



SC State Board for Technical and Comprehensive Education
Enterprise Zone Retraining Program
2015 Annual Report

November 2016

2015 SBTCE BOARD MEMBERS
(Membership at the end of 2015)

Ralph A. Odom, Jr.	<i>Chairman, Fifth Congressional District</i>
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*	<i>Seventh Congressional District</i>
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Dr. Robert A. Wilson	<i>At-Large Member</i>
Robert M. Hitt, III	<i>Ex-Officio Member, SC Secretary of Commerce</i>
Molly Spearman	<i>Ex-Officio Member, SC Superintendent of Education</i>

* Vacant at end of 2015

SBTCE STAFF

Dr. Susan Winsor	Interim System President, SBTCE
Dr. Hope Rivers	Executive VP, SC Technical College System
Susan Pretulak	VP, Economic Development
Brad Neese	Assoc. VP, Economic Development
Larry Lindsey	Enterprise Zone Retraining Program Manager
Michelle Fehr	Enterprise Zone Retraining Program Manager

ENTERPRISE ZONE RETRAINING PROGRAM OVERVIEW

South Carolina's existing industry must remain competitive and profitable in order to avoid a loss of jobs to other states and countries. To assist with this, the Enterprise Act of 1995 allows a retraining incentive for existing industry. The Enterprise Zone Retraining Program provides a tax credit to assist qualified companies in retraining their employees to ensure the company can remain competitive or introduce new technologies. To "remain competitive" means specific training that will have a documented end such as increasing the efficiency factor, gaining new skills, enhancing the skills of employees to take existing equipment to a higher productivity level, acquiring new equipment or implementing new products or processes.

The retraining must be approved by, performed and/or administered by a technical college under the jurisdiction of the State Board for Technical and Comprehensive Education (SBTCE) serving the designated Enterprise Zone. The technical college may deliver the retraining directly; contract with other training entities to accomplish the required training outcomes or supervise the employer's approved internal training programs.

The training incentive applies to full-time production or technology first-line employees or immediate supervisors who have been continuously employed by the business for a minimum of two (2) years. A "production employee" is defined as an employee "that is directly engaged in the actual making of tangible personal property or is directly involved in the manufacturing and processing facility." [Section 12-10-30(14)] A "production employee" includes the production line employees, first-line supervisors and equipment/maintenance technicians. A technology employee is defined as an employee at a technology intensive facility who is directly engaged in the design, development and introduction of new products or innovative manufacturing processes, or both, through the systematic application of scientific and technical knowledge.

The 2014 revisions to the Enterprise Zone Act of 1995 allows qualified businesses to recoup one dollar for every one dollar fifty cents of eligible training costs for retraining eligible employees. The training rebate cannot exceed \$1,000 per production employee or technology employee per year, or exceed \$5,000 for 5 years.

SBTCE RESPONSIBILITIES AND OVERSIGHT

It is the policy of the State Board for Technical and Comprehensive Education to administer and approve training plans for the Enterprise Zone Retraining Program. The State Board has established policies and procedures to provide oversight and specific program details for the Enterprise Zone Retraining Program. All projects must apply to the State Board with the assistance of the technical college within the appropriate service area. Prior to submitting the application to the State Board for approval, applicants must work with the local technical college to develop a specific training plan. The local technical college will assist the company in developing a comprehensive, multi-year training plan that will meet State Board requirements. The State Board delegates to the State Board staff the review and approval of all Job Retraining applications as long as the retraining is consistent with the State Board's policies. Approvals are reported to the State Board for ratification at the subsequent State Board meeting.

2015 ACCOMPLISHMENTS

During the 2015 calendar year, 27 companies applied for and were approved for the Job Retraining Credit. These companies are projected to retrain 5240 employees. SBTCE also reviewed and approved 288 course additions to their existing Training Plans for 28 project companies.

ACTIVITY SUMMARY FOR 2015

Enterprise Zone Retraining Program 2015 Project Approvals	
Number of Retraining Agreements	27
Eligible Employees to be Retrained (over 5 years)	5240

Current Enterprise Zone Retraining Program Projects - 73 Projects at 13 Technical Colleges (as of November 1, 2016)

**ENTERPRISE ZONE RETRAINING PROGRAM
5-YEAR RETRAINING AGREEMENTS
2015 CALENDAR YEAR APPROVALS**

Company Name	County	Employees Eligible to be Retrained During 5-Year Agreement
Thrace LINQ	Dorchester	45
3M	Greenville	377
Pierburg US, LLC	Greenville	111
Executive Cabinetry, LLC	Greenville	110
CCL Label, Inc.	Laurens	160
Robert Bosch LLC	Anderson	900
Standard Motor Products, Inc.	Greenville	200
Schneider Electric USA, INC.	Oconee	300
Amstead Rail-Faiveley, LLC.	Greenville	110
Faiveley Transport N. America	Greenville	50
Proterra Inc.	Greenville	79
SPF North America, LLC.	Greenwood	59
Trans Tech of SC	Greenville	36
Southern Weaving	Greenville	153
Woodward, Inc.	Greenville	113
Boral Stone Products	Chester	40
Southern Weaving	Anderson	28
A.O. Smith Corporation	Chesterfield	297
Drive Automotive	Greenville	497
Precision Valve North America	Greenville	170
Baldor	Greenville	240
Henkel Corporation	Greenville	41
Alupress LLC	Laurens	86
GE Healthcare	Florence	333
IAC Group	Spartanburg	201
Honda of SC Mfg., Inc.	Florence	139
Sage Automotive Interiors	Abbeville	365