification support seminars

Teacher Cadet Start-Up Costs: funds to cover costs associated with starting a new Teacher Cadet class, excluding teacher salary; may include startup of ProTeam or other types of teacher recruitment classes



General Recruitment and Hiring

District Website Upgrades: funds for districts to improve their websites so as to assure accessibility from all devices, ease in locating information about vacancies and availability of online application process

International Teacher Fees: funds to cover district costs associated with hiring international teachers

National Employment System Vendor: funds for districts to subscribe to a national vendor package of online services to track, recruit, screen, and onboard applicants

Recruitment Expenses: funds for districts to cover costs of travel expenses associated with domestic recruitment activities (such as attendance at recruitment fairs), the purchase of marketing materials, etc.



Recruitment

Critical Needs Salary Stipend: funds for districts to pay salary stipends to critical need subject teachers to encourage them to accept employment and to remain in the district

Housing Purchase: funds to reimburse districts for all or some of the cost of a down-payment and the renovation of a house or apartment from outside the district to offset the community costs

Travel Stipend: funds for districts to provide a stipend to teachers who travel to their teaching assignment from outside the district, to offset the community costs

First Year Teacher Stipend: funds for districts to increase the salary of a first year teachers to the second year teacher level



Retention

Graduate Coursework: funds to reimburse teachers for costs associated with graduate coursework that the district has determined would address a district need or promote job satisfaction/retention

Mentoring/Induction Support: funds for districts to provide stipends for first year teachers mentors and to offer resources and training for mentors and first year teachers

Professional Development: funds to provide professional development for classroom teachers that is intended to address a district need or promote job satisfaction/retention

Questions the report answered:

Study Question #1

How did districts utilize the RRI funds in 2024-25?

- Total RRI Allocation: \$7M
- District Expenditures: \$6.9M

Study Question #2

For selected incentives, what are the return on investments (ROI) for each incentive, the cost per hire per teacher and trends over time?

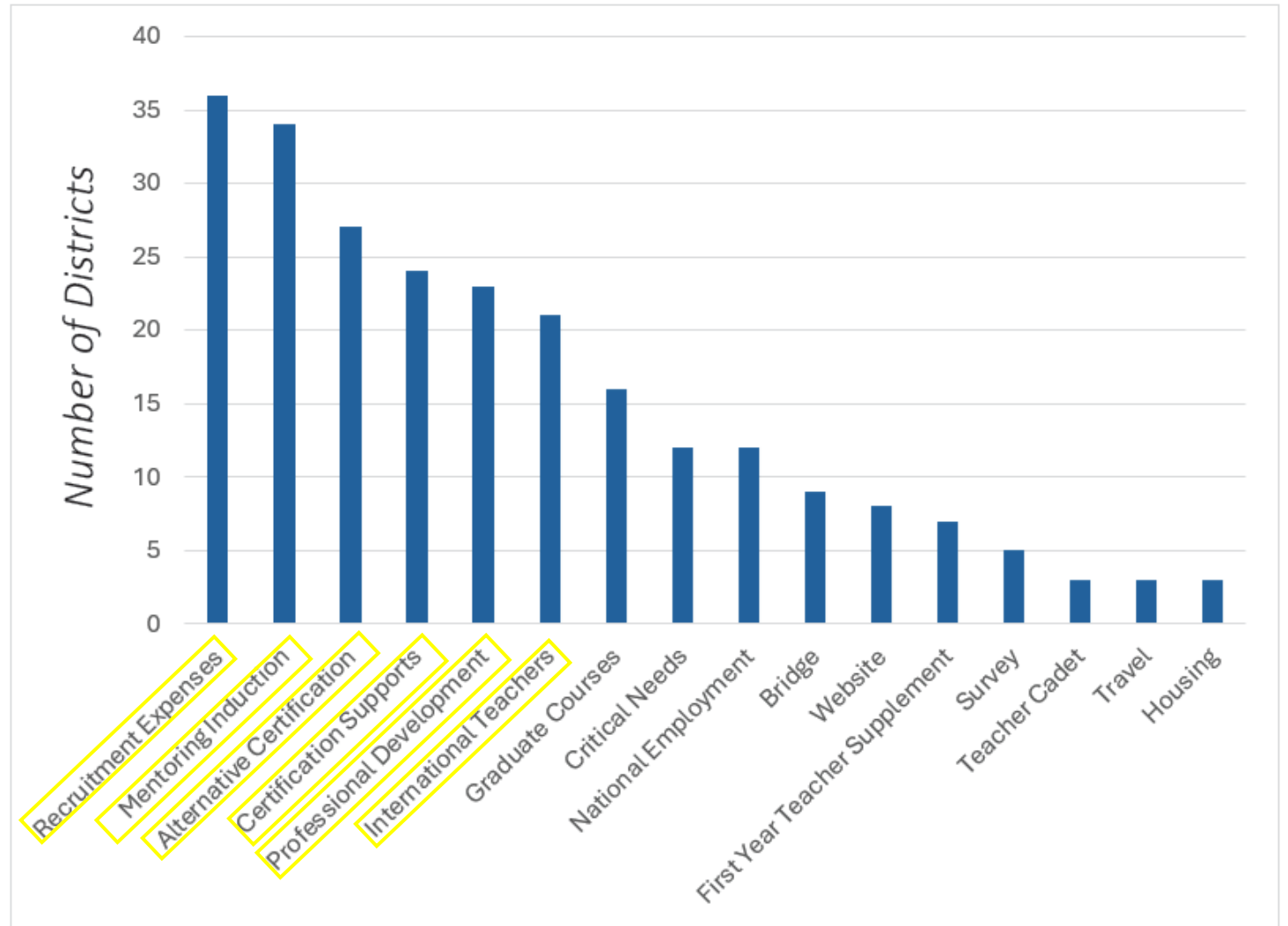
Study Question #1

How did districts utilize the RRI funds in 2024-25?

Six Most Frequently Used Incentives (2024-25)

1. Recruitment expense
2. Mentoring/Induction
3. Alternative Certification
4. Certification Supports
5. Professional Development
6. International Teachers

Figure 1 - Frequency Distribution Rural Recruitment Incentives in 2024-25⁵



⁵Source: EOC Survey to districts Fall 2025

Top 6 Incentives by Disbursements

1. International Teachers \$1,261,608
2. Mentoring/Induction \$1,189,940
3. Recruitment Expenses \$1,268,784
4. Critical Needs Stipends \$811,208
5. Professional Development \$791,898
6. Alternative Certification \$364,000

Incentive	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	Total
Alternative certification	\$269,407	\$265,624	\$202,513	\$246,151	\$271,718	\$364,855	\$1,620,268
Bridge fees	\$14,500	\$0	\$55,000	\$99,286	\$171,093	\$111,778	\$451,657
Certification supports	\$60,627	\$67,200	\$105,800	\$73,747	\$82,821	\$90,569	\$480,764
Critical needs stipends	\$793,395	\$1,819,719	\$1,123,568	\$1,336,116	\$818,658	\$811,208	\$6,702,664
1st Year teacher stipends	\$149,948	\$161,477	\$60,690	\$73,884	\$31,500	\$210,729	\$688,228
Graduate courses	\$78,077	\$212,297	\$433,850	\$282,335	\$235,382	\$275,504	\$1,517,145
Housing stipends	\$61,236	\$64,366	\$52,050	\$85,251	\$0	\$49,806	\$312,709
International teacher fees	\$2,474,955	\$1,724,836	\$1,943,910	\$1,328,967	\$2,068,151	\$1,261,608	\$10,802,427
Mentoring and induction	\$722,468	\$740,090	\$607,060	\$717,567	\$783,355	\$1,189,941	\$4,670,481
National employment fees	\$234,761	\$203,623	\$217,068	\$181,347	\$109,740	\$218,064	\$1,164,603
Professional development	\$662,011	\$830,421	\$868,905	\$586,356	\$729,686	\$791,898	\$4,469,277
Recruitment expenses	\$1,026,478	\$729,395	\$1,446,684	\$1,397,057	\$851,617	\$1,168,784	\$6,620,015
Surveys	\$0	\$0	\$0	\$40,950	\$137,681	\$242,407	\$421,038
Teacher Cadet start up	\$1,161	\$10,125	\$14,200	\$4,000	\$0	\$12,025	\$41,511
Travel stipends	\$43,173	\$28,335	\$7,000	\$18,190	\$0	\$6,640	\$103,338
Website updates	\$184,231	\$202,328	\$182,744	\$217,139	\$180,608	\$114,306	\$1,081,356
	\$6,776,428	\$7,059,836	\$7,321,042	\$6,688,043	\$6,472,010	\$6,920,122	\$41,237,481

Long Term Use of Incentives

Total of \$41 million used by districts in past 6 years

Top 5 Incentive Disbursements to Districts:

International Teachers	\$10.8 million
Critical Needs Stipends	\$6.7 million
Recruitment Expenses	\$6.6 million
Mentoring/Induction	\$4.7 million
Professional Development	\$4.5 million

Study Question #2

For selected incentives, what are the return on investments (ROI) for each incentive, the cost per hire per teacher and trends over time?

Incentive	Expenditure	ROI	Cost/Teacher
Alt Cert	\$1.26 M	-0.0000296	\$4,500
Inter. Teacher	\$9.54 M	NA	\$13,798
First Year	\$477,000	0.00000431	\$3,121
Mentoring	\$3.57 M	-0.00000153	\$1,458
Gen Expenses	\$7.36 M	NA	\$1,041*

EOC Recommendations for RRI:

- Create integrated teacher data system
- Review availability of incentives (those that show positive results)
- Create online application and training for districts
- Consider eligibility at 5-year average teacher turnover or higher and exclude top one third wealthiest districts in Index of Tax Paying Ability

Questions?

Information Item: Academic Standards & Assessments Subcommittee

Dr. Patty Tate, ASA Chair



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Action Item:
**Technical Review of SC READY ELA &
English 2 End-of-Course**

Dr. Patty Tate, ASA Chair



**SC EDUCATION
OVERSIGHT COMMITTEE**
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Action Item: Multilingual Learners' Progress Indicator

Dr. Patty Tate, ASA Chair



**SC EDUCATION
OVERSIGHT COMMITTEE**
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Action Item:
High School Employability Credential:
Inclusion of On-Track Measure

Dr. Patty Tate, ASA Chair



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Action Item: Inclusion of Seal of Biliteracy in CCR

Dr. Patty, EOC ASA Chair



**SC EDUCATION
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Action Item: Dual Credit Process Revision

Dr. Patty, EOC ASA Chair



**SC EDUCATION
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Action Item:
***Industry Certifications & Credentials
for SY2026-27**

Dr. Rainey Knight, EOC Director of Strategic Innovation



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Update: Tiered Certifications

Ivy Coburn – Division Director | Education and
Workforce

ivy.coburn@sreb.org

June 15, 2026

Today's Purpose

- Update EOC regarding the Tiered Certification application and approval process.
- Showcase Tiered Certification resources developed by the Office of Career Readiness.
- Request approval of additions to the Approved Tiered Certification List.
- Review the initial process to engage business and industry representatives via Technical Advisory Committees (TACs).
- Review lessons learned and next steps in our ongoing transition to the Tiered Certification framework.


Our WHY... Career Readiness




2025-2026

ACCOUNTABILITY MANUAL

for the Annual School and District Report Card System
for South Carolina Public Schools
and School Districts, to be published in Fall 2026



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**SOUTH CAROLINA
DEPARTMENT OF EDUCATION**
1868

Published August 12, 2025. Updates and corrections made on September 9, 2025.

How Can a Student be Identified as Career Ready?

Page 74

Career Readiness – The Winning Formula

How Can a Student be Identified as Career Ready?

A student is deemed “career-ready” if the student met one or more of the following criteria:

- Is a **CTE completer** and earns a national industry credential or a state industry credential as determined by the EOC following the advice and guidance of technical advisory committees

74

composed of educators and members of the business community (see guidelines and additional information posted at <https://ed.sc.gov/instruction/career-and-technical-education/programs-and-courses/cate-programs/>).

*Note: On March 17, 2025, the Education Oversight Committee approved a change to begin using a system of Tiered Certifications and Credentials for CTE Completers. This change will go into effect for students who began High School during the 2024-2025 school year (i.e., **9GR25**), who are expected to take their earliest CTE courses during the 2025-2026 school year, and who will be reported in the College & Career Readiness indicator on **2028 Report Cards**. Current information on the Certifications and Credentials, the tiers determined for these credentials, and the requirements for earning a Career Ready designation as a CTE Completer with three points of aligned certifications may be found on [this SCDE webpage](#).*

Understanding the Three Tiers

Tier Descriptors

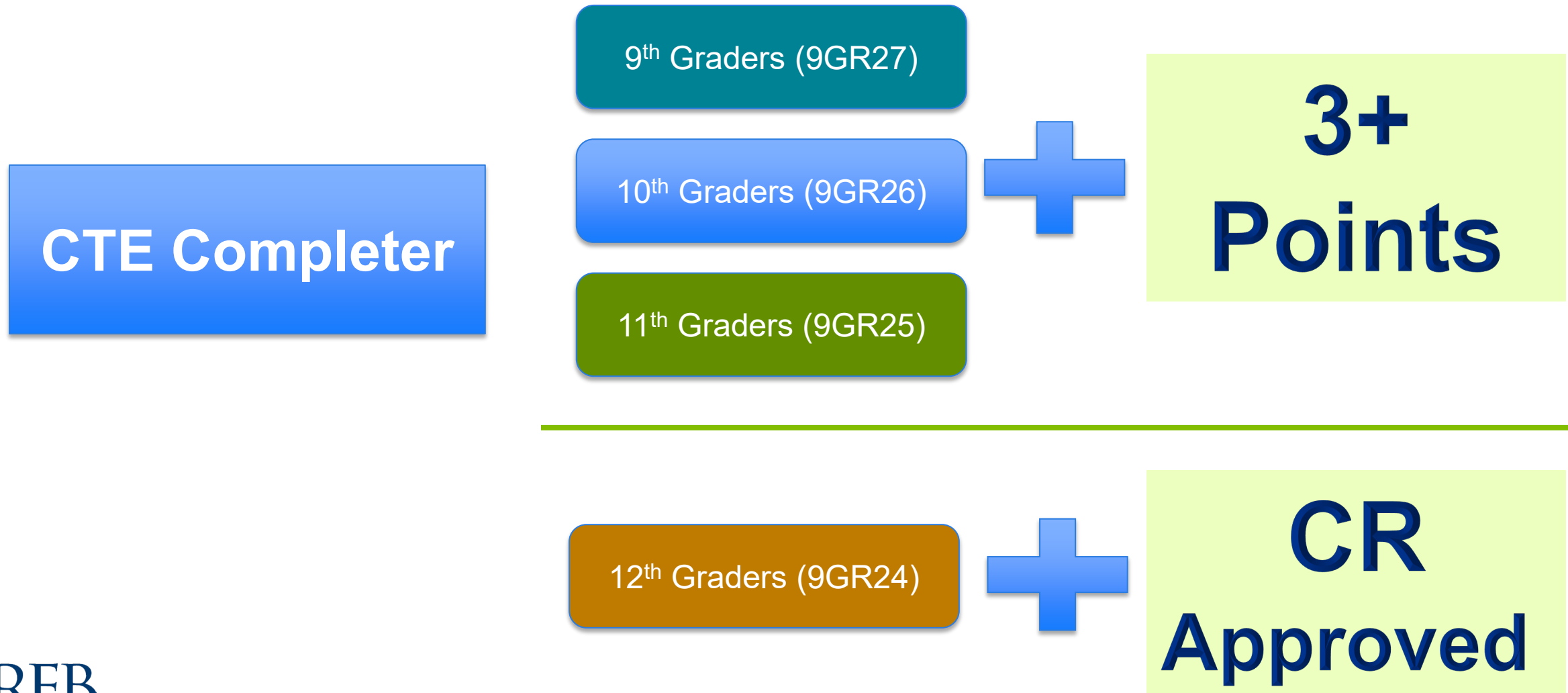
In June 2025, the South Carolina Education Oversight Committee (EOC) unanimously approved the state’s Tiered Certification System, a structured framework designed to align student certification attainment with workforce priorities, employer demand, and long-term career advancement opportunities. The system classifies industry-recognized certifications into three tiers:

- Tier 1 – Introductory: Entry-level certification earned early in a CTE program sequence.
- Tier 2 – Intermediate: Certifications requiring additional coursework, skills, or specialized knowledge.
- Tier 3 – Career Ready: High-rigor certifications that demonstrate career readiness and are recognized by employers for hiring or advancement.

Table 1: Detailed Tier Descriptors

Tier 1	Tier 2	Tier 3
Introductory	Intermediate	Career Ready
<ul style="list-style-type: none"> • 1 point • Foundational Skills: Validates basic competencies for further education or training. • Regionally Recognized: Accepted by local industries but not statewide hiring requirement. • Early Career Pathway: Earned in the first stages of a CTE program, leading to higher-level certifications. • E.g. OSHA 10, Microburst EmployABILITY Soft Skills Certification, Stop the Bleed, etc. 	<ul style="list-style-type: none"> • 2 points • Industry-Aligned: Valued by employers but not always required for hiring. • Supports Career Pathways: Provides an employment advantage and job readiness. • Enhances Workforce Participation: Increases employability, but additional training may be needed for advancement. • E.g. SC Boater Education Certificate, Adobe Certified Associate – Visual Design using Adobe Photoshop, First Aid/CPR/AED, etc. 	<ul style="list-style-type: none"> • 3 points • High-Demand Careers: Required for employment in priority, high-wage occupations. • Clear Economic Benefits: Leads to significant wage gains, promotions, or job retention. • Career Advancement: Recognized entry point into further education, training, and certifications. • E.g. South Carolina Cosmetology License, Certified Nurse Aid, National Incident Management System Certification

Career Readiness – The Winning Formula



The Journey...



Transition to the Modernized System



2025-2026 Career Clusters and Programs		
Original Cluster	New Cluster	CIP Coded Programs
Building Futures and Pioneering Sustainable Horizons		
Architecture & Construction	Construction (View Certifications)	Building Construction (460000)
		Cabinetmaking (480703)
		Carpentry (460201)
		Electrical Line Worker Technology (460303)
		Electricity (460301)
		HVAC Technology (470201)
		Masonry (460101)
		Plumbing (460503)
Transforming Lives and Enriching Futures Through Lifelong Learning		
Education & Training	Education (View Certifications)	Early Childhood Education (131210)
Human Services		Introduction to Teaching (130101)
		Family and Consumer Sciences (190101)
		Family Systems & Mental Health (190704)
Powering Progress and Preserving Our Planet		
	Energy & Natural Resources (View Certifications)	Environmental & Natural Resources Management (030101)
		Innovations in Science and Technology (410000)
		Clean Energy (149999)
Empowering Financial Resilience		
Finance	Financial Services (View Certifications)	Academy of Finance (520801)
		Accounting (520301)
		Banking Services (520803)
		Business Finance (520804)
		Insurance (521701)
		Securities and Investments (520807)

Two Essential Resources



Tiered Certification Framework Guide

Office of Career Readiness

Updated February 2026

South Carolina Department of Education

SOUTH CAROLINA DEPARTMENT OF EDUCATION



2025-2026 CTE Certifications and Tiers (limited data) .XLSX

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A1:E1 Universal Certifications (ALL)

	A	B	C	D	E
1	Universal Certifications (ALL)				
2	Cert ID (SRPG)	CTE Certification	Tier 9GR25 9GR26	Exam Blueprint/Website	Currently CR Approved 9GR23
3	63	OSHA 10 General	1	https://www.osha.gov/training/outreach/overview	Yes
4	262	FAA Part 107 UAV License	1	https://www.faa.gov/sites/faa.gov/files/training_t	No
5	425	Skills USA Career Essentials Certification	1	https://www.careeressentials.org/credential/	Yes
6	427	Career and Life Essentials	1	https://www.softskillsaha.com/high-school/	Yes
7	428	Career Prep: A Virtual Career Guidance Center	1	Pending	Yes
8	429	Soft Skills Pro-Industry Certificaion	1	https://www.softskillsaha.com/workforce-soft-skil	Yes
9	430	Leadership Essentials	1	https://higherlogicdownload.s3.amazonaws.com/	Yes
10	583	Critical Career Skills: Professional Communication	1	https://www.icevonline.com/career-prep	No
11	A78	Express Employment Professionals Career Preparedness Certification	1	https://certiport.filecamp.com/s/i/rKCXS01gpCcF	No
12	A94	Microburst EmployABILITY Soft Skills Certification	1	https://www.microburstlearning.com/softskills/st	Yes
13	537	YouScience Industry Certification: Entrepreneurship (Moved to Univ)	1	https://www.youscience.com/wp-content/upload	No
14	446	Stop the Bleed (Moved to Univ)	1	https://www.stopthebleed.org	Yes
15	168	Entrepreneurship and Small Business Certification (Moved to Univ)	2	https://certiport.filecamp.com/s/i/EJboz3aWoXgD	No
16					
17					
18					
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Universal (ALL) Digital Tech (DT) 1 M&E AE&D M&S AdvMan AGR CNS

New Application System

South Carolina Tiered Industry Certification Form



District Contact Information

This section of the form collects information about the submitting school, career center, or district to support follow up communication if needed.

District*

Required field

Please review the [12 South Carolina workforce regions](#).

Workforce Region*

School Name or Career Center Name*

Name of Individual Submitting the Form*

First Name

Last Name

Job Title*

Phone*

Please visit the current [2025-2026 CTE Credentials and Tiers list](#) to see if there are any similar certifications that are already approved.

List the Similar Certifications*

Enter the Certification Name and The Certification ID Number

Please explain why the certification you are submitting is superior to the ones already approved?

Why should this certification be approved and used over ones that are already listed?

Why should this certification be used over those already approved?*

Vendor/Provider Name*

Vendor/Provider Website*

Vendor/Provider Contact Name*

Vendor/Provider Contact Title*

Vendor Phone Number*

Vendor Email Address*

[Save and Resume Later](#)

Business and Higher Education Demand

This section of the application documents support from industry or higher education to confirm the certification's workforce value and demand.

It is preferred that new credentials align with priority occupations in the state of South Carolina. Please review the [list of priority occupations in the state of South Carolina](#).

Is this credential relevant to a SC or Regional Priority Occupation?*

Required field

- Yes
 No
 Not Sure

Please visit the [South Carolina Department of Employment and Workforce Standard Occupational Classification \(SOC\) Codes webpage](#) for tools to look up SOC codes.

Please provide an occupation title and SOC code (up to three) associated with this credential.*

Upload a word, excel or PDF file that has a list of any Businesses or Higher Education Partners supporting the credential. These partners should represent organizations with a vested interest in South Carolina workforce development. The list must include the following: 1) Company/Higher Education Name, 2) Location, 3) A Contact Person and their phone and/or email address. *



Drag and drop here or [Browse files](#)
Max file size: 10 MB

Final Comments/Questions/Concerns

Certification Profile Sheets



Certification Details

Certification ID and Name	P-637 - SFMA Turfgrass Science Certification
Application Type	New Certification
Recommended Tier	Tier 2 (Intermediate, 2 Points): Certifications requiring additional coursework, skills, or specialized knowledge.
Career Cluster	Agriculture
Career Pathway(s)	Horticulture (010601) Related: Plant and Animal Systems (011101) Biosystems Engineering Technology (140301)
Associated CTE Course(s)	Turf and Lawn Management 5654 Sports Turf Management 5655
Vendor	ICEV Provider: Sports Field Management Association
Description	<p>The SFMA Turfgrass Science Certification verifies individuals who have obtained foundational knowledge and skills in the areas of turfgrass science and management, as well as the ability to pursue a career in the turfgrass industry. The certification assesses industry-recognized standards developed by the Sports Field Management Association. Comprised of sports field managers from across the country, SFMA serves as an official voice for green-industry professionals.</p> <p>The certification validates that individuals have acquired knowledge and skills in turfgrass development, turfgrass environment, preparation, practices and benefits. Those who earn the certification are more qualified and prepared to pursue a meaningful career in the turfgrass or sports field management industries. Additionally, the certification allows employers to identify and connect with more skilled candidates, filling gaps in the labor market and jumpstarting individuals' careers.</p>

Certification ID and Name	P-637 - SFMA Turfgrass Science Certification
Skills/Concepts Assessed	<ul style="list-style-type: none"> Benefits of Turfgrass Turfgrass Anatomy, Identification and Adaptations Turfgrass Environment Turfgrass Cultural Practices Playing Surface Preparation
Exam Blueprint	https://www.icevonline.com/hubfs/Certifications/Certification%20Blueprints/Blueprint_SFMA_TurfgrassScienceCert.pdf
Format	Computer-based
Questions	100
Duration	2 hours
Scoring	Passing Score: 70%
Retest Option	Yes, the candidate must pay the full exam price to retest.
Similar Approved Certifications	None Identified

Administration Requirements

Certification ID and Name	P-637 - SFMA Turfgrass Science Certification
Proctor Required	Yes
Test Site Requirements	None
Testing Cost	ICEV offers a certification subscription for \$35/year, sold in bundles of for \$875. Certification vouchers cover one exam attempt and cost \$50 for ICEV subscribers & \$75 for non-ICEV subscribers.
Cost for Instructor Training	None
Other Costs	None

Workforce and Talent Development Alignment (SCDEW Review)

The Workforce and Talent Development Alignment (SCDEW Review) section uses each program's prior CIP (Classification of Instructional Programs) code and SOC-CIP crosswalk data to illustrate alignment between CTE programs, regional occupations and median wages, and related postsecondary program Occupations listed in bold are also on the [state's priority occupations list](#).

Certification ID and Name	P-637 - SFMA Turfgrass Science Certification			
Occupational Alignment with Median Annual Wages	Certification aligns with both statewide and regional priority occupations.			
	SOC	Occupation	Current Employment	Median Annual Wage
	25-1041	Agricultural Sciences Teachers, Postsecondary	82	\$88,000
	25-9021	Farm and Home Management Educators	147	\$52,900
	11-9013	Farmers, Ranchers, and Other Agricultural Managers	7,198	\$81,500
	37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	4,093	\$58,500
	37-3011	Landscaping and Groundskeeping Workers	20,891	\$37,400
Alignment with Postsecondary Programs – Education and Training Requirements	Additional related occupations: Construction Laborers 47-2060			
	SOC	Occupation	Typical Education Needed for Entry	Typical On-the-Job Training Needed to Attain Competency
	25-1041	Agricultural Sciences Teachers, Postsecondary	Doctoral or professional degree	None
	25-9021	Farm and Home Management Educators	Master's degree	None
	11-9013	Farmers, Ranchers, and Other Agricultural Managers	High school diploma or equivalent	None
	37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	High school diploma or equivalent	None
	37-3011	Landscaping and Groundskeeping Workers	None	Short-term on-the-job training

Technical Advisory Committee Feedback

Certification ID and Name	P-637 - SFMA Turfgrass Science Certification
TAC Review Summary	Stakeholders strongly supported keeping the SFMA Turfgrass Science Certification and recommended aligning it specifically to the horticulture pathway, citing rapid growth in turfgrass careers and strong industry recognition via SFMA even though it is delivered on the ICEV platform.

Links

[Review Documentation](#) - Contains full SCDE internal review, DEW review, and TAC review.

[Full Application](#) - Initially submitted application.



EOC Review Request

**Partnering on Final Approval
for Tiered Certification
Applications**

TAC Review Process

TAC Meeting Feedback Summaries

Overview

These summaries synthesize feedback gathered during the Spring 2026 Technical Advisory Committee meetings convened as part of South Carolina's ongoing transition to a tiered certification framework. They are intended to provide Education Oversight Committee members and education and workforce agency leaders with a concise view of cross-sector input on labor-market alignment, pathway design, and the value and appropriateness of industry-recognized credentials for high school students.

Each summary reflects themes raised by participants across business and industry, K-12 education, postsecondary education, and workforce partners, with attention to both statewide priorities and regional variation. Taken together, the summaries are designed to inform decision-making about pathway refinement, credential tiering, and the broader goal of helping students graduate with clearer connections to further education, training, and employment.

Construction Cluster TAC - May 22, 2026

Construction TAC feedback emphasized the importance of aligning labor market information, pathways, and certifications with realistic early-career opportunities for high school completers, while maintaining a strong focus on hands-on skills. Participants validated that South Carolina continues to see significant demand for construction laborers, HVAC technicians, plumbers, lineworkers, plant operators, maintenance technicians, and construction managers/superintendents, but they also noted that some trades—particularly sheet-metal workers, bricklayers, cement finishers, and electrical helpers—are hard to staff and may be undercounted in current data. Resource-document comments added that cross-referencing the list with top construction jobs by total employment revealed additional roles not well reflected in real-time postings, including project management specialists, painters, heavy-truck and tractor-trailer drivers, cement masons, roofers, and drywall/ceiling tile installers. TAC members urged that future labor-market tools and teacher-facing materials highlight both high-churn entry roles and these “steady but quieter” occupations so students see a fuller picture of construction careers.

On pathways and training, educators and industry partners focused on how high school programs should connect to apprenticeships, technical colleges, and employer-based training that move students efficiently into journey-level roles. Teachers described challenges for 17-year-old graduates who cannot immediately work with hazardous materials or on certain job sites until they turn 18, leading to delays that cause students to lose skills and momentum. Participants highlighted lineworker apprenticeships through Apprenticeship Carolina, lineman programs at technical colleges in Charleston and Orangeburg (with new programs emerging in Central Carolina), and NCCER-based

Review of Certifications:

Please review the certifications most relevant to your business, industry, or secondary program area. The certifications in this document are organized by pathway, and you may use the linked pathway names to move directly to the section that best matches your area of expertise.

Note: For TAC review purposes, JROTC is listed as one pathway area. This section represents all state-approved JROTC branches, including Air Force, Army, Coast Guard, Marine Corps, Navy, and Space Force JROTC.

1. Emergency and Fire Management Services		
161 - SCFA Certificate NFPA 1001 Firefighter I -- 1196	231 - Hazardous Materials Awareness (Firefighter)	234 - Hybrid Firefighter II Class Code 1403
162 - SCFA Certificate NFPA 1001 Firefighter II -- 1197	232 - Hazardous Materials Operations (Firefighter)	496 - Emergency Medical Responder
222 - Basic Auto Extraction Firefighter	233 - Hybrid Firefighter I Class Code 1402	
2. Governance		
None identified at this time.		
3. Law Enforcement Services		
A11 - Emergency Telecommunicator Certification (ETC)	458 - Professional Security Officer Certificate	624 - National Certified Protection Officers Certification
351 - YouScience Industry Certification: Law Enforcement	543 - Department of Corrections Certificate	625 - National Law Enforcement Certification (NLEC)
455 - YouScience Industry Certification: Criminal Justice 1	620 - ESRI Drone2MAP (Aerial Mapping with Drones 2D and 3D Application)	626 - NFPA 2400 Standard for Small Unmanned Aircraft Systems
456 - YouScience Industry Certification: Criminal Justice 2	622 - National Basic 9-1-1 Communications Officer	262 - FAA Part 107 UAV License
457 - Initial Security Officer Certificate	623 - National Basic Crime Scene Investigator Certification	
4. Paralegal Systems Technology		
324 - Expert Rating: Legal Administrative Assistant Certification		
619 - Accredited Legal Professional (Certified Legal Professional as of 11/25)		
5. Public Management and Administration		
None identified at this time.		
6. JROTC (All Branches)		
618 - NOCTI-JROTC Leadership and Employability Skills Credential		

Request for Approval (2026-2027)

2026-27 Tiered Certifications for Review

Cert ID (SRPG)	CTE Certification	Application Type	Proposed		Exam Blueprint/Website	Proposed Currently CR Approved 9GR23 9GR24	Notes
			Tier Tier 9GR25 9GR26	EOC Tier Rec			
P-627	YouScience Industry Certification: Agricultural Mechanics & Technology 1	NEW	2	1	https://www.youscience.com/wp-content/uploads/2024/07/Agricultural-Mechanics-and-Technology-1.pdf	No	
P-628	Broadcast Project Management	NEW	2		https://drive.google.com/file/d/1uKEGslRllhaP-T_KZ2zf4tkUlu4xtCRt/view?usp=sharing	No	
P-629	CAT SimScholars Certification	NEW	3		https://simformotion.com/simscholars-curriculum/	Yes	
P-630	CAT Simulator Certification	NEW	2		https://catsimulators.com/nccer-credential/	No	
P-631	YouScience Industry Certification: Exploring Computer Science	NEW	1		https://www.youscience.com/wp-content/uploads/2024/07/Exploring-Computer-Science.pdf	No	
P-632	Final Cut Pro Social Pro Certification	NEW	2		https://fcpcertification.com/live-courses/final-cut-pro-for-social-media/	No	
P-633	YouScience Industry Certification: Game Development Fundamentals 1	NEW	2	1	https://www.youscience.com/wp-content/uploads/2025/07/Game-Development-Fundamentals-1.pdf	No	
P-634	Harmony Premium Associate Certification	NEW	3		https://learn.toonboom.com/files/modules/253/en/Toon%20Boom%20Harmony%20Premium%20Associate%20Certification%20Study%20Guide.zip	Yes	



Next Steps

OCR's Ongoing Work in the Tiered Certification Transition

Next Steps

- TACs will continue to meet in August/September to provide feedback on all the remaining 6 Cluster Areas.
- OCR will support continuing professional development on the updated Tiered Credential Framework (with CTE Teachers, Administrators and Counselors)
- The cross-agency team will revisit the application process, potentially adding a higher education review component. New applications will be sent to EOC by October 1.
- Conduct a second round of employer engagement that focuses on program sequence refinement, edits to standards and aligning certifications to courses and programs.



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EOC Review of Credentials

- **New Certifications**

- P-631: YouScience Exploring Computer Science: (New Certification): **Tier 1**
- P-638: Siemens Automation Fundamentals Certification PLC Badge: **Tier 2**
- P-628: Broadcast Project Management: **Tier 2**
- P-635: YouScience Network Fundamentals: **Tier 2**
- P-639: TOSA Certification for Adobe InDesign: **Tier 2**
- P-640: TOSA Certification for Adobe Premier Pro: **Tier 2**
- P-632: Final Cut Pro Social Pro Certification: **Tier 2**
- P-641: YouScience Carpentry: **Tier 2**

- P-630: CAT Simulator Certification: **Tier 2**
- P-637: SMFA Turfgrass Science Certification: **Tier 2**
- P-629: CAT SimsScholars Certification: **Tier 3**
- P-634: Harmony Premium Associate Certification: **Tier 3**

Tier Re-evaluation

- FAA 107 UAV License: **Tier 3**

EOC Staff recommends approval of these 13 credentials as submitted.

EOC Review of Credentials

- **New Certifications**

- P-633: YouScience Game Development Fundamentals 1: Tier 2
EOC Staff Recommendation: Tier 1
- P-636: YouScience Retailing: Tier 2
EOC Staff Recommendation: Tier 1
- P-627: YouScience Agricultural Mechanics & Technology 1 (New Certification): Tier 2
EOC Staff Recommendation: Tier 1

- **Tier Re-evaluation**

- 56: NCCER Core (Request for Tier Reevaluation): Tier 2
EOC Staff Recommendation: Remain at Tier 1
- 575: Science 3D Animation 1 (Request for Tier Reevaluation): Tier 2
EOC Staff Recommendation: Remain at Tier 1
- 618: NOCTI-JROTC Leadership and Employability Skills Credential (Request for Tier Reevaluation): Tier 2
EOC Staff Recommendation: Remain at Tier 1

Information: FY 2026-27 EIA Budget Update

Dr. Rainey Knight, EOC Director of Strategic Innovation



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Return to Open Session



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Adjournment



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