



# South Carolina Economic Analysis Report

**SOUTH CAROLINA** Department of Employment & Workforce

June 30, 2024

An examination of the state's economy and workforce.



# ABOUT DEW AND LMI

The Labor Market Information Division compiles and publishes employment statistics, job forecasts, wage data, demographics, and other labor market information to help public and private organizations, researchers, and others better understand today's complex workforce.

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# EXECUTIVE SUMMARY

The state's population continued to grow from 2018 to 2022. The percentage of the population graduating high school or higher increased from 88.4 percent in 2018 to 90.5 percent in 2022. Those obtaining at least a bachelor's degree increased from 28.3 percent to 32.6 percent over the 5-year period. The veterans' share of the population fell from 9.2 percent in 2018 to 8.4 percent in 2022. The disabled population as a proportion of the total civilian noninstitutional population remained fairly steady over the period on a percentage basis.

The female population in South Carolina is slightly higher than the male population, with females making up 51.4 percent and males comprising 48.6 percent. The median age range in the state is 40.5 years old. White residents make up 63.6 percent, or 3.3 million. The smallest population is the Native Hawaiian and Other Pacific Islander racial group, consisting of just over 2,300 people.

In 2023, the labor force totaled 2.475 million people out of a civilian noninstitutional population of 4.275 million, resulting in a labor force participation rate (LFPR) of 57.9 percent. In terms of educational attainment, over 65 percent of those holding a bachelor's degree or higher were employed, while 58.5 percent of those with some college or an associate degree were employed. Both of those populations had unemployment rates below 2.0 percent.

South Carolina's labor market has improved over the past several years with the labor force and employment levels reaching all-time highs in 2023. The unemployment rate peaked at 11.7 percent in April 2020 and declined to 3.0 percent by the end of 2023.

South Carolina had more than 177,000 business establishments in 2023, with 2.243 million jobs held, paying an average weekly wage of \$1,113. The Management of Companies and Enterprises industry grew the most in average weekly wages from the previous year at 14.5 percent, while the Professional and Technical Services industry grew the most in average employment at 7.3 percent. For industry projections, the Management of Companies and Enterprises Industry is projected to have the fastest growth in jobs from 2022 to 2032 at 39.1 percent. Transportation and Warehousing follows with a projected growth of 28.9 percent, and Health Care and Social Assistance rounds out the top three industries at 17.4 percent.

South Carolina had more than 2.222 million wage and salary occupational jobs in 2023 with an average hourly wage of \$26.08. Office and Administrative Support occupations had the highest number of jobs with 285,910, followed by Sales and Related occupations with 226,140. For occupation projections, Computer and Mathematical occupations are projected to have the fastest growth in jobs from 2022 to 2032 at 23.9 percent, closely followed by Healthcare Support occupations at 23.7 percent.

In terms of jobs openings by major occupation group, more than 300,000 annual average job openings are projected from 2022-2032 for the state. Food Preparation and Serving Related occupations are projected to have the most annual openings at 45,968, followed by Office and Administrative Support occupations and Sales and Related occupations both with slightly more than 35,000.

A tool workforce professionals use to help them understand the labor market is the supply-demand gap analysis. The "supply gap," is the difference between the number of adjusted postsecondary graduates qualified for a given occupation and the number of job openings within the occupation in 2023. The annual supply gap across all occupations in South Carolina is about 27,000 workers. The supply gap for occupations that typically require a bachelor's degree as a minimum requirement accounts for about half (13,602) of the total supply gap statewide. The Coordinating Council for Workforce Development has identified 168 priority occupations that are important and will be emphasized in the South Carolina economy.

South Carolina's Gross Domestic Product (GDP) was \$322.3 billion in 2023. The growth rate from the previous year, in real inflation-adjusted dollars, was 3.6 percent. The top industry in value in 2023 was Finance, Insurance, Real Estate, Rental, and Leasing. The Arts, Entertainment, and Recreation industry grew the most in percentage terms from 2022 to 2023, followed by the Retail Trade industry.

The state's total exports in 2023 valued \$37.3 billion dollars, or 11 percent of the state's GDP, for the year. Transportation Equipment, the top export commodity, represented 52.1 percent of the total export value, followed by Chemicals at 11.1 percent and Plastics and Rubber Products at 7.7 percent. Germany, Canada, and China were the state's top three export partners.

The state workforce development board's designated priority populations face challenges to employment that workforce officials can help overcome. Those populations include juvenile offenders, ex-offenders, homeless, veterans, and others.

South Carolina is divided into 12 Workforce Development Areas or WDAs: Catawba, Greenville, Lowcountry, Lower Savannah, Midlands, Pee Dee, Santee-Lynches, Trident, Upper Savannah, Upstate, Waccamaw, and Worklink. An examination of occupational employment and wages, industry statistics, and annual job openings for each WDA is included. In general, the urban areas employ more people, have more job openings and pay a higher average wage than the rural areas.

# INTRODUCTION

South Carolina’s economy has seen robust growth coming out of the worldwide pandemic. Recent economic development successes bode well for the state to continue this upward trajectory. The South Carolina Department of Commerce had its second highest announced capital investment of \$9.22 billion in 2023, which represents 14,120 announced jobs. This result follows on from 2022’s record-setting investments. Encouragingly, two of the investments over \$1 billion were in the newer technology sectors of electric vehicles/batteries and alternative energy/fuels.<sup>1</sup>

The purpose of the South Carolina Economic Analysis Report is to present an overview of key metrics used in examining South Carolina’s economy and workforce. The Labor Market Information Division of DEW compiles and publishes numerous data series on the state of the workforce. These measures and other pertinent data sources were utilized in this examination.

This report highlights numerous measures illuminating the state’s economy. South Carolina’s population trends start the report, including results from the 2022 American Community Survey. Geographic Profiles from the Bureau of Labor Statistics Current Population Survey will follow. Labor force trends and unemployment rate trends will also be analyzed.

Statewide current industrial employment and wages with industry projections, occupational employment and wages with occupational projections, and job openings by major occupation group are included. A brief summation of our department’s labor market supply-demand gap analysis forms the next section, followed by a look at priority occupations in the state. South Carolina’s gross domestic product data will be discussed, in addition to information on foreign trade.

An examination of our state’s priority populations follows the prior sections, and, to close out the report, an in-depth analysis of the workforce conditions in each of the 12 workforce development areas is provided, to include information on occupation and wage data, industry spotlight reports from JobsEQ, a third-party data vendor, and an analysis on job openings based on our agency’s occupational projections data.

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<sup>1</sup> South Carolina Department of Commerce, <https://www.sccommerce.com/news/south-carolina-achieves-second-highest-industry-recruitment-2023>  
Accessed on June 11, 2024.

# SOUTH CAROLINA'S POPULATION TRENDS

Certain population characteristics are important in terms of economic and workforce issues. Among those characteristics are educational attainment, veteran and disability status, and geographic mobility. A more educated workforce attracts industries into the state. Veterans offer work skills that are appealing to potential employers. The disabled workforce may require special conditions for employment. A mobile population can take advantage of their workforce skills in regions best suited for them.



**Exhibit 1** displays such information for the state over the five-year period of 2018-2022. Over time, lower percentages of the population aged 25 and older report an education of less than a high school diploma, and higher percentages report obtaining more than a high school education. In 2022, 90.5 percent of the population aged 25 and older had a high school education and 32.6 percent held a bachelor's degree or higher. The increasingly educated population bodes well for the state economically.

## EXHIBIT 1: POPULATION STATISTICS, 2018-2022

Statewide	2022	2021	2020	2019	2018
<b>Educational Attainment</b>					
Population 25 years and over	3,664,922	3,598,398	3,626,831	3,563,204	3,492,355
Less than 9th Grade	2.8%	3.2%	3.0%	3.7%	3.6%
9th to 12th Grade, No Diploma	6.7%	7.2%	7.6%	7.9%	8.0%
High School Graduate (includes equivalency)	27.7%	28.5%	27.7%	28.5%	29.9%
Some College, No Degree	20.1%	19.3%	20.0%	20.4%	20.1%
Associate Degree	10.1%	10.3%	9.9%	9.9%	10.2%
Bachelor's Degree	19.8%	19.6%	19.3%	18.4%	18.0%
Graduate or Professional Degree	12.8%	11.9%	12.4%	11.2%	10.4%
High School Graduate or Higher	90.5%	89.6%	89.4%	88.3%	88.4%
Bachelor's Degree or Higher	32.6%	31.5%	31.7%	29.6%	28.3%
<b>Veteran Status</b>					
Civilian Population 18 Years and Older	4,123,703	4,042,341	4,056,696	3,999,640	3,948,709
Civilian Veterans	8.4%	8.7%	8.5%	8.9%	9.2%
<b>Disability Status</b>					
Total Civilian Noninstitutional Population	5,185,489	5,099,812	5,111,864	5,048,513	4,990,240
With a Disability	14.5%	14.2%	14.8%	14.2%	14.4%
Under 18 Years	1,115,546	1,113,212	1,122,894	1,108,932	1,102,091
With a Disability	4.9%	4.8%	5.3%	4.3%	4.4%
18 to 64 Years	3,079,848	3,033,469	3,122,382	3,022,520	3,006,493
With a Disability	12.3%	12.1%	11.7%	11.8%	12.2%
65 Years and Over	990,095	953,131	972,764	917,061	881,656
With a Disability	32.2%	32.1%	34.3%	34.0%	34.3%
<b>Residence 1 Year Ago</b>					
Population 1 Year and Over	5,228,328	5,142,137	5,165,569	5,092,727	5,029,034
Same House	86.5%	86.4%	87.3%	86.7%	85.7%
Different House in the U.S.	13.0%	13.2%	12.3%	12.9%	13.9%
Same County	5.5%	6.2%	5.7%	6.3%	7.1%
Different County	7.5%	7.1%	6.6%	6.6%	6.8%
Same State	3.3%	3.3%	3.2%	3.1%	3.1%
Different State	4.2%	3.8%	3.4%	3.5%	3.7%
Abroad	0.4%	0.3%	0.3%	0.5%	0.4%

Source: U.S. Census Bureau ACS 1-Year Estimate, Table CP02- Comparative Social Characteristics in the United States

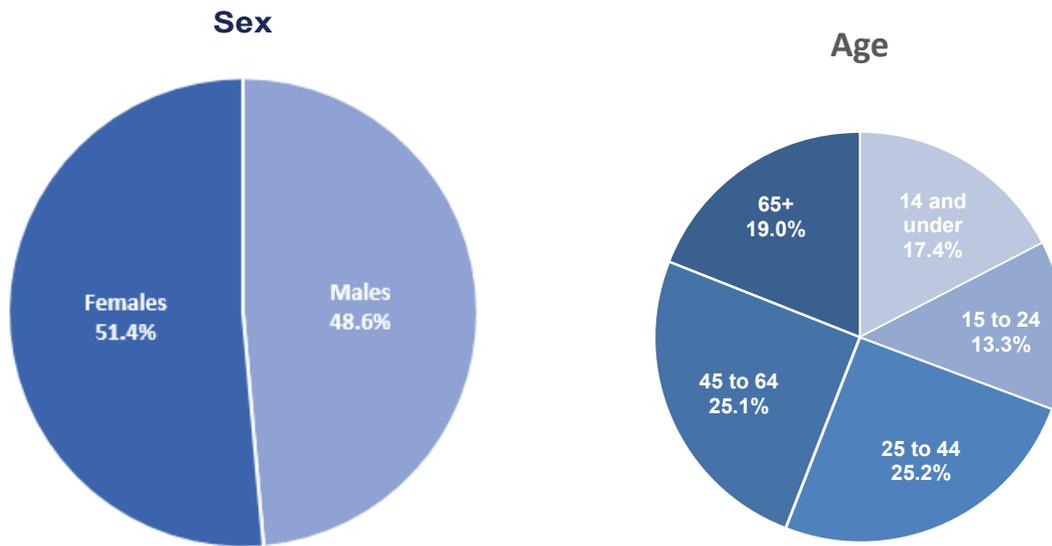
The proportion of veterans in the population aged 18 or higher decreased almost a full percentage point from 9.2 percent in 2018 to 8.4 percent in 2022. The percentage of South Carolinians with a disability among the noninstitutional population ticked up slightly over the period to 14.5 percent in 2022, as did the proportion aged 18-64, rising to 12.3 percent in 2022. The percentage of residents staying in the same home has fluctuated over the past five years, settling at 86.5 percent in 2022.

Over the recent past, South Carolina's civilian population aged 18 and above has seen a notable increase, growing nearly 175,000 people from 2018 to 2022. The and age demographics for the state are highlighted in the next section.

## American Community Survey Results

South Carolina continues to be a changing state in terms of population demographics. As seen in **Exhibit 2** below, females make up 51.4 percent of the total population, and males make up 48.6 percent. A little more than half the state is composed of people aged between 25 and 64 years old, with the median age being 40.5 years old.

### EXHIBIT 2: SEX AND AGE DEMOGRAPHICS



Source: U.S. Census Bureau, 2022 ACS 1-Year Estimate

**Exhibit 3** depicts the racial demographics within the state. The White population makes up most of the state population, at 63.6 percent, or about 3.4 million residents, while the Black or African American population makes up 25 percent, or about 1.3 million residents. The smallest population is the Native Hawaiian and Other Pacific Islanders, consisting of a little more than 2,300 people out of the nearly 5.3 million total population.

## EXHIBIT 3: RACIAL DEMOGRAPHIC BREAKDOWN

Race	Estimate	Percent
<b>Total population</b>	<b>5,282,634</b>	<b>100%</b>
One race	4,945,525	93.6%
Two or more races	337,109	6.4%
White	3,361,662	63.6%
Black or African American	1,325,020	25.1%
American Indian and Alaska Native	20,380	0.4%
Asian	90,557	1.7%
--Asian Indian	35,119	0.5%
--Chinese	12,261	0.2%
--Filipino	15,439	0.3%
--Japanese	2,747	0.1%
--Korean	5,464	0.1%
--Vietnamese	6,172	0.2%
--Other Asian	13,355	0.3%
Native Hawaiian and Other Pacific Islander	2,301	--
--Native Hawaiian	303	--
--Chamorro	218	--
--Samoaan	702	--
--Other Pacific Islander	1,078	--
Other Race	145,605	2.7%
Two or more races	337,109	6.6%

Source: U.S. Census Bureau, 2022 ACS 1-Year Estimate, Table DP05

## Geographic Profiles

From the Bureau of Labor Statistics Current Population Survey results for 2023, the labor force in South Carolina totaled 2.475 million individuals out of a civilian noninstitutional population of 4.275 million, resulting in a labor force participation rate (LFPR) of 57.9 percent. The following table in **Exhibit 4** presents the employment status of various subpopulations within the state for the same year.

**EXHIBIT 4: 2023 EMPLOYMENT STATUS OF POPULATION BY VARIOUS DEMOGRAPHICS**

Population Group	Civilian Non-institutional Population	Civilian Labor Force					
		Total	Percent of Population	Employed		Unemployed	
				Total	Percent of Population	Total	Rate
Total	4,275	2,475	57.9	2,397	56.1	78	3.1
Men	2,033	1,269	62.4	1,229	60.5	39	3.1
Women	2,242	1,206	53.8	1,168	52.1	38	3.2
Men and women, 16 to 19 years	275	103	37.5	92	33.5	11	10.7
Married men, spouse present	1,046	681	65.1	671	64.1	10	1.5
Married women, spouse present	1,018	568	55.8	556	54.6	12	2.1
Women who maintain families	325	215	66.1	207	63.6	8	3.7
<b>White</b>	3,023	1,727	57.1	1,684	55.7	43	2.5
Men	1,468	914	62.2	888	60.5	26	2.8
Women	1,555	813	52.3	796	51.2	17	2.1
<b>Black</b>	1,067	635	59.5	606	56.8	28	4.5
Men	480	292	60.8	280	58.4	12	4.0
Women	587	343	58.4	326	55.5	17	4.9
<b>Hispanic or Latino ethnicity</b>	279	190	68.0	182	65.4	7	3.9
Men	135	109	80.5	105	77.7	4	3.5

[Numbers in thousands]

Source: U.S. Bureau of Labor Statistics, Current Population Survey, 2023 Annual Averages

Note: Data for demographic groups are not shown when the labor force base does not meet the BLS publication standard of reliability for the area in question, as determined by the sample size. Detailed items may not sum to totals because of rounding. Estimates for the race groups shown in the table (White, Black, and Asian) do not sum to totals because data are not presented for all races. In addition, people whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Data incorporate updated population controls.

When examining sex specific LFPRs, men displayed a rate of 62.4 percent, while the women's rate stood at 53.8 percent. Additionally, the unemployment rate for men was 3.1 percent, while women experienced a slightly higher rate of 3.2 percent. Regarding racial demographics, both White and Black populations showed similar LFPRs at 57.1 percent and 59.5 percent, respectively. In contrast, Hispanics or Latinos had a much higher LFPR of 68.0 percent in 2023.

The level of educational attainment within the workforce plays a vital role in South Carolina’s expanding economy. As indicated in **Exhibit 5**, the civilian noninstitutional population aged 25 and older had the largest representation of individuals with a bachelor’s degree or higher, accounting for 1.286 million people, equivalent to 35.3 percent of the population with nearly 66.0 percent employed.

### EXHIBIT 5: 2023 EMPLOYMENT STATUS OF POPULATION BY EDUCATIONAL ATTAINMENT

Educational Attainment	Civilian Non-institutional Population	Civilian Labor Force					
		Total	Percent of Population	Employed		Unemployed	
				Total	Percent of Population	Total	Rate
Less than a High School Diploma	299	113	37.7	107	35.8	6	5.1
High School Graduates, No College	1,104	583	52.8	561	50.8	22	3.8
Some College or Associate Degree	952	566	59.4	557	58.5	9	1.6
Bachelor’s Degree and Higher	1,286	862	67.0	847	65.9	15	1.7

[Numbers in thousands]

Source: U.S. Bureau of Labor Statistics, Current Population Survey, 2023 Annual Averages

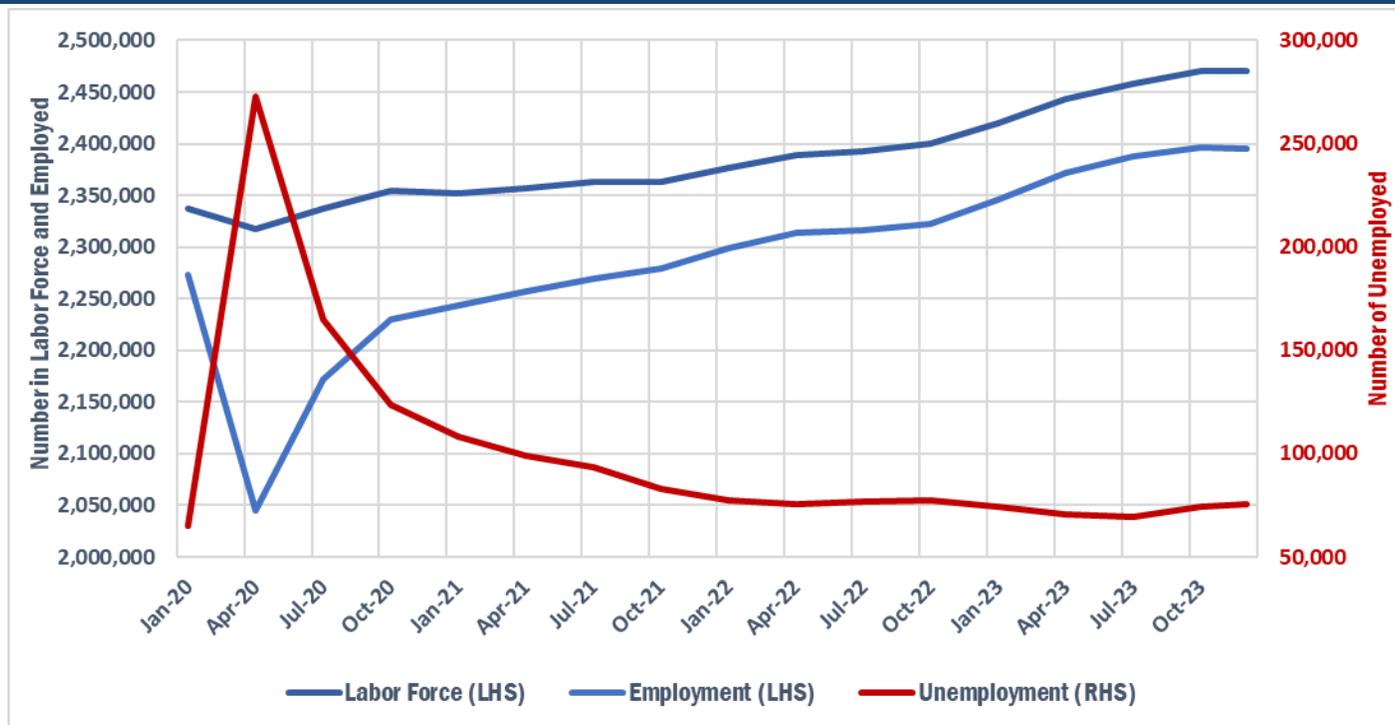
Furthermore, the data in the table reveals a positive correlation between educational attainment and LFPR. Individuals with less than a high school diploma exhibited an LFPR of 37.7 percent, while those with a bachelor’s degree or higher had a significantly higher LFPR at 67.0 percent. This information underscores that postsecondary education results in higher rates of labor force participation compared to the state’s overall average.

# LABOR FORCE TRENDS

An important component of the economy in South Carolina is the labor force. The Bureau of Labor Statistics' monthly household survey estimates labor force for individuals at their residence location and equals the sum of the employed and the unemployed. **Exhibit 6** illustrates the trends of the labor force (left-hand scale), employed (left-hand scale), and unemployed (right-hand scale) from 2020 to 2023.

Over the period 2020-2023, the overall labor force has grown by 132,750 people.

EXHIBIT 6: SOUTH CAROLINA LABOR FORCE, 2020-2023



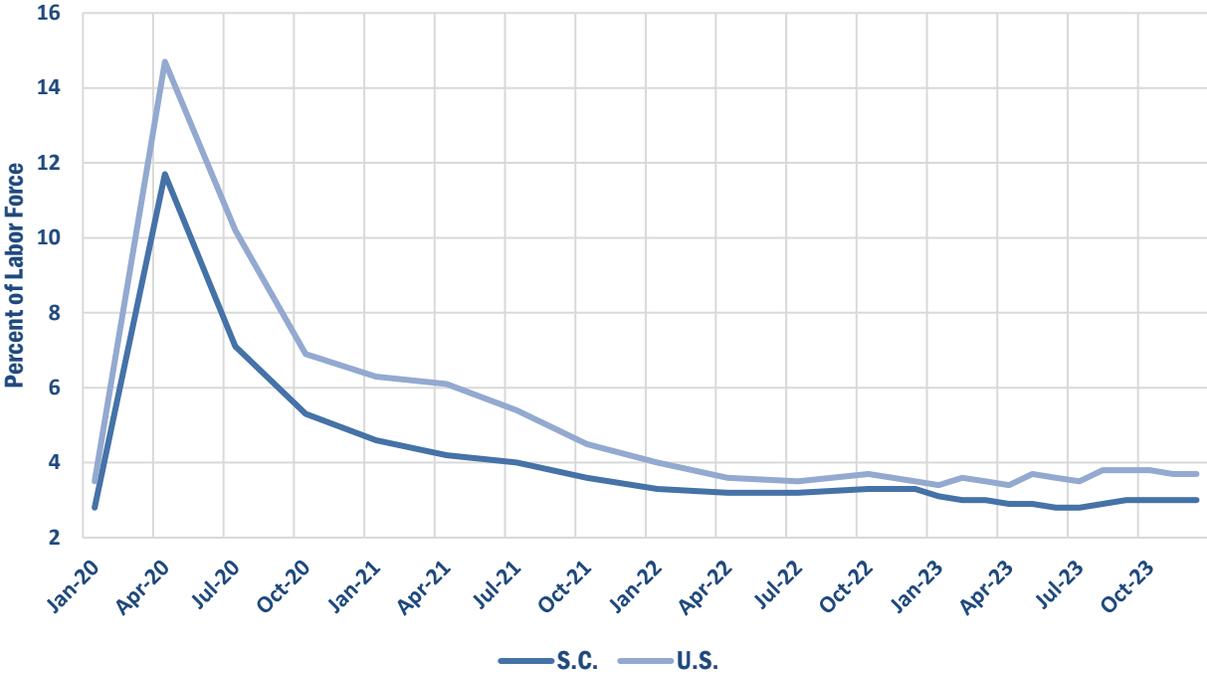
Source: U.S. Bureau of Labor Statistics

Employment rose by 122,869 people during the time period of January 2020 to December 2023, which came to a total employed of 2.39 million. Unemployment increased from 64,992 to 74,873. The peak unemployment during the period was 272,540 people in April 2020, with the low being 64,992 in January 2020.

# Unemployment Rate Trends

The unemployment rate is the percentage of the labor force that is unemployed. In January 2020, the rate stood at 2.8 percent and by the end of 2023, the rate had fallen to 3.0 percent from the pandemic high. During this four-year period, the high was reached in April 2020 with an 11.7 percent unemployment rate in South Carolina, compared to a 14.7 percent rate nationally. **Exhibit 7** highlights the trends of the unemployment rates over the recent four-year period.

EXHIBIT 7: SOUTH CAROLINA UNEMPLOYMENT RATE COMPARED TO NATIONAL



Source: U.S. Bureau of Labor Statistics

# SOUTH CAROLINA INDUSTRY EMPLOYMENT AND WAGES

South Carolina had more than 2.243 million wage and salary jobs in 2023, over 177,000 business establishments, and an average weekly wage of \$1,113. **Exhibit 8** displays the employment and wages for the state's industry sectors and the percent growth from 2022.

EXHIBIT 8: SOUTH CAROLINA INDUSTRY EMPLOYMENT AND WAGES, 2023

Industry Code	Industry Title	No. of Establishments	Average Employment	Average Weekly Wage	No. of Establishments Growth	Average Employment Growth	Average Weekly Wage Growth
	All Industry Total	177,661	2,242,879	\$1,113	6.7%	2.3%	3.2%
11	Agriculture, Forestry, Fishing and Hunting	1,367	10,223	\$954	3.9%	-2.8%	7.1%
21	Mining, Quarrying, And Oil and Gas Extraction	172	2,156	\$1,683	0.0%	4.2%	8.0%
22	Utilities	684	16,179	\$1,893	5.2%	1.3%	6.4%
23	Construction	14,731	112,340	\$1,343	5.4%	2.3%	5.7%
31-33	Manufacturing	8,539	263,048	\$1,380	9.2%	0.0%	6.2%
42	Wholesale Trade	9,961	82,715	\$1,696	4.5%	2.7%	4.0%
44-45	Retail Trade	19,978	265,991	\$711	3.0%	2.3%	0.6%
48-49	Transportation and Warehousing	5,271	90,814	\$1,065	7.1%	1.0%	-0.4%
51	Information	5,411	31,363	\$1,724	9.1%	-5.2%	7.8%
52	Finance and Insurance	10,712	81,815	\$1,737	5.8%	2.6%	9.6%
53	Real Estate, Rental and Leasing	8,324	35,434	\$1,214	7.0%	2.5%	3.2%
54	Professional and Technical Services	30,108	129,859	\$1,772	11.9%	7.3%	4.9%
55	Management Of Companies and Enterprises	1,577	23,978	\$1,961	10.4%	-5.5%	14.5%
56	Administrative and Waste Management	11,914	158,913	\$896	16.4%	-3.9%	3.5%
61	Educational Services	3,632	176,184	\$1,018	6.2%	5.7%	2.6%
62	Health Care and Social Assistance	16,620	302,380	\$1,171	6.3%	4.4%	-3.5%
71	Arts, Entertainment, and Recreation	2,618	38,829	\$528	6.1%	3.3%	3.3%
72	Accommodation and Food Services	12,585	242,647	\$474	3.1%	1.2%	-1.5%
81	Other Services (Except Public Administration)	11,524	59,989	\$882	4.4%	6.0%	1.4%
92	Public Administration	1,893	117,984	\$1,121	0.3%	1.9%	3.8%

Source: DEW, Quarterly Census of Employment and Wages (QCEW), SC 2023

Health Care and Social Assistance had the highest employment with just over 300,000 jobs, followed by Retail Trade with almost 266,000 jobs, and Manufacturing with just over 263,000. Of the approximate 177,000 business establishments in the state, more than 30,000 were engaged in the Professional and Technical Services industry, almost 20,000 were in Retail Trade, and over 16,000 were in Health Care and Social Assistance. The highest weekly wages were found in the Management of Companies and Enterprises sector at \$1,961, followed by Utilities at \$1,893, and Professional and Technical Services at \$1,772. Accommodations and Food Services had the lowest average weekly wages at \$474, followed by Arts, Entertainment, and Recreation at \$528.

In terms of percent change from last year, the state's average employment increased by 2.3 percent. Professional and Technical Services employment grew the fastest at 7.3 percent, followed by Other Services (except Public Administration) at 6.0 percent, and Educational Services at 5.7 percent. Administrative and Waste Management grew the fastest among establishments at 16.4 percent, with no industries having a decline in the number of establishments. Average weekly wages overall grew by 3.2 percent over the past year. Management of Companies and Enterprises increased the fastest at 14.5 percent, followed by Finance and Insurance with a growth of 9.6 percent, and Mining, Quarrying, and Oil/Gas Extraction at 8.0 percent. Health Care and Social Assistance had a decline in wage growth at -3.5 percent, as did Accommodation and Food Services at -1.5 percent, and Transportation and Warehousing at -0.4 percent.

## Industry Projections

**Exhibit 9** presents the latest available industry employment projections from 2022 to 2032 for South Carolina and highlights them by major industry group. Management of Companies and Enterprises is expected to increase the fastest at 39.1 percent, followed by Transportation and Warehousing at 28.9 percent, and Health Care and Social Assistance at 17.4 percent. Only one industry is projected to have negative growth over the decade—Agriculture, Forestry, Fishing and Hunting at -2.1 percent.

**EXHIBIT 9: SOUTH CAROLINA INDUSTRY EMPLOYMENT PROJECTIONS, 2022-2032**

NAICS Code	Industry Title	Base Year Employment	Projected Year Employment	Numeric Change	Percent Change
	All Industries Total	2,352,883	2,614,627	261,744	11.2%
11	Agriculture, Forestry, Fishing and Hunting	13,948	13,660	-288	-2.1%
21	Mining	2,044	2,359	315	15.4%
22	Utilities	10,950	11,357	407	3.7%
23	Construction	108,505	111,371	2,866	2.6%
31	Manufacturing	261,052	283,123	22,071	8.5%
42	Wholesale Trade	79,871	85,650	5,779	7.2%
44	Retail Trade	259,475	288,538	29,063	11.2%
48	Transportation and Warehousing	83,196	107,240	24,044	28.9%
51	Information	30,201	34,591	4,390	14.5%
52	Finance and Insurance	78,850	91,156	12,306	15.6%
53	Real Estate and Rental and Leasing	32,974	37,997	5,023	15.2%
54	Professional, Scientific, and Technical Services	118,791	135,179	16,388	13.8%

## EXHIBIT 9: SOUTH CAROLINA INDUSTRY EMPLOYMENT PROJECTIONS, 2022-2032

NAICS Code	Industry Title	Base Year Employment	Projected Year Employment	Numeric Change	Percent Change
55	Management of Companies and Enterprises	24,851	34,562	9,711	39.1%
56	Administrative and Support, Waste Management and Remediation Services	162,830	180,897	18,067	11.1%
61	Educational Services	170,197	184,200	14,003	8.2%
62	Health Care and Social Assistance	268,891	315,565	46,674	17.4%
71	Arts, Entertainment, and Recreation	32,538	36,093	3,555	10.9%
72	Accommodation and Food Services	232,193	255,744	23,551	10.1%
81	Other Services (Except Government)	102,608	109,681	8,640	6.9%
92	Government	156,655	165,295	8,640	5.5%

Source: DEW, Employment Projections Program

# SOUTH CAROLINA OCCUPATIONAL EMPLOYMENT AND WAGES

South Carolina had 2.223 million wage and salary occupational jobs in 2023 with an hourly mean wage of \$26.08. **Exhibit 10** summarizes more than 800 detailed occupations into major occupational groups and presents employment and median and average wage information.

EXHIBIT 10: SOUTH CAROLINA OCCUPATIONAL EMPLOYMENT AND WAGES, 2023

Occupation Code	Occupational Title	Total Employment	Hourly Mean Wage	Hourly Median Wage
	All Occupations	2,222,950	\$26.08	\$20.30
11	Management Occupations	131,290	\$55.89	\$48.33
13	Business and Financial Operations Occupations	108,600	\$37.94	\$33.45
15	Computer and Mathematical Occupations	54,500	\$44.86	\$40.75
17	Architecture and Engineering Occupations	41,090	\$42.55	\$39.39
19	Life, Physical, and Social Science Occupations	14,100	\$35.29	\$31.27
21	Community and Social Services Occupations	25,120	\$24.14	\$22.89
23	Legal Occupations	17,280	\$41.30	\$29.80
25	Educational Instruction and Library Occupations	110,610	\$27.42	\$25.29
27	Arts, Design, Entertainment, Sports, and Media Occupations	21,160	\$25.92	\$22.03
29	Healthcare Practitioners and Technical Occupations	142,130	\$44.06	\$36.39
31	Healthcare Support Occupations	80,990	\$16.89	\$16.25
33	Protective Service Occupations	49,070	\$21.76	\$20.07
35	Food Preparation and Serving Related Occupations	222,670	\$13.45	\$12.95
37	Building and Grounds Cleaning and Maintenance Occupations	67,970	\$15.94	\$14.82
39	Personal Care and Service Occupations	46,330	\$15.93	\$14.00
41	Sales and Related Occupations	226,140	\$21.79	\$15.85
43	Office and Administrative Support Occupations	285,910	\$20.31	\$18.64
45	Farming, Fishing, and Forestry Occupations	3,120	\$19.81	\$18.15
47	Construction and Extraction Occupations	77,590	\$23.98	\$22.48
49	Installation, Maintenance, and Repair Occupations	99,450	\$25.21	\$23.45
51	Production Occupations	189,660	\$22.19	\$20.51
53	Transportation and Material Moving Occupations	208,150	\$19.45	\$17.75

Source: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics (OEWS), 2023

The Office and Administrative Support Occupations category had the highest employment with 285,910 jobs, followed by Sales and Related Occupations with 226,140, and Food Preparation and Serving Related Occupations with 222,670 employees. The highest average hourly wages were found in Management Occupations at \$55.89 per hour, Computer and Mathematical Occupations at \$44.86 per hour, and Healthcare Practitioners and Technical Occupations at \$44.06 per hour. Food Preparation and Serving-Related Occupations had the lowest average wages at \$13.45 per hour.

## Occupation Projections

**Exhibit 11** highlights the state employment projections by major occupation groups. Office and Administrative Support Occupations are projected to have the highest number of jobs in 2032 with 315,503, followed by Sales and Related Occupations with 262,526, and Transportation and Material Moving Occupations with 248,351. Overall, the state is expected to have 2.614 million jobs in 2032.

EXHIBIT 11: SOUTH CAROLINA OCCUPATION EMPLOYMENT PROJECTIONS, 2022-2032

SOC Code	Occupation Group	Base Employment	Projected Employment	Numeric Change	Percent Change	Annual Job Openings
	Total, All Occupations	2,352,883	2,614,627	261,744	11.1%	304,271
11	Management Occupations	150,610	171,970	21,360	14.2%	14,392
13	Business and Financial Operations Occupations	112,590	130,967	18,377	16.3%	11,408
15	Computer and Mathematical Occupations	51,220	63,459	12,239	23.9%	4,603
17	Architecture and Engineering Occupations	40,578	46,386	5,808	14.3%	3,481
19	Life, Physical, and Social Science Occupations	15,447	17,398	1,951	12.6%	1,649
21	Community and Social Service Occupations	30,364	35,263	4,899	16.1%	3,179
23	Legal Occupations	17,980	20,196	2,216	12.3%	1,427
25	Education, Training, and Library Occupations	109,245	120,229	10,984	10.1%	10,854
27	Arts, Design, Entertainment, Sports, and Media Occupations	27,887	31,867	3,980	14.3%	3,316
29	Healthcare Practitioners and Technical Occupations	136,875	158,774	21,899	16.0%	10,434
31	Healthcare Support Occupations	81,853	101,247	19,394	23.7%	14,953
33	Protective Service Occupations	47,905	51,796	3,891	8.1%	5,859
35	Food Preparation and Serving Related Occupations	218,037	243,089	25,052	11.5%	45,968
37	Building and Grounds Cleaning and Maintenance Occupations	83,089	90,504	7,415	8.9%	12,334
39	Personal Care and Service Occupations	64,208	71,665	7,457	11.6%	12,787
41	Sales and Related Occupations	238,991	262,526	23,535	9.9%	35,223

## EXHIBIT 11: SOUTH CAROLINA OCCUPATION EMPLOYMENT PROJECTIONS, 2022-2032

SOC Code	Occupation Group	Base Employment	Projected Employment	Numeric Change	Percent Change	Annual Job Openings
43	Office and Administrative Support Occupations	307,743	315,503	7,760	2.5%	36,365
45	Farming, Fishing, and Forestry Occupations	9,790	9,462	-328	-3.4%	1,368
47	Construction and Extraction Occupations	96,685	101,931	5,246	5.4%	8,958
49	Installation, Maintenance, and Repair Occupations	101,460	112,251	10,791	10.6%	10,338
51	Production Occupations	196,724	209,763	13,039	6.6%	22,743
53	Transportation and Material Moving Occupations	213,602	248,381	34,779	16.3%	32,632

Source: DEW, Employment Projections Program

# JOB OPENINGS BY MAJOR OCCUPATION GROUP

**Exhibit 12** lists the major occupation groups sorted by annual job openings in the state. Total openings are composed of workers having exits from the labor force, transfers to other occupations, or the overall growth in the occupation over time. These circumstances create opportunities for job seekers to fill open positions. Overall, South Carolina is projected to have 304,271 annual job openings in all occupations. Food Preparation and Serving Related Occupations is expected to have the most openings at 45,968 per year over the 10-year period, followed by Office and Administrative Support Occupations at 36,365, and Sales and Related Occupations at 35,223.

**EXHIBIT 12: SOUTH CAROLINA'S JOB OPENINGS BY MAJOR OCCUPATION GROUP, 2022-2032**

SOC Code	Occupation Group	Annual Exits	Annual Transfers	Annual Change	Annual Total Openings
	Total, All Occupations	122,247	155,850	26,174	304,271
35	Food Preparation and Serving Related Occupations	19,651	23,812	2,505	45,968
43	Office and Administrative Support Occupations	16,603	18,986	776	36,365
41	Sales and Related Occupations	14,920	17,949	2,354	35,223
53	Transportation and Material Moving Occupations	11,820	17,334	3,478	32,632
51	Production Occupations	8,703	12,736	1,304	22,743
31	Healthcare Support Occupations	6,070	6,944	1,939	14,953
11	Management Occupations	4,634	7,622	2,136	14,392
39	Personal Care and Service Occupations	4,731	7,310	746	12,787
37	Building and Grounds Cleaning and Maintenance Occupations	5,407	6,185	742	12,334
13	Business and Financial Operations Occupations	3,737	5,833	1,838	11,408
25	Educational Instruction and Library Occupations	4,982	4,774	1,098	10,854
29	Healthcare Practitioners and Technical Occupations	4,636	3,608	2,190	10,434
49	Installation, Maintenance, and Repair Occupations	4,120	5,139	1,079	10,338
47	Construction and Extraction Occupations	3,446	4,987	525	8,958
33	Protective Service Occupations	2,452	3,018	389	5,859
15	Computer and Mathematical Occupations	1,276	2,103	1,224	4,603
17	Architecture and Engineering Occupations	1,242	1,658	581	3,481
27	Arts, Design, Entertainment, Sports, and Media Occupations	1,217	1,701	398	3,316
21	Community and Social Service Occupations	1,172	1,517	490	3,179
19	Life, Physical, and Social Science Occupations	347	1,107	195	1,649
23	Legal Occupations	558	647	222	1,427
45	Farming, Fishing, and Forestry Occupations	523	878	-33	1,368

Source: DEW, Employment Projections Program

# LABOR MARKET SUPPLY-DEMAND GAP

A tool workforce professionals use to help them understand the labor market is the supply-demand gap analysis. The “supply gap,” is the difference between the number of adjusted postsecondary graduates qualified for a given occupation and the number of job openings within the occupation. In 2023, graduate numbers in each program were adjusted based on factors such as the percentage expected to remain in South Carolina post-graduation. In addition to the supply gap in 2023, this analysis also contains information about projected 10-year growth of occupations, median wages, and the demand supply ratio: the number of job openings in an occupation divided by the number of qualified postsecondary graduates. While the supply gap indicates the overall need for an occupation in the state, the demand supply ratio shows how the output of pertinent postsecondary credentials compares to the projected future needs of the job market. Together, this information provides a snapshot of some of the opportunities and challenges the state will face in meeting the labor pool requirements of businesses in the coming years.



The annual supply gap across all occupations in South Carolina is about 27,000 workers. The supply gap for occupations that typically require a bachelor’s degree as a minimum requirement accounts for about half (13,602) of the total supply gap statewide. Approximately 17 percent (4,694) of the supply gap is for occupations that typically require an associate degree as a minimum requirement, while another 17 percent (4,455) represents occupations requiring a minimum of a master’s degree. Occupations that typically require a doctoral or professional degree make up 9 percent (2,435) of the supply gap, and the final 6 percent (1,731) of the supply gap represents occupations typically requiring only a post-secondary certification to meet minimum education requirements. While occupations requiring a doctoral or professional degree make up only 9 percent of the supply gap, occupations requiring this level of education have the highest demand supply ratio (3.12—meaning there is approximately one qualified graduate for every three openings).

At the career cluster level, the largest supply gaps are Health Science (6,539), Education and Training (3,654), and Business Management and Administration (2,918). The Transportation, Distribution, and Logistics cluster has a demand supply ratio more than double any other cluster, 8.95, based on only 201 graduates for 1,798 openings. The next highest demand supply ratio among clusters is for Finance, which has a ratio of 3.82 based on 880 graduates for 3,360 openings. The clusters with the smallest supply gaps (all below 300) are Agriculture, Food, and Natural Resources; Government and Public Administration; and Arts, Audio/Video Technology, and Communications.

At the occupation level, the largest supply gaps across all occupations typically requiring a post-secondary credential are:

Accountants and Auditors	1,255	Substitute Teachers, Short-Term	663
Software Developers	1,061	Paralegals and Legal Assistants	621
Nursing Assistants	988	Medical and Health Services Managers	565
Market Research Analysts & Marketing Specialists	983	Automotive Service Technicians and Mechanics	559
Human Resources Specialists	964	Registered Nurses	537
Medical Assistants	917	Elementary School Teachers, Except Special Ed.	879

Among these occupations, the largest demand supply ratios are found in Paralegals and Legal Assistants (8.14—87 graduates for 708 openings), Human Resources Specialists (7.60—146 graduates for 1,110 openings), and Automotive Service Technicians and Mechanics (5.82—116 graduates for 675 openings). However, while Software Developers has a demand supply ratio of 3.53 (419 graduates for 1,480 openings), lower than some of the other occupations with large supply gaps, the number of job openings for that occupation in the state (currently 12,106) is projected to grow in ten years by nearly 70 percent (8,430 openings). Looking to the future, computer science related occupations are just one category with growth pointing to even wider future shortages in graduates. Other occupations with growth that could exacerbate shortages include industrial engineers, data scientists, automotive service technicians and mechanics, heating and air mechanics and installers, logisticians, and several medical occupations.

Although this analysis is only one analytical perspective on the state's workforce, the data yield insights into investment targets for the alignment of education with employer demand at the post-secondary level. Data-driven collaboration among policymakers, educators, employers, and other stakeholders to meet present and future demand will ensure the state's workforce remains responsive to evolving industry needs, advances in technology, and continued growth.

# PRIORITY OCCUPATIONS

The South Carolina Coordinating Council for Workforce Development (CCWD) has developed a set of priority occupations that meets the workforce demands of industry and can overcome barriers to participation in the workforce. These occupations have high demand, high growth, sustainable wages, and high retention. These are positions that are important to the economic productivity of South Carolina's economy.

The goal in each of the 168 occupational selections is to ensure jobs across numerous industries and wages at a level necessary to enable self-sufficiency for the average size family in South Carolina. Prioritizing high demand and high growth jobs helps meet current and future needs of industries. Simultaneously, jobs that have livable wages and high retention provides stability for the state's families.

**Exhibit 13** below summarizes the count of priority occupations by educational career cluster.

EXHIBIT 13: PRIORITY OCCUPATIONS BY CAREER CLUSTER		
Career Cluster No.	Career Cluster	Count of Priority Occupations
1	Agriculture, Food & Natural Resources	2
2	Architecture & Construction	24
3	Arts, Audio/Video Technology & Communications	5
4	Business Management & Administration	12
5	Education & Training	6
6	Finance	9
7	Government & Public Administration	3
8	Health Science	24
9	Hospitality & Tourism	11
10	Human Services	9
11	Information Technology	7
12	Law, Public Safety, Corrections & Security	12
13	Manufacturing	15
14	Marketing	11
15	Science, Technology, Engineering & Mathematics	3
16	Transportation, Distribution & Logistics	15
<b>Total</b>		<b>168</b>

Source: DEW

The table shows that the Architecture & Construction and Health Science career clusters have the highest number of priority occupations with 24 each, while Government and Public Administration and Science, Technology, Engineering, & Mathematics have the fewest with three each. The occupations selected include Electricians, Teachers, Pipefitters, and Steamfitters, Transportation Inspectors, Registered Nurses, Medical Assistants, and Industrial Engineers.

# SOUTH CAROLINA GROSS DOMESTIC PRODUCT

South Carolina's economy has continued to expand over the past several years. **Exhibit 14** displays the state's Gross Domestic Product from 2020 to 2023 and the percent gain for each year. By 2023, South Carolina had a \$322 billion economy, which continues to have strong growth.

EXHIBIT 14: GROSS DOMESTIC PRODUCT (GDP) IN MILLIONS OF DOLLARS, 2020-2023

Gross Domestic Product (millions of chained 2012 U.S. dollars)				Percent Change		
2020	2021	2022	2023	2021	2022	2023
\$233,712	\$244,854	\$250,873	\$259,930	4.8%	2.5%	3.6%

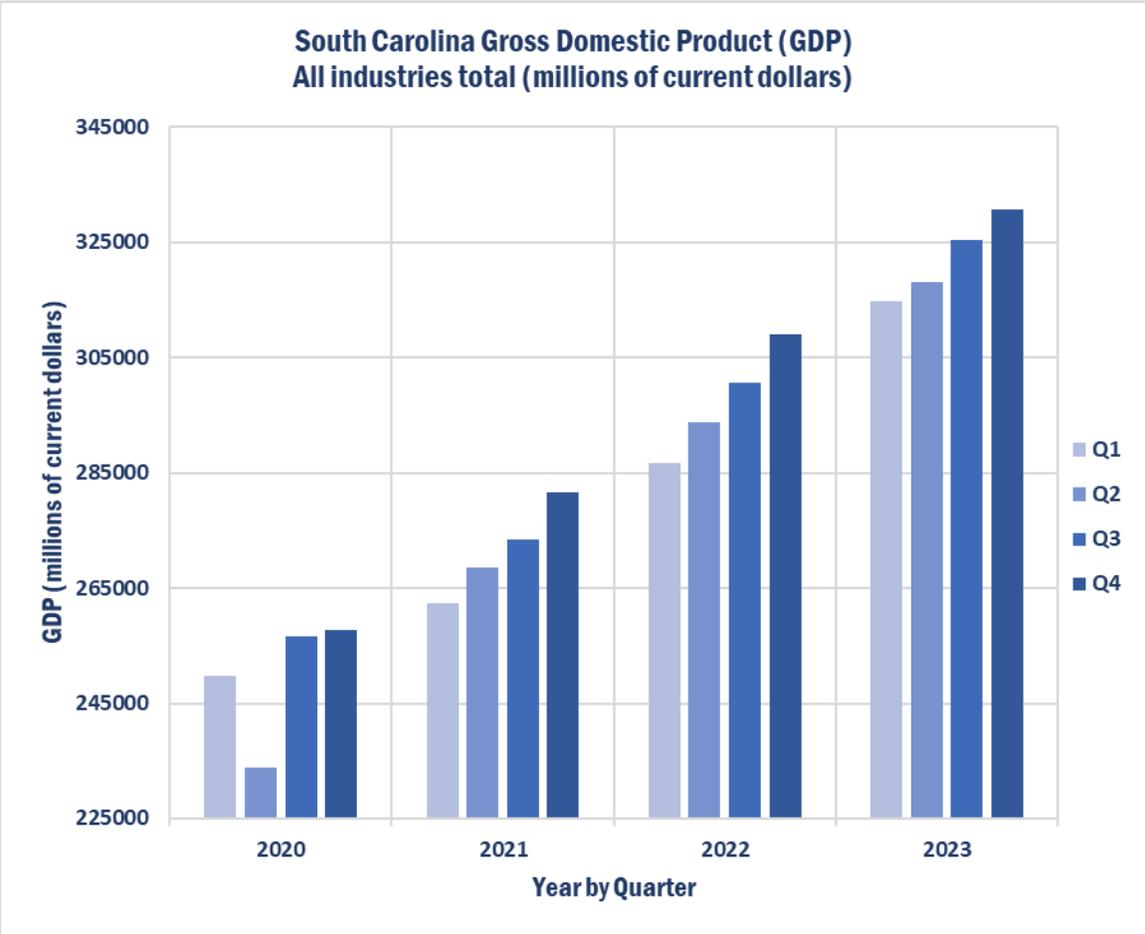
Gross Domestic Product (millions of current U.S. dollars)				Percent Change		
2020	2021	2022	2023	2021	2022	2023
\$249,482	\$271,495	\$297,546	\$322,259	8.8%	9.6%	8.3%

Source: U.S. Bureau of Economic Analysis



**Exhibit 15** shows South Carolina’s GDP in current dollars broken down by quarter from 2020-2023. The annotations show where S.C.’s economy had the highest GDP so far in Q4 2023 at \$330 billion and the lowest GDP for the period in Q2 2020 at \$227 billion. Note that the only decline in GDP was in Q2 of 2020 during the COVID-19 pandemic.

**EXHIBIT 15: GROSS DOMESTIC PRODUCT (GDP), 2020-2023**



Source: U.S. Bureau of Economic Analysis

To show the underlying trends on a more detailed level, **Exhibit 16** presents the real gross domestic product on an industry basis. This is an inflation-adjusted measure that makes seeing a trend easier. The table shows an overall growth of 3.5 percent from 2022 to 2023. The top industry in 2023 was Finance, Insurance, and Real Estate at \$50,604 million, followed by Manufacturing at \$35,509 million. The Arts, Entertainment and Recreation industry showed the biggest increase in output from 2022 to 2023 at 11.7 percent. The Agriculture, Forestry, Fishing and Hunting industry had the most significant decrease in output from 2022 to 2023 at -115.7 percent, followed by Wholesale Trade at -1.9 percent and Nondurable Goods Manufacturing at -1.0 percent within the Manufacturing industry. Private industries grew by 3.8 percent.

## EXHIBIT 16: REAL GROSS DOMESTIC PRODUCT (GDP) 2022 TO 2023 COMPARISON

Description	2022	2023	Percent Change
All Industry Total	\$250,873	\$259,930	3.6%
Private Industries	\$215,094	\$223,478	3.9%
Agriculture, Forestry, Fishing and Hunting	\$936	\$434	-53.6
Mining, Quarrying, And Oil and Gas Extraction	\$486	\$596	22.7
Utilities	\$5,123	\$5,220	1.9%
Construction	\$11,768	\$12,053	2.4%
Manufacturing	\$34,385	\$35,509	3.3%
Durable Goods Manufacturing	\$20,036	\$21,380	6.7%
Nondurable Goods Manufacturing	\$14,381	\$14,240	-1.0%
Wholesale Trade	\$14,613	\$14,339	-1.9%
Retail Trade	\$16,923	\$19,088	12.8%
Transportation and Warehousing	\$6,341	\$6,734	6.2%
Information	\$8,606	\$9,096	5.7%
Finance, Insurance, Real Estate, Rental, and Leasing	\$49,658	\$50,604	1.9%
Finance, Insurance	\$11,822	\$11,800	-0.2%
Real Estate, Rental and Leasing	\$37,858	\$38,841	2.6%
Professional and Business Services	\$30,186	\$31,576	4.6%
Professional, Scientific, and Technical Services	\$16,685	\$18,018	8.0%
Management Of Companies and Enterprises	\$3,733	\$3,794	1.6%
Administrative and Support and Waste Management and Remediation Services	\$9,882	\$9,911	0.3%
Educational Services, Health Care, and Social Assistance	\$18,928	\$20,504	8.3%
Educational Services	\$1,825	\$1,858	1.8%
Health Care and Social Assistance	\$17,107	\$18,653	9.0%
Arts, Entertainment, Recreation, Accommodation, and Food Services	\$11,974	\$12,681	5.9%
Arts, Entertainment, and Recreation	\$1,825	\$2,066	13.2%
Accommodation and Food Services	\$10,161	\$10,638	4.7%
Other Services (Except Government and Government Enterprises)	\$5,777	\$5,781	0.1%
Government and Government Enterprises	\$35,827	\$36,483	1.8%

Source: U.S. Bureau of Economic Analysis. \*Real GDP is in millions of chained 2017 dollars. Industry detail is based on the 2012 North American Industry Classification System (NAICS)

# FOREIGN TRADE

South Carolina has had a notable climb in its trade exports from 2021, rising by 26 percent, as shown in **Exhibit 17**. Transportation Equipment was 52.1 percent of the total value of exports in 2023, with Chemicals, then Plastics and Rubber Products following. All the top export industries were in Manufacturing, highlighting the sector's value to the state. Transportation Equipment has consistently been the top export industry for South Carolina; Transportation Equipment increases over the past years have accounted for the majority of South Carolina's increase in total trade exports.

EXHIBIT 17: TOP 10 EXPORT INDUSTRIES

NAICS Code	Industry	2021	2022	2023	% Change 2021-2023	% of Total (2023)
	Grand Total	\$29,623	\$31,507	\$37,343	26.1%	100.0%
336	Transportation Equipment	\$13,943	\$14,339	\$19,474	39.7%	52.1%
325	Chemicals	\$3,467	\$4,126	\$4,132	19.2%	11.1%
326	Plastics & Rubber Products	\$2,475	\$2,625	\$2,871	16.0%	7.7%
333	Machinery, Except Electrical	\$1,947	\$2,199	\$2,362	21.3%	6.3%
334	Computer & Electronic Products	\$1,156	\$1,223	\$1,354	17.1%	3.6%
332	Fabricated Metal Products, Nesoi	\$1,124	\$1,229	\$1,318	17.3%	3.5%
335	Electrical Equipment, Appliances & Components	\$990	\$1,044	\$1,239	25.2%	3.3%
322	Paper	\$899	\$1,014	\$904	0.5%	2.4%
311	Food & Kindred Products	\$823	\$832	\$736	-10.5%	2.0%
313	Textiles & Fabrics	\$680	\$678	\$573	-15.7%	1.5%

Source: U.S. Census Bureau, USA Trade

Germany is the state's top export partner with \$4.7 billion dollars in trade in 2023. **Exhibit 18** shows that Canada, China, and Mexico are leading partners as well. Foreign exports increased over 23 percent from 2020-2023.

#### EXHIBIT 18: TOP 10 EXPORT PARTNERS IN MILLIONS OF DOLLARS

Area	2020	2021	2022	2023	% Change (2020-2023)	% of Total (2023)
Germany	\$4,081	\$4,566	\$4,420	\$4,718	15.6%	12.6%
Canada	\$4,010	\$3,852	\$4,430	\$4,559	13.7%	12.2%
China	\$3,887	\$4,601	\$3,711	\$3,880	-0.2%	10.4%
Mexico	\$1,816	\$2,118	\$2,373	\$3,038	67.3%	8.1%
Belgium	\$1,414	\$1,481	\$1,635	\$1,993	41.0%	5.3%
Singapore	\$428	\$463	\$373	\$1,644	284.4%	4.4%
Korea, South	\$1,160	\$1,394	\$1,868	\$1,480	27.6%	4.0%
United Kingdom	\$1,372	\$985	\$1,530	\$1,315	-4.2%	3.5%
Taiwan	\$856	\$457	\$570	\$1,100	28.5%	2.9%
Japan	\$1,177	\$1,024	\$758	\$1,024	-13.0%	2.7%
<b>World</b>	<b>\$30,294</b>	<b>\$29,623</b>	<b>\$31,508</b>	<b>\$37,343</b>	<b>23.3%</b>	<b>100.0%</b>

Source: U.S. Census Bureau, Foreign Trade Division

Singapore, as a state trade partner, had the largest percent change in the time period 2020-2023 at 284 percent, followed by Mexico at 67 percent, and Belgium at 41 percent. Over that period, the countries in the top 10 with a decrease in exports from the state are Japan at -13 percent, United Kingdom at -4 percent and China, for which the decrease was less than two-tenths of a percent.

# PRIORITY POPULATIONS

South Carolina’s citizens and workforce are very diverse. Different population groups often face varying challenges and barriers and may need more specific or dedicated services to meet their employment and training needs. The State Workforce Development Board (SWDB) focuses on several priority populations as described below.

## *Juvenile Offenders*

In Fiscal Year (FY) 2021-2022, the S.C. Department of Juvenile Justice (DJJ) received over 13,000 youth referrals. During the 2022-2023 school year, SCDJJ School District graduated 111 students with nine high school diplomas, 101 high school equivalency diplomas, and one SC high school credential. In addition to relationships with several South Carolina colleges, a new post-secondary partnership was formed with Voorhees University and virtual instruction was provided for youth to pursue a four-year degree in Criminal Justice. These are among several programs geared toward helping young offenders make good choices for themselves.<sup>2</sup>

## *Temporary Assistance for Needy Families (TANF)*

For fiscal year 2022-2023, South Carolina had an average of 16,500 individuals receiving TANF benefits per month. This is the lowest level in the past five fiscal years. The number of jobs obtained by TANF employable recipients during the fiscal year was 1,130, down from the previous five fiscal years, following the declining trend of individuals receiving benefits.<sup>3</sup> This group may have difficulty obtaining a family-sustaining wage. Even when they have jobs, the pay is often low. Training and employment support should be provided as this group may often lack the education and needed skills to get a better job.

## *Ex-Offenders*

As of June 30, 2023, South Carolina had an inmate population of 15,997. For FY 2023 (July 1, 2022 – June 30, 2023), the S.C. Department of Corrections (SCDC) had 5,731 total releases from its base population. The average age of an inmate during this period was 41 years old. African Americans made up 58 percent of the total, with whites at 39 percent, and other races at three percent. The average sentence length is five years and four months. Fifty-five percent of inmates do not have a high school diploma or GED upon entering incarceration.<sup>4</sup>

In FY 2023, the Palmetto Unified School District (PUSD) awarded seven high school diplomas, 314 GEDs, 1,501 Vocational certificates, 396 WIN certificates, 3,174 on the job training certificates (OJT’s), and two Department of Labor (DOL) Apprenticeship certifications. PUSD met their goals in three areas, high school diplomas, WIN certificates, and DOL Apprenticeships for FY 2022.<sup>5</sup>

People who have been imprisoned face several challenges re-entering society, not least of which is overcoming their past criminal history when seeking employment. Lack of education, poor computer skills, poor people skills, low self-esteem, substance abuse problems, and access to transportation are some problems that an ex-offender may face during the job search.

<sup>2</sup> South Carolina Department of Juvenile Justice, 2023 Accountability Report, <https://www.scstatehouse.gov/reports/aar2023/N120.pdf>

<sup>3</sup> South Carolina Department of Social Services “Key Stats from Major Program Areas”, <https://dss.sc.gov/media/4653/key-stats-from-major-program-areas-sfy2022-23.pdf>

<sup>4</sup> South Carolina Department of Corrections, SCDC FAQs, [https://doc.sc.gov/sites/doc/files/Documents/research/SystemOverview/SCDC\\_FAQs.pdf](https://doc.sc.gov/sites/doc/files/Documents/research/SystemOverview/SCDC_FAQs.pdf)

<sup>5</sup> South Carolina Department of Corrections, 2023 Accountability Report, <https://www.scstatehouse.gov/reports/aar2023/N040.pdf>

## Veterans

According to the 2022 American Community Survey, South Carolina had 344,664 civilian veterans aged 18 or older, making up 8.4 percent of the state's civilian adult population. Veterans had a higher percentage of having some college education or an associate degree compared to the population aged 25 and older as a whole (37.9 percent for veterans, 30.1 percent for all). At 2.5 percent, veterans had a lower unemployment rate than the civilian population aged 18 to 64 (4.4 percent).<sup>6</sup>

Veterans may have to overcome stereotypes, such as employers thinking that all post 9/11-veterans have post-traumatic stress disorder (PTSD). However, veterans have a great deal to contribute to any company. Many veterans have job skills that transfer directly to the civilian world, such as integrity, attention to detail, leadership, problem-solving, and a team-player mentality.

## Disabled

Estimates from the American Community Survey in 2022 show that 14.5 percent of the state's civilian noninstitutionalized population was disabled.<sup>7</sup> The disabled employed population in the workforce equaled 151,737 people aged 18 to 64 in 2022. Over 18,000 more people were unemployed, yielding a disabled unemployment rate of 10.7 percent. Cognitive difficulty was the top disability for both those employed and unemployed, while ambulatory difficulty was reported as the top disability for those not in the labor force<sup>8</sup> Therefore, this group will continue to need focused services to overcome these substantial barriers to employment.

## Homeless

South Carolina's sheltered homelessness population was estimated at 4,053 people in 2023, up 12.3 percent from 2022, including 393 veterans, according to the U.S. Department of Housing and Urban Development. A total homeless rate of 8 per 10,000 people were experiencing sheltered homelessness. There are several strategies implemented to help individuals move from a homeless situation, including safe havens, rapid re-housing, and transitional housing programs.<sup>9</sup>

## Long-term Unemployed

The U.S. Bureau of Labor Statistics considers someone unemployed for 27 weeks or more to be long-term unemployed. In 2023, South Carolina had 15,000 people in this category out of a total of 78,000 unemployed.<sup>10</sup> DEW has several programs that can help this population regain employment.

<sup>6</sup> U.S. Census Bureau, American Community Survey, 2022 1-Year Estimate, Table S2101: Veteran Status

<sup>7</sup> U.S. Census Bureau, American Community Survey, 2022 1-Year Estimate, Table S1810: Disability Characteristics

<sup>8</sup> U.S. Census Bureau, American Community Survey, 2022 1-Year Estimate, Table B18120: Employment Status by Disability and Type

<sup>9</sup> National Alliance to End Homelessness, Rapid Re-Housing, <https://www.huduser.gov/portal//portal/sites/default/files/pdf/2023-AHAR-Part-1.pdf>

<sup>10</sup> U.S. Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 2023, Table 26, <https://www.bls.gov/opub/geographic-profile/home.htm>

## Low Income

In 2022, South Carolina had an estimated 717,348 people living below the poverty level, or 14.0 percent of the population. Of this group, nearly 160,497 were employed, and 36,835 were unemployed.<sup>11</sup> Government assistance and educational support can help many of these individuals reach sustainable income levels.

<sup>11</sup> U.S. Census Bureau, American Community Survey, 2022 1-Year Estimate, Table S1701:Poverty Status in the Past 12 Months

# WORKFORCE DEVELOPMENT AREA CONDITIONS

## Catawba

Catawba WDA had an occupational employment of 140,250 in 2023 with an average hourly wage of \$27.41 across all major occupational groups. **Exhibit 19** shows the highest average wage is in the Management Occupations group, with an hourly rate of \$61.52, followed by Computer and Mathematical Occupations with an hourly rate of \$48.43. The lowest average hourly rate is in the Food Preparation and Serving Related Occupations with a rate of \$14.22, followed by Personal Care and Service Occupations with an hourly rate of \$15.99.

EXHIBIT 19: CATAWBA OCCUPATIONAL EMPLOYMENT AND WAGES, 2023

SOC Code	Occupation Group	Employment	Entry Level	Mean	Experience
	Total, All Occupations	140,250	\$13.66	\$27.41	\$34.29
11	Management Occupations	8,490	\$30.95	\$61.52	\$76.80
13	Business and Financial Operations Occupations	7,610	\$23.12	\$40.39	\$49.03
15	Computer and Mathematical Occupations	3,980	\$26.48	\$48.43	\$59.40
17	Architecture and Engineering Occupations	2,350	\$26.88	\$42.68	\$50.59
19	Life, Physical, and Social Science Occupations	950	\$22.29	\$38.82	\$47.08
21	Community and Social Service Occupations	1,560	\$15.66	\$23.80	\$27.88
23	Legal Occupations	830	\$19.04	\$41.71	\$53.05
25	Educational Instruction and Library Occupations	8,960	\$15.25	\$27.47	\$33.58
27	Arts, Design, Entertainment, Sports, and Media Occupations	1,390	\$13.75	\$25.89	\$31.97
29	Healthcare Practitioners and Technical Occupations	6,610	\$21.22	\$45.71	\$57.95
31	Healthcare Support Occupations	4,530	\$12.41	\$17.88	\$20.62
33	Protective Services Occupations	2,240	\$14.47	\$22.46	\$26.46
35	Food Preparation and Serving Related Occupations	13,760	\$9.78	\$14.22	\$16.43
37	Building and Grounds Cleaning Maintenance Occupations	4,280	\$12.05	\$16.67	\$18.98
39	Personal Care and Service Occupations	3,210	\$10.69	\$15.99	\$18.64
41	Sales and Related Occupations	14,020	\$12.15	\$24.34	\$30.44
43	Office and Administrative Support Occupations	17,890	\$14.37	\$21.39	\$24.90
45	Farming, Fishing, and Forestry Occupations	230	\$13.79	\$20.91	\$24.46
47	Construction and Extraction Occupations	4,420	\$17.41	\$25.84	\$30.06

## EXHIBIT 19: CATAWBA OCCUPATIONAL EMPLOYMENT AND WAGES, 2023

SOC Code	Occupation Group	Employment	Entry Level	Mean	Experience
49	Installation, Maintenance, and Repair Occupations	6,210	\$17.53	\$27.29	\$32.17
51	Production Occupations	11,640	\$16.44	\$23.26	\$26.67
53	Transportation and Material Moving Occupations	15,100	\$14.11	\$19.63	\$22.39

Source: DEW; U.S. Bureau of Labor Statistics

**Exhibit 20** presents the latest available Industry Spotlight summary from JobsEQ for 2024Q1 in the Catawba WDA. Employment for the region at that time was 155,415 with average wages per worker at \$56,618. The top occupational groups by employment were Office and Administrative Support Occupations at 12.5 percent, followed by Sales and Related Occupations at 10.2 percent, and Transportation and Material Moving Occupations at 10.0 percent. The top industries by employment were Retail Trade, Manufacturing, and Health Care and Social Assistance with average annual employment increases between about 1 to 3 percent over the last 10 years across all three industries.

EXHIBIT 20: CATAWBA INDUSTRY SPOTLIGHT

### Spotlight Summary

Total - All Industries  
Catawba – 2024Q1

#### EMPLOYMENT



**155,415**

Regional employment / 164,954,062 in the nation

#### WAGES

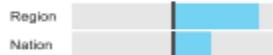


**\$56,618**

Avg Wages per Worker / \$70,857 in the nation

**2.8%** ↑

Avg Ann % Change Last 10 Years / +1.3% in the U.S.



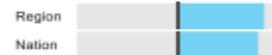
**100.0%**

% of Total Employment / 100.0% in the U.S.



**4.0%** ↑

Avg Ann % Change Last 10 Years / +3.7% in the U.S.



#### TOP OCCUPATION GROUPS



#### TOP INDUSTRIES

Avg Ann % Change in Employment, Last 10 Years

**1.9%** ↑



Retail Trade

**0.8%** ↑



Manufacturing

**3.0%** ↑



Health Care and Social Assistance

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 21** highlights the top industry groups by employment for the Catawba WDA. Retail Trade has the largest employment at 18,684 and average annual wages of \$36,013. Manufacturing follows with 17,358 in employment and average annual wages of \$68,239. Health Care and Social Assistance ranks third with 17,200 in employment and average annual wages of \$54,361.

### EXHIBIT 21: CATAWBA INDUSTRY SECTORS

2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Retail Trade	18,684	\$36,013	1.22		2,809	1.2%
Manufacturing	17,358	\$68,239	1.40		1,968	1.2%
Health Care and Social Assistance	17,200	\$54,361	0.75		2,103	2.4%
Accommodation and Food Services	14,631	\$22,082	1.08		2,833	1.6%
Educational Services	12,936	\$46,538	1.04		1,361	1.1%
Administrative and Support and Waste Management and Remediation Services	8,764	\$43,204	0.91		1,165	1.8%
Professional, Scientific, and Technical Services	8,449	\$90,527	0.74		886	2.3%
Construction	8,325	\$63,067	0.89		853	1.6%
Other Services (except Public Administration)	7,283	\$33,602	1.11		967	1.8%
Transportation and Warehousing	6,843	\$49,728	0.89		905	2.2%
Remaining Component Industries	34,941	\$79,285	1.13		4,080	1.8%
<b>Total - All Industries</b>	<b>155,415</b>	<b>\$56,618</b>	<b>1.00</b>		<b>19,669</b>	<b>1.7%</b>

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 22** summarizes the annual total openings within Catawba with Food Preparation and Serving Related Occupations, Office and Administrative Support Occupations, and Sales and Related Occupations having the most annual total openings.

**EXHIBIT 22: CATAWBA ANNUAL JOB OPENINGS, 2020-2030**

SOC Code	Occupation Group	Annual Exits	Annual Transfers	Annual Change	Annual Total Openings
	Total, All Occupations	4,609	7,313	3,716	15,638
35	Food Preparation and Serving Related Occupations	880	1,215	388	2,483
43	Office and Administrative Support Occupations	656	891	319	1,866
41	Sales and Related Occupations	605	916	251	1,772
53	Transportation and Material Moving Occupations	470	828	371	1,669
51	Production Occupations	252	488	170	910
11	Management Occupations	168	386	208	762
13	Business and Financial Operations Occupations	151	342	218	711
47	Construction and Extraction Occupations	154	358	122	634
37	Building and Grounds Cleaning and Maintenance Occupations	221	280	94	595
25	Educational Instruction and Library Occupations	169	198	148	515
39	Personal Care and Service Occupations	187	232	78	497
49	Installation, Maintenance, and Repair Occupations	127	256	106	489
31	Healthcare Support Occupations	162	179	95	436
29	Healthcare Practitioners and Technical Occupations	100	120	131	351
15	Computer and Mathematical Occupations	55	133	110	298
33	Protective Service Occupations	64	88	54	206
27	Arts, Design, Entertainment, Sports, and Media Occupations	52	101	52	205
21	Community and Social Service Occupations	34	66	36	136
45	Farming, Fishing, and Forestry Occupations	29	80	17	126
19	Life, Physical, and Social Science Occupations	14	48	23	85
23	Legal Occupations	14	20	14	48
17	Architects, Surveyors, and Cartographers	3	5	2	10

Source: DEW, *Employment Projections Program*

# Greenville

Greenville WDA had an occupational employment of 290,990 in 2023 with an average hourly wage of \$27.22 across all major occupational groups. **Exhibit 23** shows the highest average wage to be in the Management Occupation group with an hourly rate of \$59.51, followed by Healthcare Practitioners and Technical Occupations with an hourly rate of \$45.92. The lowest average hourly rate is in the Food Preparation and Serving Related Occupations with a rate of \$13.60, followed by Personal Care and Service Occupations with an hourly rate of \$15.85.

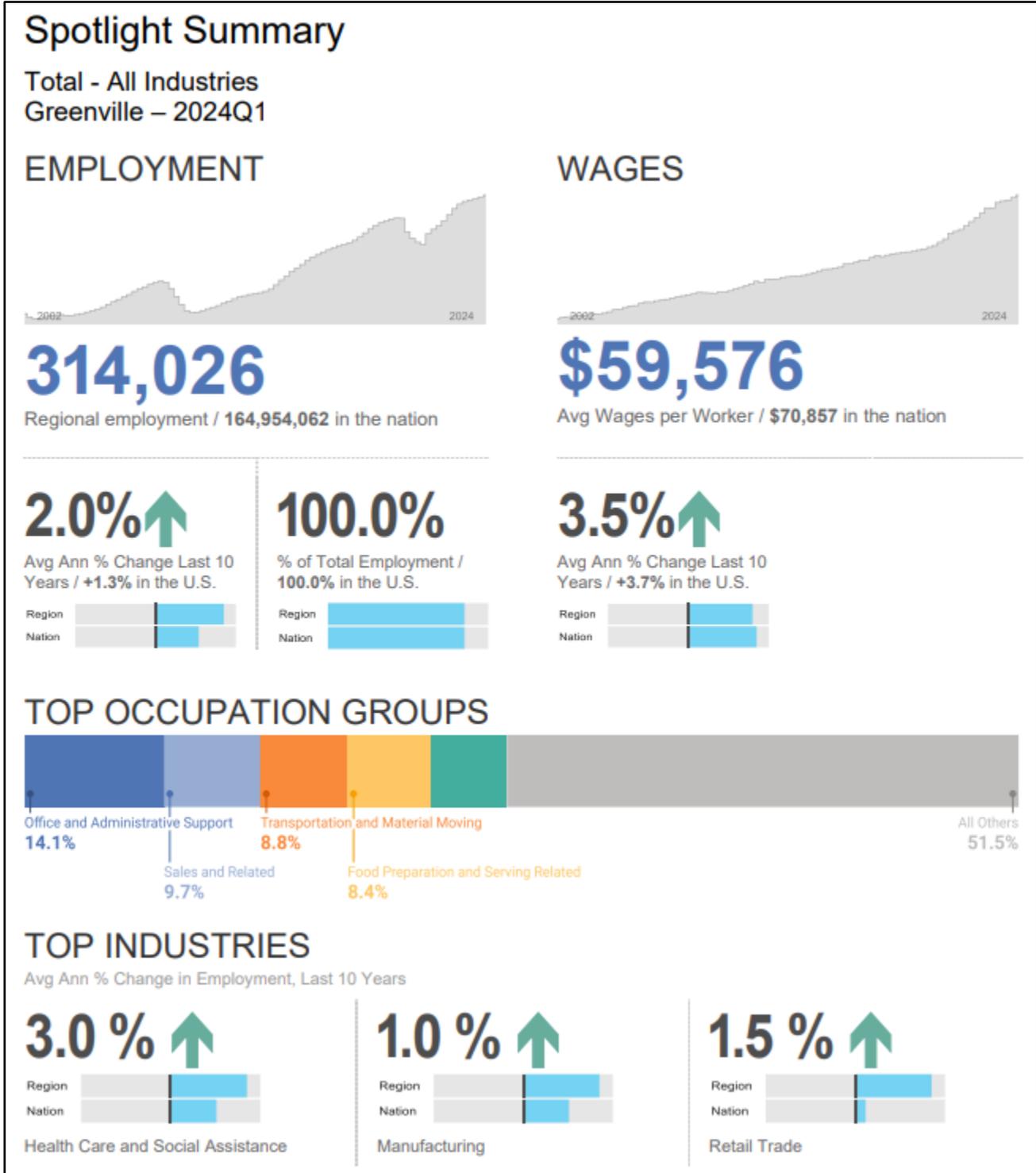
EXHIBIT 23: GREENVILLE OCCUPATIONAL EMPLOYMENT AND WAGES, 2023

SOC Code	Occupation Group	Employment	Entry Level	Mean	Experience
	Total, All Occupations	290,990	\$13.41	\$27.22	\$34.12
11	Management Occupations	18,670	\$29.96	\$59.51	\$74.29
13	Business and Financial Operations Occupations	16,560	\$22.19	\$38.52	\$46.68
15	Computer and Mathematical Occupations	7,800	\$23.65	\$42.96	\$52.61
17	Architecture and Engineering Occupations	7,750	\$26.78	\$44.02	\$52.64
19	Life, Physical, and Social Science Occupations	1,350	\$21.18	\$34.72	\$41.49
21	Community and Social Service Occupations	2,990	\$16.03	\$23.87	\$27.79
23	Legal Occupations	2,530	\$19.17	\$43.07	\$55.02
25	Educational Instruction and Library Occupations	11,730	\$14.04	\$24.98	\$30.45
27	Arts, Design, Entertainment, Sports, and Media Occupations	2,790	\$13.69	\$26.22	\$32.48
29	Healthcare Practitioners and Technical Occupations	20,370	\$22.34	\$45.92	\$57.71
31	Healthcare Support Occupations	10,890	\$12.21	\$17.28	\$19.82
33	Protective Services Occupations	5,880	\$13.91	\$21.57	\$25.40
35	Food Preparation and Serving Related Occupations	25,730	\$9.41	\$13.60	\$15.70
37	Building and Grounds Cleaning Maintenance Occupations	8,190	\$11.55	\$15.86	\$18.01
39	Personal Care and Service Occupations	5,590	\$10.50	\$15.85	\$18.52
41	Sales and Related Occupations	29,090	\$11.63	\$23.21	\$29.00
43	Office and Administrative Support Occupations	39,430	\$14.09	\$20.50	\$23.71
45	Farming, Fishing, and Forestry Occupations	110	\$12.28	\$16.61	\$18.77
47	Construction and Extraction Occupations	9,070	\$16.37	\$24.13	\$28.01
49	Installation, Maintenance, and Repair Occupations	11,770	\$16.67	\$25.69	\$30.20
51	Production Occupations	24,190	\$15.25	\$21.73	\$24.97
53	Transportation and Material Moving Occupations	28,530	\$13.66	\$19.30	\$22.13

Source: DEW; U.S. Bureau of Labor Statistics

**Exhibit 24** presents the latest available Industry Spotlight summary from JobsEQ for 2024Q1 in the Greenville WDA. Employment for the region at that time was 314,026 with average wages per worker at \$59,576. The top occupational groups by employment were Office and Administrative Support, followed by Sales and Related, and Transportation and Material Moving. The top industries by employment were Health Care and Social Assistance, Manufacturing, and Retail Trade.

EXHIBIT 24: GREENVILLE INDUSTRY SPOTLIGHT



Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 25** highlights the top industry groups by employment for the Greenville WDA. Health Care and Social Assistance has the largest amount of employment at 44,170 and average annual wages of \$65,619. Manufacturing follows with 32,073 employment and average annual wages of \$73,759. Retail trade rounds out the top three with 31,869 total employment and average annual wages of \$39,422.

### EXHIBIT 25: GREENVILLE INDUSTRY SECTORS

2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Health Care and Social Assistance	44,170	\$65,619	0.95		5,153	1.8%
Manufacturing	32,073	\$73,759	1.28		3,551	1.0%
Retail Trade	31,869	\$39,422	1.03		4,635	0.8%
Administrative and Support and Waste Management and Remediation Services	30,322	\$43,731	1.56		3,867	1.2%
Accommodation and Food Services	28,264	\$24,647	1.04		5,355	1.2%
Professional, Scientific, and Technical Services	23,618	\$89,548	1.03		2,342	1.7%
Educational Services	20,175	\$48,852	0.80		2,173	1.3%
Construction	18,614	\$77,242	0.98		1,838	1.2%
Wholesale Trade	14,435	\$84,962	1.22		1,604	1.0%
Other Services (except Public Administration)	13,732	\$36,604	1.04		1,753	1.3%
Remaining Component Industries	56,754	\$71,024	0.65		6,544	1.3%
<b>Total - All Industries</b>	<b>314,026</b>	<b>\$59,576</b>	<b>1.00</b>		<b>38,568</b>	<b>1.3%</b>

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 26** summarizes the annual total openings within Greenville with Food Preparation and Serving Related Occupations, Transportation and Material Moving, and Office and Administrative Support Occupations having the most annual total openings.

EXHIBIT 26: GREENVILLE ANNUAL JOB OPENINGS, 2020-2030					
SOC Code	Occupation Group	Annual Exits	Annual Transfers	Annual Change	Annual Total Openings
	Total, All Occupations	5,945	9,348	4,102	19,395
35	Food Preparation and Serving Related Occupations	1,605	2,182	460	4,247
53	Transportation and Material Moving Occupations	520	958	424	1,902
43	Office and Administrative Support Occupations	709	956	162	1,827
51	Production Occupations	453	855	371	1,679
41	Sales and Related Occupations	566	856	178	1,600
47	Construction and Extraction Occupations	218	521	83	822
11	Management Occupations	172	410	164	746
13	Business and Financial Operations Occupations	181	415	150	746
31	Healthcare Support Occupations	257	263	125	645
49	Installation, Maintenance, and Repair Occupations	148	306	90	544
39	Personal Care and Service Occupations	180	231	98	509
37	Building and Grounds Cleaning and Maintenance Occupations	178	196	62	436
29	Healthcare Practitioners and Technical Occupations	152	185	91	428
25	Educational Instruction and Library Occupations	148	166	93	407
17	Architecture and Engineering Occupations	95	193	105	393
15	Computer and Mathematical Occupations	60	150	78	288
27	Arts, Design, Entertainment, Sports, and Media Occupations	80	130	60	270
21	Community and Social Service Occupations	40	79	28	147
23	Legal Occupations	23	32	23	78
19	Life, Physical, and Social Science Occupations	13	40	14	67

Source: DEW, Employment Projections Program

# Lowcountry

Lowcountry WDA had an occupational employment of 218,050 in 2023 with an average hourly wage of \$23.97 across all major occupational groups. **Exhibit 27** shows the highest average wage to be in the Management Occupation group with an hourly rate of \$52.19, followed by Healthcare Practitioners and Technical Occupations with an hourly rate of \$45.11. The lowest average hourly wage is in the Food Preparation and Serving Related Occupations with a rate of \$13.41, followed by Personal Care and Service Occupations with an hourly rate of \$15.65. *It should be noted that the occupational survey combined the Lowcountry and Pee Dee WDA areas and the resulting data is presented for both.*

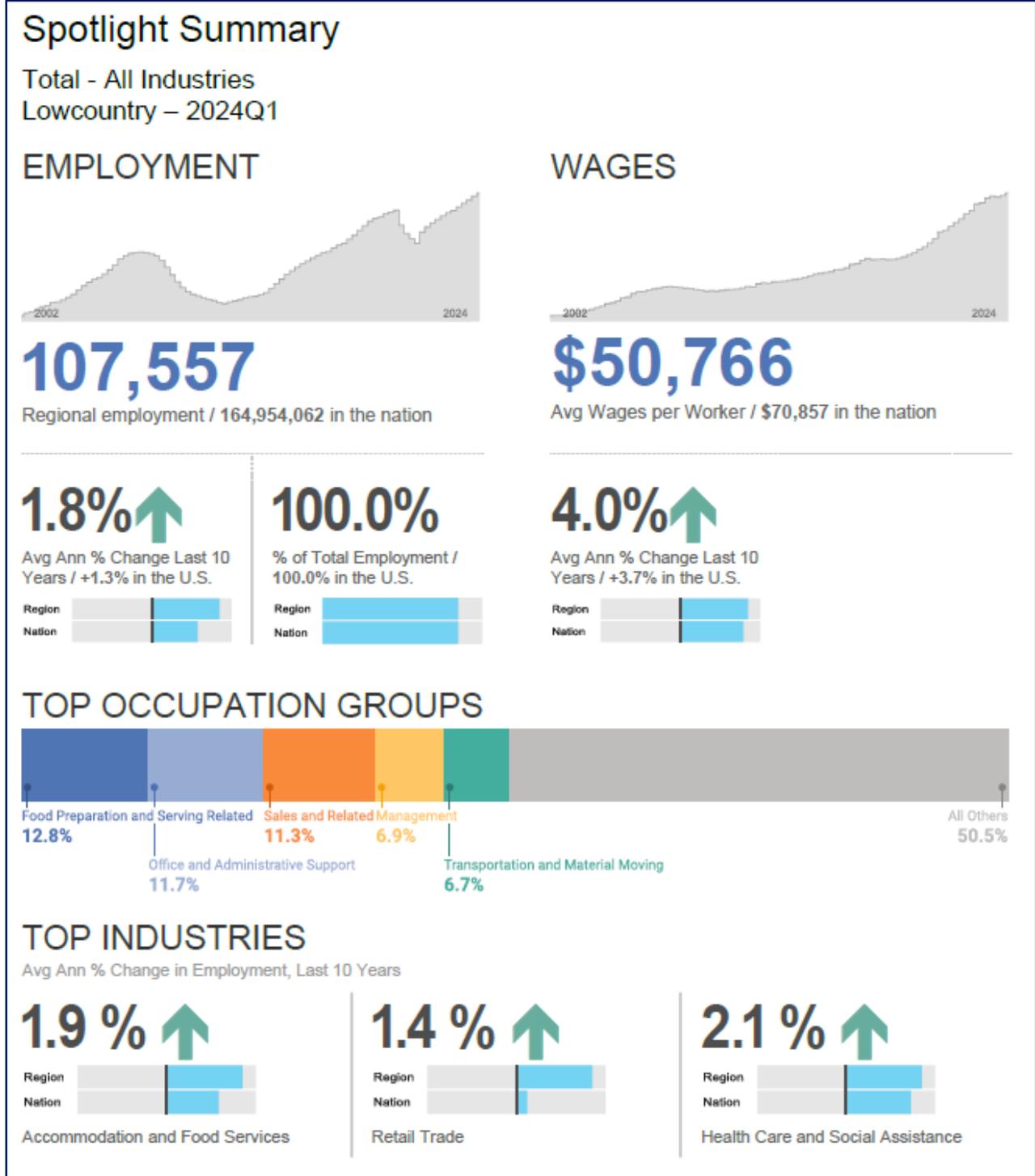
EXHIBIT 27: LOWCOUNTRY OCCUPATIONAL EMPLOYMENT AND WAGES, 2023

SOC CODE	Occupation Group	Employment	Entry Level	Mean	Experience
	Total, All Occupations	218,050	\$12.16	\$23.97	\$29.87
11	Management Occupations	11,410	\$26.45	\$52.19	\$65.07
13	Business and Financial Operations Occupations	7,850	\$20.31	\$35.12	\$42.52
15	Computer and Mathematical Occupations	2,770	\$21.92	\$40.91	\$50.41
17	Architecture and Engineering Occupations	2,320	\$23.72	\$39.13	\$46.84
19	Life, Physical, and Social Science Occupations	1,190	\$19.36	\$33.17	\$40.08
21	Community and Social Service Occupations	2,950	\$15.15	\$23.50	\$27.67
23	Legal Occupations	1,380	\$18.11	\$38.02	\$47.97
25	Educational Instruction and Library Occupations	10,590	\$14.99	\$27.25	\$33.38
27	Arts, Design, Entertainment, Sports, and Media Occupations	1,570	\$13.28	\$24.97	\$30.82
29	Healthcare Practitioners and Technical Occupations	15,660	\$20.35	\$45.11	\$57.50
31	Healthcare Support Occupations	10,530	\$11.36	\$15.82	\$18.05
33	Protective Services Occupations	5,130	\$14.28	\$21.97	\$25.82
35	Food Preparation and Serving Related Occupations	25,050	\$9.17	\$13.41	\$15.52
37	Building and Grounds Cleaning Maintenance Occupations	9,040	\$11.18	\$15.66	\$17.90
39	Personal Care and Service Occupations	4,840	\$9.99	\$15.65	\$18.48
41	Sales and Related Occupations	22,900	\$10.60	\$19.18	\$23.47
43	Office and Administrative Support Occupations	26,500	\$13.23	\$19.63	\$22.84
45	Farming, Fishing, and Forestry Occupations	750	\$12.58	\$20.11	\$23.87
47	Construction and Extraction Occupations	7,770	\$15.14	\$22.64	\$26.39
49	Installation, Maintenance, and Repair Occupations	9,330	\$15.29	\$23.82	\$28.09
51	Production Occupations	15,790	\$14.32	\$20.14	\$23.05
53	Transportation and Material Moving Occupations	22,710	\$12.86	\$19.00	\$22.08

Source: DEW; U.S. Bureau of Labor Statistics

**Exhibit 28** presents the latest available Industry Spotlight summary from JobsEQ for 2024Q1 in the Lowcountry WDA. Employment for the region at that time was 107,557 with average wages per worker at \$50,766. The top occupational groups by employment were Food Preparation and Serving Related Occupations with 12.8 percent, followed by Office and Administrative Support Occupations with 11.7 percent, and Sales and Related Occupations with 11.3 percent. The top industries by employment were Accommodation and Food Services, Retail Trade, and Health Care and Social Assistance, all with substantial employment increases over the last 10 years.

EXHIBIT 28: LOWCOUNTRY INDUSTRY SPOTLIGHT



Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 29** highlights the top industry groups by employment for the Lowcountry WDA. Accommodation and Food Services had the largest amount of employment at 16,176 and average annual wages of \$29,607. Retail Trade follows with 15,888 employment and average annual wages of \$37,301. Health Care and Social Assistance ranks third with 14,170 employment and average annual wages of \$54,506.

### EXHIBIT 29: LOWCOUNTRY INDUSTRY SECTORS

2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Accommodation and Food Services	16,176	\$29,607	1.73		3,031	1.0%
Retail Trade	15,888	\$37,301	1.50		2,287	0.6%
Health Care and Social Assistance	14,170	\$54,506	0.89		1,674	2.0%
Construction	9,340	\$64,064	1.44		924	1.2%
Educational Services	7,213	\$52,457	0.84		750	1.0%
Other Services (except Public Administration)	6,798	\$39,717	1.50		857	1.1%
Administrative and Support and Waste Management and Remediation Services	6,783	\$42,297	1.02		863	1.2%
Public Administration	6,001	\$61,463	1.20		610	0.9%
Professional, Scientific, and Technical Services	5,614	\$83,378	0.71		545	1.5%
Arts, Entertainment, and Recreation	3,774	\$35,167	1.74		626	1.6%
Remaining Component Industries	15,800	\$72,549	0.64		1,715	0.9%
<b>Total - All Industries</b>	<b>107,557</b>	<b>\$50,766</b>	<b>1.00</b>		<b>13,025</b>	<b>1.2%</b>

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 30** summarizes the annual total openings within the Lowcountry WDA. Food Preparation and Serving Related Occupations had the most annual openings with 2,602, followed by Sales and Related Occupations with 1,745, and Office and Administrative Support Occupations with 1,462.

**EXHIBIT 30: LOWCOUNTRY ANNUAL JOB OPENINGS, 2020-2030**

SOC Code	Occupation Group	Annual Exits	Annual Transfers	Annual Change	Annual Total Openings
	Total, All Occupations	4,944	7,402	1,313	13,659
35	Food Preparation and Serving Related Occupations	992	1,371	239	2,602
41	Sales and Related Occupations	698	989	58	1,745
43	Office and Administrative Support Occupations	618	801	43	1,462
53	Transportation and Material Moving Occupations	368	624	126	1,118
37	Building and Grounds Cleaning and Maintenance Occupations	322	441	61	824
39	Personal Care and Service Occupations	271	350	80	701
31	Healthcare Support Occupations	273	289	121	683
11	Management Occupations	158	349	86	593
47	Construction and Extraction Occupations	165	373	39	577
49	Installation, Maintenance, and Repair Occupations	149	297	60	506
25	Educational Instruction and Library Occupations	183	212	51	446
29	Healthcare Practitioners and Technical Occupations	152	184	109	445
33	Protective Service Occupations	142	201	49	392
13	Business and Financial Operations Occupations	106	223	59	388
51	Production Occupations	127	230	29	386
21	Community and Social Service Occupations	58	113	26	197
27	Arts, Design, Entertainment, Sports, and Media Occupations	43	74	16	133
45	Farming, Fishing, and Forestry Occupations	33	93	7	133
15	Computer and Mathematical Occupations	24	60	22	106
17	Architecture and Engineering Occupations	23	46	9	78
23	Legal Occupations	26	38	12	76
19	Life, Physical, and Social Science Occupations	14	46	10	70

Source: DEW, *Employment Projections Program*

Lower Savannah WDA had an occupational employment of 106,180 in 2023 with an average hourly wage of \$24.96 across all major occupational groups. **Exhibit 31** shows the highest average wage to be in the Management Occupation group with an hourly rate of \$53.66, followed by Architecture and Engineering Occupations with an hourly rate of \$46.86. The lowest average hourly rate is in the Food Preparation and Serving Related Occupations with a rate of \$12.61, followed by Building and Grounds Cleaning Maintenance Occupations with an hourly rate of \$15.31.

**EXHIBIT 31: LOWER SAVANNAH OCCUPATIONAL EMPLOYMENT AND WAGES, 2023**

SOC CODE	Occupation Group	Employment	Entry Level	Mean	Experience
	Total, All Occupations	106,180	\$12.37	\$24.96	\$31.25
11	Management Occupations	5,770	\$28.53	\$53.66	\$66.22
13	Business and Financial Operations Occupations	3,290	\$21.01	\$39.65	\$48.98
15	Computer and Mathematical Occupations	1,110	\$23.05	\$44.51	\$55.25
17	Architecture and Engineering Occupations	3,180	\$30.37	\$46.86	\$55.11
19	Life, Physical, and Social Science Occupations	1,080	\$25.19	\$41.10	\$49.06
21	Community and Social Service Occupations	1,210	\$16.05	\$23.41	\$27.09
23	Legal Occupations	410	\$16.08	\$35.87	\$45.76
25	Educational Instruction and Library Occupations	6,280	\$13.66	\$25.07	\$30.77
27	Arts, Design, Entertainment, Sports, and Media Occupations	780	\$11.36	\$22.55	\$28.15
29	Healthcare Practitioners and Technical Occupations	5,320	\$19.87	\$40.62	\$51.00
31	Healthcare Support Occupations	4,270	\$11.06	\$15.66	\$17.95
33	Protective Services Occupations	2,230	\$13.14	\$20.01	\$23.45
35	Food Preparation and Serving Related Occupations	9,620	\$9.08	\$12.61	\$14.38
37	Building and Grounds Cleaning Maintenance Occupations	3,020	\$10.86	\$15.31	\$17.54
39	Personal Care and Service Occupations	1,760	\$10.17	\$15.70	\$18.47
41	Sales and Related Occupations	9,790	\$10.28	\$18.36	\$22.41
43	Office and Administrative Support Occupations	11,770	\$13.07	\$19.55	\$22.79
45	Farming, Fishing, and Forestry Occupations	430	\$12.39	\$19.76	\$23.45
47	Construction and Extraction Occupations	5,180	\$17.39	\$26.37	\$30.85
49	Installation, Maintenance, and Repair Occupations	5,330	\$16.02	\$26.05	\$31.06
51	Production Occupations	12,630	\$16.21	\$23.40	\$27.00
53	Transportation and Material Moving Occupations	11,750	\$12.87	\$20.25	\$23.94

Source: DEW; U.S. Bureau of Labor Statistics

**Exhibit 32** presents the latest available Industry Spotlight summary from JobsEQ for 2024Q1 in the Lower Savannah WDA. Employment for the region at that time was 119,177 with average wages per worker at \$53,784. The top occupational groups by employment were Transportation and Material Moving Occupations at 11.3 percent, Office and Administrative Support Occupations at 11.1 percent, followed by Production at 9.9 percent. The top industries by employment were Manufacturing, Health Care and Social Assistance, and Retail Trade with an average annual employment increase of 1.7 percent over the last 10 years in Health Care and Social Assistance.

EXHIBIT 32: LOWER SAVANNAH INDUSTRY SPOTLIGHT

### Spotlight Summary

Total - All Industries  
Lower Savannah – 2024Q1

#### EMPLOYMENT



**119,177**

Regional employment / 164,954,062 in the nation

#### WAGES

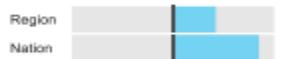


**\$53,784**

Avg Wages per Worker / \$70,857 in the nation

**0.6%** ↑

Avg Ann % Change Last 10 Years / +1.3% in the U.S.



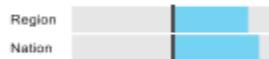
**100.0%**

% of Total Employment / 100.0% in the U.S.



**3.2%** ↑

Avg Ann % Change Last 10 Years / +3.7% in the U.S.



#### TOP OCCUPATION GROUPS



#### TOP INDUSTRIES

Avg Ann % Change in Employment, Last 10 Years

**0.1%** ↑



Manufacturing

**1.7%** ↑



Health Care and Social Assistance

**-0.1%** ↓



Retail Trade

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 33** highlights the top industry groups by employment for the Lower Savannah WDA. Manufacturing has the largest amount of employment at 17,730 and average annual wages of \$70,847. Health Care and Social Assistance follows with 14,898 in employment and average annual wages of \$46,321. Retail Trade ranks third with 13,556 in employment and average annual wages of \$30,946.

### EXHIBIT 33: LOWER SAVANNAH INDUSTRY SECTORS

2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Manufacturing	17,730	\$70,847	1.86		1,764	-0.1%
Health Care and Social Assistance	14,898	\$46,321	0.85		1,577	0.8%
Retail Trade	13,556	\$30,946	1.15		1,830	-0.2%
Administrative and Support and Waste Management and Remediation Services	11,959	\$77,736	1.62		1,462	0.7%
Accommodation and Food Services	10,399	\$19,814	1.00		1,870	0.3%
Construction	8,998	\$74,263	1.25		829	0.6%
Educational Services	8,728	\$45,241	0.91		842	0.2%
Public Administration	5,727	\$55,044	1.04		530	0.0%
Transportation and Warehousing	5,481	\$54,985	0.93		634	0.6%
Other Services (except Public Administration)	5,420	\$29,208	1.08		646	0.5%
Remaining Component Industries	16,282	\$64,942	0.67		1,667	0.2%
<b>Total - All Industries</b>	<b>119,177</b>	<b>\$53,784</b>	<b>1.00</b>		<b>13,394</b>	<b>0.3%</b>

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 34** summarizes the annual total openings within Lower Savannah with Transportation and Material Moving Occupations, Food Preparation and Serving Related Occupations, and Sales and Related Occupations having the most annual total openings.

EXHIBIT 34: LOWER SAVANNAH ANNUAL JOB OPENINGS, 2020-2030

SOC Code	Occupation Group	Annual Exits	Annual Transfers	Annual Change	Annual Total Openings
	Total, All Occupations	4,875	7,673	93	12,641
53	Transportation and Material Moving Occupations	609	1,072	-2	1,679
35	Food Preparation and Serving Related Occupations	640	864	33	1,537
41	Sales and Related Occupations	571	830	7	1,408
43	Office and Administrative Support Occupations	609	796	-60	1,345
51	Production Occupations	391	821	-92	1,120
31	Healthcare Support Occupations	298	302	112	712
11	Management Occupations	176	368	10	554
25	Educational Instruction and Library Occupations	262	292	-31	523
47	Construction and Extraction Occupations	178	393	-53	518
37	Building and Grounds Cleaning and Maintenance Occupations	208	281	9	498
49	Installation, Maintenance, and Repair Occupations	152	301	0	453
29	Healthcare Practitioners and Technical Occupations	149	183	117	449
39	Personal Care and Service Occupations	171	221	32	424
13	Business and Financial Operations Occupations	104	220	13	337
33	Protective Service Occupations	94	140	3	237
17	Architecture and Engineering Occupations	74	154	-10	218
21	Community and Social Service Occupations	60	118	6	184
45	Farming, Fishing, and Forestry Occupations	41	115	-5	151
27	Arts, Design, Entertainment, Sports, and Media Occupations	38	76	2	116
19	Life, Physical, and Social Science Occupations	19	66	-1	84
15	Computer and Mathematical Occupations	16	41	4	61
23	Legal Occupations	14	19	-2	31

Source: DEW, *Employment Projections Program*

## Midlands

Midlands WDA had an occupational employment of 354,000 in 2023 with an average hourly wage of \$26.32 across all major occupational groups. **Exhibit 35** shows the highest average wage to be in the Management Occupation group with an hourly rate of \$54.56, followed by Healthcare Practitioners and Technical Occupations with an hourly rate of \$43.85. The lowest average hourly rate is in the Food Preparation and Serving Related Occupations with a rate of \$13.06, followed by Building and Grounds Cleaning Maintenance Occupations with an hourly rate of \$15.95.

EXHIBIT 35: MIDLANDS OCCUPATIONAL EMPLOYMENT AND WAGES, 2023

SOC Code	Occupation Group	Employment	Entry Level	Mean	Experience
	Total, All Occupations	354,000	\$13.04	\$26.32	\$32.97
11	Management Occupations	21,950	\$28.71	\$54.56	\$67.48
13	Business and Financial Operations Occupations	20,100	\$20.79	\$35.34	\$42.61
15	Computer and Mathematical Occupations	10,870	\$23.15	\$42.19	\$51.71
17	Architecture and Engineering Occupations	4,870	\$23.85	\$39.76	\$47.72
19	Life, Physical, and Social Science Occupations	2,620	\$20.67	\$34.11	\$40.82
21	Community and Social Service Occupations	5,220	\$15.87	\$24.51	\$28.83
23	Legal Occupations	4,440	\$21.89	\$42.41	\$52.37
25	Educational Instruction and Library Occupations	20,110	\$15.55	\$29.66	\$36.71
27	Arts, Design, Entertainment, Sports, and Media Occupations	3,790	\$14.04	\$27.68	\$34.50
29	Healthcare Practitioners and Technical Occupations	24,690	\$21.17	\$43.85	\$55.19
31	Healthcare Support Occupations	13,890	\$12.10	\$16.62	\$18.88
33	Protective Services Occupations	10,920	\$14.08	\$21.23	\$24.80
35	Food Preparation and Serving Related Occupations	32,200	\$9.20	\$13.06	\$14.99
37	Building and Grounds Cleaning Maintenance Occupations	9,680	\$11.58	\$15.95	\$18.13
39	Personal Care and Service Occupations	6,930	\$10.37	\$16.15	\$19.05
41	Sales and Related Occupations	33,560	\$11.03	\$21.49	\$26.71
43	Office and Administrative Support Occupations	53,440	\$14.00	\$20.35	\$23.52
45	Farming, Fishing, and Forestry Occupations	310	\$12.48	\$18.30	\$21.21
47	Construction and Extraction Occupations	9,740	\$16.12	\$24.07	\$28.04
49	Installation, Maintenance, and Repair Occupations	14,820	\$16.32	\$25.16	\$29.59
51	Production Occupations	19,170	\$15.20	\$22.26	\$25.78
53	Transportation and Material Moving Occupations	31,040	\$13.16	\$19.07	\$22.03

Source: DEW; U.S. Bureau of Labor Statistics

**Exhibit 36** presents the latest available Industry Spotlight summary from JobsEQ for 2024Q1 in the Midlands WDA. Employment for the region at that time was 385,846 with average wages per worker at \$57,208. The top occupational groups by employment were Office and Administrative Support Occupations at 14.2 percent, Sales and Related Occupations at 9.4 percent, followed by Food Preparation and Serving Related at 8.6 percent. The top industries by employment were Health Care and Social Assistance, Retail Trade, and Accommodation and Food Services with average annual employment increases of between 0.9 percent to 1.7 percent over the last 10 years across the three industries.

EXHIBIT 36: MIDLANDS INDUSTRY SPOTLIGHT

### Spotlight Summary

Total - All Industries  
Midlands – 2024Q1

#### EMPLOYMENT



**385,846**

Regional employment / 164,954,062 in the nation

#### WAGES



**\$57,208**

Avg Wages per Worker / \$70,857 in the nation

**1.2%** ↑

Avg Ann % Change Last 10 Years / +1.3% in the U.S.



**100.0%**

% of Total Employment / 100.0% in the U.S.



**3.5%** ↑

Avg Ann % Change Last 10 Years / +3.7% in the U.S.



#### TOP OCCUPATION GROUPS



#### TOP INDUSTRIES

Avg Ann % Change in Employment, Last 10 Years

**1.7%** ↑



Health Care and Social Assistance

**0.9%** ↑



Retail Trade

**1.5%** ↑



Accommodation and Food Services

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 37** highlights the top industry groups by employment for the Midlands WDA. Health Care and Social Assistance has the largest amount of employment at 55,998 and average annual wages of \$66,208. Retail Trade follows with 40,778 in employment and average annual wages of \$36,291. Accommodation and Food Services ranks third with 34,697 in employment and average annual wages of \$21,821.

### EXHIBIT 37: MIDLANDS INDUSTRY SECTORS

2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Health Care and Social Assistance	55,998	\$66,208	0.98		6,176	1.2%
Retail Trade	40,778	\$36,291	1.07		5,696	0.2%
Accommodation and Food Services	34,697	\$21,821	1.04		6,352	0.6%
Educational Services	32,350	\$54,075	1.04		3,231	0.6%
Public Administration	32,246	\$60,694	1.80		3,051	0.3%
Administrative and Support and Waste Management and Remediation Services	26,259	\$40,658	1.10		3,176	0.6%
Manufacturing	25,976	\$72,903	0.84		2,728	0.4%
Finance and Insurance	24,549	\$82,641	1.61		2,230	0.7%
Professional, Scientific, and Technical Services	21,262	\$86,989	0.75		1,972	1.1%
Other Services (except Public Administration)	18,808	\$39,658	1.15		2,292	0.7%
Remaining Component Industries	72,924	\$69,116	0.75		7,984	0.7%
<b>Total - All Industries</b>	<b>385,846</b>	<b>\$57,208</b>	<b>1.00</b>		<b>44,860</b>	<b>0.7%</b>

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 38** summarizes the annual total openings within the Midlands with Office and Administrative Support Occupations, Food Preparation and Serving Related Occupations, and Sales and Related Occupations having the most annual total openings.

EXHIBIT 38: MIDLANDS ANNUAL JOB OPENINGS, 2020-2030

SOC Code	Occupation Group	Annual Exits	Annual Transfers	Annual Change	Annual Total Openings
	Total, All Occupations	16,453	25,701	3,790	45,944
43	Office and Administrative Support Occupations	2,767	3,725	56	6,548
35	Food Preparation and Serving Related Occupations	2,245	3,070	439	5,754
41	Sales and Related Occupations	1,947	2,973	180	5,100
53	Transportation and Material Moving Occupations	1,489	2,627	471	4,587
51	Production Occupations	740	1,451	94	2,285
11	Management Occupations	557	1,319	278	2,154
31	Healthcare Support Occupations	864	936	346	2,146
13	Business and Financial Operations Occupations	543	1,183	211	1,937
29	Healthcare Practitioners and Technical Occupations	639	763	535	1,937
37	Building and Grounds Cleaning and Maintenance Occupations	739	988	122	1,849
25	Educational Instruction and Library Occupations	779	881	145	1,805
49	Installation, Maintenance, and Repair Occupations	498	1,020	146	1,664
33	Protective Service Occupations	580	839	180	1,599
39	Personal Care and Service Occupations	554	708	154	1,416
47	Construction and Extraction Occupations	409	932	44	1,385
21	Community and Social Service Occupations	316	628	93	1,037
15	Computer and Mathematical Occupations	216	531	121	868
27	Arts, Design, Entertainment, Sports, and Media Occupations	185	333	51	569
17	Architecture and Engineering Occupations	141	290	39	470
23	Legal	141	206	46	393
19	Life, Physical, and Social Science Occupations	59	173	30	262
45	Farming, Fishing, and Forestry Occupations	45	124	8	177

Source: DEW, Employment Projections Program

# Pee Dee

The Pee Dee WDA had an occupational employment of 218,050 in 2023 with an average hourly wage of \$23.97 across all major occupational groups. **Exhibit 39** shows the highest average wage to be in the Management Occupation group with an hourly rate of \$52.19, followed by Healthcare Practitioners and Technical Occupations with an hourly rate of \$45.11. The lowest average hourly wage is in the Food Preparation and Serving Related Occupations with a rate of \$13.41, followed by Personal Care and Service Occupations with an hourly rate of \$15.65. *It should be noted that the occupational survey combined the Lowcountry and Pee Dee WDA areas and the resulting data is presented for both.*

EXHIBIT 39: PEE DEE OCCUPATIONAL EMPLOYMENT AND WAGES, 2023

SOC CODE	Occupation Group	Employment	Entry Level	Mean	Experience
	Total, All Occupations	218,050	\$12.16	\$23.97	\$29.87
11	Management Occupations	11,410	\$26.45	\$52.19	\$65.07
13	Business and Financial Operations Occupations	7,850	\$20.31	\$35.12	\$42.52
15	Computer and Mathematical Occupations	2,770	\$21.92	\$40.91	\$50.41
17	Architecture and Engineering Occupations	2,320	\$23.72	\$39.13	\$46.84
19	Life, Physical, and Social Science Occupations	1,190	\$19.36	\$33.17	\$40.08
21	Community and Social Service Occupations	2,950	\$15.15	\$23.50	\$27.67
23	Legal Occupations	1,380	\$18.11	\$38.02	\$47.97
25	Educational Instruction and Library Occupations	10,590	\$14.99	\$27.25	\$33.38
27	Arts, Design, Entertainment, Sports, and Media Occupations	1,570	\$13.28	\$24.97	\$30.82
29	Healthcare Practitioners and Technical Occupations	15,660	\$20.35	\$45.11	\$57.50
31	Healthcare Support Occupations	10,530	\$11.36	\$15.82	\$18.05
33	Protective Services Occupations	5,130	\$14.28	\$21.97	\$25.82
35	Food Preparation and Serving Related Occupations	25,050	\$9.17	\$13.41	\$15.52
37	Building and Grounds Cleaning Maintenance Occupations	9,040	\$11.18	\$15.66	\$17.90
39	Personal Care and Service Occupations	4,840	\$9.99	\$15.65	\$18.48
41	Sales and Related Occupations	22,900	\$10.60	\$19.18	\$23.47
43	Office and Administrative Support Occupations	26,500	\$13.23	\$19.63	\$22.84
45	Farming, Fishing, and Forestry Occupations	750	\$12.58	\$20.11	\$23.87
47	Construction and Extraction Occupations	7,770	\$15.14	\$22.64	\$26.39
49	Installation, Maintenance, and Repair Occupations	9,330	\$15.29	\$23.82	\$28.09
51	Production Occupations	15,790	\$14.32	\$20.14	\$23.05
53	Transportation and Material Moving Occupations	22,710	\$12.86	\$19.00	\$22.08

Source: DEW; U.S. Bureau of Labor Statistics

**Exhibit 40** represents the latest available Industry Spotlight summary from JobsEQ for 2024Q1 in the Pee Dee WDA. Employment for the region at that time was 134,492 with average wages per worker at \$48,812. The top occupational groups by employment were Transportation and Material Moving, Office and Administrative Support, and Production. The top industries by employment were Health Care and Social Assistance, Manufacturing, and Retail Trade.

EXHIBIT 40: PEE DEE INDUSTRY SPOTLIGHT

### Spotlight Summary

Total - All Industries  
Pee Dee – 2024Q1

#### EMPLOYMENT



**134,492**

Regional employment / 164,954,062 in the nation

#### WAGES



**\$48,812**

Avg Wages per Worker / \$70,857 in the nation

**0.7%** ↑

Avg Ann % Change Last 10 Years / +1.3% in the U.S.



**100.0%**

% of Total Employment / 100.0% in the U.S.

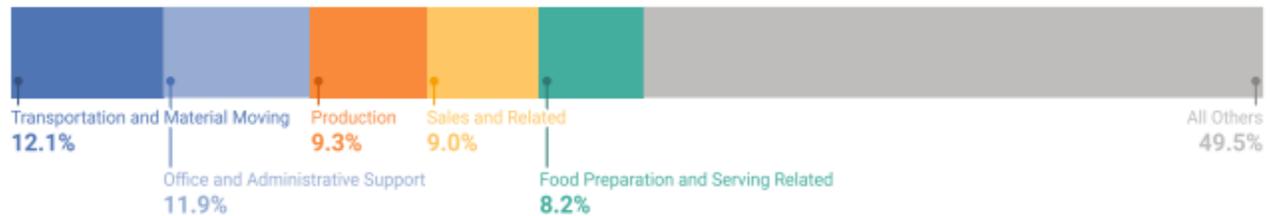


**3.2%** ↑

Avg Ann % Change Last 10 Years / +3.7% in the U.S.



#### TOP OCCUPATION GROUPS



#### TOP INDUSTRIES

Avg Ann % Change in Employment, Last 10 Years

**1.1%** ↑



Health Care and Social Assistance

**0.2%** ↑



Manufacturing

**0.2%** ↑



Retail Trade

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 41** highlights the top industry groups by employment for the Pee Dee WDA. Health Care and Social Assistance has the largest amount of employment at 21,944 and average annual wages of \$54,753. Manufacturing follows with 19,725 employment and average annual wages of \$68,084. Retail Trade rounds out the top three with 15,986 employment and average annual wages of \$32,184.

**EXHIBIT 41: PEE DEE INDUSTRY SECTORS**

2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Health Care and Social Assistance	21,944	\$54,753	1.10		2,315	0.8%
Manufacturing	19,725	\$68,084	1.84		1,927	-0.3%
Retail Trade	15,986	\$32,184	1.21		2,136	-0.4%
Accommodation and Food Services	12,067	\$20,134	1.03		2,153	0.2%
Educational Services	10,899	\$46,955	1.01		1,036	0.1%
Transportation and Warehousing	9,471	\$48,937	1.42		1,118	0.8%
Public Administration	7,285	\$47,427	1.17		666	-0.1%
Administrative and Support and Waste Management and Remediation Services	7,276	\$35,022	0.87		855	0.3%
Other Services (except Public Administration)	5,837	\$29,972	1.03		681	0.2%
Construction	5,440	\$52,730	0.67		479	0.2%
Remaining Component Industries	18,561	\$64,693	0.68		1,850	0.3%
<b>Total - All Industries</b>	<b>134,492</b>	<b>\$48,812</b>	<b>1.00</b>		<b>14,937</b>	<b>0.2%</b>

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 42** summarizes the annual total openings within the Pee Dee WDA. Transportation and Material Moving Occupations had the most annual openings with 2,069, followed by Food Preparation and Servicing Related Occupations with 1,883, and Office and Administrative Support Occupations at 1,725.

#### EXHIBIT 42: PEE DEE ANNUAL JOB OPENINGS, 2020-2030

SOC Code	Occupation Group	Annual Exits	Annual Transfers	Annual Change	Annual Total Openings
	Total, All Occupations	5,798	8,985	136	14,919
53	Transportation and Material Moving Occupations	740	1,293	36	2,069
35	Food Preparation and Serving Related Occupations	782	1,078	23	1,883
43	Office and Administrative Support Occupations	773	1,022	-70	1,725
41	Sales and Related Occupations	686	1,012	-49	1,649
51	Production Occupations	460	865	-109	1,216
31	Healthcare Support Occupations	374	410	135	919
29	Healthcare Practitioners and Technical Occupations	259	310	152	721
37	Building and Grounds Cleaning and Maintenance Occupations	298	402	-2	698
11	Management Occupations	181	401	28	610
49	Installation, Maintenance, and Repair Occupations	182	360	4	546
25	Educational Instruction and Library Occupations	238	277	1	516
47	Construction and Extraction Occupations	132	295	-25	402
13	Business and Financial Operations Occupations	118	258	18	394
39	Personal Care and Service Occupations	162	214	-8	368
33	Protective Service Occupations	142	204	-2	344
21	Community and Social Service Occupations	89	173	13	275
27	Arts, Design, Entertainment, Sports, and Media Occupations	44	80	0	124
45	Farming, Fishing, and Forestry Occupations	33	92	-6	119
15	Computer and Mathematical Occupations	31	78	8	117
17	Architecture and Engineering Occupations	39	80	-6	113
19	Life, Physical, and Social Science Occupations	17	56	-2	71
23	Legal Occupations	18	26	-2	42

Source: DEW, Employment Projections Program

# Santee-Lynches

The Santee-Lynches WDA had an occupational employment of 63,270 in 2023 with an average hourly wage of \$23.05 across all major occupational groups. **Exhibit 43** shows the highest average wage is in the Management Occupation group with an hourly rate of \$49.93, followed by Computer and Mathematical Occupations with an hourly rate of \$40.48. The lowest average hourly rate is in the Food Preparation and Serving Related Occupations at \$12.49, followed by Personal Care and Service Occupations with an hourly rate of \$14.56.

EXHIBIT 43: SANTEE-LYNCHES OCCUPATIONAL EMPLOYMENT & WAGES, 2023

SOC Code	Occupation Group	Employment	Entry Level	Mean	Experience
	Total, All Occupations	63,270	\$12.01	\$23.05	\$28.56
11	Management Occupations	3,200	\$26.34	\$49.93	\$61.73
13	Business and Financial Operations Occupations	2,210	\$19.94	\$34.69	\$42.07
15	Computer and Mathematical Occupations	650	\$21.26	\$40.48	\$50.09
17	Architecture and Engineering Occupations	860	\$23.93	\$38.22	\$45.37
19	Life, Physical, and Social Science Occupations	360	\$21.41	\$35.04	\$41.86
21	Community and Social Service Occupations	810	\$15.43	\$22.92	\$26.67
23	Legal Occupations	310	\$14.74	\$31.70	\$40.18
25	Educational Instruction and Library Occupations	3,740	\$13.71	\$24.27	\$29.55
27	Arts, Design, Entertainment, Sports, and Media Occupations	360	\$11.96	\$21.33	\$26.01
29	Healthcare Practitioners and Technical Occupations	3,940	\$19.62	\$40.05	\$50.26
31	Healthcare Support Occupations	3,110	\$11.35	\$15.72	\$17.90
33	Protective Services Occupations	1,550	\$14.73	\$20.75	\$23.76
35	Food Preparation and Serving Related Occupations	5,870	\$9.02	\$12.49	\$14.22
37	Building and Grounds Cleaning Maintenance Occupations	1,820	\$10.34	\$15.35	\$17.86
39	Personal Care and Service Occupations	1,230	\$10.20	\$14.56	\$16.74
41	Sales and Related Occupations	6,100	\$10.08	\$17.90	\$21.81
43	Office and Administrative Support Occupations	7,540	\$12.71	\$19.05	\$22.23
45	Farming, Fishing, and Forestry Occupations	170	\$11.74	\$18.93	\$22.53
47	Construction and Extraction Occupations	2,590	\$15.74	\$22.96	\$26.57
49	Installation, Maintenance, and Repair Occupations	3,280	\$16.00	\$25.94	\$30.91
51	Production Occupations	6,780	\$14.41	\$20.82	\$24.02
53	Transportation and Material Moving Occupations	6,800	\$12.48	\$18.20	\$21.05

Source: DEW; U.S. Bureau of Labor Statistics

**Exhibit 44** represents the latest available Industry Spotlight summary from JobsEQ for 2024Q1 in the Santee-Lynches WDA. Employment for the region at that time was 72,006 with average wages per worker at \$47,583. The top occupational groups were Office and Administrative Support, Sales and Related, and Production. The top industries by employment were Health Care and Social Assistance, Retail Trade, and Manufacturing.

## EXHIBIT 44: SANTEE-LYNCHES INDUSTRY SPOTLIGHT

### Spotlight Summary

Total - All Industries  
Santee-Lynches – 2024Q1

#### EMPLOYMENT



**72,006**

Regional employment / 164,954,062 in the nation

#### WAGES



**\$47,583**

Avg Wages per Worker / \$70,857 in the nation

**0.5%** ↑

Avg Ann % Change Last 10 Years / +1.3% in the U.S.



**100.0%**

% of Total Employment / 100.0% in the U.S.

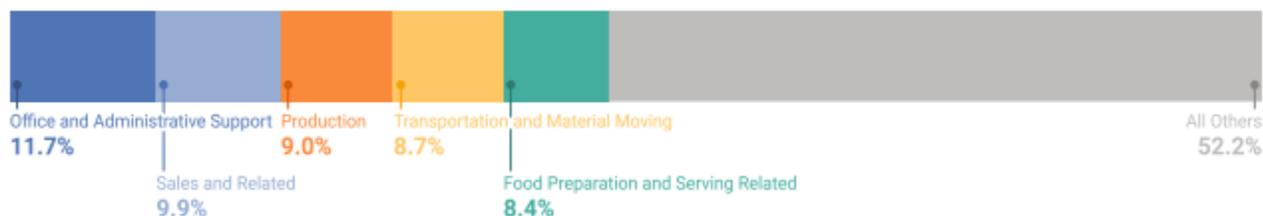


**3.6%** ↑

Avg Ann % Change Last 10 Years / +3.7% in the U.S.



#### TOP OCCUPATION GROUPS



#### TOP INDUSTRIES

Avg Ann % Change in Employment, Last 10 Years

**0.0%** ↑



Health Care and Social Assistance

**1.6%** ↑



Retail Trade

**-0.3%** ↓



Manufacturing

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 45** highlights the top industry groups by employment for the Santee-Lynches WDA. Health Care and Social Assistance has the largest amount of employment at 11,043 and average annual wages of \$53,694. Retail Trade follows with 10,259 employment and average annual wages of \$32,081. Manufacturing ranks third with 9,772 total employment and average annual wages of \$62,576.

**EXHIBIT 45: SANTEE-LYNCHES INDUSTRY SECTORS**

2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Health Care and Social Assistance	11,043	\$53,694	1.04		1,175	0.8%
Retail Trade	10,259	\$32,081	1.45		1,406	0.0%
Manufacturing	9,772	\$62,576	1.70		960	-0.2%
Accommodation and Food Services	6,374	\$19,225	1.02		1,140	0.2%
Educational Services	5,428	\$44,622	0.94		523	0.2%
Construction	4,926	\$58,509	1.14		437	0.2%
Public Administration	4,885	\$55,284	1.46		451	0.0%
Administrative and Support and Waste Management and Remediation Services	4,395	\$39,087	0.98		520	0.4%
Other Services (except Public Administration)	4,042	\$27,115	1.33		474	0.3%
Professional, Scientific, and Technical Services	2,199	\$67,350	0.42		197	0.8%
Remaining Component Industries	8,683	\$72,409	0.59		945	0.5%
<b>Total - All Industries</b>	<b>72,006</b>	<b>\$47,583</b>	<b>1.00</b>		<b>8,045</b>	<b>0.3%</b>

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 46:** summarizes the annual total openings within the Santee - Lynchess WDA. Food Preparation and Serving Related Occupations had the most annual openings with 1,019, followed by Sales and Related Occupations with 953, and Office and Administrative Support Occupations at 908.

EXHIBIT 46: SANTEE - LYNCHES ANNUAL JOB OPENINGS, 2020-2030

SOC Code	Occupation Group	Annual Exits	Annual Transfers	Annual Change	Annual Total Openings
	Total, All Occupations	3,148	4,778	168	8,094
35	Food Preparation and Serving Related Occupations	419	580	20	1,019
41	Sales and Related Occupations	403	581	-31	953
43	Office and Administrative Support Occupations	404	532	-28	908
53	Transportation and Material Moving Occupations	280	484	21	785
51	Production Occupations	264	501	-45	720
31	Healthcare Support Occupations	220	231	86	537
25	Educational Instruction and Library Occupations	195	212	4	411
29	Healthcare Practitioners and Technical Occupations	117	142	114	373
37	Building and Grounds Cleaning and Maintenance Occupations	163	204	2	369
11	Management Occupations	101	208	19	328
47	Construction and Extraction Occupations	98	221	-21	298
39	Personal Care and Service Occupations	125	164	3	292
49	Installation, Maintenance, and Repair Occupations	91	192	3	286
13	Business and Financial Operations Occupations	67	139	15	221
33	Protective Service Occupations	68	94	-4	158
21	Community and Social Service Occupations	42	82	6	130
45	Farming, Fishing, and Forestry Occupations	23	64	-2	85
17	Architecture and Engineering Occupations	20	39	2	61
27	Arts, Design, Entertainment, Sports, and Media Occupations	19	35	0	54
15	Computer and Mathematical Occupations	12	30	4	46
19	Life, Physical, and Social Science Occupations	9	31	2	42
23	Legal Occupations	8	12	-1	19

Source: DEW, Employment Projections Program

# Trident

The Trident WDA had an occupational employment of 372,070 in 2023 with an average hourly wage of \$28.33 across all major occupational groups. **Exhibit 47** shows the highest average wage to be in the Management Occupation group with an hourly rate of \$58.49, followed by Computer and Mathematical Occupations with an hourly rate of \$49.23. The lowest average hourly rate is in the Food Preparation and Serving Related Occupations with a rate of \$14.27, followed by Building and Grounds Cleaning Maintenance Occupations with an hourly rate of \$16.82.

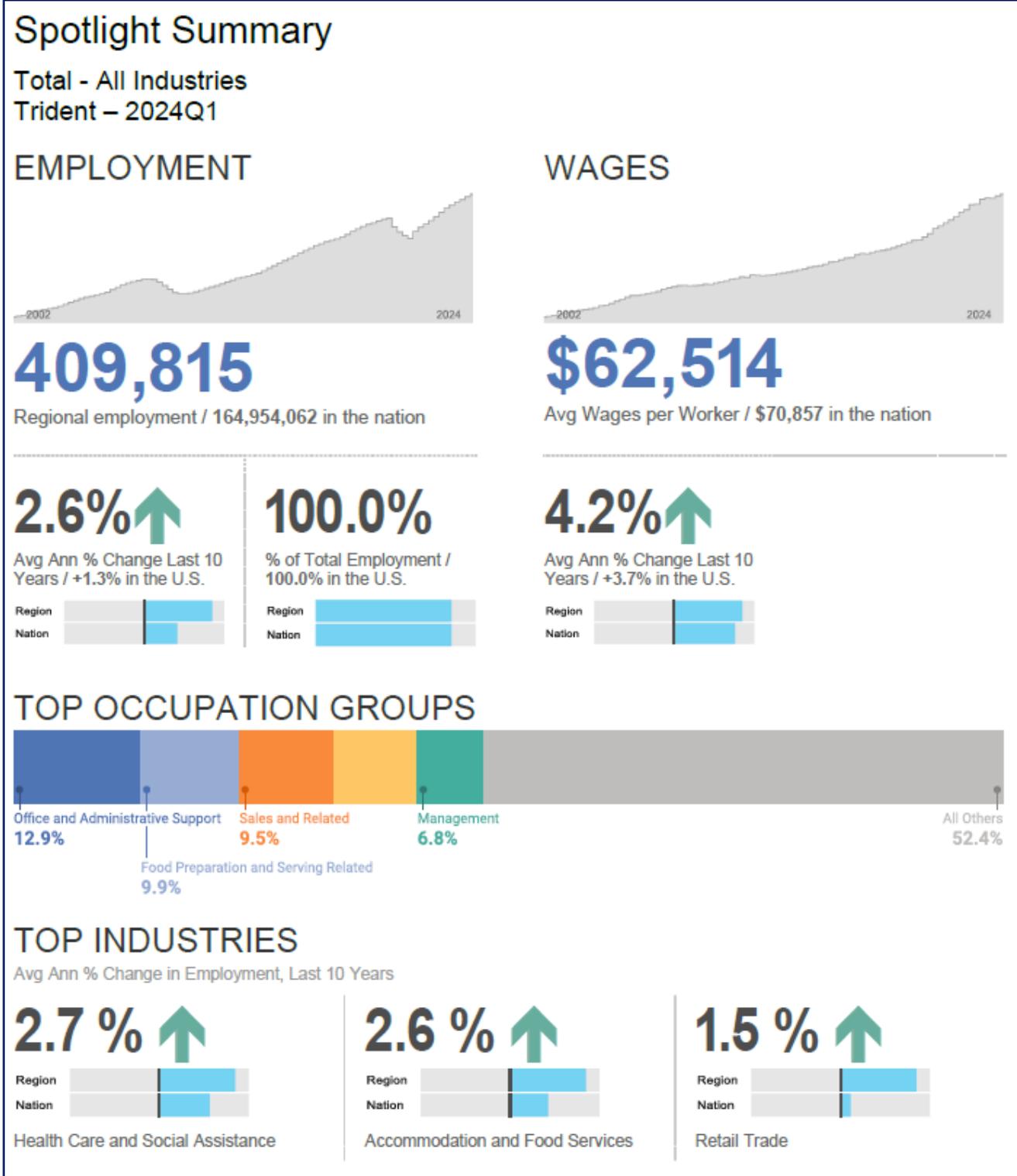
EXHIBIT 47: TRIDENT OCCUPATIONAL EMPLOYMENT AND WAGES, 2023

SOC Code	Occupation Group	Employment	Entry Level	Mean	Experience
	Total, All Occupations	372,070	\$13.69	\$28.33	\$35.65
11	Management Occupations	23,580	\$29.58	\$58.49	\$72.94
13	Business and Financial Operations Occupations	20,100	\$22.74	\$39.43	\$47.78
15	Computer and Mathematical Occupations	11,580	\$28.68	\$49.23	\$59.51
17	Architecture and Engineering Occupations	9,090	\$27.41	\$44.82	\$53.53
19	Life, Physical, and Social Science Occupations	2,720	\$20.59	\$36.11	\$43.88
21	Community and Social Service Occupations	3,540	\$17.40	\$25.63	\$29.75
23	Legal Occupations	3,500	\$20.08	\$43.02	\$54.50
25	Educational Instruction and Library Occupations	17,060	\$16.35	\$28.37	\$34.38
27	Arts, Design, Entertainment, Sports, and Media Occupations	4,240	\$14.35	\$27.10	\$33.48
29	Healthcare Practitioners and Technical Occupations	26,290	\$23.74	\$47.96	\$60.07
31	Healthcare Support Occupations	11,670	\$13.99	\$18.77	\$21.16
33	Protective Services Occupations	7,970	\$14.63	\$23.12	\$27.36
35	Food Preparation and Serving Related Occupations	41,330	\$9.34	\$14.27	\$16.74
37	Building and Grounds Cleaning Maintenance Occupations	11,970	\$12.33	\$16.82	\$19.07
39	Personal Care and Service Occupations	8,650	\$10.97	\$16.94	\$19.92
41	Sales and Related Occupations	36,870	\$11.78	\$23.29	\$29.05
43	Office and Administrative Support Occupations	46,220	\$14.58	\$21.37	\$24.76
45	Farming, Fishing, and Forestry Occupations	190	\$14.44	\$20.27	\$23.18
47	Construction and Extraction Occupations	14,170	\$16.87	\$24.87	\$28.87
49	Installation, Maintenance, and Repair Occupations	16,310	\$17.05	\$26.10	\$30.63
51	Production Occupations	22,080	\$16.60	\$24.14	\$27.91
53	Transportation and Material Moving Occupations	32,910	\$13.65	\$20.94	\$24.59

Source: DEW; U.S. Bureau of Labor Statistics

**Exhibit 48** presents the latest available Industry Spotlight summary from JobsEQ for 2024Q1 in the Trident WDA. Employment for the region at that time was 409,815 with average wages per worker at \$62,514. The top occupational groups by employment were Office and Administrative Support Occupations with 12.9 percent, followed by Food Preparation and Serving Related Occupations with 9.9 percent, and Sales and Related Occupations with 9.5 percent. The top industries by employment were Health Care and Social Assistance, Accommodation and Food Services, and Retail Trade, all with substantial employment increases over the last 10 years.

**EXHIBIT 48: TRIDENT INDUSTRY SPOTLIGHT**



Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 49** highlights the top industry groups by employment for the Trident WDA. Health Care and Social Assistance had the largest amount of employment at 52,659 and average annual wages of \$67,923. Accommodation and Food Services followed with 47,244 employment and average annual wages of \$30,586. Retail Trade rounds out the top three with 44,754 employment and average annual wages of \$40,183.

**EXHIBIT 49: TRIDENT INDUSTRY SECTORS**

2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Health Care and Social Assistance	52,659	\$67,923	0.87		6,066	1.7%
Accommodation and Food Services	47,244	\$30,586	1.33		9,018	1.3%
Retail Trade	44,754	\$40,183	1.11		6,632	1.0%
Manufacturing	33,288	\$87,332	1.02		3,818	1.3%
Professional, Scientific, and Technical Services	32,501	\$98,315	1.09		3,322	2.0%
Educational Services	31,132	\$55,946	0.95		3,321	1.2%
Administrative and Support and Waste Management and Remediation Services	27,686	\$44,678	1.09		3,571	1.4%
Construction	25,677	\$72,635	1.04		2,605	1.5%
Public Administration	21,819	\$74,284	1.15		2,295	1.3%
Transportation and Warehousing	20,056	\$56,734	0.99		2,601	2.0%
Remaining Component Industries	73,000	\$78,007	0.79		8,863	1.7%
<b>Total - All Industries</b>	<b>409,815</b>	<b>\$62,514</b>	<b>1.00</b>		<b>51,023</b>	<b>1.5%</b>

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 50** summarizes the annual total openings within the Trident WDA. Food Preparation and Serving Related Occupations had the most annual openings with 7,553, followed by Office and Administrative Support Occupations with 5,763, and Sales and Related Occupations with 5,657.

**EXHIBIT 50: TRIDENT ANNUAL JOB OPENINGS, 2020-2030**

SOC Code	Occupation Group	Annual Exits	Annual Transfers	Annual Change	Annual Total Openings
	Total, All Occupations	16,862	26,665	5,576	49,103
35	Food Preparation and Serving Related Occupations	2,766	3,897	890	7,553
43	Office and Administrative Support Occupations	2,352	3,124	287	5,763
41	Sales and Related Occupations	2,092	3,161	404	5,657
53	Transportation and Material Moving Occupations	1,613	2,828	742	5,183
51	Production Occupations	772	1,486	227	2,485
37	Building and Grounds Cleaning and Maintenance Occupations	890	1,200	314	2,404
11	Management Occupations	556	1,371	397	2,324
13	Business and Financial Operations Occupations	582	1,270	411	2,263
47	Construction and Extraction Occupations	586	1,323	220	2,129
49	Installation, Maintenance, and Repair Occupations	545	1,100	293	1,938
25	Educational Instruction and Library Occupations	701	799	278	1,778
39	Personal Care and Service Occupations	682	871	225	1,778
31	Healthcare Support Occupations	689	829	143	1,661
29	Healthcare Practitioners and Technical Occupations	654	768	-92	1,330
15	Computer and Mathematical Occupations	263	654	269	1,186
33	Protective Service Occupations	363	504	166	1,033
17	Architecture and Engineering Occupations	224	447	150	821
27	Arts, Design, Entertainment, Sports, and Media Occupations	175	312	76	563
21	Community and Social Service Occupations	158	317	68	543
23	Legal Occupations	126	187	64	377
19	Life, Physical, and Social Science Occupations	50	155	38	243
45	Farming, Fishing, and Forestry Occupations	22	62	7	91

Source: DEW, Employment Projections Program

# Upper Savannah

Upper Savannah WDA had an occupational employment of 79,910 in 2023 with an average hourly wage of \$23.59 across all major occupational groups. **Exhibit 51** shows the highest average wage to be in the Management Occupation group with an hourly rate of \$51.81, followed by Healthcare Practitioners and Technical Occupations with an hourly rate of \$41.53. The lowest average hourly rate is in the Food Preparation and Serving Related Occupations with a rate of \$12.93, followed by Building and Grounds Cleaning and Maintenance Occupations with an hourly rate of \$14.77.

EXHIBIT 51: UPPER SAVANNAH OCCUPATIONAL EMPLOYMENT AND WAGES, 2023

SOC Code	Occupation Group	Employment	Entry Level	Mean	Experience
	Total, All Occupations	79,910	\$12.71	\$23.59	\$29.03
11	Management Occupations	3,880	\$26.86	\$51.81	\$64.29
13	Business and Financial Operations Occupations	2,170	\$19.50	\$33.85	\$41.02
15	Computer and Mathematical Occupations	730	\$21.54	\$37.08	\$44.85
17	Architecture and Engineering Occupations	1,260	\$25.24	\$38.97	\$45.84
19	Life, Physical, and Social Science Occupations	530	\$20.82	\$31.92	\$37.47
21	Community and Social Service Occupations	880	\$16.09	\$23.37	\$27.01
23	Legal Occupations	300	\$16.96	\$36.05	\$45.59
25	Educational Instruction and Library Occupations	4,890	\$14.80	\$25.61	\$31.02
27	Arts, Design, Entertainment, Sports, and Media Occupations	600	\$13.43	\$22.49	\$27.02
29	Healthcare Practitioners and Technical Occupations	5,020	\$20.56	\$41.53	\$52.01
31	Healthcare Support Occupations	3,110	\$12.10	\$16.56	\$18.79
33	Protective Services Occupations	1,750	\$15.59	\$22.11	\$25.37
35	Food Preparation and Serving Related Occupations	6,130	\$9.10	\$12.93	\$14.84
37	Building and Grounds Cleaning Maintenance Occupations	2,050	\$10.91	\$14.77	\$16.70
39	Personal Care and Service Occupations	1,280	\$9.79	\$15.19	\$17.90
41	Sales and Related Occupations	5,970	\$10.36	\$19.26	\$23.71
43	Office and Administrative Support Occupations	8,510	\$12.88	\$19.36	\$22.61
45	Farming, Fishing, and Forestry Occupations	350	\$14.33	\$22.53	\$26.62
47	Construction and Extraction Occupations	2,570	\$15.47	\$22.07	\$25.37
49	Installation, Maintenance, and Repair Occupations	4,190	\$16.58	\$25.45	\$29.89
51	Production Occupations	15,550	\$15.07	\$20.70	\$23.52
53	Transportation and Material Moving Occupations	8,220	\$12.13	\$17.92	\$20.82

Source: DEW; U.S. Bureau of Labor Statistics

**Exhibit 52** presents the latest available Industry Spotlight summary from JobsEQ for 2024Q1 in the Upper Savannah WDA. Employment for the region at that time was 89,439 with average wages per worker at \$47,791. The top occupational groups were Production Occupations with 15.8 percent, followed by Office and Administrative Support Occupations with 10.6 percent, and Transportation and Material Moving Occupations with 9.1 percent. The top industries by employment were Manufacturing, Health Care and Social Assistance, and Retail Trade, all with employment increases over the last 10 years.

## EXHIBIT 52: UPPER SAVANNAH INDUSTRY SPOTLIGHT

### Spotlight Summary

Total - All Industries  
Upper Savannah – 2024Q1

#### EMPLOYMENT



**89,439**

Regional employment / 164,954,062 in the nation

#### WAGES



**\$47,791**

Avg Wages per Worker / \$70,857 in the nation

**0.5%** ↑

Avg Ann % Change Last 10 Years / +1.3% in the U.S.



**100.0%**

% of Total Employment / 100.0% in the U.S.



**3.6%** ↑

Avg Ann % Change Last 10 Years / +3.7% in the U.S.



#### TOP OCCUPATION GROUPS



#### TOP INDUSTRIES

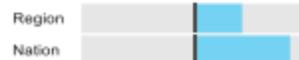
Avg Ann % Change in Employment, Last 10 Years

**1.1%** ↑



Manufacturing

**0.9%** ↑



Health Care and Social Assistance

**0.5%** ↑



Retail Trade

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 53** highlights the top industry groups by employment for the Upper Savannah WDA. Manufacturing has the largest amount of employment at 23,503 and average annual wages of \$60,018. Health Care and Social Assistance follows with 12,786 employment and average annual wages of \$53,346. Retail Trade rounds out the top three with 8,508 employment and average annual wages of \$29,790.

### EXHIBIT 53: UPPER SAVANNAH INDUSTRY SECTORS

2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Manufacturing	23,503	\$60,018	3.29		2,410	0.2%
Health Care and Social Assistance	12,786	\$53,346	0.97		1,343	0.7%
Retail Trade	8,508	\$29,790	0.97		1,157	-0.1%
Educational Services	7,340	\$44,283	1.02		713	0.3%
Accommodation and Food Services	6,273	\$18,374	0.81		1,129	0.3%
Public Administration	5,249	\$48,020	1.27		508	0.5%
Construction	4,421	\$51,414	0.82		402	0.4%
Administrative and Support and Waste Management and Remediation Services	4,068	\$33,743	0.73		489	0.5%
Other Services (except Public Administration)	3,708	\$29,818	0.98		446	0.6%
Agriculture, Forestry, Fishing and Hunting	2,854	\$40,366	2.59		346	0.1%
Remaining Component Industries	10,727	\$59,935	0.52		1,130	0.5%
<b>Total - All Industries</b>	<b>89,439</b>	<b>\$47,791</b>	<b>1.00</b>		<b>10,080</b>	<b>0.4%</b>

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 54** summarizes the annual total openings within the Upper Savannah WDA. Production Occupations had the most annual openings with 1,553, followed by Transportation and Material Moving Occupations with 1,210, and Food Preparation and Serving Related Occupations with 1,137.

**EXHIBIT 54: UPPER SAVANNAH ANNUAL JOB OPENINGS, 2020-2030**

SOC Code	Occupation Group	Annual Exits	Annual Transfers	Annual Change	Annual Total Openings
	Total, All Occupations	3,787	5,964	332	10,083
51	Production Occupations	566	1054	-67	1,553
53	Transportation and Material Moving Occupations	419	737	54	1,210
35	Food Preparation and Serving Related Occupations	456	633	48	1,137
43	Office and Administrative Support Occupations	438	562	-21	979
41	Sales and Related Occupations	369	539	6	914
31	Healthcare Support Occupations	201	214	80	495
11	Management Occupations	135	264	29	428
29	Healthcare Practitioners and Technical Occupations	138	168	114	420
37	Building and Grounds Cleaning and Maintenance Occupations	171	221	28	420
49	Installation, Maintenance, and Repair Occupations	135	257	11	403
25	Educational Instruction and Library Occupations	184	215	-5	394
39	Personal Care and Service Occupations	144	188	33	365
47	Construction and Extraction Occupations	106	237	-18	325
13	Business and Financial Operations Occupations	63	136	15	214
21	Community and Social Service Occupations	62	120	3	185
33	Protective Service Occupations	64	97	3	164
45	Farming, Fishing, and Forestry Occupations	43	120	-4	159
17	Architecture and Engineering Occupations	36	72	10	118
27	Arts, Design, Entertainment, Sports, and Media Occupations	25	44	6	75
19	Life, Physical, and Social Science Occupations	12	42	3	57
15	Computer and Mathematical Occupations	13	32	4	49
23	Legal Occupations	8	12	0	20

Source: DEW, Employment Projections Program

Upstate WDA had an occupational employment of 179,350 in 2023 with an average hourly wage of \$24.92 across all major occupational groups. **Exhibit 55** shows the highest average wage to be in the Management Occupation group with an hourly rate of \$56.48, followed by Legal Occupations with an hourly rate of \$43.03. The lowest average hourly rate is in the Food Preparation and Serving Related Occupations at \$13.31, followed by Personal Care and Service Occupations with an hourly rate of \$15.58.

EXHIBIT 55: UPSTATE OCCUPATIONAL EMPLOYMENT AND WAGES, 2023

SOC Code	Occupation Group	Employment	Entry Level	Mean	Experience
	Total, All Occupations	179,350	\$13.33	\$24.92	\$30.72
11	Management Occupations	8,910	\$29.20	\$56.48	\$70.12
13	Business and Financial Operations Occupations	6,230	\$21.59	\$36.96	\$44.65
15	Computer and Mathematical Occupations	2,420	\$23.19	\$41.99	\$51.39
17	Architecture and Engineering Occupations	3,120	\$24.45	\$39.52	\$47.05
19	Life, Physical, and Social Science Occupations	1,000	\$22.21	\$37.60	\$45.29
21	Community and Social Service Occupations	2,070	\$14.12	\$22.19	\$26.22
23	Legal Occupations	650	\$18.53	\$43.03	\$55.28
25	Educational Instruction and Library Occupations	8,990	\$15.07	\$26.27	\$31.87
27	Arts, Design, Entertainment, Sports, and Media Occupations	1,300	\$14.22	\$25.78	\$31.57
29	Healthcare Practitioners and Technical Occupations	11,220	\$21.34	\$38.80	\$47.53
31	Healthcare Support Occupations	6,410	\$12.26	\$16.87	\$19.18
33	Protective Services Occupations	2,940	\$13.89	\$21.00	\$24.56
35	Food Preparation and Serving Related Occupations	14,420	\$9.48	\$13.31	\$15.23
37	Building and Grounds Cleaning Maintenance Occupations	3,950	\$11.51	\$15.77	\$17.90
39	Personal Care and Service Occupations	2,540	\$10.27	\$15.58	\$18.23
41	Sales and Related Occupations	15,980	\$11.15	\$20.30	\$24.88
43	Office and Administrative Support Occupations	19,730	\$14.01	\$20.43	\$23.64
45	Farming, Fishing, and Forestry Occupations	120	\$13.08	\$19.17	\$22.22
47	Construction and Extraction Occupations	5,570	\$15.82	\$23.44	\$27.25
49	Installation, Maintenance, and Repair Occupations	8,490	\$16.57	\$25.22	\$29.55
51	Production Occupations	32,130	\$16.27	\$23.28	\$26.79
53	Transportation and Material Moving Occupations	21,140	\$13.20	\$19.30	\$22.35

Source: DEW; U.S. Bureau of Labor Statistics

**Exhibit 56** presents the latest available Industry Spotlight summary from JobsEQ for 2024Q1 in the Upstate WDA. Employment for the region at that time was 193,179 with average wages per worker at \$54,053. The top occupational groups by employment are Production Occupations with 15.6 percent, followed by Transportation and Material Moving Occupations with 11.3 percent, and Office and Administrative Support Occupations with 10.8 percent. The top industries by employment were Manufacturing, Health Care and Social Assistance, and Retail Trade, all with substantial employment increases over the last 10 years.

EXHIBIT 56: UPSTATE INDUSTRY SPOTLIGHT

### Spotlight Summary

Total - All Industries  
Upstate – 2024Q1

#### EMPLOYMENT



**193,179**

Regional employment / 164,954,062 in the nation

#### WAGES

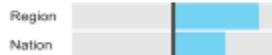


**\$54,053**

Avg Wages per Worker / \$70,857 in the nation

**2.1%** ↑

Avg Ann % Change Last 10 Years / +1.3% in the U.S.



**100.0%**

% of Total Employment / 100.0% in the U.S.



**3.2%** ↑

Avg Ann % Change Last 10 Years / +3.7% in the U.S.



#### TOP OCCUPATION GROUPS



#### TOP INDUSTRIES

Avg Ann % Change in Employment, Last 10 Years

**3.0%** ↑



Manufacturing

**3.9%** ↑



Health Care and Social Assistance

**1.0%** ↑



Retail Trade

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 57** highlights the top industry groups by employment for the Upstate WDA. Manufacturing has the largest amount of employment at 44,389 and average annual wages of \$69,979. Health Care and Social Assistance follows with 24,988 employment and average annual wages of \$61,086. Retail Trade rounds out the top three with 20,747 employment and average annual wages of \$34,917.

**EXHIBIT 57: UPSTATE INDUSTRY SECTORS**

2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Manufacturing	44,389	\$69,979	2.88		5,055	1.3%
Health Care and Social Assistance	24,988	\$61,086	0.88		3,018	2.2%
Retail Trade	20,747	\$34,917	1.09		3,096	1.1%
Accommodation and Food Services	15,714	\$22,073	0.94		3,044	1.6%
Educational Services	14,097	\$50,868	0.91		1,556	1.6%
Transportation and Warehousing	11,913	\$53,219	1.24		1,561	2.1%
Construction	10,445	\$62,727	0.90		1,078	1.6%
Administrative and Support and Waste Management and Remediation Services	10,339	\$37,927	0.86		1,362	1.6%
Other Services (except Public Administration)	8,168	\$35,294	1.00		1,074	1.7%
Wholesale Trade	7,973	\$66,222	1.10		921	1.4%
Remaining Component Industries	24,405	\$64,051	0.53		2,759	1.8%
<b>Total - All Industries</b>	<b>193,179</b>	<b>\$54,053</b>	<b>1.00</b>		<b>24,324</b>	<b>1.6%</b>

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 58** summarizes the annual total openings within the Upstate WDA. Transportation and Material Moving Occupations had the most annual openings with 3,502, followed by Production Occupations with 3,441, and Food Preparation and Serving Related Occupations with 2,801.

**EXHIBIT 58: UPSTATE ANNUAL JOB OPENINGS, 2020-2030**

SOC Code	Occupation Group	Annual Exits	Annual Transfers	Annual Change	Annual Total Openings
	Total, All Occupations	8,466	13,539	2,128	24,133
53	Transportation and Material Moving Occupations	1,101	1,999	402	3,502
51	Production Occupations	1,113	2,116	212	3,441
35	Food Preparation and Serving Related Occupations	1,075	1,481	245	2,801
43	Office and Administrative Support Occupations	1,170	1,548	80	2,798
41	Sales and Related Occupations	941	1,392	104	2,437
31	Healthcare Support Occupations	413	436	160	1,009
49	Installation, Maintenance, and Repair Occupations	301	588	105	994
11	Management Occupations	232	555	118	905
47	Construction and Extraction Occupations	253	580	52	885
13	Business and Financial Operations Occupations	230	504	106	840
25	Educational Instruction and Library Occupations	342	395	88	825
37	Building and Grounds Cleaning and Maintenance Occupations	311	397	56	764
29	Healthcare Practitioners and Technical Occupations	264	308	125	697
39	Personal Care and Service Occupations	234	314	60	608
17	Architecture and Engineering Occupations	97	196	63	356
33	Protective Service Occupations	122	170	40	332
21	Community and Social Service Occupations	90	173	32	295
15	Computer and Mathematical Occupations	52	129	37	218
27	Arts, Design, Entertainment, Sports, and Media Occupations	65	117	22	204
45	Farming, Fishing, and Forestry Occupations	20	56	4	80
19	Life, Physical, and Social Science Occupations	15	51	9	75
23	Legal Occupations	23	34	8	65

Source: DEW, Employment Projections Program

# Waccamaw

The Waccamaw WDA had an occupational employment of 169,730 in 2023 with an average hourly wage of \$21.94 across all major occupational groups. **Exhibit 59** shows the highest average wage to be in the Management Occupation group with an hourly rate of \$48.83, followed by Healthcare Practitioners and Technical Occupations with an hourly rate of \$41.27. The lowest average hourly rate is in the Food Preparation and Serving Related Occupations at \$12.91, followed by Personal Care and Service Occupations with an hourly rate of \$14.79.

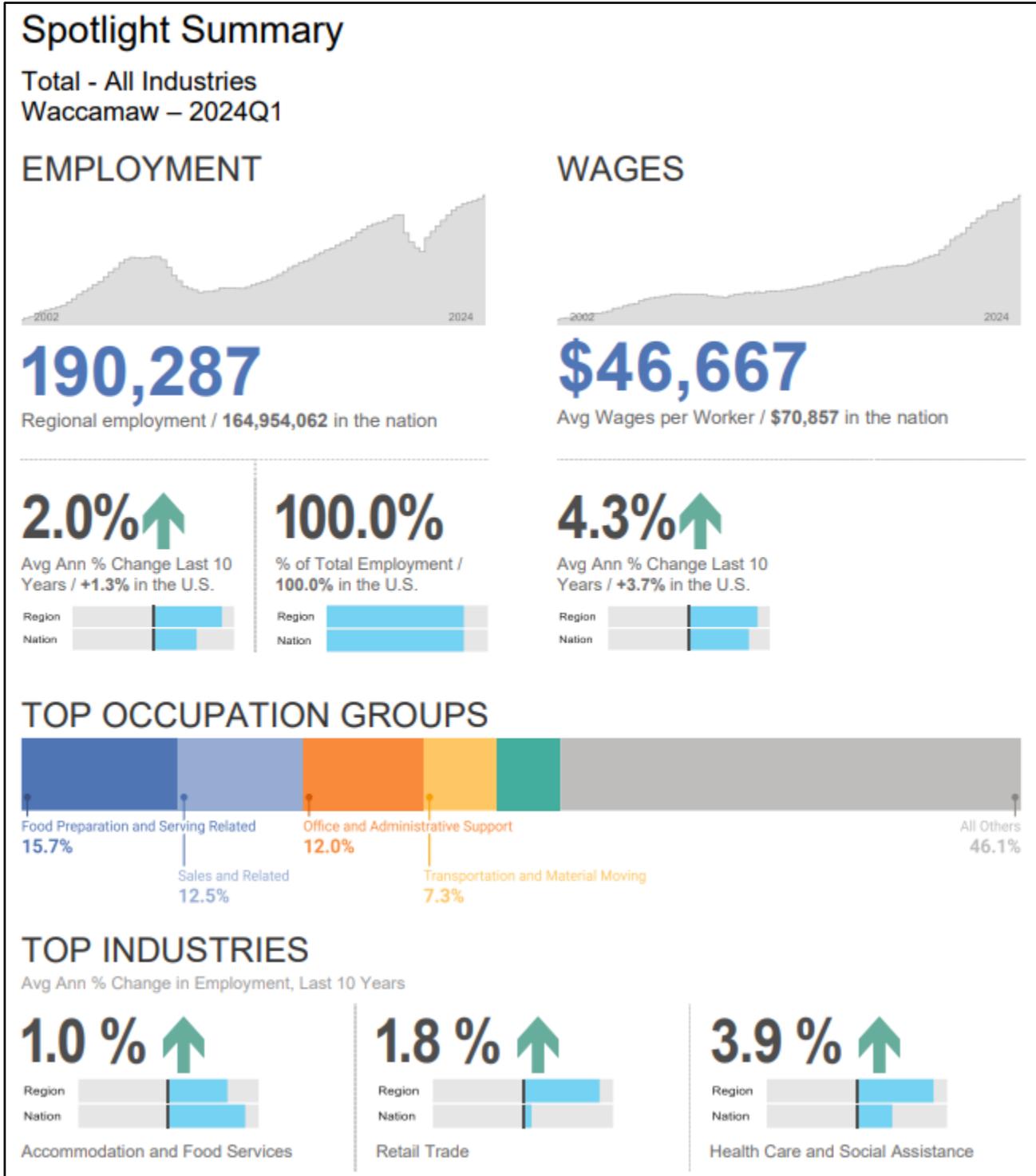
EXHIBIT 59: WACCAMAW OCCUPATIONAL EMPLOYMENT AND WAGES, 2023

SOC Code	Occupation Group	Employment	Entry Level	Mean	Experience
	Total, All Occupations	169,730	\$11.33	\$21.94	\$27.25
11	Management Occupations	8,470	\$24.26	\$48.83	\$61.11
13	Business and Financial Operations Occupations	5,250	\$18.64	\$33.52	\$40.96
15	Computer and Mathematical Occupations	1,540	\$21.73	\$40.22	\$49.47
17	Architecture and Engineering Occupations	1,210	\$20.37	\$32.94	\$39.23
19	Life, Physical, and Social Science Occupations	540	\$18.83	\$32.20	\$38.88
21	Community and Social Service Occupations	1,480	\$16.35	\$24.89	\$29.16
23	Legal Occupations	1,190	\$18.06	\$40.13	\$51.16
25	Educational Instruction and Library Occupations	7,610	\$13.83	\$26.11	\$32.25
27	Arts, Design, Entertainment, Sports, and Media Occupations	1,750	\$12.64	\$22.33	\$27.17
29	Healthcare Practitioners and Technical Occupations	10,240	\$20.12	\$41.27	\$51.84
31	Healthcare Support Occupations	6,080	\$11.58	\$16.47	\$18.92
33	Protective Services Occupations	4,240	\$13.90	\$22.34	\$26.56
35	Food Preparation and Serving Related Occupations	29,030	\$8.74	\$12.91	\$15.00
37	Building and Grounds Cleaning Maintenance Occupations	7,870	\$11.25	\$15.34	\$17.38
39	Personal Care and Service Occupations	5,140	\$9.47	\$14.79	\$17.45
41	Sales and Related Occupations	22,710	\$10.44	\$18.26	\$22.17
43	Office and Administrative Support Occupations	20,490	\$12.82	\$18.72	\$21.67
45	Farming, Fishing, and Forestry Occupations	360	\$11.38	\$19.52	\$23.60
47	Construction and Extraction Occupations	7,010	\$15.25	\$22.27	\$25.77
49	Installation, Maintenance, and Repair Occupations	8,300	\$14.41	\$22.37	\$26.35
51	Production Occupations	6,540	\$13.38	\$20.26	\$23.71
53	Transportation and Material Moving Occupations	12,660	\$12.31	\$17.72	\$20.43

Source: DEW; U.S. Bureau of Labor Statistics

**Exhibit 60** represents the latest available Industry Spotlight summary from JobsEQ for 2024Q1 in the Waccamaw WDA. Employment for the region at that time was 190,287 with average wages per worker at \$46,667. The top occupational groups in order are Food Preparation and Serving Related, Sales and Related, and Office and Administrative Support. The top industries are in order from Accommodation and Food Services, Retail Trade, and Health Care and Social Assistance.

EXHIBIT 60: WACCAMAW INDUSTRY SPOTLIGHT



Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 61:** highlights the top industry groups by employment for the Waccamaw WDA. Accommodation and Food Services has the largest amount of employment at 35,872 and average annual wages of \$27,656. Retail Trade follows with 30,938 employment and average annual wages of \$35,276. Health Care and Social Assistance rounds out the top three with 23,612 employment and average annual wages of \$61,120.

**EXHIBIT 61: WACCAMAW INDUSTRY SECTORS**

2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Accommodation and Food Services	35,872	\$27,656	2.17		7,077	1.9%
Retail Trade	30,938	\$35,276	1.65		4,736	1.5%
Health Care and Social Assistance	23,612	\$61,120	0.84		2,880	2.3%
Construction	13,402	\$58,662	1.17		1,411	1.8%
Administrative and Support and Waste Management and Remediation Services	11,278	\$41,735	0.96		1,518	1.9%
Educational Services	10,918	\$52,022	0.71		1,260	2.1%
Public Administration	9,255	\$52,496	1.05		1,008	1.6%
Manufacturing	8,194	\$64,775	0.54		880	0.6%
Other Services (except Public Administration)	7,946	\$32,143	0.99		1,066	1.9%
Professional, Scientific, and Technical Services	7,378	\$70,020	0.53		769	2.2%
Remaining Component Industries	31,495	\$62,911	0.77		4,071	1.8%
<b>Total - All Industries</b>	<b>190,287</b>	<b>\$46,667</b>	<b>1.00</b>		<b>24,438</b>	<b>1.9%</b>

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 62** summarizes the annual total openings within the Waccamaw WDA. Food Preparation and Serving Related Occupations had the most annual openings with 6,123, followed by Sales and Related Occupations with 3,901, and Office and Administrative Support Occupations with 3,016.

EXHIBIT 62: WACCAMAW ANNUAL JOB OPENINGS, 2020-2030					
SOC Code	Occupation Group	Annual Exits	Annual Transfers	Annual Change	Annual Total Openings
	Total, All Occupations	9,298	13,929	4,373	27,600
35	Food Preparation and Serving Related Occupations	2,151	3,019	953	6,123
41	Sales and Related Occupations	1,414	2,053	434	3,901
43	Office and Administrative Support Occupations	1,156	1,542	318	3,016
53	Transportation and Material Moving Occupations	645	1,101	347	2,093
37	Building and Grounds Cleaning and Maintenance Occupations	627	831	292	1,750
11	Management Occupations	291	649	268	1,208
39	Personal Care and Service Occupations	448	568	168	1,184
47	Construction and Extraction Occupations	288	651	199	1,138
49	Installation, Maintenance, and Repair Occupations	287	577	182	1,046
25	Educational Instruction and Library Occupations	363	395	213	971
31	Healthcare Support Occupations	382	413	176	971
51	Production Occupations	283	494	119	896
33	Protective Service Occupations	251	361	167	779
29	Healthcare Practitioners and Technical Occupations	246	295	158	699
13	Business and Financial Operations Occupations	164	354	131	649
27	Arts, Design, Entertainment, Sports, and Media Occupations	76	135	53	264
21	Community and Social Service Occupations	65	129	47	241
45	Farming, Fishing, and Forestry Occupations	37	106	21	164
23	Legal Occupations	46	69	42	157
15	Computer and Mathematical Occupations	30	78	38	146
17	Architecture and Engineering Occupations	34	69	30	133
19	Life, Physical, and Social Science Occupations	14	43	15	72

Source: DEW, Employment Projections Program

# Worklink

The Worklink WDA had an occupational employment of 134,920 in 2023 with an average hourly wage of \$24.65 across all major occupational groups. **Exhibit 63** shows the highest average wage to be in the Management Occupation group with an hourly rate of \$52.48, followed by Healthcare Practitioners and Technical Occupations with an hourly rate of \$41.79. The lowest average hourly rate is in the Food Preparation and Serving Related Occupations at \$13.40, followed by Personal Care and Service Occupations with an hourly rate of \$15.48.

**EXHIBIT 63: WORKLINK OCCUPATIONAL EMPLOYMENT AND WAGES, 2023**

SOC Code	Occupation Group	Employment	Entry Level	Mean	Experience
	Total, All Occupations	134,920	\$12.60	\$24.65	\$30.68
11	Management Occupations	7,810	\$27.61	\$52.48	\$64.91
13	Business and Financial Operations Occupations	4,560	\$20.24	\$35.64	\$43.34
15	Computer and Mathematical Occupations	2,030	\$23.09	\$40.29	\$48.88
17	Architecture and Engineering Occupations	2,920	\$26.22	\$40.48	\$47.62
19	Life, Physical, and Social Science Occupations	1,070	\$20.92	\$33.49	\$39.78
21	Community and Social Service Occupations	1,440	\$16.58	\$23.93	\$27.61
23	Legal Occupations	490	\$18.38	\$37.14	\$46.52
25	Educational Instruction and Library Occupations	9,160	\$16.64	\$29.02	\$35.21
27	Arts, Design, Entertainment, Sports, and Media Occupations	1,170	\$13.20	\$28.44	\$36.06
29	Healthcare Practitioners and Technical Occupations	8,010	\$20.06	\$41.79	\$52.65
31	Healthcare Support Occupations	4,920	\$11.78	\$16.91	\$19.47
33	Protective Services Occupations	2,620	\$13.22	\$20.89	\$24.72
35	Food Preparation and Serving Related Occupations	15,580	\$9.47	\$13.40	\$15.36
37	Building and Grounds Cleaning Maintenance Occupations	3,490	\$11.55	\$15.85	\$18.00
39	Personal Care and Service Occupations	2,750	\$10.21	\$15.48	\$18.11
41	Sales and Related Occupations	13,410	\$10.77	\$19.01	\$23.13
43	Office and Administrative Support Occupations	14,700	\$13.24	\$19.89	\$23.22
45	Farming, Fishing, and Forestry Occupations	110	\$13.54	\$18.21	\$20.54
47	Construction and Extraction Occupations	4,500	\$15.79	\$23.30	\$27.06
49	Installation, Maintenance, and Repair Occupations	5,810	\$16.35	\$25.69	\$30.36
51	Production Occupations	17,460	\$15.79	\$21.98	\$25.07
53	Transportation and Material Moving Occupations	10,890	\$12.70	\$18.28	\$21.08

Source: DEW; U.S. Bureau of Labor Statistics

South Carolina 2024 Economic Analysis Report

**Exhibit 64** represents the latest available Industry Spotlight summary from JobsEQ for 2024Q1 in the Worklink WDA. Employment for the region at that time was 150,011 with average wages per worker at \$48,305. The top occupational groups in order are Production, Office and Administrative Support, and Food Preparation and Serving Related. The top industries are in order from Manufacturing, Retail Trade, and Health Care and Social Assistance.

## EXHIBIT 64: WORKLINK INDUSTRY SPOTLIGHT

### Spotlight Summary

Total - All Industries  
Worklink – 2024Q1

#### EMPLOYMENT



**150,011**

Regional employment / 164,954,062 in the nation

#### WAGES



**\$48,305**

Avg Wages per Worker / \$70,857 in the nation

**1.5%** ↑

Avg Ann % Change Last 10 Years / +1.3% in the U.S.



**100.0%**

% of Total Employment / 100.0% in the U.S.



**3.2%** ↑

Avg Ann % Change Last 10 Years / +3.7% in the U.S.



#### TOP OCCUPATION GROUPS



#### TOP INDUSTRIES

Avg Ann % Change in Employment, Last 10 Years

**1.4%** ↑



Manufacturing

**1.1%** ↑



Retail Trade

**1.2%** ↑



Health Care and Social Assistance

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 65:** highlights the top industry groups by employment for the Worklink WDA. Manufacturing has the largest amount of employment at 27,560 and average annual wages of \$65,056. Retail Trade follows with 19,542 employment and average annual wages of \$33,497. Health Care and Social Assistance ranks third with 18,185 employment and average annual wages of \$57,171.

### EXHIBIT 65: WORKLINK INDUSTRY SECTORS

2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Manufacturing	27,560	\$65,056	2.30		2,917	0.5%
Retail Trade	19,542	\$33,497	1.32		2,782	0.5%
Health Care and Social Assistance	18,185	\$57,171	0.82		2,072	1.6%
Educational Services	17,148	\$48,680	1.42		1,764	0.9%
Accommodation and Food Services	16,063	\$19,693	1.23		2,992	0.9%
Construction	8,532	\$54,747	0.94		815	0.9%
Other Services (except Public Administration)	7,647	\$27,448	1.21		953	1.0%
Administrative and Support and Waste Management and Remediation Services	6,016	\$40,540	0.65		752	1.0%
Public Administration	5,598	\$47,204	0.80		564	0.8%
Professional, Scientific, and Technical Services	4,902	\$65,160	0.45		475	1.5%
Remaining Component Industries	18,818	\$66,381	0.71		2,194	1.0%
<b>Total - All Industries</b>	<b>150,011</b>	<b>\$48,305</b>	<b>1.00</b>		<b>17,742</b>	<b>0.9%</b>

Source: JobsEQ Industry Spotlight report, 2024Q1

**Exhibit 66** summarizes the annual total openings within the Worklink WDA. Food Preparation and Serving Related Occupations had the most annual openings with 2,717, followed by Sales and Related Occupations with 1,959, and Production Occupations with 1,859.

**EXHIBIT 66: WORKLINK ANNUAL JOB OPENINGS, 2020-2030**

SOC Code	Occupation Group	Annual Exits	Annual Transfers	Annual Change	Annual Total Openings
	Total, All Occupations	6,359	9,714	1,301	17,374
35	Food Preparation and Serving Related Occupations	1,064	1,454	199	2,717
41	Sales and Related Occupations	787	1,143	29	1,959
51	Production Occupations	625	1,195	39	1,859
43	Office and Administrative Support Occupations	724	942	33	1,699
53	Transportation and Material Moving Occupations	535	891	129	1,555
25	Educational Instruction and Library Occupations	414	445	60	919
31	Healthcare Support Occupations	332	360	138	830
39	Personal Care and Service Occupations	290	380	80	750
11	Management Occupations	203	453	87	743
37	Building and Grounds Cleaning and Maintenance Occupations	288	393	57	738
29	Healthcare Practitioners and Technical Occupations	215	257	197	669
49	Installation, Maintenance, and Repair Occupations	190	375	49	614
47	Construction and Extraction Occupations	174	398	15	587
13	Business and Financial Operations Occupations	129	278	54	461
17	Architecture and Engineering Occupations	83	166	32	281
33	Protective Service Occupations	91	128	22	241
21	Community and Social Service Occupations	67	128	24	219
27	Arts, Design, Entertainment, Sports, and Media Occupations	62	108	18	188
15	Computer and Mathematical Occupations	34	86	24	144
45	Farming, Fishing, and Forestry Occupations	27	74	5	106
19	Life, Physical, and Social Science Occupations	12	41	4	57
2	Legal Occupations	14	20	5	39

Source: DEW, *Employment Projections Program*

# REQUIRED LANGUAGE

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For program funding details in compliance with the Stevens Amendment, please visit: [dew.sc.gov/funding](http://dew.sc.gov/funding).





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