



Tim Hardee
System President

BOARD MEMBERS

Roger P. Schrum
Chairman
At-Large

Terry A. Hardesty
First Congressional District

Benjamin W. Satcher
Second Congressional District

Anthony G. Barker
Third Congressional District

Vacant
Fourth Congressional District

Ralph A. Odom Jr.
Fifth Congressional District

Rachel T. Gainey
Sixth Congressional District

Kathleen Richardson
Seventh Congressional District

Warren A. Darby Jr.
At-Large

Orville S. Smith III
At-Large

Carolyn Swinton
At-Large

Ellen Weaver
Ex Officio

Harry M. Lightsey III
Ex Officio



TO: Governor Henry McMaster
The Honorable Bruce W. Bannister, Chairman of House Ways and Means Committee
The Honorable Harvey S. Peeler, Jr., Chairman of Senate Finance Committee
Harry M. Lightsey, III, Secretary of Department of Commerce
Chairman, SC Coordinating Council for Economic Development
W. Hartley Powell, Director, SC Department of Revenue, Chairman
Coordinating Council Enterprise Committee

FROM: Brad R. Neese, VP Division of Economic Development State Board for Technical and Comprehensive Education

DATE: November 15, 2025

SUBJECT: 2024 Legislative Annual Report, retrainSC Program

On behalf of the State Board for Technical and Comprehensive Education, I am pleased to submit the retrainSC Program, formerly Enterprise Zone Retraining Program, 2024 Legislative Annual Report. In accordance with Sections 12-10-95 of the Enterprise Zone Act of 1995, this report details activities of the Enterprise Zone Act Job Retraining Tax Credit Program managed by the State Board for Technical and Comprehensive Education.

Please call me at 803-896-5376 should you have questions or need additional information.

Cc: Roger P. Schrum, Chairman, State Board for Technical and Comprehensive Education
Tim Hardee, System President, South Carolina Technical College System

Enclosure



SC State Board for Technical and Comprehensive Education
retrainSC Program
2024 Legislative
Annual Report

2024 SBTCE BOARD MEMBERS

(Membership at the end of 2024)

Roger P. Schrum	<i>Chairman, At-Large Member</i>
Terry A. Hardesty	<i>First Congressional District</i>
Benjamin W. Satcher, Jr.	<i>Second Congressional District</i>
Anthony G. Barker	<i>Third Congressional District</i>
Edward G. Burns	<i>Fourth Congressional District</i>
Ralph A. Odom, Jr.	<i>Fifth Congressional District</i>
Rachel T. Gainey	<i>Sixth Congressional District</i>
Kathleen Richardson	<i>Seventh Congressional District</i>
Warren Adams Darby, Jr.	<i>At-Large Member</i>
Carolyn Swinton	<i>At-Large Member</i>
Orville Stanley "Chip" Smith, III	<i>At-Large Member</i>
Ellen Weaver	<i>Ex-Officio Member, SC Superintendent of Education</i>
Harry M. Lightsey, III	<i>Ex-Officio Member, SC Secretary of Commerce</i>

SBTCE STAFF (end of 2024)

Dr. Tim Hardee	President, SC Technical College System
Brad Neese	VP, Economic Development Division
Karmen Smith	Senior Workforce and Special Projects Manager, Economic Development Division
Kathryn Kriz	retrainSC Program Manager
Takeisha Williams	retrainSC Data Coordinator

RETRAINSC PROGRAM OVERVIEW

Under a rebranded name and based on the 2024 revisions of the Enterprise Act of 1995 (EZA), the retrainSC Program is crafted to propel existing industries forward. Focusing on evolving processes, enhancing skills, and empowering companies to excel exponentially, retrainSC offers a payroll tax withholding rebate to help companies strengthen their workforce and remain leaders in their fields. The legislative revisions support “a business engaged in manufacturing or processing operations or technology-intensive activities at a manufacturing, processing, or technology-intensive facility as defined in Section 12-6-3360(M), or warehousing and distribution” [Section 12-10-95(A)(1)] to recoup eligible training costs. In addition to previous eligible trainings, the new legislation also supports the “retraining of current employees for the purpose of upskilling, management development, or recertification in production-related competencies.” [Section 12-10-95(A)(2)(c)]

The training incentive applies to full-time production, technology, or warehousing and distribution first line employees or immediate supervisors who have been continuously employed by the business for a minimum of one (1) year. A “production employee” is defined as an employee “directly engaged in manufacturing or processing, at a manufacturing and processing facility.” [Section 12-10-30(14)] 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 at a technology intensive facility.” [Section 12-10-30(13, 17)] A warehousing and distribution employee is an employee directly engaged in warehousing and/or distribution of a tangible product.

The 2024 revisions to the EZA allow qualified businesses to recoup \$1.00 for every \$1.00 of eligible training costs spent for retraining eligible employees. The refund cannot exceed \$1,000 per production, technology, or warehousing and distribution employee per year or exceed \$5,000 over 5 years.

SBTCE RESPONSIBILITIES AND OVERSIGHT

All retraining must be approved by the State Board for Technical and Comprehensive Education (SBTCE). The State Board has established policies and procedures to provide oversight and specific program details for the retrainSC Program. The State Board delegates to the retrainSC Team the administration, review, and approval of all Job Retraining applications as long as the retraining is consistent with legislation and the State Board’s policies. Approvals are reported to the State Board for ratification at the subsequent State Board meeting.

ACCOMPLISHMENTS

During the 2024 calendar year, 19 facilities were approved for the Job Retraining Tax Credit, including 4 first-time participants. These program participants are projected to retrain 12,417 employees.

The SBTCE also reviewed and approved 667 retraining courses throughout the year.

retrainSC PROGRAM APPROVED 5-YEAR RETRAINING AGREEMENTS FOR 2024		
Company/Facility Name	County	Employees Eligible to be Retrained Each Year During 5-Year Agreement
Ascend Performance Materials	Greenwood	314
Borg Warner	Oconee	296
Century Aluminum Mt Holly	Berkeley	450
CMMC Machine LLC	Charleston	37
Domtar Paper Company LLC	Marlboro	256
General Electric Company	Greenville	200
Ingevity, SC LLC	Charleston	135
Itron, Inc.	Oconee	551
Levy Environmental Services dba Charleston Mill Services	Berkeley	93
Michelin North America, Inc. - US1 (Greenville)	Greenville	950
Michelin North America, Inc. - US2 (Anderson)	Anderson	660
Michelin North America, Inc. - US3 (Spartanburg)	Spartanburg	900
Michelin North America, Inc. - US5 (Lexington)	Lexington	1130
New-Indy Catawba LLC	York	516
Schaeffler Group USA Inc.	York	504
Sealed Air Corporation (US)	Greenville	900
Sonoco Products Company	Darlington	619
The Boeing Company	Charleston	3106
Westinghouse Electric Co LLC	Richland	800