

# South Carolina Economic Analysis Report

June 30

# 2019

An examination of the  
state's economy and  
workforce.





The 2019 South Carolina Economic Analysis Report is published by the Business Intelligence Department (BID) of the S.C. Department of Employment and Workforce (DEW). The information and analyses provided in this publication are based on data collected from sources throughout South Carolina and the United States.

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## Executive Summary

South Carolina's Gross Domestic Product (GDP) was \$230.4 billion in 2018 with a four-year growth of \$26.5 billion. The growth rate from the previous year in real inflation-adjusted dollars was 1.6 percent. The top two industries in 2018 were Manufacturing as well as Finance, Insurance and Real Estate. Professional and Business Services grew the most in terms of real dollars from 2016 to 2017, while Manufacturing increased the most from 2017 to 2018.

The state's total exports in 2018 were \$34.6 billion dollars or 15 percent of the state's GDP for the year. Transportation Equipment represented about half of the number, followed by Chemical as well as Plastics and Rubber Products. China, Canada and Germany were the state's top export partners.

The state's population continues to increase. By 2017, the percent of the population graduating high school and those obtaining at least a Bachelor's degree increased to 87.4 percent and 28.0 percent, respectively. The veterans' share of the population decreased over the period, while the disabled population increased. The population has become somewhat less mobile over that period in percentage terms.

South Carolina's labor market has improved dramatically over the past several years with the labor force and employment levels reaching all-time highs. The unemployment rate dropped considerably, falling to the historic low of 3.2 percent for the latter five months of 2018.

South Carolina had more than 2.062 million wage and salary employees in 2018 with an average hourly wage of \$20.78. Office and Administrative Support and Sales and Related occupations had the highest number of jobs in 2018. The top in-demand occupations were Registered Nurses, First-Line Supervisors of Retail Sales Workers and Retail Salespersons.

Trident, Midlands and Greenville workforce development areas (WDA) had the largest GDPs in real dollars with more than \$25 billion each in 2015. Greenville, Charleston and Richland counties had the largest GDPs in 2015 as well with more than \$21 billion each. Upper Savannah (5.1 percent) and Catawba (4.9 percent) WDAs grew the fastest from 2014 to 2015. Calhoun, Dillon and Barnwell counties grew the fastest at more than a 10 percent increase for each.

Trident WDA had the highest average occupational hourly wage of any of the 12 workforce areas at \$22.21 per hour. Heavy and Tractor-Trailer Truck Drivers, First-Line Supervisors of Retail Sales Workers and Registered Nurses are among the top in-demand occupations in all workforce areas. The Waccamaw WDA had the highest projected industry growth rate at 14.8 percent. Office and Administrative Support occupations are projected to be the largest occupation group in 2026 and as well have the most annual job openings for several of the 12 WDAs. Labor supply-demand gap analyses, which compare projected job openings to recent postsecondary graduates, show labor shortages for positions requiring education beyond high school in all but two WDAs.

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

## Introduction

South Carolina continues to have economic momentum moving through 2019. Mark Vitner, Senior Economist with Wells Fargo Securities, wrote in his economic roundup in March 2019, “South Carolina’s economy continues to benefit from the state’s strong run of economic development successes, which have dramatically diversified the industrial base and positioned the state as a leader in many rapidly growing industries.”<sup>1</sup>

In terms of economic development, South Carolina posted another solid business recruitment year in 2018. From January to December, the state won 162 economic development projects, accounting for \$4.17 billion in capital investment and 14,071 new jobs.<sup>2</sup>

Certainly, these investments will add momentum to the state’s economic growth as highlighted in this report. 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 Business Intelligence Department of the S.C. Department of Employment and Workforce (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 a number of measures that illuminate several aspects of the state’s economy. The following section presents an overview of GDP for the state and its industries. Foreign trade of the state continues in the next section, followed by population data and demographic characteristics. A detailed discussion of the state’s labor force follows.

Statewide portrayal of current occupational employment and in-demand occupations is next. Local area and county GDP follows. Local workforce area conditions, in terms of occupational employment and wages, top in-demand occupations, employment projections and labor supply-demand analyses, form the next section. Finally, a discussion of the state workforce development board’s designated priority populations that face significant challenges to employment completes the document.

<sup>1</sup> Wells Fargo, South Carolina 2019 Economic Outlook, March 11, 2019; <https://www08.wellsfargomedia.com/assets/pdf/commercial/insights/economics/regional-reports/sc-economic-outlook-20190311.pdf>; accessed on June 3, 2019.

<sup>2</sup> S.C. Department of Commerce, 2018 Industry Recruitment Report; [https://www.sccommerce.com/sites/default/files/2018\\_year\\_end\\_results\\_final\\_report\\_0.pdf](https://www.sccommerce.com/sites/default/files/2018_year_end_results_final_report_0.pdf); accessed on June 3, 2019.

## South Carolina Gross Domestic Product

South Carolina’s economy has been expanding by healthy measures over the past several years. **Figure 1** displays the state’s Gross Domestic Product from 2015 to 2018 and the percent gain for each year. By 2018, South Carolina had a \$230 billion economy, which has been growing strongly in the recent past.

**Figure 1**

### South Carolina Gross Domestic Product, 2015-2018 All industry total (Millions of current dollars)

Gross Domestic Product				Percent Chg		
2015	2016	2017	2018	2016	2017	2018
\$203,816.3	\$212,674.6	\$221,896.5	\$230,354.0	4.3%	4.3%	3.8%

Source: U.S. Bureau of Economic Analysis

To show the underlying trends on a more detailed level, **Figure 2** presents the real gross domestic product on an industry basis. This is an inflation-adjusted measure that makes seeing a trend easier.

**Figure 2**

### South Carolina Real Gross Domestic Product by Industry (Millions of chained 2012 dollars)

Description	2016	2017	2018	Dollar Change from Previous Year		Percent Change from Previous Year	
				2017	2018	2017	2018
All industry total	\$194,466	\$199,491	\$202,771	\$5,025	\$3,280	2.6%	1.6%
Private industries	\$164,106	\$169,009	\$172,484	\$4,902	\$3,476	3.0%	2.1%
Agriculture, forestry, fishing, and hunting	\$1,326	\$1,338	\$1,302	\$12	-\$36	0.9%	-2.7%
Mining, quarrying, and oil and gas extraction	\$440	\$434	\$470	-\$6	\$37	-1.4%	8.5%
Utilities	\$5,264	\$5,112	\$4,688	-\$152	-\$424	-2.9%	-8.3%
Construction	\$8,628	\$9,168	\$8,852	\$540	-\$316	6.3%	-3.4%
Manufacturing	\$31,539	\$32,529	\$34,086	\$990	\$1,558	3.1%	4.8%
Durable goods manufacturing	\$19,322	\$19,886	\$20,645	\$564	\$759	2.9%	3.8%
Nondurable goods manufacturing	\$12,221	\$12,646	\$13,441	\$425	\$794	3.5%	6.3%
Wholesale trade	\$11,705	\$12,013	\$12,274	\$308	\$260	2.6%	2.2%
Retail trade	\$13,757	\$14,092	\$14,632	\$335	\$540	2.4%	3.8%
Transportation and warehousing	\$4,417	\$4,656	\$4,697	\$239	\$42	5.4%	0.9%
Information	\$6,105	\$6,935	\$7,271	\$829	\$337	13.6%	4.9%
Finance, insurance, real estate, rental, and leasing	\$32,389	\$32,788	\$33,183	\$400	\$395	1.2%	1.2%
Finance and insurance	\$8,143	\$8,221	\$8,008	\$78	-\$213	1.0%	-2.6%
Real estate and rental and leasing	\$24,252	\$24,575	\$25,209	\$322	\$635	1.3%	2.6%
Professional and business services	\$20,677	\$22,004	\$22,847	\$1,327	\$843	6.4%	3.8%
Professional, scientific, and technical services	\$10,836	\$11,510	\$12,113	\$675	\$602	6.2%	5.2%
Management of companies and enterprises	\$1,898	\$2,269	\$2,448	\$371	\$179	19.5%	7.9%
Administrative and support and waste management	\$7,960	\$8,268	\$8,351	\$308	\$83	3.9%	1.0%
Educational services, health care, and social assistance	\$14,720	\$14,995	\$15,381	\$275	\$386	1.9%	2.6%
Educational services	\$1,564	\$1,471	\$1,485	-\$94	\$14	-6.0%	1.0%
Health care and social assistance	\$13,160	\$13,538	\$13,912	\$377	\$374	2.9%	2.8%
Arts, entertainment, recreation, accommodation, and food services	\$8,859	\$8,774	\$8,742	-\$86	-\$32	-1.0%	-0.4%
Arts, entertainment, and recreation	\$1,274	\$1,291	\$1,305	\$18	\$14	1.4%	1.1%
Accommodation and food services	\$7,583	\$7,482	\$7,437	-\$102	-\$45	-1.3%	-0.6%
Other services (except government and government enterprises)	\$4,422	\$4,417	\$4,472	-\$5	\$55	-0.1%	1.2%
Government and government enterprises	\$30,389	\$30,525	\$30,344	\$136	-\$181	0.4%	-0.6%

Source: U.S. Bureau of Economic Analysis

The table shows a more modest growth overall of 2.6 percent and 1.6 percent over the past two years. The top industry in 2016 was Finance, Insurance, and Real Estate followed by Manufacturing. By 2018, Manufacturing had moved into the top spot with Finance, Insurance and Real Estate dropping into second place. Government was the third largest industry in both years.

### *South Carolina's Foreign Trade*

Driving much of the manufacturing increase has been South Carolina's growing export trade as illustrated by **Figure 3**.

**Figure 3**

### South Carolina's Top 10 Industries by Export Value (Millions of current dollars)

Industry	2015	2016	2017	2018
<b>Total</b>	<b>\$31,021.2</b>	<b>\$31,323.6</b>	<b>\$32,199.1</b>	<b>\$34,637.0</b>
336--Transportation Equipment	\$15,548.0	\$17,134.7	\$17,377.2	\$18,800.0
325--Chemicals	\$2,701.3	\$2,294.3	\$2,541.4	\$2,932.8
326--Plastics & Rubber Products	\$2,358.5	\$2,163.5	\$2,215.0	\$2,372.3
333--Machinery; Except Electrical	\$2,709.3	\$2,330.0	\$2,063.5	\$2,125.7
334--Computer And Electronic Products	\$1,170.1	\$1,197.8	\$1,250.3	\$1,389.9
335--Electrical Equipment; Appliances & Components	\$1,058.7	\$976.2	\$1,131.7	\$1,319.7
322--Paper	\$1,164.2	\$1,065.4	\$1,153.8	\$1,200.2
332--Fabricated Metal Products	\$1,228.6	\$1,317.3	\$1,262.1	\$1,087.8
311--Food Manufactures	\$808.0	\$866.1	\$917.4	\$922.4
313--Textiles & Fabrics	\$591.7	\$559.5	\$575.5	\$676.6

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

Total exports of \$34.6 billion dollars in 2018 represented 15 percent of the state's GDP as shown in **Figure 1**. Transportation Equipment has been roughly half of the total value of exports with Chemicals and Plastics and Rubber Products following. China is the state's top export partner with \$5.637 billion dollars in trade in 2018. **Figure 4** shows that Canada, Germany and Mexico are leading partners as well.

Figure 4

**South Carolina's Top 10 Foreign Trading Partners**  
(Millions of current dollars)

Partner	2015	2016	2017	2018
<b>World</b>	<b>\$31,021.2</b>	<b>\$31,323.6</b>	<b>\$32,199.1</b>	<b>\$34,637.0</b>
China	\$4,435.6	\$6,433.6	\$6,230.1	\$5,637.0
Canada	\$3,692.7	\$3,479.9	\$3,785.2	\$3,969.8
Germany	\$3,940.4	\$3,745.0	\$3,646.7	\$3,769.8
Mexico	\$2,501.3	\$2,119.0	\$2,607.8	\$2,762.4
United Kingdom	\$2,842.2	\$2,841.7	\$2,287.0	\$2,415.8
Singapore	\$1,116.2	\$559.7	\$411.5	\$1,865.8
Japan	\$1,802.6	\$1,094.3	\$1,660.7	\$1,639.6
United Arab Emirates	\$548.5	\$532.9	\$395.2	\$1,182.7
Australia	\$796.0	\$793.7	\$775.6	\$843.6
Taiwan	\$219.7	\$269.4	\$283.2	\$793.9

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

### South Carolina's Population Trends

Certain population characteristics are important in terms of economic and workforce issues. Among those characteristics are educational attainment, veterans and disability status, and geographic mobility. A more educated workforce attracts industries into the state. Veterans offer work skills that are attractive 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.

**Figure 5** displays such information for the state over the five-year period 2013-2017. Over time, lower percentages of the population, aged 25 and older, have an education of less than a high school diploma, and higher percentages obtained more than a high school education. In 2017, 87.4 percent of the population aged 25 and older had a high school education, and 28 percent held a bachelor's degree or higher. The increasingly educated population bodes well for the state economically.

Figure 5

## South Carolina Population Statistics

Subject	South Carolina				
	2017 Estimate	2016 Estimate	2015 Estimate	2014 Estimate	2013 Estimate
<b>EDUCATIONAL ATTAINMENT</b>					
Population 25 years and over	3,443,851	3,388,476	3,319,832	3,260,929	3,198,816
Less than 9th grade	4.0%	4.4%	4.4%	4.5%	5.0%
9th to 12th grade, no diploma	8.6%	9.0%	9.2%	9.3%	9.3%
High school graduate (includes equivalency)	29.5%	29.0%	29.4%	30.3%	29.4%
Some college, no degree	20.3%	21.0%	20.7%	20.7%	21.3%
Associate's degree	9.6%	9.4%	9.4%	8.8%	8.9%
Bachelor's degree	17.6%	17.4%	17.3%	16.7%	16.6%
Graduate or professional degree	10.4%	9.8%	9.5%	9.6%	9.5%
Percent high school graduate or higher	87.4%	86.6%	86.3%	86.1%	85.6%
Percent bachelor's degree or higher	28.0%	27.2%	26.8%	26.3%	26.1%
<b>VETERAN STATUS</b>					
Civilian population 18 years and over	3,890,364	3,828,451	3,778,952	3,719,245	3,669,343
Civilian veterans	9.3%	9.6%	9.8%	9.9%	10.0%
<b>DISABILITY STATUS OF THE CIVILIAN NONINSTITUTIONALIZED POPULATION</b>					
Total Civilian Noninstitutionalized Population	4,928,260	4,861,188	4,801,301	4,733,742	4,678,122
With a disability	14.8%	15.2%	14.8%	14.8%	14.5%
<b>Under 18 years</b>					
With a disability	4.9%	4.9%	4.8%	4.5%	4.6%
<b>18 to 64 years</b>					
With a disability	12.6%	13.2%	12.6%	12.9%	12.7%
<b>65 years and over</b>					
With a disability	35.0%	36.2%	37.4%	37.3%	37.2%
<b>RESIDENCE 1 YEAR AGO</b>					
Population 1 year and over	4,966,211	4,903,788	4,839,984	4,780,659	4,720,602
Same house	85.5%	85.2%	84.8%	84.6%	84.7%
Different house in the U.S.	14.1%	14.4%	14.7%	15.0%	14.9%
Same county	7.4%	7.7%	8.1%	8.2%	8.3%
Different county	6.6%	6.8%	6.7%	6.8%	6.6%
Same state	3.3%	3.4%	3.1%	3.2%	3.1%
Different state	3.4%	3.4%	3.5%	3.6%	3.5%
Abroad	0.4%	0.4%	0.4%	0.4%	0.4%

Source: U.S. Census Bureau, 2017 American Community Survey 1-Year Estimates, Table CP02 - Comparative Social Characteristics In The United States

The veterans' population share of the civilian population, aged 18 or higher, has decreased over the five-year period in the state to 9.3 percent of the civilian population aged 18 and older. The percentage of South Carolinians with a disability among the civilian noninstitutional population decreased over the past year to 14.8 percent as did those over the age of 65 with a disability, declining to 35 percent. The table demonstrates that a smaller portion of the population moved from their residence in 2017 than in 2013, falling from 14.9 percent to 14.1 percent, countering typical action in a growing economy.

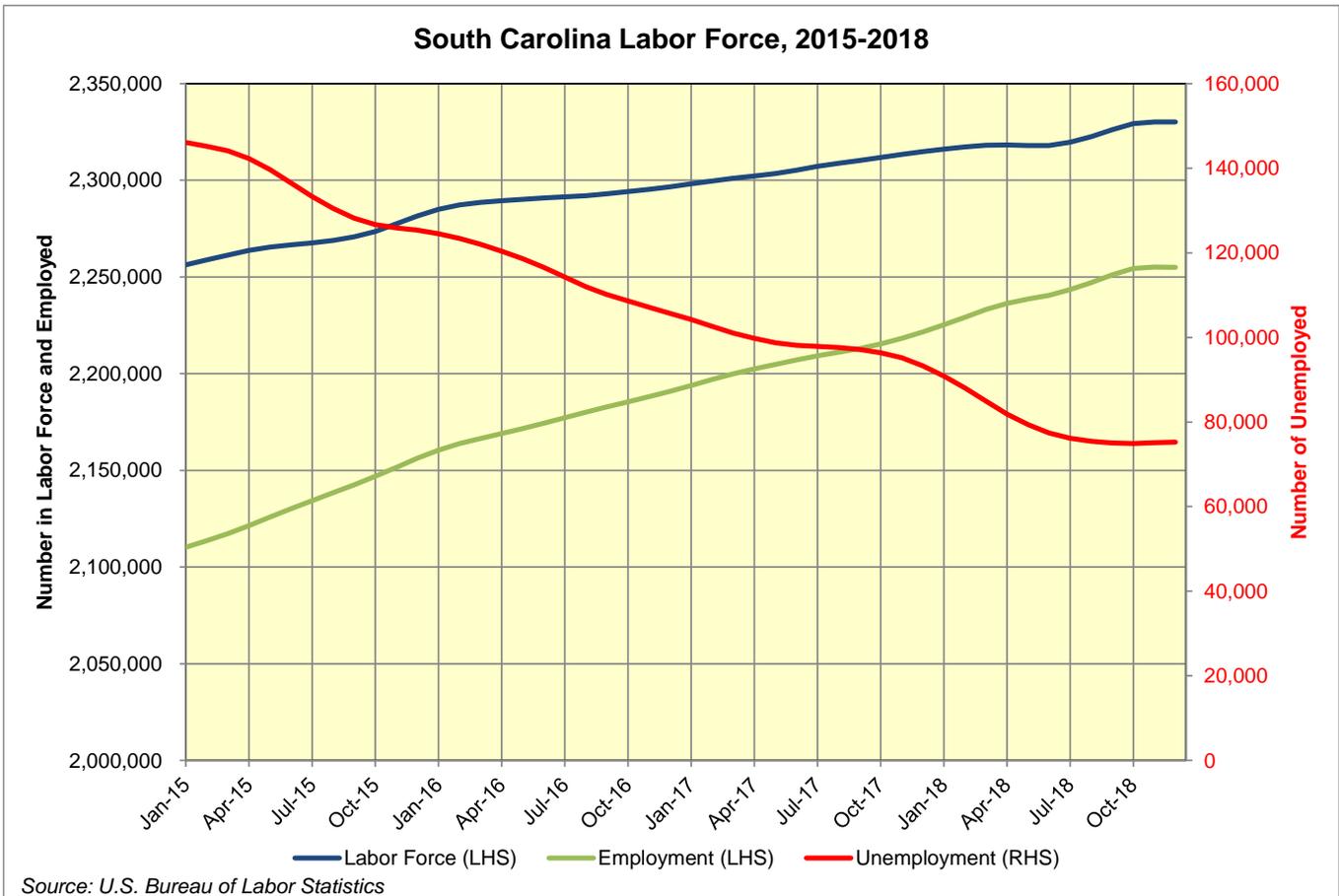
Over the recent past, South Carolina’s population, aged 25 and above, has been on the rise. From 2013 to 2017, the state increased by more than 245,000 people or 7.7 percent, fueling the state’s growing workforce as highlighted in the following section.

**Labor Force Trends**

An important component of the economy in South Carolina is the labor force. By definition, the labor force measures people at their residence location and equals the sum of the employed and the unemployed. **Figure 6** illustrates the movement of the labor force (left hand scale), employed (left hand scale), and unemployed (right hand scale) from 2015 to 2018.

Over the period 2015-2018, the labor market has improved drastically. The labor force has grown by 74,000 people over that time, reaching 2.330 million by December 2018.

**Figure 6**



Employment has risen steadily over the period, climbing by 145,000 people to 2.255 million people in December 2018, a 6.9 percent increase from January 2015.

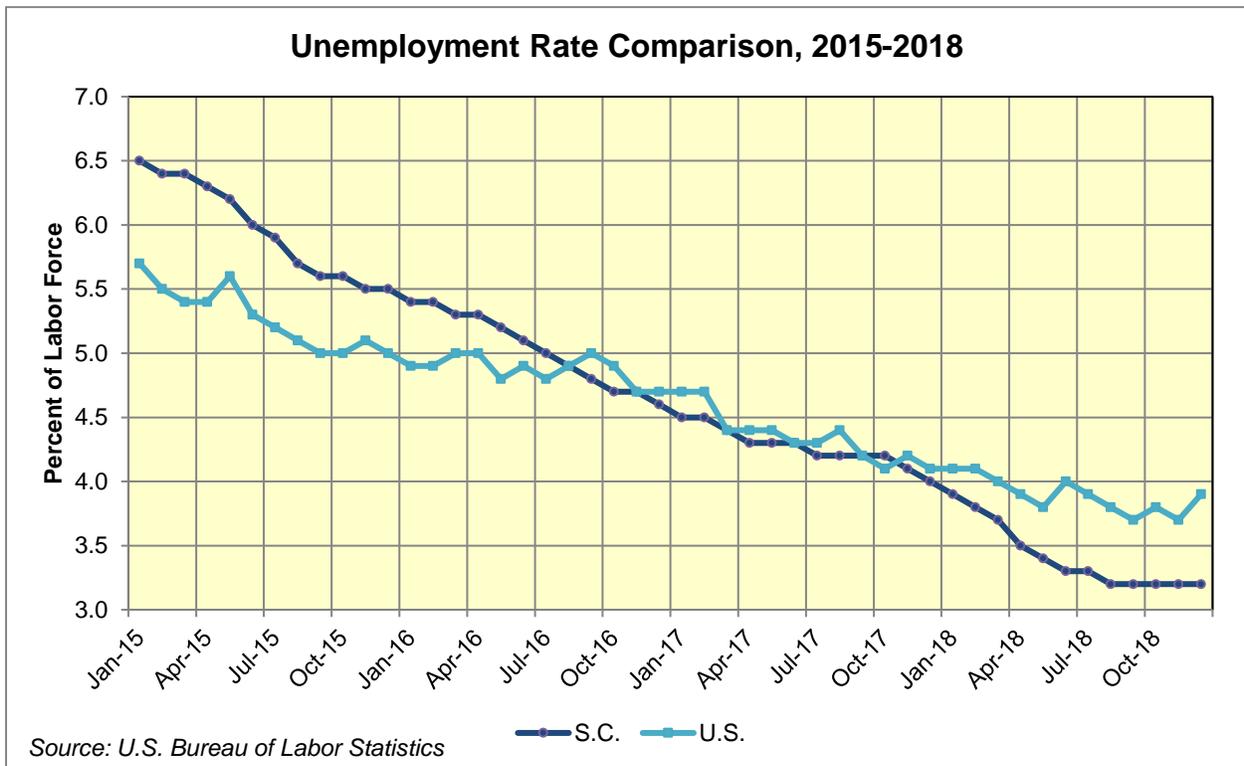
Unemployment has fallen by nearly 71,000 people over the four-year period from more than 146,000 in January 2015 to 75,244 in December 2018, a decline of 48 percent.

*Unemployment Rate Trends*

The unemployment rate is the percent of the labor force that is unemployed. In South Carolina, the unemployment rate has fallen dramatically over the latest four-year period. In January 2015, the rate stood at 6.5 percent, and by the end of 2018, the figure had dropped to 3.2 percent, the lowest-ever level. Likewise, the U.S. unemployment rate fell from 5.7 percent to 3.9 percent over the same period. As a comparison, in January and February of 2010 at the height of the Great Recession, South Carolina’s unemployment rate reached 11.7 percent. **Figure 7** highlights the movement of the unemployment rates over the recent four-year period.

South Carolina’s rate held at 3.2 percent for the last five months of 2018, and the state has had a rate below 4.0 percent for all 12 months of the year. The state has not seen rates at or below the 4.5 percent threshold over this length of time since the 1997-2001 period, when the state maintained the threshold for 44 consecutive months. The state’s rate has continued below the national rate for the last 14 months of the four-year period.

**Figure 7**



### Occupational Employment and Wages

South Carolina had 2.062 million wage and salary occupational employees in 2018 with an average hourly wage of \$20.78. **Figure 8** summarizes more than 800 detailed occupations into major occupational groups and presents employment and average wage information.

**Figure 8**

#### S.C. Occupational Employment and Wages, 2018

Occupational Code	Occupational Title	Total Employment	Hourly Mean Wage	Hourly Median Wage
00-0000	All Occupations	2,062,280	\$20.78	\$16.23
11-0000	Management Occupations	89,190	\$49.57	\$42.97
13-0000	Business and Financial Operations Occupations	75,560	\$31.07	\$28.23
15-0000	Computer and Mathematical Occupations	39,740	\$35.59	\$33.48
17-0000	Architecture and Engineering Occupations	40,400	\$38.44	\$36.43
19-0000	Life, Physical, and Social Science Occupations	9,350	\$31.45	\$28.38
21-0000	Community and Social Service Occupations	25,090	\$20.75	\$18.64
23-0000	Legal Occupations	13,800	\$35.13	\$26.55
25-0000	Education, Training, and Library Occupations	114,270	\$23.10	\$21.97
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	18,760	\$23.34	\$18.49
29-0000	Healthcare Practitioners and Technical Occupations	125,690	\$35.12	\$28.19
31-0000	Healthcare Support Occupations	54,750	\$13.98	\$12.60
33-0000	Protective Service Occupations	47,820	\$18.59	\$17.25
35-0000	Food Preparation and Serving-Related Occupations	209,530	\$10.53	\$9.29
37-0000	Building and Grounds Cleaning and Maintenance Occupations	70,960	\$12.10	\$10.98
39-0000	Personal Care and Service Occupations	59,510	\$11.64	\$9.99
41-0000	Sales and Related Occupations	227,570	\$16.63	\$11.84
43-0000	Office and Administrative Support Occupations	304,960	\$16.81	\$15.48
45-0000	Farming, Fishing, and Forestry Occupations	4,060	\$17.45	\$15.40
47-0000	Construction and Extraction Occupations	83,040	\$19.82	\$17.99
49-0000	Installation, Maintenance, and Repair Occupations	95,050	\$21.50	\$20.13
51-0000	Production Occupations	199,480	\$18.75	\$17.20
53-0000	Transportation and Material Moving Occupations	153,680	\$16.29	\$14.34

Source: U.S. Bureau of Labor Statistics, Occupational Employment Statistics Program (OES), 2018

The Office and Administrative Support category had the highest occupational employment with 305,000 employees, followed by Sales and Related occupations with 227,600, and Food Preparation and Serving occupations with 209,500 employees. The highest average hourly wages were found in Management occupations at \$49.57 per hour, Architecture and Engineering occupations at \$38.44 per hour, and Computer and Mathematical occupations at \$35.59 per hour. Food Preparation and Serving-Related occupations had the lowest average wage at \$10.53 per hour.

*Top In-demand Occupations*

Retail Trade and Health Care and Social Assistance are the top industries in-demand in the state over the first two quarters of 2019, so it is not surprising that the top occupations would be in those industries. Registered nurses are in great demand, as are nursing assistants, retail salespersons, supervisors of retail sales workers and stock clerks. **Figure 9** lists those top occupations in the state over the period from May 2018 to April 2019.

**Figure 9**

**South Carolina Top 25 In-demand Occupations Over a 12-Month Period  
May 2018 - April 2019**

Occupation Code	Occupation Title	S.C. 2018 Average Hourly Wage
291141	Registered Nurses	\$31.22
411011	First-Line Supervisors of Retail Sales Workers	\$19.61
412031	Retail Salespersons	\$12.70
533032	Heavy and Tractor-Trailer Truck Drivers	\$21.28
434051	Customer Service Representatives	\$15.54
351012	First-Line Supervisors of Food Preparation and Serving Workers	\$15.65
435081	Stock Clerks and Order Fillers	\$12.75
499071	Maintenance and Repair Workers, General	\$17.72
412011	Cashiers	\$9.69
431011	First-Line Supervisors of Office and Administrative Workers	\$25.33
311014	Nursing Assistants	\$12.21
533033	Light Truck or Delivery Services Drivers	\$15.58
211093	Social and Human Service Assistants	\$15.22
353021	Combined Food Preparation and Serving Workers	\$9.09
291069	Physicians and Surgeons, All Other	\$89.04
339032	Security Guards	\$15.86
151142	Network and Computer Systems Administrators	\$36.36
172112	Industrial Engineers	\$41.86
111021	General and Operations Managers	\$48.75
511011	First-Line Supervisors of Production and Operating Workers	\$32.15
119111	Medical and Health Services Managers	\$47.49
413099	Sales Representatives, Services, All Other	\$23.88
372012	Maids and Housekeeping Cleaners	\$9.87
291123	Physical Therapists	\$41.08
352014	Cooks, Restaurant	\$11.38

Source: Job Postings: The Conference Board, Help Wanted Online® Data Series; Wages: U.S. Bureau of Labor Statistics

Other top occupations service the manufacturing and tourist industries in South Carolina, such as truck drivers, maintenance workers, supervisors of production workers, cashiers and maids.

### Local Workforce Development Area Conditions

South Carolina’s 12 workforce development areas have been improving economically recently in terms of GDP, employment and job openings. Typically, the urban areas have better performance than rural areas do.

#### Local Workforce Development Area (LWDA) and County GDP

The state’s WDAs have seen improving economic conditions coming out of the Great Recession as the tables in **Figures 10** and **11** show.

**Figure 10**

**South Carolina Workforce Development Area and County Real GDP, 2012-2015**

		Real gross domestic product by county (thousands of chained 2012 dollars)				Percent Change, 2014-2015
WDA	County	2012	2013	2014	2015	
Catawba	Chester	\$763,220	\$789,325	\$781,813	\$811,648	3.8%
Catawba	Lancaster	\$1,746,164	\$1,666,346	\$1,788,039	\$1,956,051	9.4%
Catawba	York	\$8,243,587	\$8,696,719	\$9,111,916	\$9,488,936	4.1%
<b>Catawba Total</b>		<b>\$10,752,971</b>	<b>\$11,152,390</b>	<b>\$11,681,768</b>	<b>\$12,256,635</b>	<b>4.9%</b>
Greenville	Greenville	\$24,214,698	\$24,270,833	\$25,044,139	\$26,046,269	4.0%
<b>Greenville Total</b>		<b>\$24,214,698</b>	<b>\$24,270,833</b>	<b>\$25,044,139</b>	<b>\$26,046,269</b>	<b>4.0%</b>
Lowcountry	Beaufort	\$6,850,204	\$6,831,122	\$6,853,982	\$6,919,948	1.0%
Lowcountry	Colleton	\$835,993	\$773,671	\$754,798	\$784,021	3.9%
Lowcountry	Hampton	\$393,282	\$383,144	\$377,453	\$375,995	-0.4%
Lowcountry	Jasper	\$732,469	\$776,017	\$828,830	\$846,949	2.2%
<b>Lowcountry Total</b>		<b>\$8,811,948</b>	<b>\$8,763,954</b>	<b>\$8,815,063</b>	<b>\$8,926,913</b>	<b>1.3%</b>
Lower Savannah	Aiken	\$5,941,208	\$5,790,929	\$5,766,008	\$5,646,124	-2.1%
Lower Savannah	Allendale	\$284,484	\$281,434	\$274,466	\$280,100	2.1%
Lower Savannah	Bamberg	\$259,482	\$253,671	\$254,770	\$244,702	-4.0%
Lower Savannah	Barnwell	\$375,903	\$363,720	\$448,297	\$496,706	10.8%
Lower Savannah	Calhoun	\$373,037	\$475,171	\$543,955	\$658,104	21.0%
Lower Savannah	Orangeburg	\$2,779,499	\$2,865,007	\$2,830,605	\$2,828,675	-0.1%
<b>Lower Savannah Total</b>		<b>\$10,013,613</b>	<b>\$10,029,932</b>	<b>\$10,118,101</b>	<b>\$10,154,411</b>	<b>0.4%</b>
Midlands	Fairfield	\$965,844	\$1,086,189	\$1,185,801	\$1,405,278	18.5%
Midlands	Lexington	\$8,550,335	\$8,819,288	\$8,986,270	\$9,322,361	3.7%
Midlands	Richland	\$20,953,223	\$21,205,806	\$21,545,759	\$21,871,785	1.5%
<b>Midlands Total</b>		<b>\$30,469,402</b>	<b>\$31,111,283</b>	<b>\$31,717,830</b>	<b>\$32,599,424</b>	<b>2.8%</b>
Pee Dee	Chesterfield	\$1,090,486	\$1,142,432	\$1,235,453	\$1,302,919	5.5%
Pee Dee	Darlington	\$1,960,829	\$2,067,913	\$2,033,881	\$2,046,548	0.6%
Pee Dee	Dillon	\$611,997	\$616,165	\$692,829	\$784,035	13.2%
Pee Dee	Florence	\$5,505,786	\$5,574,597	\$5,815,378	\$6,069,516	4.4%
Pee Dee	Marion	\$443,671	\$445,715	\$420,281	\$402,991	-4.1%
Pee Dee	Marlboro	\$612,943	\$637,340	\$634,643	\$644,335	1.5%
<b>Pee Dee Total</b>		<b>\$10,225,712</b>	<b>\$10,484,162</b>	<b>\$10,832,465</b>	<b>\$11,250,344</b>	<b>3.9%</b>
Santee-Lynches	Clarendon	\$473,093	\$473,017	\$455,002	\$465,661	2.3%
Santee-Lynches	Kershaw	\$1,500,510	\$1,482,448	\$1,496,571	\$1,538,378	2.8%
Santee-Lynches	Lee	\$249,459	\$251,492	\$245,572	\$246,624	0.4%
Santee-Lynches	Sumter	\$3,457,456	\$3,391,877	\$3,361,823	\$3,366,546	0.1%
<b>Santee-Lynches Total</b>		<b>\$5,680,518</b>	<b>\$5,598,834</b>	<b>\$5,558,968</b>	<b>\$5,617,209</b>	<b>1.0%</b>
Trident	Berkeley	\$5,340,789	\$5,350,165	\$5,880,314	\$6,193,694	5.3%
Trident	Charleston	\$23,299,716	\$24,599,032	\$24,865,440	\$25,622,801	3.0%
Trident	Dorchester	\$2,579,776	\$2,510,329	\$2,403,259	\$2,464,512	2.5%
<b>Trident Total</b>		<b>\$31,220,281</b>	<b>\$32,459,526</b>	<b>\$33,149,013</b>	<b>\$34,281,007</b>	<b>3.4%</b>

Source: U.S. Bureau of Economic Analysis

Figure 11

## South Carolina Workforce Development Area and County Real GDP, 2012-2015

		Real gross domestic product by county (thousands of chained 2012 dollars)				Percent Change, 2014-2015
WDA	County	2012	2013	2014	2015	
Upper Savannah	Abbeville	\$437,917	\$426,823	\$406,917	\$403,490	-0.8%
Upper Savannah	Edgefield	\$420,238	\$444,451	\$478,693	\$506,540	5.8%
Upper Savannah	Greenwood	\$2,506,718	\$2,430,923	\$2,538,831	\$2,643,362	4.1%
Upper Savannah	Laurens	\$1,411,057	\$2,036,649	\$3,187,535	\$3,426,671	7.5%
Upper Savannah	McCormick	\$138,176	\$150,978	\$151,764	\$153,906	1.4%
Upper Savannah	Newberry	\$1,133,998	\$1,105,670	\$1,070,961	\$1,105,477	3.2%
Upper Savannah	Saluda	\$261,320	\$247,772	\$250,901	\$259,159	3.3%
<b>Upper Savannah Total</b>		<b>\$6,309,424</b>	<b>\$6,843,266</b>	<b>\$8,085,602</b>	<b>\$8,498,605</b>	<b>5.1%</b>
Upstate	Cherokee	\$1,400,452	\$1,385,594	\$1,398,135	\$1,474,406	5.5%
Upstate	Spartanburg	\$10,981,803	\$11,073,568	\$11,232,807	\$11,665,425	3.9%
Upstate	Union	\$674,821	\$816,010	\$707,540	\$694,387	-1.9%
<b>Upstate Total</b>		<b>\$13,057,076</b>	<b>\$13,275,172</b>	<b>\$13,338,482</b>	<b>\$13,834,218</b>	<b>3.7%</b>
Waccamaw	Georgetown	\$2,068,101	\$2,119,603	\$2,292,765	\$2,295,299	0.1%
Waccamaw	Horry	\$10,978,255	\$11,093,604	\$11,223,200	\$11,667,888	4.0%
Waccamaw	Williamsburg	\$597,656	\$593,630	\$583,592	\$607,725	4.1%
<b>Waccamaw Total</b>		<b>\$13,644,012</b>	<b>\$13,806,837</b>	<b>\$14,099,557</b>	<b>\$14,570,912</b>	<b>3.3%</b>
WorkLink	Anderson	\$5,119,878	\$5,137,180	\$4,949,180	\$5,225,118	5.6%
WorkLink	Oconee	\$3,007,365	\$3,053,028	\$2,963,911	\$3,072,533	3.7%
WorkLink	Pickens	\$2,847,944	\$2,952,809	\$2,926,941	\$2,920,125	-0.2%
<b>WorkLink Total</b>		<b>\$10,975,187</b>	<b>\$11,143,017</b>	<b>\$10,840,032</b>	<b>\$11,217,776</b>	<b>3.5%</b>

Source: U.S. Bureau of Economic Analysis

Trident, Midlands and Greenville WDAs are the largest areas with Real (inflation-adjusted) GDPs more than \$25 billion each in 2015. In fact, Greenville County had the highest GDP in the state that year at \$26.0 billion, followed by Charleston County at \$25.6 billion and Richland at \$21.9 billion.

Santee-Lynches had the smallest GDP at \$5.6 billion in 2015, followed by Upper Savannah at \$8.5 billion and Lowcountry at \$8.9 billion. McCormick County has the smallest GDP at \$153.9 million, followed by Bamberg County at \$244.7 million and Lee County at \$246.6 million.

From 2014 to 2015, Trident (3.4 percent) and Greenville (4.0 percent) WDAs each grew by more than \$1 billion. Upper Savannah (5.1 percent) and Catawba (4.9 percent) grew the fastest. All WDAs had positive growth. Calhoun County grew by a whopping 21.0 percent, followed by Dillon County (13.2 percent) and Barnwell County (10.8 percent). These figures show that the urban and suburban areas benefitted the most from economic expansion.

**Catawba Workforce Development Area Conditions**

Catawba WDA had 130,000 wage and salary occupational employees in 2018 with an average hourly wage of \$20.87. **Figure 12** summarizes more than 800 detailed occupations into major occupational groups and presents employment and wage information.

**Figure 12**

**Catawba Workforce Development Area Occupational Employment and Wages, 2018**

Occupation Code	Occupation Group	Employment	Hourly Wage			
			Entry level	Median	Mean	Experienced
000000	Total	130,220	\$9.80	\$16.62	\$20.87	\$26.40
110000	Management	5,950	\$26.97	\$45.98	\$53.09	\$66.15
130000	Business and Financial Operations	5,620	\$19.35	\$29.75	\$32.92	\$39.70
150000	Computer and Mathematical	3,160	\$20.99	\$36.86	\$39.63	\$48.94
170000	Architecture and Engineering	2,550	\$19.09	\$30.96	\$33.23	\$40.30
190000	Life, Physical, and Social Science	760	\$19.92	\$32.31	\$32.29	\$38.48
210000	Community and Social Services	1,530	\$13.62	\$18.98	\$20.34	\$23.70
230000	Legal	720	\$16.90	\$24.83	\$33.45	\$41.73
250000	Education, Training, and Library	8,450	\$12.13	\$22.13	\$21.81	\$26.65
270000	Arts, Design, Entertainment, Sports, and Media	810	\$11.94	\$19.90	\$23.48	\$29.25
290000	Healthcare Practitioners and Technical	5,930	\$15.20	\$25.33	\$30.09	\$37.54
310000	Healthcare Support	3,190	\$9.47	\$12.51	\$13.53	\$15.56
330000	Protective Service	1,890	\$12.57	\$18.28	\$18.96	\$22.15
350000	Food Preparation and Serving-Related	11,820	\$8.42	\$9.32	\$10.34	\$11.30
370000	Building and Grounds Cleaning and Maintenance	3,730	\$8.51	\$10.64	\$11.77	\$13.39
390000	Personal Care and Service	4,050	\$8.42	\$9.89	\$11.63	\$13.23
410000	Sales and Related	15,230	\$8.93	\$13.04	\$18.50	\$23.28
430000	Office and Administrative Support	21,610	\$10.90	\$15.98	\$17.01	\$20.07
450000	Farming, Fishing, and Forestry	190	\$11.95	\$17.21	\$19.00	\$22.53
470000	Construction and Extraction	5,640	\$12.94	\$18.57	\$19.84	\$23.29
490000	Installation, Maintenance, and Repair	5,110	\$13.37	\$20.31	\$21.26	\$25.21
510000	Production	11,480	\$11.58	\$17.19	\$19.11	\$22.88
530000	Transportation and Material Moving	10,800	\$9.56	\$12.92	\$14.89	\$17.55

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

The median wage is the estimated 50th percentile; 50 percent of workers in an occupation earn less than the median wage, and 50 percent earn more than the median wage. Entry level and Experienced wage rates represent the means of the lower 1/3 and upper 2/3 of the wage distribution, respectively. Data is from an annual survey.

The Office and Administrative Support category had the highest occupational employment with 21,600 employees, followed by Sales and Related occupations with 15,200, and Food Preparation and Serving occupations with 11,800 employees. The highest average hourly wages were found in Management occupations at \$53.09 per hour, Computer and Mathematical occupations at \$39.63 per hour and Legal occupations at \$33.45 per hour. Food Preparation and Serving-Related occupations had the lowest average wage at \$10.34 per hour.

Real-time labor demand provides an indication to workforce and educational professionals as to which occupations need to have training in place to meet employer expectations. Heavy and Tractor-Trailer

Truck Drivers were the most in-demand occupation in the Catawba WDA in 2018. Registered Nurses and First-Line Supervisors of Retail Sales Workers followed. **Figure 13** lists the top occupations in the area in 2018 along with their average hourly wage. These occupations range across numerous sectors of the regional economy at several wage levels.

**Figure 13**

**Catawba WDA Top 10 In-demand Occupations, 2018**

SOC Code	SOC Title	Average Hrly. Salary
533032	Heavy and Tractor-Trailer Truck Drivers	\$20.66
291141	Registered Nurses	\$28.95
411011	First-Line Supervisors of Retail Sales Workers	\$22.62
434051	Customer Service Representatives	\$16.63
412031	Retail Salespersons	\$12.76
435081	Stock Clerks and Order Fillers	\$11.50
412011	Cashiers	\$9.60
351012	First-Line Supervisors of Food Preparation and Serving Workers	\$15.48
311014	Nursing Assistants	\$12.17
431011	First-Line Supervisors of Office and Administrative Support Workers	\$26.57

Source: Gartner® Inc., TalentNeuron; Salary-SCDEW, Occupational Employment Statistics, 2018

**Figure 14** presents the latest available industry employment projections over the 10-year period 2016-2026 in the Catawba WDA. Overall, all industries are projected to grow by 13.9 percent or by 18,200 jobs. Health Care and Social Assistance and Accommodation and Food Services are each expected to increase employment by more than 3,000 jobs. Mining and Agriculture, Forestry, Fishing and Hunting are projected to decline slightly.

Manufacturing and Retail Trade are expected to be the largest two industries in 2026. Transportation and Warehousing; Accommodation and Food Service; and Health Care and Social Assistance are projected to be the fastest growing, each increasing by more than 27 percent.

Figure 14

## Catawba Workforce Development Area Industry Employment Projections, 2016-2026

Industry	Industry Title	Base Year Employment	Projected Year Employment	Numeric Change	Percent Change
000000	Total All Industries	130,450	148,632	18,182	13.9%
110000	Agriculture, Forestry, Fishing and Hunting	3,042	2,867	-175	-5.8%
210000	Mining	73	72	-1	-1.4%
220000	Utilities	1,369	1,380	11	0.8%
230000	Construction	5,398	6,136	738	13.7%
310000	Manufacturing	17,074	17,735	661	3.9%
420000	Wholesale Trade	5,617	6,691	1,074	19.1%
440000	Retail Trade	15,123	17,138	2,015	13.3%
480000	Transportation and Warehousing	3,761	5,156	1,395	37.1%
510000	Information	2,158	2,268	110	5.1%
520000	Finance and Insurance	5,591	5,968	377	6.7%
530000	Real Estate and Rental and Leasing	1,344	1,541	197	14.7%
540000	Professional, Scientific, and Technical Services	8,423	9,544	1,121	13.3%
550000	Management of Companies and Enterprises	1,425	1,634	209	14.7%
560000	Administrative and Support Services	8,204	9,726	1,522	18.6%
610000	Educational Services	11,191	12,204	1,013	9.1%
620000	Health Care and Social Assistance	13,036	16,554	3,518	27.0%
710000	Arts, Entertainment, and Recreation	2,206	2,534	328	14.9%
720000	Accommodation and Food Services	11,623	14,884	3,261	28.1%
810000	Other Services (except Government)	6,884	7,466	582	8.5%
900000	Government	6,906	7,134	228	3.3%

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

### *U.S. Bureau of Labor Statistics Rolls Out New Separations Methodology for Employment Projections*

The U.S. Bureau of Labor Statistics (BLS) has implemented a new Separations methodology to measure occupational separations for 2016-2026 employment projections. The Separations methodology was developed to better capture a more accurate picture of the workforce and give BLS the ability to differentiate between workers who are leaving the labor force entirely and those who are changing jobs and leaving an occupation.

Employment projections are utilized to predict what will happen in the future in regard to occupations and help stakeholders determine which areas of the economy are expected to see growth and decline. Projections help higher education professionals, labor market analysts and employers determine what occupations will have more openings than others to better train and prepare the workforce.

Workers once entered the labor force at a young age, working until retirement in the same occupation. New, younger workers would replace them once they retired. It is no secret the workforce has changed.

From technology advancements and trends in the workforce, to policy updates and new standards in human resources, the U.S. labor force is vastly different.

These changes in the workforce have brought about the need for a new methodology. Workers today are more likely to be transient and work in a number of occupations during their lifetime. The Separations methodology accounts for this workforce trend, capturing reasons workers leave an occupation other than retirement, such as changing careers, being promoted into management or completing a retraining program.

“The once-traditional career path of entering an occupation at a young age and working until retirement in that same occupation is no longer the norm for American workers,” said Michael Wolf, chief of the Division of Occupation Employment Projections at BLS. “Now, it’s common for workers to work in a number of occupations throughout the course of their career. The Separations methodology captures different job changes and allows us to better produce employment projections.”

The Separations methodology incorporates past data, patterns and trends to generate employment projections. Projections produced using the new Separations methodology will vary from the projections derived from the Replacements methodology. This is due to methodological, not conceptual, factors. To compare historical trends to current projections, a practitioner should use actual employment figures from the time period. When new projections are released, old projections become obsolete.

States finalized short-term employment projections using the Separations methodology in February 2018 and long-term statewide employment projections in July 2018. In July 2019, states released long-term substate (LWDA in South Carolina) employment projections. Projections produced using the updated methodology show nearly four times the job openings or labor demand in South Carolina than did the previous projections.

### *Catawba Occupational Projections*

The Catawba workforce area occupational projections include self-employed workers in addition to the industry employment estimates for the period 2016-2026. **Figure 15** highlights the projections by major occupation group. Office and Administrative Support occupations are projected to have the highest number of employees in 2026 with 22,700, followed by Sales and Related occupations with 16,700, and Food Preparation and Serving-Related occupations with 14,500. Production occupations are expected to employ 14,400 in 2026.

Overall, Catawba WDA is projected to have 18,300 annual job openings in all occupations. Office and Administrative Support is expected to have the most openings at 2,600 per year over the 10-year period, followed by Food Preparation and Serving-Related occupations and Sales and Related occupations with more than 2,300 openings each. These estimates of job openings incorporate the new Separations methodology mentioned in the previous section.

Figure 15

Catawba WDA Employment Projections by Major Occupation Group, 2016-2026

SOC Code	SOC Title	Base Employment	Projection Employment	Numeric Change	Percent Change	Annual Job Openings
00-0000	Total, All Occupations	138,288	157,177	18,889	13.66	18,280
11-0000	Management Occupations	8,260	8,962	702	8.50	732
13-0000	Business and Financial Operations Occupations	9,087	10,724	1,637	18.01	1,067
15-0000	Computer and Mathematical Occupations	2,534	2,865	331	13.06	208
17-0000	Architecture and Engineering Occupations	2,241	2,472	231	10.31	192
19-0000	Life, Physical, and Social Science Occupations	894	937	43	4.81	92
21-0000	Community and Social Service Occupations	1,542	1,825	283	18.35	203
23-0000	Legal Occupations	727	779	52	7.15	54
25-0000	Education, Training, and Library Occupations	8,234	9,223	989	12.01	806
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,229	1,269	40	3.25	126
29-0000	Healthcare Practitioners and Technical Occupations	6,057	7,396	1,339	22.11	501
31-0000	Healthcare Support Occupations	2,846	3,660	814	28.60	442
33-0000	Protective Service Occupations	1,930	2,023	93	4.82	181
35-0000	Food Preparation and Serving-Related Occupations	11,501	14,516	3,015	26.22	2,447
37-0000	Building and Grounds Cleaning and Maintenance Occupations	4,059	4,839	780	19.22	630
39-0000	Personal Care and Service Occupations	5,762	6,962	1,200	20.83	1,065
41-0000	Sales and Related Occupations	14,652	16,680	2,028	13.84	2,381
43-0000	Office and Administrative Support Occupations	21,222	22,696	1,474	6.95	2,598
45-0000	Farming, Fishing, and Forestry Occupations	1,854	1,731	-123	-6.63	253
47-0000	Construction and Extraction Occupations	4,858	5,463	605	12.45	592
49-0000	Installation, Maintenance, and Repair Occupations	5,740	6,541	801	13.95	647
51-0000	Production Occupations	13,636	14,374	738	5.41	1,617
53-0000	Transportation and Material Moving Occupations	9,423	11,240	1,817	19.28	1,446

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

A tool workforce professionals use to help them understand the labor market is the supply-demand gap analysis. A gap analysis of labor supply and demand compares the number of student completions from public and private postsecondary institutions to projected annual job openings that require education beyond high school. This analysis uses data from the Institute of Education Sciences, Integrated Postsecondary Education Data System (IPEDS), and compares it to the latest available analysis on the average annual job openings from S.C. Department of Employment and Workforce’s Occupational Employment Projections Program, 2016-2026, which shows the annual openings over the 10-year projection period. The openings shown are for those occupations requiring more than a high school education, as defined by the U.S. Bureau of Labor Statistics. The job openings data details the expected annual job openings and includes the educational job requirements to enter the occupation, the typical work experience needed for the job, the on-the-job training needed for the position and the occupational code, which is matched to one of 16 education-based career clusters.

A note to consider when examining the BLS assignment of the typical educational requirements for entry into an occupation is that it does not include all paths of entry. Many positions require higher levels of education than the level stated by BLS. In addition, changing entry requirements for some occupations may lead to higher educated individuals entering jobs than those who already hold a similar position.

The IPEDS program completer database covers the year 2017 and includes the Classification of Instructional Programs (CIP) code, the type of completed award, the institution type and number of graduates. Each CIP code is matched to one of 16 career clusters for comparison to the job openings data.

The IPEDS databases were summarized by career cluster and award type. The employment projections were summarized by career cluster for the education levels above high school. A comparison was made for the two primary data sets in terms of the number of graduates to the number of projected job openings for each of the two variables. **Figure 16** presents a table highlighting the entire analysis for the Catawba WDA.

**Figure 16**

**Catawba WDA Labor Supply and Demand Comparison**

Career Cluster	Post-Secondary Completers (Supply)	Job Openings (Demand)	Supply - Demand
Agriculture, Food & Natural Resources	11	13	-2
Architecture & Construction	75	126	-51
Arts, Audio/Video Technology & Communications	161	65	96
Business, Management & Administration	426	667	-241
Education & Training	650	861	-211
Finance	0	247	-247
Government & Public Administration	34	31	3
Health Science	398	699	-301
Hospitality & Tourism	0	4	-4
Human Service	229	249	-20
Information Technology	47	193	-146
Law, Public Safety, Corrections & Security	28	98	-70
Manufacturing	152	128	24
Marketing	12	658	-646
Science, Technology, Engineering & Mathematics	229	137	92
Transportation, Distribution & Logistics	20	374	-354
Grand Total	2,472	4,550	-2,078

Sources: Completers-National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) 2017; Job Openings-SCDEW, Occupational Projections Program, 2016-2026, Annual Job Openings for Occupations Requiring Education Beyond High School

Overall, there is expected to be a supply gap of more than 2,000 positions in the area annually. Only four career clusters show an adequate supply of graduates to meet the projected demand. The greatest gap is in the Marketing cluster with nearly 650 expected unfilled positions, followed by the Transportation, Distribution and Logistics cluster with a gap of 354 positions and the Health Science cluster with 301 unfilled jobs.

The gap analysis is just a representation of the true gap between labor supply and labor demand. Of course, more than just recent graduates would be able to fill the projected job openings, such as those who are unemployed or not in the labor force with the credentials to qualify for a particular position. The analysis also does not consider potential out-of-state candidates that could fill in-state job openings as well as graduates from other areas in the state.

### Greenville Workforce Development Area Conditions

Greenville WDA had 271,000 wage and salary occupational employees in 2018 with an average hourly wage of \$21.87. **Figure 17** summarizes more than 800 detailed occupations into major occupational groups and presents employment and wage information.

Figure 17

### Greenville Workforce Development Area Occupational Employment and Wages, 2018

Occupation Code	Occupation Group	Employment	Hourly Wage			
			Entry level	Median	Mean	Experienced
000000	Total	271,410	\$10.23	\$16.85	\$21.87	\$27.69
110000	Management	13,390	\$23.67	\$45.49	\$52.03	\$66.21
130000	Business and Financial Operations	12,060	\$18.25	\$28.72	\$32.18	\$39.15
150000	Computer and Mathematical	6,920	\$20.42	\$32.03	\$35.10	\$42.45
170000	Architecture and Engineering	8,420	\$24.73	\$39.78	\$42.14	\$50.85
190000	Life, Physical, and Social Science	940	\$18.95	\$26.22	\$30.11	\$35.68
210000	Community and Social Services	2,650	\$12.62	\$18.90	\$20.88	\$25.01
230000	Legal	1,260	\$17.36	\$32.72	\$40.66	\$52.31
250000	Education, Training, and Library	9,760	\$10.75	\$18.88	\$21.49	\$26.87
270000	Arts, Design, Entertainment, Sports, and Media	3,010	\$11.99	\$20.89	\$25.02	\$31.54
290000	Healthcare Practitioners and Technical	17,390	\$17.84	\$28.46	\$34.67	\$43.08
310000	Healthcare Support	6,870	\$9.95	\$13.27	\$14.93	\$17.43
330000	Protective Service	4,920	\$10.26	\$15.41	\$17.15	\$20.59
350000	Food Preparation and Serving-Related	21,850	\$8.44	\$9.44	\$10.83	\$12.03
370000	Building and Grounds Cleaning and Maintenance	8,550	\$8.49	\$10.82	\$11.66	\$13.24
390000	Personal Care and Service	7,660	\$8.42	\$9.65	\$11.02	\$12.31
410000	Sales and Related	31,880	\$9.13	\$13.44	\$18.19	\$22.72
430000	Office and Administrative Support	40,100	\$11.24	\$15.75	\$17.10	\$20.03
450000	Farming, Fishing, and Forestry	160	\$8.58	\$12.32	\$12.85	\$14.98
470000	Construction and Extraction	10,240	\$12.40	\$17.95	\$19.64	\$23.27
490000	Installation, Maintenance, and Repair	11,340	\$14.20	\$21.46	\$22.50	\$26.65
510000	Production	30,910	\$11.53	\$16.12	\$17.85	\$21.01
530000	Transportation and Material Moving	21,150	\$10.44	\$15.30	\$16.37	\$19.34

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

The median wage is the estimated 50th percentile; 50 percent of workers in an occupation earn less than the median wage, and 50 percent earn more than the median wage. Entry level and Experienced wage rates represent the means of the lower 1/3 and upper 2/3 of the wage distribution, respectively. Data is from an annual survey.

The Office and Administrative Support category had the highest occupational employment with 40,100 jobs, followed by Sales and Related occupations with 31,900, and Production occupations with 30,900 employees. The highest average hourly wages were found in Management occupations at \$52.03 per hour,

Architecture and Engineering occupations at \$42.14 per hour and Legal occupations at \$40.66 per hour. Food Preparation and Serving-Related occupations had the lowest average wage at \$10.83 per hour.

Real-time labor demand provides an indication to workforce and educational professionals as to which occupations need to have training in place to meet employer expectations. Heavy and Tractor-Trailer Truck Drivers were the most in-demand occupation in the Greenville WDA in 2018. Registered Nurses and Retail Salespersons followed. **Figure 18** lists the top occupations in the area in 2018 along with their average hourly wage. These occupations range across numerous sectors of the regional economy at several wage levels.

**Figure 18**  
**Greenville WDA Top 10 In-demand Occupations, 2018**

SOC Code	SOC Title	Average Hrly. Salary
533032	Heavy and Tractor-Trailer Truck Drivers	\$22.83
291141	Registered Nurses	\$29.89
412031	Retail Salespersons	\$12.81
411011	First-Line Supervisors of Retail Sales Workers	\$18.63
434051	Customer Service Representatives	\$16.13
435081	Stock Clerks and Order Fillers	\$12.79
413099	Sales Representatives, Services, All Other	\$23.37
351012	First-Line Supervisors of Food Preparation and Serving Workers	\$14.19
431011	First-Line Supervisors of Office and Administrative Support Workers	\$27.18
311014	Nursing Assistants	\$12.11

*Source: Gartner® Inc., TalentNeuron; Salary-SCDEW, Occupational Employment Statistics, 2018*

**Figure 19** presents the latest available industry employment projections over the 10-year period 2016-2026 in the Greenville WDA. Overall, all industries are projected to grow by 12.9 percent or by 36,100 jobs. Health Care and Social Assistance and Administrative and Support Services are each expected to increase employment by more than 6,800 jobs. Mining and Agriculture, Forestry, Fishing and Hunting are projected to decline slightly.

Administrative and Support Services and Health Care and Social Assistance are expected to be the largest two industries in 2026. Transportation and Warehousing; Health Care and Social Assistance; and Accommodation and Food Service are projected to be the fastest growing, each increasing by more than 21 percent.

Figure 19

## Greenville Workforce Development Area Industry Employment Projections, 2016-2026

Industry	Industry Title	Base Year Employment	Projected Year Employment	Numeric Change	Percent Change
000000	Total All Industries	278,667	314,725	36,058	12.9%
110000	Agriculture, Forestry, Fishing and Hunting	1,506	1,367	-139	-9.2%
210000	Mining	30	29	-1	-3.3%
220000	Utilities	320	322	2	0.6%
230000	Construction	13,407	15,165	1,758	13.1%
310000	Manufacturing	30,117	31,037	920	3.1%
420000	Wholesale Trade	15,868	18,104	2,236	14.1%
440000	Retail Trade	28,847	31,191	2,344	8.1%
480000	Transportation and Warehousing	7,168	8,925	1,757	24.5%
510000	Information	6,265	6,600	335	5.3%
520000	Finance and Insurance	10,425	11,212	787	7.5%
530000	Real Estate and Rental and Leasing	4,025	4,675	650	16.1%
540000	Professional, Scientific, and Technical Services	16,921	19,167	2,246	13.3%
550000	Management of Companies and Enterprises	5,096	5,832	736	14.4%
560000	Administrative and Support Services	36,661	43,526	6,865	18.7%
610000	Educational Services	16,734	18,240	1,506	9.0%
620000	Health Care and Social Assistance	33,608	41,161	7,553	22.5%
710000	Arts, Entertainment, and Recreation	3,760	4,116	356	9.5%
720000	Accommodation and Food Services	24,006	29,144	5,138	21.4%
810000	Other Services (except Government)	11,321	11,939	618	5.5%
900000	Government	12,579	12,973	394	3.1%

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

### Greenville Occupational Projections

The Greenville workforce area occupational projections include self-employed workers in addition to the industry employment estimates for the period 2016-2026. **Figure 20** highlights the projections by major occupation group. Office and Administrative Support occupations are projected to have the highest number of jobs in 2026 with 46,200, followed by Production occupations with 37,400 and Sales and Related occupations with 35,500.

Overall, Greenville WDA is projected to have 38,000 annual job openings in all occupations. Office and Administrative Support is expected to have the most openings at 5,300 per year over the 10-year period, followed by Food Preparation and Serving-Related occupations and Sales and Related occupations with 4,800 openings each.

Figure 20

Greenville WDA Employment Projections by Major Occupation Group, 2016-2026

SOC Code	SOC Title	Base Employment	Projection Employment	Numeric Change	Percent Change	Annual Job Openings
00-0000	Total, All Occupations	294,440	332,314	37,874	12.86	38,031
11-0000	Management Occupations	16,314	18,454	2,140	13.12	1,555
13-0000	Business and Financial Operations Occupations	14,096	16,183	2,087	14.81	1,539
15-0000	Computer and Mathematical Occupations	6,278	7,282	1,004	15.99	543
17-0000	Architecture and Engineering Occupations	7,054	8,131	1,077	15.27	638
19-0000	Life, Physical, and Social Science Occupations	1,009	1,112	103	10.21	99
21-0000	Community and Social Service Occupations	3,255	3,668	413	12.69	411
23-0000	Legal Occupations	1,676	1,867	191	11.40	125
25-0000	Education, Training, and Library Occupations	12,426	13,853	1,427	11.48	1,276
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	4,238	4,573	335	7.90	445
29-0000	Healthcare Practitioners and Technical Occupations	16,093	19,377	3,284	20.41	1,218
31-0000	Healthcare Support Occupations	7,724	9,711	1,987	25.73	1,158
33-0000	Protective Service Occupations	5,488	6,000	512	9.33	611
35-0000	Food Preparation and Serving-Related Occupations	23,623	28,602	4,979	21.08	4,808
37-0000	Building and Grounds Cleaning and Maintenance Occupations	11,260	13,157	1,897	16.85	1,710
39-0000	Personal Care and Service Occupations	8,442	10,127	1,685	19.96	1,573
41-0000	Sales and Related Occupations	32,255	35,524	3,269	10.13	4,759
43-0000	Office and Administrative Support Occupations	43,859	46,205	2,346	5.35	5,316
45-0000	Farming, Fishing, and Forestry Occupations	951	870	-81	-8.52	124
47-0000	Construction and Extraction Occupations	12,439	13,956	1,517	12.20	1,485
49-0000	Installation, Maintenance, and Repair Occupations	10,818	12,156	1,338	12.37	1,202
51-0000	Production Occupations	34,403	37,373	2,970	8.63	4,384
53-0000	Transportation and Material Moving Occupations	20,739	24,133	3,394	16.37	3,053

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

A gap analysis of labor supply and demand compares the number of student completions from public and private postsecondary institutions (supply) to projected annual job openings that require education beyond high school (demand). A comparison was made for the two primary data sets in terms of the number of graduates to the number of projected job openings for each of the two variables. **Figure 21** presents a table highlighting the analysis for the Greenville WDA.

Figure 21

## Greenville WDA Labor Supply and Demand Comparison

Career Cluster	Post-Secondary Completers (Supply)	Job Openings (Demand)	Supply - Demand
Agriculture, Food & Natural Resources	13	25	-12
Architecture & Construction	80	456	-376
Arts, Audio/Video Technology & Communications	303	299	4
Business, Management & Administration	847	1,683	-836
Education & Training	845	1,343	-498
Finance	0	654	-654
Government & Public Administration	106	96	10
Health Science	1,111	1,976	-865
Hospitality & Tourism	74	7	67
Human Service	474	461	13
Information Technology	155	523	-368
Law, Public Safety, Corrections & Security	142	238	-96
Manufacturing	201	258	-57
Marketing	50	510	-460
Science, Technology, Engineering & Mathematics	317	396	-79
Transportation, Distribution & Logistics	191	718	-527
Grand Total	4,909	9,643	-4,734

Sources: Completers-National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) 2017; Job Openings-SCDEW, Occupational Projections Program, 2016-2026, Annual Job Openings for Occupations Requiring Education Beyond High School

Overall, there is expected to be a supply gap of more than 4,700 positions in the area annually. Only four career clusters show an adequate supply of graduates to meet the projected demand. The greatest gap is in the Health Science cluster with nearly 865 expected unfilled positions, followed by the Business, Management and Administration cluster with a gap of 836 positions and the Finance cluster with 654 unfilled jobs.

### Lowcountry Workforce Development Area Conditions

Lowcountry and Pee Dee WDAs had a combined occupational employment survey for 2018 due to reduced number of surveys for the areas. The combined area had 93,000 wage and salary employees in 2018 with an average hourly wage of \$18.06. **Figure 22** summarizes more than 800 detailed occupations into major occupational groups and presents employment and wage information.

Figure 22

Northeast Workforce Development Area Occupational Employment and Wages, 2018

Occupation Code	Occupation Group	Employment	Hourly Wage			
			Entry level	Median	Mean	Experienced
000000	Total	92,940	\$9.03	\$14.48	\$18.06	\$22.58
110000	Management	3,300	\$18.46	\$36.49	\$41.49	\$53.01
130000	Business and Financial Operations	2,000	\$14.97	\$25.15	\$28.01	\$34.53
150000	Computer and Mathematical	460	\$15.57	\$27.33	\$29.15	\$35.94
170000	Architecture and Engineering	1,070	\$17.80	\$31.54	\$32.05	\$39.17
190000	Life, Physical, and Social Science	350	\$16.96	\$26.10	\$27.98	\$33.49
210000	Community and Social Services	1,220	\$12.70	\$18.98	\$23.07	\$28.25
230000	Legal	380	\$13.63	\$23.80	\$34.65	\$45.16
250000	Education, Training, and Library	6,000	\$10.40	\$19.82	\$19.72	\$24.38
270000	Arts, Design, Entertainment, Sports, and Media	360	\$9.09	\$16.39	\$17.55	\$21.78
290000	Healthcare Practitioners and Technical	5,580	\$14.74	\$25.82	\$34.36	\$44.17
310000	Healthcare Support	2,510	\$9.10	\$11.79	\$13.37	\$15.51
330000	Protective Service	3,030	\$12.85	\$17.50	\$18.91	\$21.95
350000	Food Preparation and Serving-Related	9,460	\$8.40	\$9.06	\$10.67	\$11.80
370000	Building and Grounds Cleaning and Maintenance	3,380	\$8.40	\$10.47	\$11.74	\$13.42
390000	Personal Care and Service	3,200	\$8.40	\$9.59	\$10.95	\$12.22
410000	Sales and Related	9,500	\$8.37	\$9.47	\$12.77	\$14.97
430000	Office and Administrative Support	13,370	\$9.90	\$14.21	\$15.41	\$18.16
450000	Farming, Fishing, and Forestry	850	\$10.38	\$17.50	\$19.24	\$23.67
470000	Construction and Extraction	3,820	\$12.05	\$16.95	\$18.71	\$22.04
490000	Installation, Maintenance, and Repair	4,910	\$11.97	\$18.16	\$19.49	\$23.25
510000	Production	11,150	\$10.40	\$15.21	\$16.76	\$19.93
530000	Transportation and Material Moving	7,040	\$9.23	\$13.43	\$15.34	\$18.39

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

The median wage is the estimated 50th percentile; 50 percent of workers in an occupation earn less than the median wage, and 50 percent earn more than the median wage. Entry level and Experienced wage rates represent the means of the lower 1/3 and upper 2/3 of the wage distribution, respectively. Data is from an annual survey.

The Office and Administrative Support category had the highest occupational employment with 13,400 jobs, followed by Production occupations with 11,200, and Sales and Related occupations with 9,500 employees. The highest average hourly wages were found in Management occupations at \$41.49 per hour, Legal occupations at \$34.65 per hour and Healthcare Practitioners and Technical occupations at \$34.36 per hour. Food Preparation and Serving-Related occupations had the lowest average wage at \$10.67 per hour.

Real-time labor demand provides an indication to workforce and educational professionals as to which occupations need to have training in place to meet employer expectations. Heavy and Tractor-Trailer Truck Drivers were the most in-demand occupation in the Lowcountry WDA in 2018. First-Line Supervisors of Retail Sales Workers and Registered Nurses followed. **Figure 23** lists the top occupations in the area in 2018 along with their average hourly wage. These occupations range across numerous sectors of the regional economy at several wage levels.

Figure 23

## Lowcountry WDA Top 10 In-demand Occupations, 2018

SOC Code	SOC Title	Average Hrly. Salary
533032	Heavy and Tractor-Trailer Truck Drivers	\$20.24
411011	First-Line Supervisors of Retail Sales Workers	\$17.51
291141	Registered Nurses	\$28.11
412031	Retail Salespersons	\$10.82
351012	First-Line Supervisors of Food Preparation and Serving Workers	\$15.53
431011	First-Line Supervisors of Office and Administrative Support Workers	\$22.28
435081	Stock Clerks and Order Fillers	\$14.07
434051	Customer Service Representatives	\$12.26
499071	Maintenance and Repair Workers, General	\$16.51
412011	Cashiers	\$8.91

Source: Gartner® Inc., TalentNeuron; Salary-SCDEW, Occupational Employment Statistics, 2018  
Salary from a combined Pee Dee WDA and Lowcountry WDA region.

**Figure 24** presents the latest available industry employment projections over the 10-year period 2016-2026 in the Lowcountry WDA. Overall, all industries are projected to grow by 13.0 percent or by 12,000 jobs. Accommodation and Food Service and Health Care and Social Assistance are each expected to increase employment by more than 2,800 jobs. Agriculture, Forestry, Fishing and Hunting is projected to decline slightly.

Accommodation and Food Service and Retail Trade are expected to be the largest two industries in 2026. Health Care and Social Assistance; Accommodation and Food Service; and Real Estate and Rental and Leasing are projected to be the fastest growing, each increasing by more than 18 percent.

Figure 24

## Lowcountry Workforce Development Area Industry Employment Projections, 2016-2026

Industry	Industry Title	Base Year Employment	Projected Year Employment	Numeric Change	Percent Change
000000	Total All Industries	92,637	104,670	12,033	13.0%
110000	Agriculture, Forestry, Fishing and Hunting	2,237	2,098	-139	-6.2%
210000	Mining	16	16	0	0.0%
220000	Utilities	400	403	3	0.8%
230000	Construction	5,335	6,002	667	12.5%
310000	Manufacturing	2,200	2,218	18	0.8%
420000	Wholesale Trade	1,533	1,772	239	15.6%
440000	Retail Trade	14,281	15,576	1,295	9.1%
480000	Transportation and Warehousing	1,264	1,480	216	17.1%
510000	Information	633	681	48	7.6%
520000	Finance and Insurance	2,046	2,214	168	8.2%
530000	Real Estate and Rental and Leasing	2,412	2,864	452	18.7%
540000	Professional, Scientific, and Technical Services	3,341	3,785	444	13.3%
550000	Management of Companies and Enterprises	996	1,142	146	14.7%
560000	Administrative and Support Services	6,012	7,125	1,113	18.5%
610000	Educational Services	6,236	6,799	563	9.0%
620000	Health Care and Social Assistance	11,983	14,814	2,831	23.6%
710000	Arts, Entertainment, and Recreation	2,792	3,070	278	10.0%
720000	Accommodation and Food Services	14,369	17,457	3,088	21.5%
810000	Other Services (except Government)	6,503	6,895	392	6.0%
900000	Government	8,043	8,259	216	2.7%

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

### Lowcountry Occupational Projections

The Lowcountry workforce area occupational projections include self-employed workers in addition to the industry employment estimates for the period 2016-2026. **Figure 25** highlights the projections by major occupation group. Food Preparation and Serving-Related occupations are projected to have the highest number of jobs in 2026 with 15,700, followed by Sales and Related occupations with 15,400 and Office and Administrative Support occupations with 13,600.

Overall, Lowcountry WDA is projected to have 13,800 annual job openings in all occupations. Food Preparation and Serving-Related is expected to have the most openings at 2,700 per year over the 10-year period, followed by Sales and Related occupations and Office and Administrative Support occupations with more than 1,500 openings each.

Figure 25

Lowcountry WDA Employment Projections by Major Occupation Group, 2016-2026

SOC Code	SOC Title	Base Employment	Projection Employment	Numeric Change	Percent Change	Annual Job Openings
00-0000	Total, All Occupations	100,622	113,447	12,825	12.75	13,794
11-0000	Management Occupations	5,638	6,189	551	9.77	513
13-0000	Business and Financial Operations Occupations	2,849	3,277	428	15.02	311
15-0000	Computer and Mathematical Occupations	846	981	135	15.96	74
17-0000	Architecture and Engineering Occupations	624	686	62	9.94	54
19-0000	Life, Physical, and Social Science Occupations	376	405	29	7.71	36
21-0000	Community and Social Service Occupations	1,175	1,340	165	14.04	145
23-0000	Legal Occupations	908	1,032	124	13.66	77
25-0000	Education, Training, and Library Occupations	4,927	5,419	492	9.99	472
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	990	1,013	23	2.32	105
29-0000	Healthcare Practitioners and Technical Occupations	5,043	6,004	961	19.06	389
31-0000	Healthcare Support Occupations	3,098	3,911	813	26.24	468
33-0000	Protective Service Occupations	2,780	2,921	141	5.07	272
35-0000	Food Preparation and Serving-Related Occupations	12,974	15,746	2,772	21.37	2,688
37-0000	Building and Grounds Cleaning and Maintenance Occupations	8,255	9,680	1,425	17.26	1,238
39-0000	Personal Care and Service Occupations	5,066	5,961	895	17.67	933
41-0000	Sales and Related Occupations	14,003	15,418	1,415	10.10	2,182
43-0000	Office and Administrative Support Occupations	12,874	13,649	775	6.02	1,590
45-0000	Farming, Fishing, and Forestry Occupations	1,387	1,277	-110	-7.93	180
47-0000	Construction and Extraction Occupations	4,669	5,224	555	11.89	550
49-0000	Installation, Maintenance, and Repair Occupations	4,172	4,646	474	11.36	464
51-0000	Production Occupations	2,591	2,690	99	3.82	311
53-0000	Transportation and Material Moving Occupations	5,377	5,978	601	11.18	742

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

A gap analysis of labor supply and demand compares the number of student completions from public and private postsecondary institutions (supply) to projected annual job openings that require education beyond high school (demand). A comparison was made for the two primary data sets in terms of the number of graduates to the number of projected job openings for each of the two variables. **Figure 26** presents a table highlighting the analysis for the Lowcountry WDA.

Figure 26

## Lowcountry WDA Labor Supply and Demand Comparison

Career Cluster	Post-Secondary Completers (Supply)	Job Openings (Demand)	Supply - Demand
Agriculture, Food & Natural Resources	4	12	-8
Architecture & Construction	53	100	-47
Arts, Audio/Video Technology & Communications	29	22	7
Business, Management & Administration	132	420	-288
Education & Training	149	559	-410
Finance	0	145	-145
Government & Public Administration	0	37	-37
Health Science	211	657	-446
Hospitality & Tourism	47	4	43
Human Service	108	204	-96
Information Technology	8	74	-66
Law, Public Safety, Corrections & Security	18	132	-114
Manufacturing	13	26	-13
Marketing	0	51	-51
Science, Technology, Engineering & Mathematics	59	19	40
Transportation, Distribution & Logistics	0	240	-240
Grand Total	831	2,702	-1,871

Sources: Completers-National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) 2017; Job Openings-SCDEW, Occupational Projections Program, 2016-2026, Annual Job Openings for Occupations Requiring Education Beyond High School

Overall, there is expected to be a supply gap of nearly 1,900 positions in the area annually. Only three career clusters show an adequate supply of graduates to meet the projected demand. The greatest gap is in the Health Science cluster with nearly 446 expected unfilled positions, followed by the Education and Training cluster with a gap of 410 positions and the Business, Management and Administration cluster with 288 unfilled jobs.

### Lower Savannah Workforce Development Area Conditions

Lower Savannah WDA had 46,000 wage and salary occupational employees in 2018 with an average hourly wage of \$18.75. **Figure 27** summarizes more than 800 detailed occupations into major occupational groups and presents employment and wage information.

Figure 27

## Lower Savannah Workforce Development Area Occupational Employment and Wages, 2018

Occupation Code	Occupation Group	Employment	Hourly Wage			
			Entry level	Median	Mean	Experienced
000000	Total	46,010	\$9.17	\$14.98	\$18.75	\$23.54
110000	Management	1,860	\$21.94	\$39.60	\$44.51	\$55.80
130000	Business and Financial Operations	1,040	\$18.06	\$26.41	\$29.66	\$35.46
150000	Computer and Mathematical	400	\$16.45	\$29.05	\$30.47	\$37.48
170000	Architecture and Engineering	1,060	\$20.89	\$32.44	\$33.09	\$39.20
190000	Life, Physical, and Social Science	200	\$16.69	\$24.68	\$26.39	\$31.25
210000	Community and Social Services	630	\$14.42	\$18.25	\$19.57	\$22.14
230000	Legal	190	\$15.72	\$27.25	\$34.31	\$43.61
250000	Education, Training, and Library	4,150	\$10.15	\$21.27	\$21.07	\$26.53
270000	Arts, Design, Entertainment, Sports, and Media	160	\$12.28	\$19.24	\$23.15	\$28.59
290000	Healthcare Practitioners and Technical	2,310	\$12.77	\$22.27	\$28.71	\$36.68
310000	Healthcare Support	1,560	\$8.19	\$10.55	\$11.31	\$12.87
330000	Protective Service	930	\$12.38	\$16.77	\$17.47	\$20.01
350000	Food Preparation and Serving-Related	4,320	\$8.42	\$8.97	\$9.49	\$10.03
370000	Building and Grounds Cleaning and Maintenance	1,290	\$8.39	\$10.45	\$11.19	\$12.59
390000	Personal Care and Service	1,140	\$8.39	\$10.03	\$10.64	\$11.77
410000	Sales and Related	5,300	\$8.36	\$10.48	\$13.74	\$16.43
430000	Office and Administrative Support	5,510	\$10.26	\$14.48	\$15.77	\$18.52
450000	Farming, Fishing, and Forestry	460	\$11.12	\$20.10	\$20.37	\$24.99
470000	Construction and Extraction	2,050	\$11.69	\$18.52	\$19.47	\$23.36
490000	Installation, Maintenance, and Repair	2,090	\$11.76	\$19.63	\$21.00	\$25.62
510000	Production	6,200	\$10.95	\$16.93	\$18.52	\$22.31
530000	Transportation and Material Moving	3,180	\$9.66	\$15.11	\$16.11	\$19.33

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

The median wage is the estimated 50th percentile; 50 percent of workers in an occupation earn less than the median wage, and 50 percent earn more than the median wage. Entry level and Experienced wage rates represent the means of the lower 1/3 and upper 2/3 of the wage distribution, respectively. Data is from an annual survey.

The Production category had the highest occupational employment with 6,200 jobs, followed by Office and Administrative Support occupations with 5,500 and Sales and Related occupations with 5,300 employees. The highest average hourly wages were found in Management occupations at \$44.51 per hour, Legal occupations at \$34.31 per hour and Architecture and Engineering occupations at \$33.09 per hour. Food Preparation and Serving-Related occupations had the lowest average wage at \$9.49 per hour.

Real-time labor demand provides an indication to workforce and educational professionals as to which occupations need to have training in place to meet employer expectations. Heavy and Tractor-Trailer Truck Drivers were the most in-demand occupation in the Lower Savannah WDA in 2018. Registered Nurses and First-Line Supervisors of Retail Sales Workers followed. **Figure 28** lists the top occupations in the area in 2018 along with their average hourly wage. These occupations range across numerous sectors of the regional economy at several wage levels.

Figure 28

## Lower Savannah WDA Top 10 In-demand Occupations, 2018

SOC Code	SOC Title	Average Hrly. Salary
533032	Heavy and Tractor-Trailer Truck Drivers	\$22.66
291141	Registered Nurses	\$28.44
411011	First-Line Supervisors of Retail Sales Workers	\$19.98
412031	Retail Salespersons	\$11.44
435081	Stock Clerks and Order Fillers	\$12.27
434051	Customer Service Representatives	\$13.76
412011	Cashiers	\$9.36
311014	Nursing Assistants	\$11.55
172112	Industrial Engineers	\$35.87
351012	First-Line Supervisors of Food Preparation and Serving Workers	\$12.56

Source: Gartner® Inc., TalentNeuron; Salary-SCDEW, Occupational Employment Statistics, 2018

**Figure 29** presents the latest available industry employment projections over the 10-year period 2016-2026 in the Lower Savannah WDA. Overall, all industries are projected to grow by 7.6 percent or by 8,800 jobs. Health Care and Social Assistance and Administrative and Support Services are each expected to increase employment by more than 1,700 jobs. Mining and Agriculture, Forestry, Fishing and Hunting are projected to decline slightly.

Manufacturing and Retail Trade are expected to be the largest two industries in 2026. Transportation and Warehousing; Health Care and Social Assistance; and Administrative and Support Services are projected to be the fastest growing, each increasing by more than 16 percent.

Figure 29

## Lower Savannah Workforce Development Area Industry Employment Projections, 2016-2026

Industry	Industry Title	Base Year Employment	Projected Year Employment	Numeric Change	Percent Change
000000	Total All Industries	115,003	123,761	8,758	7.6%
110000	Agriculture, Forestry, Fishing and Hunting	6,362	5,447	-915	-14.4%
210000	Mining	131	129	-2	-1.5%
220000	Utilities	817	823	6	0.7%
230000	Construction	6,067	6,825	758	12.5%
310000	Manufacturing	17,142	17,141	-1	0.0%
420000	Wholesale Trade	2,247	2,401	154	6.9%
440000	Retail Trade	13,654	14,156	502	3.7%
480000	Transportation and Warehousing	3,403	4,179	776	22.8%
510000	Information	727	763	36	5.0%
520000	Finance and Insurance	2,959	3,269	310	10.5%
530000	Real Estate and Rental and Leasing	568	648	80	14.1%
540000	Professional, Scientific, and Technical Services	4,448	5,033	585	13.2%
550000	Management of Companies and Enterprises	95	109	14	14.7%
560000	Administrative and Support Services	10,792	12,581	1,789	16.6%
610000	Educational Services	10,619	11,579	960	9.0%
620000	Health Care and Social Assistance	11,427	13,401	1,974	17.3%
710000	Arts, Entertainment, and Recreation	1,252	1,284	32	2.6%
720000	Accommodation and Food Services	9,291	10,656	1,365	14.7%
810000	Other Services (except Government)	5,575	5,700	125	2.2%
900000	Government	7,427	7,637	210	2.8%

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

### Lower Savannah Occupational Projections

The Lower Savannah workforce area occupational projections include self-employed workers in addition to the industry employment estimates for the period 2016-2026. **Figure 30** highlights the projections by major occupation group. Office and Administrative Support occupations are projected to have the highest number of jobs in 2026 with 18,200, followed by Transportation and Material Moving occupations with 14,100 and Sales and Related occupations with 11,800.

Overall, Lower Savannah WDA is projected to have 14,900 annual job openings in all occupations. Office and Administrative Support is expected to have the most openings at 2,000 per year over the 10-year period, followed by Food Preparation and Serving-Related occupations and Transportation and Material Moving occupations with more than 1,700 openings each.

Figure 30

Lower Savannah WDA Employment Projections by Major Occupation Group, 2016-2026

SOC Code	SOC Title	Base Employment	Projection Employment	Numeric Change	Percent Change	Annual Job Openings
00-0000	Total, All Occupations	123,582	132,224	8,642	6.99	14,947
11-0000	Management Occupations	9,883	9,738	-145	-1.47	730
13-0000	Business and Financial Operations Occupations	3,729	4,130	401	10.75	390
15-0000	Computer and Mathematical Occupations	1,008	1,122	114	11.31	80
17-0000	Architecture and Engineering Occupations	1,989	2,191	202	10.16	171
19-0000	Life, Physical, and Social Science Occupations	608	640	32	5.26	58
21-0000	Community and Social Service Occupations	1,440	1,644	204	14.17	178
23-0000	Legal Occupations	1,381	1,539	158	11.44	107
25-0000	Education, Training, and Library Occupations	6,941	7,707	766	11.04	685
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	464	502	38	8.19	54
29-0000	Healthcare Practitioners and Technical Occupations	5,512	6,406	894	16.22	417
31-0000	Healthcare Support Occupations	2,527	2,945	418	16.54	353
33-0000	Protective Service Occupations	2,503	2,701	198	7.91	286
35-0000	Food Preparation and Serving-Related Occupations	9,806	11,185	1,379	14.06	1,872
37-0000	Building and Grounds Cleaning and Maintenance Occupations	4,649	5,227	578	12.43	675
39-0000	Personal Care and Service Occupations	3,008	3,353	345	11.47	502
41-0000	Sales and Related Occupations	11,199	11,787	588	5.25	1,692
43-0000	Office and Administrative Support Occupations	17,641	18,193	552	3.13	2,026
45-0000	Farming, Fishing, and Forestry Occupations	3,682	3,099	-583	-15.83	437
47-0000	Construction and Extraction Occupations	6,578	7,307	729	11.08	781
49-0000	Installation, Maintenance, and Repair Occupations	5,947	6,304	357	6.00	604
51-0000	Production Occupations	10,624	10,407	-217	-2.04	1,127
53-0000	Transportation and Material Moving Occupations	12,463	14,097	1,634	13.11	1,718

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

A gap analysis of labor supply and demand compares the number of student completions from public and private postsecondary institutions (supply) to projected annual job openings that require education beyond high school (demand). A comparison was made for the two primary data sets in terms of the number of graduates to the number of projected job openings for each of the two variables. **Figure 31** presents a table highlighting the analysis for the Lower Savannah WDA.

Figure 31

## Lower Savannah WDA Labor Supply and Demand Comparison

Career Cluster	Post-Secondary Completers (Supply)	Job Openings (Demand)	Supply - Demand
Agriculture, Food & Natural Resources	2	32	-30
Architecture & Construction	81	113	-32
Arts, Audio/Video Technology & Communications	138	47	91
Business, Management & Administration	324	593	-269
Education & Training	655	743	-88
Finance	0	164	-164
Government & Public Administration	20	29	-9
Health Science	704	591	113
Hospitality & Tourism	7	4	3
Human Service	292	163	129
Information Technology	114	74	40
Law, Public Safety, Corrections & Security	140	150	-10
Manufacturing	218	99	119
Marketing	21	87	-66
Science, Technology, Engineering & Mathematics	230	94	136
Transportation, Distribution & Logistics	75	603	-528
Grand Total	3,021	3,586	-565

Sources: Completers-National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) 2017; Job Openings-SCDEW, Occupational Projections Program, 2016-2026, Annual Job Openings for Occupations Requiring Education Beyond High School

Overall, there is expected to be a supply gap of 565 positions in the area annually. Only seven career clusters show an adequate supply of graduates to meet the projected demand. The greatest gap is in the Transportation, Distribution and Logistics cluster with 528 expected unfilled positions, followed by the Business, Management and Administration cluster with a gap of 269 positions and the Finance cluster with 164 unfilled jobs.

### Midlands Workforce Development Area Conditions

Midlands WDA had 353,000 wage and salary occupational employees in 2018 with an average hourly wage of \$21.65. **Figure 32** summarizes more than 800 detailed occupations into major occupational groups and presents employment and wage information.

Figure 32

Midlands Workforce Development Area Occupational Employment and Wages, 2018

Occupation Code	Occupation Group	Employment	Hourly Wage			
			Entry level	Median	Mean	Experienced
000000	Total	352,550	\$10.03	\$16.99	\$21.65	\$27.46
110000	Management	16,120	\$28.33	\$45.21	\$52.09	\$63.97
130000	Business and Financial Operations	17,390	\$17.97	\$28.01	\$30.59	\$36.90
150000	Computer and Mathematical	10,550	\$20.16	\$32.92	\$34.66	\$41.91
170000	Architecture and Engineering	4,860	\$22.40	\$34.85	\$35.95	\$42.73
190000	Life, Physical, and Social Science	1,780	\$16.85	\$29.18	\$30.66	\$37.57
210000	Community and Social Services	6,650	\$13.08	\$18.57	\$20.73	\$24.56
230000	Legal	3,970	\$17.59	\$28.64	\$37.92	\$48.08
250000	Education, Training, and Library	19,990	\$11.18	\$21.73	\$23.15	\$29.13
270000	Arts, Design, Entertainment, Sports, and Media	3,650	\$11.26	\$18.57	\$24.48	\$31.09
290000	Healthcare Practitioners and Technical	22,080	\$17.45	\$28.53	\$35.15	\$44.00
310000	Healthcare Support	9,050	\$10.06	\$12.82	\$13.96	\$15.91
330000	Protective Service	12,800	\$11.20	\$17.23	\$18.78	\$22.57
350000	Food Preparation and Serving-Related	32,380	\$8.39	\$9.16	\$10.19	\$11.09
370000	Building and Grounds Cleaning and Maintenance	9,390	\$8.84	\$11.63	\$12.84	\$14.83
390000	Personal Care and Service	10,600	\$8.47	\$10.55	\$12.05	\$13.84
410000	Sales and Related	38,120	\$9.20	\$12.32	\$17.73	\$21.99
430000	Office and Administrative Support	59,220	\$11.29	\$16.06	\$17.32	\$20.33
450000	Farming, Fishing, and Forestry	520	\$8.62	\$10.29	\$13.94	\$16.60
470000	Construction and Extraction	12,910	\$12.68	\$18.71	\$20.89	\$24.99
490000	Installation, Maintenance, and Repair	15,940	\$13.38	\$20.23	\$22.14	\$26.52
510000	Production	19,670	\$11.83	\$18.09	\$19.68	\$23.60
530000	Transportation and Material Moving	24,910	\$9.75	\$13.42	\$15.59	\$18.50

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

The median wage is the estimated 50th percentile; 50 percent of workers in an occupation earn less than the median wage, and 50 percent earn more than the median wage. Entry level and Experienced wage rates represent the means of the lower 1/3 and upper 2/3 of the wage distribution, respectively. Data is from an annual survey.

The Office and Administrative Support category had the highest occupational employment with 59,200 jobs, followed by Sales and Related occupations with 38,100, and Food Preparation and Serving-Related occupations with 32,400 employees. The highest average hourly wages were found in Management occupations at \$52.09 per hour, Legal occupations at \$37.92 per hour, Architecture and Engineering occupations at \$35.95 per hour. Food Preparation and Serving-Related occupations had the lowest average wage at \$10.19 per hour.

Real-time labor demand provides an indication to workforce and educational professionals as to which occupations need to have training in place to meet employer expectations. Heavy and Tractor-Trailer Truck Drivers were the most in-demand occupation in the Midlands WDA in 2018. Registered Nurses and First-Line Supervisors of Retail Sales Workers followed. **Figure 33** lists the top occupations in the area in 2018 along with their average hourly wage. These occupations range across numerous sectors of the regional economy at several wage levels.

Figure 33

## Midlands WDA Top 10 In-demand Occupations, 2018

SOC Code	SOC Title	Average Hrly. Salary
533032	Heavy and Tractor-Trailer Truck Drivers	\$20.88
291141	Registered Nurses	\$30.55
411011	First-Line Supervisors of Retail Sales Workers	\$19.73
434051	Customer Service Representatives	\$15.70
412031	Retail Salespersons	\$13.05
435081	Stock Clerks and Order Fillers	\$12.51
211093	Social and Human Service Assistants	\$17.57
431011	First-Line Supervisors of Office and Administrative Support Workers	\$25.25
151199	Computer Occupations, All Other	#N/A
131111	Management Analysts	\$36.15

Source: Gartner® Inc., TalentNeuron; Salary-SCDEW, Occupational Employment Statistics, 2018

#N/A - Data suppressed

**Figure 34** presents the latest available industry employment projections over the 10-year period 2016-2026 in the Midlands WDA. Overall, all industries are projected to grow by 12.1 percent or by 43,600 jobs. Health Care and Social Assistance and Accommodation and Food Service are each expected to increase employment by more than 7,100 jobs. Mining and Agriculture, Forestry, Fishing and Hunting are projected to decline slightly.

Health Care and Social Assistance and Government are expected to be the largest two industries in 2026. Transportation and Warehousing; Accommodation and Food Service; and Health Care and Social Assistance are projected to be the fastest growing, each increasing by more than 22 percent.

Figure 34

## Midlands Workforce Development Area Industry Employment Projections, 2016-2026

Industry	Industry Title	Base Year Employment	Projected Year Employment	Numeric Change	Percent Change
000000	Total All Industries	360,015	403,619	43,604	12.1%
110000	Agriculture, Forestry, Fishing and Hunting	2,408	2,209	-199	-8.3%
210000	Mining	201	195	-6	-3.0%
220000	Utilities	4,092	4,120	28	0.7%
230000	Construction	13,994	15,753	1,759	12.6%
310000	Manufacturing	24,354	25,526	1,172	4.8%
420000	Wholesale Trade	15,239	17,437	2,198	14.4%
440000	Retail Trade	38,577	41,983	3,406	8.8%
480000	Transportation and Warehousing	10,854	14,240	3,386	31.2%
510000	Information	5,478	5,928	450	8.2%
520000	Finance and Insurance	22,791	24,383	1,592	7.0%
530000	Real Estate and Rental and Leasing	5,622	6,511	889	15.8%
540000	Professional, Scientific, and Technical Services	16,570	18,770	2,200	13.3%
550000	Management of Companies and Enterprises	2,986	3,423	437	14.6%
560000	Administrative and Support Services	25,786	30,555	4,769	18.5%
610000	Educational Services	31,810	34,692	2,882	9.1%
620000	Health Care and Social Assistance	44,282	54,040	9,758	22.0%
710000	Arts, Entertainment, and Recreation	3,293	3,636	343	10.4%
720000	Accommodation and Food Services	32,424	39,591	7,167	22.1%
810000	Other Services (except Government)	15,924	16,828	904	5.7%
900000	Government	43,331	43,799	468	1.1%

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

### Midlands Occupational Projections

The Midlands workforce area occupational projections include self-employed workers in addition to the industry employment estimates for the period 2016-2026. **Figure 35** highlights the projections by major occupation group. Office and Administrative Support occupations are projected to have the highest number of jobs in 2026 with 65,100, followed by Sales and Related occupations with 46,000 and Food Preparation and Serving-Related occupations with 36,300.

Overall, Midlands WDA is projected to have 48,100 annual job openings in all occupations. Office and Administrative Support is expected to have the most openings at 7,300 per year over the 10-year period, followed by Sales and Related occupations and Food Preparation and Serving-Related occupations with more than 6,100 openings each.

Figure 35

Midlands WDA Employment Projections by Major Occupation Group, 2016-2026

SOC Code	SOC Title	Base Employment	Projection Employment	Numeric Change	Percent Change	Annual Job Openings
00-0000	Total, All Occupations	381,206	427,185	45,979	12.06	48,133
11-0000	Management Occupations	21,337	23,724	2,387	11.19	1,983
13-0000	Business and Financial Operations Occupations	19,711	21,874	2,163	10.97	2,028
15-0000	Computer and Mathematical Occupations	11,450	12,793	1,343	11.73	925
17-0000	Architecture and Engineering Occupations	6,475	7,190	715	11.04	565
19-0000	Life, Physical, and Social Science Occupations	2,033	2,251	218	10.72	209
21-0000	Community and Social Service Occupations	7,102	7,996	894	12.59	879
23-0000	Legal Occupations	4,632	5,124	492	10.62	374
25-0000	Education, Training, and Library Occupations	20,589	22,784	2,195	10.66	2,013
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	5,218	5,705	487	9.33	583
29-0000	Healthcare Practitioners and Technical Occupations	23,788	27,861	4,073	17.12	1,756
31-0000	Healthcare Support Occupations	9,613	12,091	2,478	25.78	1,451
33-0000	Protective Service Occupations	11,645	12,441	796	6.84	1,254
35-0000	Food Preparation and Serving-Related Occupations	29,782	36,320	6,538	21.95	6,151
37-0000	Building and Grounds Cleaning and Maintenance Occupations	12,184	14,151	1,967	16.14	1,837
39-0000	Personal Care and Service Occupations	13,124	15,315	2,191	16.69	2,366
41-0000	Sales and Related Occupations	41,441	45,992	4,551	10.98	6,291
43-0000	Office and Administrative Support Occupations	62,314	65,108	2,794	4.48	7,308
45-0000	Farming, Fishing, and Forestry Occupations	1,495	1,352	-143	-9.57	192
47-0000	Construction and Extraction Occupations	14,774	16,526	1,752	11.86	1,756
49-0000	Installation, Maintenance, and Repair Occupations	15,756	17,697	1,941	12.32	1,760
51-0000	Production Occupations	20,149	21,022	873	4.33	2,379
53-0000	Transportation and Material Moving Occupations	26,594	31,868	5,274	19.83	4,074

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

A gap analysis of labor supply and demand compares the number of student completions from public and private postsecondary institutions (supply) to projected annual job openings that require education beyond high school (demand). A comparison was made for the two primary data sets in terms of the number of graduates to the number of projected job openings for each of the two variables. **Figure 36** presents a table highlighting the analysis for the Midlands WDA.

Figure 36

## Midlands WDA Labor Supply and Demand Comparison

Career Cluster	Post-Secondary Completers (Supply)	Job Openings (Demand)	Supply - Demand
Agriculture, Food & Natural Resources	53	68	-15
Architecture & Construction	259	536	-277
Arts, Audio/Video Technology & Communications	578	371	207
Business, Management & Administration	2,000	2,520	-520
Education & Training	1,990	2,286	-296
Finance	601	885	-284
Government & Public Administration	286	189	97
Health Science	3,104	2,596	508
Hospitality & Tourism	197	9	188
Human Service	1,492	848	644
Information Technology	406	881	-475
Law, Public Safety, Corrections & Security	701	521	180
Manufacturing	105	282	-177
Marketing	616	489	127
Science, Technology, Engineering & Mathematics	1,893	333	1,560
Transportation, Distribution & Logistics	182	834	-652
Grand Total	14,463	13,648	815

Sources: Completers-National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) 2017; Job Openings-SCDEW, Occupational Projections Program, 2016-2026, Annual Job Openings for Occupations Requiring Education Beyond High School

Overall, there is expected to be a demand gap of more than 800 positions in the area annually. This is only one of two WDAs with a greater supply than demand, due to the large number of graduates from the state's two largest educational institutions, Clemson University (WorkLink) and the University of South Carolina's main campus in the Midlands. Eight career clusters show an adequate supply of graduates to meet the projected demand. The greatest supply gap is in the Transportation, Distribution and Logistics cluster with 652 expected unfilled positions followed by the Business, Management and Administration cluster with 520 unfilled positions and the Information Technology cluster with 475 unfilled jobs. Science, Technology, Engineering & Mathematics shows 1,560 more graduates than openings.

**Pee Dee Workforce Development Area Conditions**

Lowcountry and Pee Dee WDAs had a combined occupational employment survey for 2018 due to reduced number of surveys for the areas. The combined area had 93,000 wage and salary employees in 2018 with an average hourly wage of \$18.06. **Figure 37** summarizes more than 800 detailed occupations into major occupational groups and presents employment and wage information.

**Figure 37**

**Northeast Workforce Development Area Occupational Employment and Wages, 2018**

Occupation Code	Occupation Group	Employment	Hourly Wage			
			Entry level	Median	Mean	Experienced
000000	Total	92,940	\$9.03	\$14.48	\$18.06	\$22.58
110000	Management	3,300	\$18.46	\$36.49	\$41.49	\$53.01
130000	Business and Financial Operations	2,000	\$14.97	\$25.15	\$28.01	\$34.53
150000	Computer and Mathematical	460	\$15.57	\$27.33	\$29.15	\$35.94
170000	Architecture and Engineering	1,070	\$17.80	\$31.54	\$32.05	\$39.17
190000	Life, Physical, and Social Science	350	\$16.96	\$26.10	\$27.98	\$33.49
210000	Community and Social Services	1,220	\$12.70	\$18.98	\$23.07	\$28.25
230000	Legal	380	\$13.63	\$23.80	\$34.65	\$45.16
250000	Education, Training, and Library	6,000	\$10.40	\$19.82	\$19.72	\$24.38
270000	Arts, Design, Entertainment, Sports, and Media	360	\$9.09	\$16.39	\$17.55	\$21.78
290000	Healthcare Practitioners and Technical	5,580	\$14.74	\$25.82	\$34.36	\$44.17
310000	Healthcare Support	2,510	\$9.10	\$11.79	\$13.37	\$15.51
330000	Protective Service	3,030	\$12.85	\$17.50	\$18.91	\$21.95
350000	Food Preparation and Serving-Related	9,460	\$8.40	\$9.06	\$10.67	\$11.80
370000	Building and Grounds Cleaning and Maintenance	3,380	\$8.40	\$10.47	\$11.74	\$13.42
390000	Personal Care and Service	3,200	\$8.40	\$9.59	\$10.95	\$12.22
410000	Sales and Related	9,500	\$8.37	\$9.47	\$12.77	\$14.97
430000	Office and Administrative Support	13,370	\$9.90	\$14.21	\$15.41	\$18.16
450000	Farming, Fishing, and Forestry	850	\$10.38	\$17.50	\$19.24	\$23.67
470000	Construction and Extraction	3,820	\$12.05	\$16.95	\$18.71	\$22.04
490000	Installation, Maintenance, and Repair	4,910	\$11.97	\$18.16	\$19.49	\$23.25
510000	Production	11,150	\$10.40	\$15.21	\$16.76	\$19.93
530000	Transportation and Material Moving	7,040	\$9.23	\$13.43	\$15.34	\$18.39

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

The median wage is the estimated 50th percentile; 50 percent of workers in an occupation earn less than the median wage, and 50 percent earn more than the median wage. Entry level and Experienced wage rates represent the means of the lower 1/3 and upper 2/3 of the wage distribution, respectively. Data is from an annual survey.

The Office and Administrative Support category had the highest occupational employment with 13,400 jobs, followed by Production occupations with 11,200, and Sales and Related occupations with 9,500 employees. The highest average hourly wages were found in Management occupations at \$41.49 per hour, Legal occupations at \$34.65 per hour and Healthcare Practitioners and Technical occupations at \$34.36 per hour. Food Preparation and Serving-Related occupations had the lowest average wage at \$10.67 per hour.

Real-time labor demand provides an indication to workforce and educational professionals as to which occupations need to have training in place to meet employer expectations. Heavy and Tractor-Trailer Truck Drivers were the most in-demand occupation in the Pee Dee WDA in 2018. Registered Nurses and

First-Line Supervisors of Retail Sales Workers followed. **Figure 38** lists the top occupations in the area in 2018 along with their average hourly wage. These occupations range across numerous sectors of the regional economy at several wage levels.

**Figure 38**

**Pee Dee WDA Top 10 In-demand Occupations, 2018**

SOC Code	SOC Title	Average Hrly. Salary
533032	Heavy and Tractor-Trailer Truck Drivers	\$20.24
291141	Registered Nurses	\$28.11
411011	First-Line Supervisors of Retail Sales Workers	\$17.51
412031	Retail Salespersons	\$10.82
435081	Stock Clerks and Order Fillers	\$14.07
434051	Customer Service Representatives	\$12.26
412011	Cashiers	\$8.91
351012	First-Line Supervisors of Food Preparation and Serving Workers	\$15.53
311014	Nursing Assistants	\$11.49
511011	First-Line Supervisors of Production and Operating Workers	\$28.44

Source: Gartner® Inc., TalentNeuron; Salary-SCDEW, Occupational Employment Statistics, 2018  
Salary from a combined Pee Dee WDA and Lowcountry WDA region.

**Figure 39** presents the latest available industry employment projections over the 10-year period 2016-2026 in the Pee Dee WDA. Overall, all industries are projected to grow by 9.3 percent or by 11,900 jobs. Health Care and Social Assistance and Transportation and Warehousing are each expected to increase employment by more than 2,000 jobs. Mining and Agriculture, Forestry, Fishing and Hunting are projected to decline slightly.

Health Care and Social Assistance and Manufacturing are expected to be the largest two industries in 2026. Transportation and Warehousing; Administrative and Support Services; and Health Care and Social Assistance are projected to be the fastest growing, each increasing by more than 17 percent.

Figure 39

## Pee Dee Workforce Development Area Industry Employment Projections, 2016-2026

Industry	Industry Title	Base Year Employment	Projected Year Employment	Numeric Change	Percent Change
000000	Total All Industries	127,173	139,049	11,876	9.3%
110000	Agriculture, Forestry, Fishing and Hunting	3,458	2,884	-574	-16.6%
210000	Mining	107	105	-2	-1.9%
220000	Utilities	1,140	1,148	8	0.7%
230000	Construction	4,222	4,836	614	14.5%
310000	Manufacturing	19,183	19,684	501	2.6%
420000	Wholesale Trade	4,554	4,861	307	6.7%
440000	Retail Trade	15,532	16,100	568	3.7%
480000	Transportation and Warehousing	5,756	7,781	2,025	35.2%
510000	Information	1,085	1,105	20	1.8%
520000	Finance and Insurance	3,849	4,111	262	6.8%
530000	Real Estate and Rental and Leasing	1,000	1,139	139	13.9%
540000	Professional, Scientific, and Technical Services	3,746	4,243	497	13.3%
550000	Management of Companies and Enterprises	1,410	1,616	206	14.6%
560000	Administrative and Support Services	5,503	6,524	1,021	18.6%
610000	Educational Services	9,891	10,779	888	9.0%
620000	Health Care and Social Assistance	20,050	23,549	3,499	17.5%
710000	Arts, Entertainment, and Recreation	901	920	19	2.1%
720000	Accommodation and Food Services	11,138	12,665	1,527	13.7%
810000	Other Services (except Government)	5,382	5,489	107	2.0%
900000	Government	9,265	9,510	245	2.6%

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

### Pee Dee Occupational Projections

The Pee Dee workforce area occupational projections include self-employed workers in addition to the industry employment estimates for the period 2016-2026. **Figure 40** highlights the projections by major occupation group. Office and Administrative Support occupations are projected to have the highest number of jobs in 2026 with 18,500, followed by Transportation and Material Moving occupations with 14,900 and Sales and Related occupations with 14,400.

Overall, Pee Dee WDA is projected to have 17,000 annual job openings in all occupations. Office and Administrative Support is expected to have the most openings at nearly 2,100 per year over the 10-year period, followed by Sales and Related occupations and Food Preparation and Serving-Related occupations with 2,000 openings each.

Figure 40

Pee Dee WDA Employment Projections by Major Occupation Group, 2016-2026

SOC Code	SOC Title	Base Employment	Projection Employment	Numeric Change	Percent Change	Annual Job Openings
00-0000	Total, All Occupations	134,746	146,762	12,016	8.92	16,708
11-0000	Management Occupations	7,791	7,873	82	1.05	605
13-0000	Business and Financial Operations Occupations	3,821	4,220	399	10.44	393
15-0000	Computer and Mathematical Occupations	1,288	1,444	156	12.11	106
17-0000	Architecture and Engineering Occupations	1,773	1,910	137	7.73	146
19-0000	Life, Physical, and Social Science Occupations	481	506	25	5.20	48
21-0000	Community and Social Service Occupations	2,600	2,853	253	9.73	312
23-0000	Legal Occupations	635	710	75	11.81	53
25-0000	Education, Training, and Library Occupations	7,329	8,099	770	10.51	722
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	620	646	26	4.19	66
29-0000	Healthcare Practitioners and Technical Occupations	9,653	10,977	1,324	13.72	685
31-0000	Healthcare Support Occupations	5,057	6,237	1,180	23.33	744
33-0000	Protective Service Occupations	3,031	3,239	208	6.86	326
35-0000	Food Preparation and Serving-Related Occupations	10,526	11,969	1,443	13.71	2,007
37-0000	Building and Grounds Cleaning and Maintenance Occupations	4,583	5,094	511	11.15	658
39-0000	Personal Care and Service Occupations	3,745	4,305	560	14.95	640
41-0000	Sales and Related Occupations	13,635	14,363	728	5.34	2,035
43-0000	Office and Administrative Support Occupations	17,833	18,467	634	3.56	2,076
45-0000	Farming, Fishing, and Forestry Occupations	2,282	1,946	-336	-14.72	278
47-0000	Construction and Extraction Occupations	5,625	6,189	564	10.03	663
49-0000	Installation, Maintenance, and Repair Occupations	6,468	7,034	566	8.75	687
51-0000	Production Occupations	13,385	13,822	437	3.26	1,567
53-0000	Transportation and Material Moving Occupations	12,585	14,859	2,274	18.07	1,891

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

A gap analysis of labor supply and demand compares the number of student completions from public and private postsecondary institutions (supply) to projected annual job openings that require education beyond high school (demand). A comparison was made for the two primary data sets in terms of the number of graduates to the number of projected job openings for each of the two variables. **Figure 41** presents a table highlighting the analysis for the Pee Dee WDA.

Figure 41

## Pee Dee WDA Labor Supply and Demand Comparison

Career Cluster	Post-Secondary Completers (Supply)	Job Openings (Demand)	Supply - Demand
Agriculture, Food & Natural Resources	0	14	-14
Architecture & Construction	38	107	-69
Arts, Audio/Video Technology & Communications	61	61	0
Business, Management & Administration	333	520	-187
Education & Training	360	773	-413
Finance	11	169	-158
Government & Public Administration	28	38	-10
Health Science	669	1,088	-419
Hospitality & Tourism	0	3	-3
Human Service	288	279	9
Information Technology	51	97	-46
Law, Public Safety, Corrections & Security	34	125	-91
Manufacturing	223	75	148
Marketing	50	80	-30
Science, Technology, Engineering & Mathematics	221	87	134
Transportation, Distribution & Logistics	45	376	-331
Grand Total	2,412	3,892	-1,480

Sources: Completers-National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) 2017; Job Openings-SCDEW, Occupational Projections Program, 2016-2026, Annual Job Openings for Occupations Requiring Education Beyond High School

Overall, there is expected to be a supply gap of more than 1,400 positions in the area annually. Only four career clusters show an adequate supply of graduates to meet the projected demand. The greatest gap is in the Health Science cluster with nearly 419 expected unfilled positions, followed by the Education and Training cluster with a gap of 413 positions and the Transportation, Distribution and Logistics cluster with 331 unfilled jobs.

**Santee-Lynches Workforce Development Area Conditions**

Santee-Lynches WDA had 66,000 wage and salary occupational employees in 2018 with an average hourly wage of \$18.93. **Figure 42** summarizes more than 800 detailed occupations into major occupational groups and presents employment and wage information.

**Figure 42**

**Santee-Lynches Workforce Development Area Occupational Employment and Wages, 2018**

Occupation Code	Occupation Group	Employment	Hourly Wage			
			Entry level	Median	Mean	Experienced
000000	Total	65,540	\$9.18	\$15.11	\$18.93	\$23.80
110000	Management	2,590	\$23.06	\$39.40	\$46.46	\$58.16
130000	Business and Financial Operations	1,930	\$17.61	\$28.32	\$30.05	\$36.27
150000	Computer and Mathematical	880	\$18.41	\$26.64	\$28.38	\$33.37
170000	Architecture and Engineering	770	\$21.79	\$32.14	\$34.47	\$40.81
190000	Life, Physical, and Social Science	490	\$16.44	\$26.80	\$27.67	\$33.28
210000	Community and Social Services	1,350	\$11.09	\$16.38	\$18.20	\$21.76
230000	Legal	380	\$15.49	\$24.93	\$37.37	\$48.32
250000	Education, Training, and Library	4,250	\$11.46	\$21.68	\$21.01	\$25.78
270000	Arts, Design, Entertainment, Sports, and Media	370	\$8.96	\$15.74	\$17.74	\$22.13
290000	Healthcare Practitioners and Technical	3,460	\$15.34	\$25.17	\$34.94	\$44.74
310000	Healthcare Support	1,710	\$8.79	\$11.31	\$12.51	\$14.36
330000	Protective Service	2,080	\$11.10	\$16.24	\$16.45	\$19.12
350000	Food Preparation and Serving-Related	6,550	\$8.41	\$8.94	\$9.59	\$10.18
370000	Building and Grounds Cleaning and Maintenance	2,350	\$8.36	\$10.07	\$11.73	\$13.41
390000	Personal Care and Service	1,660	\$8.36	\$10.23	\$11.57	\$13.18
410000	Sales and Related	6,350	\$8.41	\$10.12	\$14.12	\$16.98
430000	Office and Administrative Support	9,730	\$10.07	\$14.82	\$16.16	\$19.20
450000	Farming, Fishing, and Forestry	210	\$9.95	\$15.64	\$16.47	\$19.72
470000	Construction and Extraction	3,020	\$10.65	\$15.54	\$16.97	\$20.12
490000	Installation, Maintenance, and Repair	3,160	\$11.79	\$19.44	\$20.51	\$24.88
510000	Production	7,400	\$11.71	\$16.77	\$17.94	\$21.05
530000	Transportation and Material Moving	4,860	\$9.37	\$14.06	\$16.03	\$19.35

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

The median wage is the estimated 50th percentile; 50 percent of workers in an occupation earn less than the median wage, and 50 percent earn more than the median wage. Entry level and Experienced wage rates represent the means of the lower 1/3 and upper 2/3 of the wage distribution, respectively. Data is from an annual survey.

The Office and Administrative Support category had the highest occupational employment with 9,700 jobs, followed by Production occupations with 7,400, and Food Preparation and Serving-Related occupations with 6,600 employees. The highest average hourly wages were found in Management occupations at \$46.46 per hour, Legal occupations at \$37.37 per hour and Healthcare Practitioners and Technical occupations at \$34.94 per hour. Food Preparation and Serving-Related occupations had the lowest average wage at \$9.59 per hour.

Real-time labor demand provides an indication to workforce and educational professionals as to which occupations need to have training in place to meet employer expectations. Heavy and Tractor-Trailer Truck Drivers were the most in-demand occupation in the Santee-Lynches WDA in 2018. Registered

Nurses and First-Line Supervisors of Retail Sales Workers followed. **Figure 43** lists the top occupations in the area in 2018 along with their average hourly wage. These occupations range across numerous sectors of the regional economy at several wage levels.

**Figure 43**

**Santee-Lynches WDA Top 10 In-demand Occupations, 2018**

SOC Code	SOC Title	Average Hrly. Salary
533032	Heavy and Tractor-Trailer Truck Drivers	\$21.50
291141	Registered Nurses	\$28.34
411011	First-Line Supervisors of Retail Sales Workers	\$18.17
412031	Retail Salespersons	\$12.38
435081	Stock Clerks and Order Fillers	\$10.91
434051	Customer Service Representatives	\$16.27
412011	Cashiers	\$9.25
511011	First-Line Supervisors of Production and Operating Workers	\$32.34
351012	First-Line Supervisors of Food Preparation and Serving Workers	\$13.52
151142	Network and Computer Systems Administrators	\$31.51

Source: Gartner® Inc., TalentNeuron; Salary-SCDEW, Occupational Employment Statistics, 2018

**Figure 44** presents the latest available industry employment projections over the 10-year period 2016-2026 in the Santee-Lynches WDA. Overall, all industries are projected to grow by 8.1 percent or by 5,800 jobs. Health Care and Social Assistance is expected to grow by nearly 1,900 jobs, while Accommodation and Food Services and Administrative and Support Services are each expected to increase employment by more than 800 jobs. Mining and Agriculture, Forestry, Fishing and Hunting are projected to decline slightly.

Health Care and Social Assistance and Manufacturing are expected to be the largest two industries in 2026. Transportation and Warehousing; Health Care and Social Assistance; and Administrative and Support Services are projected to be the fastest growing, each increasing by more than 18 percent.

Figure 44

## Santee-Lynches Workforce Development Area Industry Employment Projections, 2016-2026

Industry	Industry Title	Base Year Employment	Projected Year Employment	Numeric Change	Percent Change
000000	Total All Industries	72,287	78,117	5,830	8.1%
110000	Agriculture, Forestry, Fishing and Hunting	3,667	3,155	-512	-14.0%
210000	Mining	254	249	-5	-2.0%
220000	Utilities	183	184	1	0.5%
230000	Construction	3,383	3,697	314	9.3%
310000	Manufacturing	10,538	10,694	156	1.5%
420000	Wholesale Trade	958	1,036	78	8.1%
440000	Retail Trade	8,989	9,381	392	4.4%
480000	Transportation and Warehousing	1,484	1,879	395	26.6%
510000	Information	352	365	13	3.7%
520000	Finance and Insurance	1,408	1,503	95	6.7%
530000	Real Estate and Rental and Leasing	366	423	57	15.6%
540000	Professional, Scientific, and Technical Services	1,840	2,084	244	13.3%
550000	Management of Companies and Enterprises	221	253	32	14.5%
560000	Administrative and Support Services	4,863	5,757	894	18.4%
610000	Educational Services	6,618	7,216	598	9.0%
620000	Health Care and Social Assistance	9,886	11,776	1,890	19.1%
710000	Arts, Entertainment, and Recreation	543	563	20	3.7%
720000	Accommodation and Food Services	6,124	7,037	913	14.9%
810000	Other Services (except Government)	4,482	4,586	104	2.3%
900000	Government	6,128	6,279	151	2.5%

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

### Santee-Lynches Occupational Projections

The Santee-Lynches workforce area occupational projections include self-employed workers in addition to the industry employment estimates for the period 2016-2026. **Figure 45** highlights the projections by major occupation group. Office and Administrative Support occupations are projected to have the highest number of jobs in 2026 with 10,400, followed by Sales and Related occupations with 8,500 and Production occupations with 7,500.

Overall, Santee-Lynches WDA is projected to have 9,600 annual job openings in all occupations. Sales and Related is expected to have the most openings at 1,200 per year over the 10-year period, followed by Food Preparation and Serving-Related occupations and Office and Administrative Support occupations with just under 1,200 openings each.

Figure 45

## Santee-Lynches WDA Employment Projections by Major Occupation Group, 2016-2026

SOC Code	SOC Title	Base Employment	Projection Employment	Numeric Change	Percent Change	Annual Job Openings
00-0000	Total, All Occupations	77,414	83,168	5,754	7.43	9,590
11-0000	Management Occupations	5,340	5,220	-120	-2.25	388
13-0000	Business and Financial Operations Occupations	2,020	2,190	170	8.42	200
15-0000	Computer and Mathematical Occupations	639	709	70	10.95	51
17-0000	Architecture and Engineering Occupations	640	705	65	10.16	53
19-0000	Life, Physical, and Social Science Occupations	591	634	43	7.28	57
21-0000	Community and Social Service Occupations	1,820	2,040	220	12.09	232
23-0000	Legal Occupations	348	381	33	9.48	25
25-0000	Education, Training, and Library Occupations	3,711	4,118	407	10.97	355
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	884	942	58	6.56	97
29-0000	Healthcare Practitioners and Technical Occupations	4,127	4,778	651	15.77	300
31-0000	Healthcare Support Occupations	2,397	2,958	561	23.40	351
33-0000	Protective Service Occupations	2,442	2,597	155	6.35	256
35-0000	Food Preparation and Serving-Related Occupations	6,082	6,955	873	14.35	1,183
37-0000	Building and Grounds Cleaning and Maintenance Occupations	3,323	3,725	402	12.10	477
39-0000	Personal Care and Service Occupations	2,513	2,854	341	13.57	419
41-0000	Sales and Related Occupations	8,109	8,505	396	4.88	1,249
43-0000	Office and Administrative Support Occupations	9,989	10,379	390	3.90	1,183
45-0000	Farming, Fishing, and Forestry Occupations	2,241	1,937	-304	-13.57	273
47-0000	Construction and Extraction Occupations	3,284	3,544	260	7.92	377
49-0000	Installation, Maintenance, and Repair Occupations	3,603	3,922	319	8.85	376
51-0000	Production Occupations	7,357	7,483	126	1.71	846
53-0000	Transportation and Material Moving Occupations	5,954	6,592	638	10.72	841

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

A gap analysis of labor supply and demand compares the number of student completions from public and private postsecondary institutions (supply) to projected annual job openings that require education beyond high school (demand). A comparison was made for the two primary data sets in terms of the number of graduates to the number of projected job openings for each of the two variables. **Figure 46** presents a table highlighting the analysis for the Santee-Lynches WDA.

Figure 46

## Santee-Lynches WDA Labor Supply and Demand Comparison

Career Cluster	Post-Secondary Completers (Supply)	Job Openings (Demand)	Supply - Demand
Agriculture, Food & Natural Resources	31	18	13
Architecture & Construction	18	56	-38
Arts, Audio/Video Technology & Communications	9	21	-12
Business, Management & Administration	73	315	-242
Education & Training	198	403	-205
Finance	0	87	-87
Government & Public Administration	2	23	-21
Health Science	183	458	-275
Hospitality & Tourism	0	3	-3
Human Service	147	118	29
Information Technology	29	49	-20
Law, Public Safety, Corrections & Security	38	77	-39
Manufacturing	93	28	65
Marketing	0	86	-86
Science, Technology, Engineering & Mathematics	38	41	-3
Transportation, Distribution & Logistics	7	180	-173
Grand Total	866	1,963	-1,097

Sources: Completers-National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) 2017; Job Openings-SCDEW, Occupational Projections Program, 2016-2026, Annual Job Openings for Occupations Requiring Education Beyond High School

Overall, there is expected to be a supply gap of 1,100 positions in the area annually. Only three career clusters show an adequate supply of graduates to meet the projected demand. The greatest gap is in the Health Science cluster with 275 expected unfilled positions, followed by the Business, Management and Administration cluster with a gap of 242 positions and the Education and Training cluster with 205 unfilled jobs.

### Trident Workforce Development Area Conditions

Trident WDA had 348,000 wage and salary occupational employees in 2018 with an average hourly wage of \$22.21. **Figure 47** summarizes more than 800 detailed occupations into major occupational groups and presents employment and wage information.

**Figure 47**

### Trident Workforce Development Area Occupational Employment and Wages, 2018

Occupation Code	Occupation Group	Employment	Hourly Wage			
			Entry level	Median	Mean	Experienced
000000	Total	347,760	\$10.15	\$17.42	\$22.21	\$28.24
110000	Management	14,840	\$26.49	\$46.13	\$51.82	\$64.48
130000	Business and Financial Operations	16,180	\$18.57	\$29.53	\$32.42	\$39.34
150000	Computer and Mathematical	10,260	\$23.39	\$37.68	\$38.72	\$46.38
170000	Architecture and Engineering	7,290	\$22.46	\$36.72	\$38.26	\$46.17
190000	Life, Physical, and Social Science	1,670	\$17.27	\$27.65	\$31.05	\$37.94
210000	Community and Social Services	3,480	\$13.75	\$20.08	\$21.98	\$26.09
230000	Legal	3,030	\$15.40	\$24.24	\$31.71	\$39.86
250000	Education, Training, and Library	16,840	\$12.22	\$21.71	\$23.72	\$29.47
270000	Arts, Design, Entertainment, Sports, and Media	3,620	\$12.27	\$18.88	\$23.44	\$29.03
290000	Healthcare Practitioners and Technical	24,010	\$18.92	\$31.93	\$37.39	\$46.63
310000	Healthcare Support	8,630	\$10.86	\$14.77	\$15.41	\$17.69
330000	Protective Service	7,660	\$11.84	\$18.69	\$20.02	\$24.11
350000	Food Preparation and Serving-Related	38,380	\$8.39	\$9.54	\$11.21	\$12.62
370000	Building and Grounds Cleaning and Maintenance	13,820	\$8.57	\$10.84	\$12.07	\$13.82
390000	Personal Care and Service	10,210	\$8.43	\$10.04	\$12.39	\$14.38
410000	Sales and Related	37,900	\$9.36	\$12.68	\$17.49	\$21.56
430000	Office and Administrative Support	53,180	\$11.24	\$16.14	\$17.45	\$20.56
450000	Farming, Fishing, and Forestry	410	\$10.87	\$18.80	\$20.20	\$24.86
470000	Construction and Extraction	16,900	\$12.25	\$18.58	\$20.65	\$24.85
490000	Installation, Maintenance, and Repair	15,560	\$13.99	\$21.11	\$22.29	\$26.44
510000	Production	19,580	\$12.24	\$19.55	\$20.39	\$24.46
530000	Transportation and Material Moving	24,310	\$9.91	\$15.23	\$18.24	\$22.40

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

The median wage is the estimated 50th percentile; 50 percent of workers in an occupation earn less than the median wage, and 50 percent earn more than the median wage. Entry level and Experienced wage rates represent the means of the lower 1/3 and upper 2/3 of the wage distribution, respectively. Data is from an annual survey.

The Office and Administrative Support category had the highest occupational employment with 53,200 jobs, followed by Food Preparation and Serving-Related occupations with 38,400, and Sales and Related occupations with 37,900 employees. The highest average hourly wages were found in Management occupations at \$51.82 per hour, Computer and Mathematical occupations at \$38.72 per hour and Architecture and Engineering occupations at \$38.26 per hour. Food Preparation and Serving-Related occupations had the lowest average wage at \$11.21 per hour.

Real-time labor demand provides an indication to workforce and educational professionals as to which occupations need to have training in place to meet employer expectations. Heavy and Tractor-Trailer Truck Drivers were the most in-demand occupation in the Trident WDA in 2018. First-Line Supervisors

of Retail Sales Workers and Retail Salespersons followed. **Figure 48** lists the top occupations in the area in 2018 along with their average hourly wage. These occupations range across numerous sectors of the regional economy at several wage levels.

**Figure 48**

**Trident WDA Top 10 In-demand Occupations, 2018**

SOC Code	SOC Title	Average Hrly. Salary
533032	Heavy and Tractor-Trailer Truck Drivers	\$22.65
411011	First-Line Supervisors of Retail Sales Workers	\$20.70
412031	Retail Salespersons	\$13.01
291141	Registered Nurses	\$36.43
434051	Customer Service Representatives	\$16.44
435081	Stock Clerks and Order Fillers	\$13.36
151132	Software Developers, Applications	\$45.77
414011	Sales Representatives, Wholesale and Mfg, Tech and Scientific	\$34.46
151199	Computer Occupations, All Other	\$47.62
431011	First-Line Supervisors of Office and Administrative Support Workers	\$25.63

Source: Gartner® Inc., TalentNeuron; Salary-SCDEW, Occupational Employment Statistics, 2018

**Figure 49** presents the latest available industry employment projections over the 10-year period 2016-2026 in the Trident WDA. Overall, all industries are projected to grow by 13.2 percent or by 45,100 jobs. Health Care and Social Assistance and Accommodation and Food Service are each expected to increase employment by more than 8,700 jobs. Mining and Agriculture, Forestry, Fishing and Hunting are projected to decline slightly.

Accommodation and Food Service and Health Care and Social Assistance are expected to be the largest two industries in 2026. Health Care and Social Assistance; Accommodation and Food Service; and Transportation and Warehousing are projected to be the fastest growing, each increasing by more than 19 percent.

Figure 49

## Trident Workforce Development Area Industry Employment Projections, 2016-2026

Industry	Industry Title	Base Year Employment	Projected Year Employment	Numeric Change	Percent Change
000000	Total All Industries	342,529	387,610	45,081	13.2%
110000	Agriculture, Forestry, Fishing and Hunting	2,309	2,111	-198	-8.6%
210000	Mining	164	159	-5	-3.0%
220000	Utilities	1,078	1,086	8	0.7%
230000	Construction	18,569	21,062	2,493	13.4%
310000	Manufacturing	25,918	28,611	2,693	10.4%
420000	Wholesale Trade	9,045	10,347	1,302	14.4%
440000	Retail Trade	40,454	43,770	3,316	8.2%
480000	Transportation and Warehousing	13,084	15,598	2,514	19.2%
510000	Information	5,646	6,104	458	8.1%
520000	Finance and Insurance	8,108	8,797	689	8.5%
530000	Real Estate and Rental and Leasing	6,026	7,040	1,014	16.8%
540000	Professional, Scientific, and Technical Services	23,637	26,786	3,149	13.3%
550000	Management of Companies and Enterprises	2,479	2,842	363	14.6%
560000	Administrative and Support Services	26,522	31,461	4,939	18.6%
610000	Educational Services	27,736	30,253	2,517	9.1%
620000	Health Care and Social Assistance	39,163	48,123	8,960	22.9%
710000	Arts, Entertainment, and Recreation	5,021	5,544	523	10.4%
720000	Accommodation and Food Services	41,549	50,254	8,705	21.0%
810000	Other Services (except Government)	16,264	17,182	918	5.6%
900000	Government	29,762	30,480	718	2.4%

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

### Trident Occupational Projections

The Trident workforce area occupational projections include self-employed workers in addition to the industry employment estimates for the period 2016-2026. **Figure 50** highlights the projections by major occupation group. Office and Administrative Support occupations are projected to have the highest number of jobs in 2026 with 55,400, followed by Sales and Related occupations with 45,400 and Food Preparation and Serving-Related occupations with 44,000.

Overall, Trident WDA is projected to have 47,000 annual job openings in all occupations. Food Preparation and Serving-Related is expected to have the most openings at 7,500 per year over the 10-year period, followed by Office and Administrative Support occupations and Sales and Related occupations with 6,300 openings each.

Figure 50

Trident WDA Employment Projections by Major Occupation Group, 2016-2026

SOC Code	SOC Title	Base Employment	Projection Employment	Numeric Change	Percent Change	Annual Job Openings
00-0000	Total, All Occupations	364,897	412,589	47,692	13.07	47,375
11-0000	Management Occupations	18,832	21,412	2,580	13.70	1,825
13-0000	Business and Financial Operations Occupations	16,761	19,254	2,493	14.87	1,834
15-0000	Computer and Mathematical Occupations	10,455	12,286	1,831	17.51	919
17-0000	Architecture and Engineering Occupations	7,473	8,710	1,237	16.55	701
19-0000	Life, Physical, and Social Science Occupations	1,928	2,114	186	9.65	194
21-0000	Community and Social Service Occupations	4,806	5,438	632	13.15	598
23-0000	Legal Occupations	3,471	3,877	406	11.70	267
25-0000	Education, Training, and Library Occupations	18,381	20,731	2,350	12.78	1,864
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	4,646	5,061	415	8.93	503
29-0000	Healthcare Practitioners and Technical Occupations	23,852	28,073	4,221	17.70	1,784
31-0000	Healthcare Support Occupations	9,006	11,052	2,046	22.72	1,313
33-0000	Protective Service Occupations	8,665	9,227	562	6.49	969
35-0000	Food Preparation and Serving-Related Occupations	36,253	43,989	7,736	21.34	7,467
37-0000	Building and Grounds Cleaning and Maintenance Occupations	16,045	18,640	2,595	16.17	2,415
39-0000	Personal Care and Service Occupations	12,803	14,768	1,965	15.35	2,296
41-0000	Sales and Related Occupations	41,134	45,384	4,250	10.33	6,321
43-0000	Office and Administrative Support Occupations	52,053	55,417	3,364	6.46	6,358
45-0000	Farming, Fishing, and Forestry Occupations	1,799	1,693	-106	-5.89	241
47-0000	Construction and Extraction Occupations	18,473	20,745	2,272	12.30	2,202
49-0000	Installation, Maintenance, and Repair Occupations	16,097	18,177	2,080	12.92	1,821
51-0000	Production Occupations	19,808	21,248	1,440	7.27	2,403
53-0000	Transportation and Material Moving Occupations	22,156	25,293	3,137	14.16	3,081

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

A gap analysis of labor supply and demand compares the number of student completions from public and private postsecondary institutions (supply) to projected annual job openings that require education beyond high school (demand). A comparison was made for the two primary data sets in terms of the number of graduates to the number of projected job openings for each of the two variables. **Figure 51** presents a table highlighting the analysis for the Trident WDA.

Figure 51

## Trident WDA Labor Supply and Demand Comparison

Career Cluster	Post-Secondary Completers (Supply)	Job Openings (Demand)	Supply - Demand
Agriculture, Food & Natural Resources	193	92	101
Architecture & Construction	107	427	-320
Arts, Audio/Video Technology & Communications	560	344	216
Business, Management & Administration	1,243	2,141	-898
Education & Training	1,190	2,027	-837
Finance	69	687	-618
Government & Public Administration	236	150	86
Health Science	2,471	2,566	-95
Hospitality & Tourism	313	13	300
Human Service	486	714	-228
Information Technology	388	836	-448
Law, Public Safety, Corrections & Security	454	438	16
Manufacturing	101	319	-218
Marketing	75	361	-286
Science, Technology, Engineering & Mathematics	1,192	483	709
Transportation, Distribution & Logistics	256	1,153	-897
Grand Total	9,334	12,751	-3,417

Sources: Completers-National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) 2017; Job Openings-SCDEW, Occupational Projections Program, 2016-2026, Annual Job Openings for Occupations Requiring Education Beyond High School

Overall, there is expected to be a supply gap of more than 3,400 positions in the area annually. Only six career clusters show an adequate supply of graduates to meet the projected demand. The greatest gap is in the Business, Management and Administration cluster with nearly 898 expected unfilled positions, followed by the Transportation, Distribution and Logistics cluster with a gap of 897 positions and the Education and Training cluster with 837 unfilled jobs.

### Upper Savannah Workforce Development Area Conditions

Upper Savannah WDA had 79,000 wage and salary occupational employees in 2018 with an average hourly wage of \$19.05. **Figure 52** summarizes more than 800 detailed occupations into major occupational groups and presents employment and wage information.

**Figure 52**

### Upper Savannah Workforce Development Area Occupational Employment and Wages, 2018

Occupation Code	Occupation Group	Employment	Hourly Wage			
			Entry level	Median	Mean	Experienced
000000	Total	79,210	\$9.61	\$15.48	\$19.05	\$23.77
110000	Management	2,870	\$19.50	\$37.98	\$44.05	\$56.33
130000	Business and Financial Operations	1,560	\$15.73	\$25.84	\$27.45	\$33.30
150000	Computer and Mathematical	510	\$16.48	\$27.33	\$29.49	\$35.99
170000	Architecture and Engineering	1,390	\$23.31	\$35.77	\$35.99	\$42.33
190000	Life, Physical, and Social Science	350	\$20.61	\$29.91	\$31.49	\$36.92
210000	Community and Social Services	870	\$11.54	\$15.74	\$17.42	\$20.36
230000	Legal	290	\$13.51	\$18.62	\$22.75	\$27.36
250000	Education, Training, and Library	5,020	\$10.34	\$21.29	\$21.73	\$27.43
270000	Arts, Design, Entertainment, Sports, and Media	460	\$9.85	\$15.72	\$17.82	\$21.80
290000	Healthcare Practitioners and Technical	5,590	\$17.78	\$28.42	\$34.64	\$43.07
310000	Healthcare Support	2,180	\$9.13	\$11.28	\$12.24	\$13.79
330000	Protective Service	1,800	\$11.86	\$17.19	\$18.02	\$21.10
350000	Food Preparation and Serving-Related	5,830	\$8.32	\$8.99	\$9.89	\$10.67
370000	Building and Grounds Cleaning and Maintenance	1,940	\$8.58	\$10.47	\$11.41	\$12.82
390000	Personal Care and Service	2,010	\$8.50	\$10.47	\$11.56	\$13.09
410000	Sales and Related	4,550	\$8.43	\$10.52	\$15.61	\$19.19
430000	Office and Administrative Support	10,230	\$10.15	\$15.06	\$16.03	\$18.97
450000	Farming, Fishing, and Forestry	410	\$10.42	\$15.67	\$17.33	\$20.79
470000	Construction and Extraction	2,500	\$11.88	\$16.81	\$18.27	\$21.47
490000	Installation, Maintenance, and Repair	3,720	\$13.34	\$19.81	\$20.81	\$24.54
510000	Production	18,320	\$10.48	\$15.45	\$16.58	\$19.64
530000	Transportation and Material Moving	6,800	\$9.90	\$12.80	\$14.74	\$17.16

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

The median wage is the estimated 50th percentile; 50 percent of workers in an occupation earn less than the median wage, and 50 percent earn more than the median wage. Entry level and Experienced wage rates represent the means of the lower 1/3 and upper 2/3 of the wage distribution, respectively. Data is from an annual survey.

The Production category had the highest occupational employment with 18,300 jobs, followed by Office and Administrative Support occupations with 10,200, and Transportation and Material Moving occupations with 6,800 employees. The highest average hourly wages were found in Management occupations at \$44.05 per hour, Architecture and Engineering occupations at \$35.99 per hour and Healthcare Practitioners and Technical occupations at \$34.64 per hour. Food Preparation and Serving-Related occupations had the lowest average wage at \$9.89 per hour.

Real-time labor demand provides an indication to workforce and educational professionals as to which occupations need to have training in place to meet employer expectations. Heavy and Tractor-Trailer Truck Drivers were the most in-demand occupation in the Upper Savannah WDA in 2018. First-Line

Supervisors of Retail Workers and Retail Salespersons followed. **Figure 53** lists the top occupations in the area in 2018 along with their average hourly wage. These occupations range across numerous sectors of the regional economy at several wage levels.

**Figure 53**

**Upper Savannah WDA Top 10 In-demand Occupations, 2018**

SOC Code	SOC Title	Average Hrly. Salary
533032	Heavy and Tractor-Trailer Truck Drivers	\$22.42
411011	First-Line Supervisors of Retail Sales Workers	\$20.60
412031	Retail Salespersons	\$11.35
211093	Social and Human Service Assistants	\$13.27
291141	Registered Nurses	\$30.17
435081	Stock Clerks and Order Fillers	\$15.33
474051	Highway Maintenance Workers	\$13.52
351012	First-Line Supervisors of Food Preparation and Serving Workers	\$13.98
412011	Cashiers	\$9.05
434051	Customer Service Representatives	\$13.07

Source: Gartner® Inc., TalentNeuron; Salary-SCDEW, Occupational Employment Statistics, 2018

**Figure 54** presents the latest available industry employment projections over the 10-year period 2016-2026 in the Upper Savannah WDA. Overall, all industries are projected to grow by 7.5 percent or by 6,700 jobs. Health Care and Social Assistance; Manufacturing; Transportation and Warehousing; and Administrative and Support Services are each expected to increase employment by more than 1,000 jobs. Mining and Agriculture, Forestry, Fishing and Hunting are projected to decline slightly.

Manufacturing and Health Care and Social Assistance are expected to be the largest two industries in 2026. Transportation and Warehousing; Administrative and Support Services; and Real Estate and Leasing are projected to be the fastest growing, each increasing by more than 16 percent.

Figure 54

## Upper Savannah Workforce Development Area Industry Employment Projections, 2016-2026

Industry	Industry Title	Base Year Employment	Projected Year Employment	Numeric Change	Percent Change
000000	Total All Industries	89,295	95,977	6,682	7.5%
110000	Agriculture, Forestry, Fishing and Hunting	4,193	3,439	-754	-18.0%
210000	Mining	127	122	-5	-3.9%
220000	Utilities	258	260	2	0.8%
230000	Construction	2,935	3,341	406	13.8%
310000	Manufacturing	23,720	24,806	1,086	4.6%
420000	Wholesale Trade	1,856	1,977	121	6.5%
440000	Retail Trade	8,292	8,548	256	3.1%
480000	Transportation and Warehousing	2,693	3,757	1,064	39.5%
510000	Information	422	432	10	2.4%
520000	Finance and Insurance	1,238	1,322	84	6.8%
530000	Real Estate and Rental and Leasing	389	454	65	16.7%
540000	Professional, Scientific, and Technical Services	1,602	1,815	213	13.3%
550000	Management of Companies and Enterprises	242	277	35	14.5%
560000	Administrative and Support Services	5,625	6,670	1,045	18.6%
610000	Educational Services	7,405	8,072	667	9.0%
620000	Health Care and Social Assistance	9,692	11,079	1,387	14.3%
710000	Arts, Entertainment, and Recreation	908	918	10	1.1%
720000	Accommodation and Food Services	5,301	6,004	703	13.3%
810000	Other Services (except Government)	3,963	4,023	60	1.5%
900000	Government	8,433	8,661	228	2.7%

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

### Upper Savannah Occupational Projections

The Upper Savannah workforce area occupational projections include self-employed workers in addition to the industry employment estimates for the period 2016-2026. **Figure 55** highlights the projections by major occupation group. Production occupations are projected to have the highest number of jobs in 2026 with 20,100, followed by Office and Administrative Support occupations with 12,600 and Transportation and Material Moving occupations with 7,700.

Overall, Upper Savannah WDA is projected to have 11,500 annual job openings in all occupations. Production occupations is expected to have the most openings at 2,400 per year over the 10-year period, followed by Office and Administrative Support occupations and Food Preparation and Serving-Related occupations with 1,000 openings each.

Figure 55

Upper Savannah WDA Employment Projections by Major Occupation Group, 2016-2026

SOC Code	SOC Title	Base Employment	Projection Employment	Numeric Change	Percent Change	Annual Job Openings
00-0000	Total, All Occupations	95,233	101,667	6,434	6.76	11,515
11-0000	Management Occupations	6,780	6,430	-350	-5.16	463
13-0000	Business and Financial Operations Occupations	2,048	2,255	207	10.11	212
15-0000	Computer and Mathematical Occupations	532	593	61	11.47	43
17-0000	Architecture and Engineering Occupations	1,594	1,797	203	12.74	139
19-0000	Life, Physical, and Social Science Occupations	368	405	37	10.05	38
21-0000	Community and Social Service Occupations	1,410	1,504	94	6.67	164
23-0000	Legal Occupations	260	290	30	11.54	22
25-0000	Education, Training, and Library Occupations	5,088	5,623	535	10.51	497
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	721	753	32	4.44	78
29-0000	Healthcare Practitioners and Technical Occupations	4,832	5,483	651	13.47	336
31-0000	Healthcare Support Occupations	2,478	2,827	349	14.08	331
33-0000	Protective Service Occupations	2,271	2,371	100	4.40	206
35-0000	Food Preparation and Serving-Related Occupations	5,871	6,554	683	11.63	1,073
37-0000	Building and Grounds Cleaning and Maintenance Occupations	3,270	3,626	356	10.89	467
39-0000	Personal Care and Service Occupations	2,831	3,068	237	8.37	452
41-0000	Sales and Related Occupations	6,861	7,188	327	4.77	1,056
43-0000	Office and Administrative Support Occupations	12,017	12,617	600	4.99	1,432
45-0000	Farming, Fishing, and Forestry Occupations	2,587	2,156	-431	-16.66	310
47-0000	Construction and Extraction Occupations	3,092	3,415	323	10.45	361
49-0000	Installation, Maintenance, and Repair Occupations	4,507	4,988	481	10.67	495
51-0000	Production Occupations	19,220	20,070	850	4.42	2,365
53-0000	Transportation and Material Moving Occupations	6,595	7,654	1,059	16.06	977

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

A gap analysis of labor supply and demand compares the number of student completions from public and private postsecondary institutions (supply) to projected annual job openings that require education beyond high school (demand). A comparison was made for the two primary data sets in terms of the number of graduates to the number of projected job openings for each of the two variables. **Figure 56** presents a table highlighting the analysis for the Upper Savannah WDA.

Figure 56

## Upper Savannah WDA Labor Supply and Demand Comparison

Career Cluster	Post-Secondary Completers (Supply)	Job Openings (Demand)	Supply - Demand
Agriculture, Food & Natural Resources	31	13	18
Architecture & Construction	69	61	8
Arts, Audio/Video Technology & Communications	63	33	30
Business, Management & Administration	381	344	37
Education & Training	363	544	-181
Finance	0	101	-101
Government & Public Administration	35	35	0
Health Science	488	556	-68
Hospitality & Tourism	0	2	-2
Human Service	195	149	46
Information Technology	39	43	-4
Law, Public Safety, Corrections & Security	28	76	-48
Manufacturing	207	55	152
Marketing	0	37	-37
Science, Technology, Engineering & Mathematics	211	99	112
Transportation, Distribution & Logistics	15	201	-186
Grand Total	2,125	2,349	-224

Sources: Completers-National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) 2017; Job Openings-SCDEW, Occupational Projections Program, 2016-2026, Annual Job Openings for Occupations Requiring Education Beyond High School

Overall, there is expected to be a supply gap of more than 200 positions in the area annually. Only eight career clusters show an adequate supply of graduates to meet the projected demand. The greatest gap is in the Transportation, Distribution and Logistics cluster with 186 expected unfilled positions, followed by the Education and Training cluster with a gap of 181 positions and the Finance cluster with 101 unfilled jobs.

### Upstate Workforce Development Area Conditions

Upstate WDA had 174,000 wage and salary occupational employees in 2018 with an average hourly wage of \$20.63. **Figure 57** summarizes more than 800 detailed occupations into major occupational groups and presents employment and wage information.

**Figure 57**

### Upstate Workforce Development Area Occupational Employment and Wages, 2018

Occupation Code	Occupation Group	Employment	Hourly Wage			
			Entry level	Median	Mean	Experienced
000000	Total	174,380	\$10.17	\$16.71	\$20.63	\$25.85
110000	Management	7,690	\$21.39	\$41.53	\$49.16	\$63.04
130000	Business and Financial Operations	4,770	\$17.08	\$26.86	\$30.28	\$36.87
150000	Computer and Mathematical	1,960	\$19.20	\$28.24	\$31.04	\$36.95
170000	Architecture and Engineering	3,900	\$24.81	\$37.27	\$37.88	\$44.41
190000	Life, Physical, and Social Science	550	\$18.09	\$30.09	\$34.66	\$42.94
210000	Community and Social Services	1,750	\$11.55	\$19.08	\$20.45	\$24.90
230000	Legal	610	\$19.84	\$29.85	\$42.46	\$53.77
250000	Education, Training, and Library	9,130	\$11.42	\$20.81	\$21.96	\$27.24
270000	Arts, Design, Entertainment, Sports, and Media	1,210	\$11.31	\$19.11	\$22.47	\$28.04
290000	Healthcare Practitioners and Technical	8,960	\$16.46	\$27.05	\$35.06	\$44.36
310000	Healthcare Support	4,420	\$9.51	\$12.42	\$13.93	\$16.14
330000	Protective Service	2,710	\$11.91	\$17.30	\$18.77	\$22.20
350000	Food Preparation and Serving-Related	13,830	\$8.41	\$9.27	\$10.39	\$11.39
370000	Building and Grounds Cleaning and Maintenance	4,500	\$8.41	\$10.56	\$11.55	\$13.12
390000	Personal Care and Service	3,280	\$8.39	\$9.27	\$10.59	\$11.70
410000	Sales and Related	18,540	\$8.51	\$11.25	\$15.54	\$19.05
430000	Office and Administrative Support	23,750	\$11.12	\$15.04	\$16.40	\$19.04
450000	Farming, Fishing, and Forestry	270	\$8.65	\$14.05	\$15.76	\$19.32
470000	Construction and Extraction	5,680	\$12.67	\$17.88	\$19.32	\$22.65
490000	Installation, Maintenance, and Repair	9,120	\$13.59	\$20.95	\$22.13	\$26.41
510000	Production	30,900	\$13.10	\$18.53	\$19.92	\$23.33
530000	Transportation and Material Moving	16,840	\$10.87	\$15.81	\$17.49	\$20.80

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

The median wage is the estimated 50th percentile; 50 percent of workers in an occupation earn less than the median wage, and 50 percent earn more than the median wage. Entry level and Experienced wage rates represent the means of the lower 1/3 and upper 2/3 of the wage distribution, respectively. Data is from an annual survey.

The Production category had the highest occupational employment with 30,900 jobs, followed by Office and Administrative Support occupations with 23,800, and Sales and Related occupations with 18,500 employees. The highest average hourly wages were found in Management occupations at \$49.16 per hour, Legal occupations at \$42.46 per hour and Architecture and Engineering occupations at \$37.88 per hour. Food Preparation and Serving-Related occupations had the lowest average wage at \$10.39 per hour.

Real-time labor demand provides an indication to workforce and educational professionals as to which occupations need to have training in place to meet employer expectations. Heavy and Tractor-Trailer Truck Drivers were the most in-demand occupation in the Upstate WDA in 2018. First-Line Supervisors of Retail Sales Workers and Retail Salespersons followed. **Figure 58** lists the top occupations in the area

in 2018 along with their average hourly wage. These occupations range across numerous sectors of the regional economy at several wage levels.

**Figure 58**

**Upstate WDA Top 10 In-demand Occupations, 2018**

<b>SOC Code</b>	<b>SOC Title</b>	<b>Average Hrly. Salary</b>
533032	Heavy and Tractor-Trailer Truck Drivers	\$21.29
411011	First-Line Supervisors of Retail Sales Workers	\$18.71
412031	Retail Salespersons	\$12.49
291141	Registered Nurses	\$29.98
435081	Stock Clerks and Order Fillers	\$13.02
434051	Customer Service Representatives	\$15.69
351012	First-Line Supervisors of Food Preparation and Serving Workers	\$16.66
412011	Cashiers	\$9.62
172112	Industrial Engineers	\$42.31
511011	First-Line Supervisors of Production and Operating Workers	\$32.84

Source: Gartner® Inc., TalentNeuron; Salary-SCDEW, Occupational Employment Statistics, 2018

**Figure 59** presents the latest available industry employment projections over the 10-year period 2016-2026 in the Upstate WDA. Overall, all industries are projected to grow by 11.7 percent or by 19,600 jobs. Manufacturing and Health Care and Social Assistance are each expected to increase employment by more than 3,300 jobs. Mining and Agriculture, Forestry, Fishing and Hunting are projected to decline slightly.

Manufacturing and Health Care and Social Assistance are expected to be the largest two industries in 2026. Transportation and Warehousing; Administrative and Support Services; and Accommodation and Food Service are projected to be the fastest growing, each increasing by more than 18 percent.

Figure 59

## Upstate Workforce Development Area Industry Employment Projections, 2016-2026

Industry	Industry Title	Base Year Employment	Projected Year Employment	Numeric Change	Percent Change
000000	Total All Industries	168,143	187,732	19,589	11.7%
110000	Agriculture, Forestry, Fishing and Hunting	2,337	2,015	-322	-13.8%
210000	Mining	167	162	-5	-3.0%
220000	Utilities	330	332	2	0.6%
230000	Construction	7,384	8,422	1,038	14.1%
310000	Manufacturing	35,151	38,527	3,376	9.6%
420000	Wholesale Trade	8,577	9,512	935	10.9%
440000	Retail Trade	19,147	20,397	1,250	6.5%
480000	Transportation and Warehousing	9,128	11,181	2,053	22.5%
510000	Information	1,139	1,197	58	5.1%
520000	Finance and Insurance	3,698	3,968	270	7.3%
530000	Real Estate and Rental and Leasing	1,439	1,644	205	14.2%
540000	Professional, Scientific, and Technical Services	5,010	5,675	665	13.3%
550000	Management of Companies and Enterprises	1,846	2,116	270	14.6%
560000	Administrative and Support Services	11,978	14,204	2,226	18.6%
610000	Educational Services	13,018	14,193	1,175	9.0%
620000	Health Care and Social Assistance	18,574	21,893	3,319	17.9%
710000	Arts, Entertainment, and Recreation	1,269	1,343	74	5.8%
720000	Accommodation and Food Services	13,835	16,344	2,509	18.1%
810000	Other Services (except Government)	7,041	7,307	266	3.8%
900000	Government	7,077	7,300	223	3.2%

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

### Upstate Occupational Projections

The Upstate workforce area occupational projections include self-employed workers in addition to the industry employment estimates for the period 2016-2026. **Figure 60** highlights the projections by major occupation group. Production occupations are projected to have the highest number of jobs in 2026 with 29,100, followed by Office and Administrative Support occupations with 25,900 and Sales and Related occupations with 19,700.

Overall, Upstate WDA is projected to have 23,000 annual job openings in all occupations. Production is expected to have the most openings at 3,400 per year over the 10-year period, followed by Office and Administrative Support and Sales and Related occupations with at least 2,800 openings each.

Figure 60

Upstate WDA Employment Projections by Major Occupation Group, 2016-2026

SOC Code	SOC Title	Base Employment	Projection Employment	Numeric Change	Percent Change	Annual Job Openings
00-0000	Total, All Occupations	177,110	197,312	20,202	11.41	22,795
11-0000	Management Occupations	9,539	10,371	832	8.72	846
13-0000	Business and Financial Operations Occupations	5,166	5,932	766	14.83	581
15-0000	Computer and Mathematical Occupations	1,955	2,265	310	15.86	168
17-0000	Architecture and Engineering Occupations	3,465	4,379	914	26.38	357
19-0000	Life, Physical, and Social Science Occupations	563	612	49	8.70	58
21-0000	Community and Social Service Occupations	1,739	1,969	230	13.23	216
23-0000	Legal Occupations	693	784	91	13.13	57
25-0000	Education, Training, and Library Occupations	9,094	10,059	965	10.61	897
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,640	1,738	98	5.98	180
29-0000	Healthcare Practitioners and Technical Occupations	8,852	10,194	1,342	15.16	628
31-0000	Healthcare Support Occupations	4,284	5,184	900	21.01	617
33-0000	Protective Service Occupations	3,110	3,328	218	7.01	334
35-0000	Food Preparation and Serving-Related Occupations	13,945	16,318	2,373	17.02	2,760
37-0000	Building and Grounds Cleaning and Maintenance Occupations	5,238	5,994	756	14.43	779
39-0000	Personal Care and Service Occupations	4,490	5,210	720	16.04	780
41-0000	Sales and Related Occupations	18,296	19,713	1,417	7.74	2,807
43-0000	Office and Administrative Support Occupations	24,457	25,942	1,485	6.07	2,970
45-0000	Farming, Fishing, and Forestry Occupations	1,489	1,311	-178	-11.95	189
47-0000	Construction and Extraction Occupations	6,960	7,656	696	10.00	806
49-0000	Installation, Maintenance, and Repair Occupations	9,459	10,868	1,409	14.90	1,079
51-0000	Production Occupations	26,825	29,119	2,294	8.55	3,379
53-0000	Transportation and Material Moving Occupations	15,851	18,366	2,515	15.87	2,310

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

A gap analysis of labor supply and demand compares the number of student completions from public and private postsecondary institutions (supply) to projected annual job openings that require education beyond high school (demand). A comparison was made for the two primary data sets in terms of the number of graduates to the number of projected job openings for each of the two variables. **Figure 61** presents a table highlighting the analysis for the Upstate WDA.

Figure 61

## Upstate WDA Labor Supply and Demand Comparison

Career Cluster	Post-Secondary Completers (Supply)	Job Openings (Demand)	Supply - Demand
Agriculture, Food & Natural Resources	40	15	25
Architecture & Construction	10	141	-131
Arts, Audio/Video Technology & Communications	134	114	20
Business, Management & Administration	643	872	-229
Education & Training	958	998	-40
Finance	58	233	-175
Government & Public Administration	46	37	9
Health Science	902	981	-79
Hospitality & Tourism	0	4	-4
Human Service	311	259	52
Information Technology	181	164	17
Law, Public Safety, Corrections & Security	115	137	-22
Manufacturing	124	119	5
Marketing	34	180	-146
Science, Technology, Engineering & Mathematics	405	291	114
Transportation, Distribution & Logistics	25	697	-672
Grand Total	3,986	5,242	-1,256

Sources: Completers-National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) 2017; Job Openings-SCDEW, Occupational Projections Program, 2016-2026, Annual Job Openings for Occupations Requiring Education Beyond High School

Overall, there is expected to be a supply gap of nearly 1,300 positions in the area annually. Only seven career clusters show an adequate supply of graduates to meet the projected demand. The greatest gap is in the Transportation, Distribution and Logistics cluster with 672 expected unfilled positions, followed by the Business, Management and Administration cluster with a gap of 229 positions and the Finance cluster with 175 unfilled jobs.

### Waccamaw Workforce Development Area Conditions

Waccamaw WDA had 164,000 wage and salary occupational employees in 2018 with an average hourly wage of \$17.74. **Figure 62** summarizes more than 800 detailed occupations into major occupational groups and presents employment and wage information.

**Figure 62**

### Waccamaw Workforce Development Area Occupational Employment and Wages, 2018

Occupation Code	Occupation Group	Employment	Hourly Wage			
			Entry level	Median	Mean	Experienced
000000	Total	163,930	\$9.11	\$13.33	\$17.74	\$22.05
110000	Management	6,610	\$18.26	\$34.94	\$40.24	\$51.23
130000	Business and Financial Operations	3,320	\$16.78	\$26.01	\$27.71	\$33.17
150000	Computer and Mathematical	920	\$18.23	\$30.17	\$32.96	\$40.33
170000	Architecture and Engineering	1,000	\$15.90	\$26.42	\$28.85	\$35.33
190000	Life, Physical, and Social Science	300	\$18.47	\$29.21	\$31.34	\$37.77
210000	Community and Social Services	1,360	\$13.92	\$19.28	\$24.28	\$29.46
230000	Legal	810	\$14.89	\$23.24	\$34.84	\$44.82
250000	Education, Training, and Library	8,730	\$10.72	\$25.09	\$23.87	\$30.44
270000	Arts, Design, Entertainment, Sports, and Media	1,700	\$10.92	\$16.98	\$21.92	\$27.42
290000	Healthcare Practitioners and Technical	8,750	\$16.43	\$28.63	\$37.81	\$48.50
310000	Healthcare Support	4,100	\$9.95	\$12.28	\$14.12	\$16.20
330000	Protective Service	4,060	\$10.86	\$16.68	\$17.44	\$20.73
350000	Food Preparation and Serving-Related	28,730	\$8.42	\$9.52	\$10.86	\$12.08
370000	Building and Grounds Cleaning and Maintenance	9,350	\$8.49	\$10.64	\$11.69	\$13.29
390000	Personal Care and Service	5,540	\$8.43	\$9.74	\$11.30	\$12.73
410000	Sales and Related	24,610	\$8.75	\$11.14	\$14.26	\$17.02
430000	Office and Administrative Support	22,630	\$10.04	\$13.88	\$15.31	\$17.95
450000	Farming, Fishing, and Forestry	660	\$9.90	\$17.43	\$19.24	\$23.91
470000	Construction and Extraction	7,010	\$12.35	\$16.69	\$18.44	\$21.49
490000	Installation, Maintenance, and Repair	7,900	\$11.55	\$16.95	\$18.50	\$21.97
510000	Production	6,250	\$10.35	\$15.32	\$17.04	\$20.38
530000	Transportation and Material Moving	9,600	\$9.12	\$13.24	\$14.84	\$17.70

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

The median wage is the estimated 50th percentile; 50 percent of workers in an occupation earn less than the median wage, and 50 percent earn more than the median wage. Entry level and Experienced wage rates represent the means of the lower 1/3 and upper 2/3 of the wage distribution, respectively. Data is from an annual survey.

The Food Preparation and Serving-Related category had the highest occupational employment with 28,700 jobs, followed by Sales and Related occupations with 24,600, and Office and Administrative Support occupations with 22,600 employees. The highest average hourly wages were found in Management occupations at \$40.24 per hour, Healthcare Practitioners and Technical occupations at \$37.81 per hour and Legal occupations at \$34.84 per hour. Food Preparation and Serving-Related occupations had the lowest average wage at \$10.86 per hour.

Real-time labor demand provides an indication to workforce and educational professionals as to which occupations need to have training in place to meet employer expectations. First-Line Supervisors of Retail Sales Workers were the most in-demand occupation in the Waccamaw WDA in 2018. Retail Salespersons

and Heavy and Tractor-Trailer Truck Drivers followed. **Figure 63** lists the top occupations in the area in 2018 along with their average hourly wage. These occupations range across numerous sectors of the regional economy at several wage levels.

**Figure 63**

**Waccamaw WDA Top 10 In-demand Occupations, 2018**

SOC Code	SOC Title	Average Hrly. Salary
411011	First-Line Supervisors of Retail Sales Workers	\$18.79
412031	Retail Salespersons	\$12.14
533032	Heavy and Tractor-Trailer Truck Drivers	\$18.81
291141	Registered Nurses	\$29.67
435081	Stock Clerks and Order Fillers	\$11.97
434051	Customer Service Representatives	\$13.14
412011	Cashiers	\$9.90
372012	Maids and Housekeeping Cleaners	\$9.58
351012	First-Line Supervisors of Food Preparation and Serving Workers	\$16.47
431011	First-Line Supervisors of Office and Administrative Support Workers	\$22.97

Source: Gartner® Inc., TalentNeuron; Salary-SCDEW, Occupational Employment Statistics, 2018

**Figure 64** presents the latest available industry employment projections over the 10-year period 2016-2026 in the Waccamaw WDA. Overall, all industries are projected to grow by 14.8 percent or by 24,300 jobs. Accommodation and Food Service and Health Care and Social Assistance are each expected to increase employment by more than 4,200 jobs. Mining and Agriculture, Forestry, Fishing and Hunting are projected to decline slightly.

Accommodation and Food Service and Retail Trade are expected to be the largest two industries in 2026. Health Care and Social Assistance; Accommodation and Food Service; and Real Estate and Rental and Leasing are projected to be the fastest growing, each increasing by more than 19 percent.

Figure 64

## Waccamaw Workforce Development Area Industry Employment Projections, 2016-2026

Industry	Industry Title	Base Year Employment	Projected Year Employment	Numeric Change	Percent Change
000000	Total All Industries	164,549	188,885	24,336	14.8%
110000	Agriculture, Forestry, Fishing and Hunting	3,013	2,823	-190	-6.3%
210000	Mining	72	70	-2	-2.8%
220000	Utilities	499	502	3	0.6%
230000	Construction	8,525	9,661	1,136	13.3%
310000	Manufacturing	7,821	7,895	74	0.9%
420000	Wholesale Trade	3,027	3,568	541	17.9%
440000	Retail Trade	26,723	29,997	3,274	12.3%
480000	Transportation and Warehousing	2,123	2,490	367	17.3%
510000	Information	2,163	2,275	112	5.2%
520000	Finance and Insurance	3,832	4,098	266	6.9%
530000	Real Estate and Rental and Leasing	5,220	6,250	1,030	19.7%
540000	Professional, Scientific, and Technical Services	5,296	6,000	704	13.3%
550000	Management of Companies and Enterprises	733	840	107	14.6%
560000	Administrative and Support Services	9,255	10,971	1,716	18.5%
610000	Educational Services	11,752	12,816	1,064	9.1%
620000	Health Care and Social Assistance	16,559	20,764	4,205	25.4%
710000	Arts, Entertainment, and Recreation	5,992	6,801	809	13.5%
720000	Accommodation and Food Services	34,452	42,639	8,187	23.8%
810000	Other Services (except Government)	8,326	8,948	622	7.5%
900000	Government	9,171	9,477	306	3.3%

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

### Waccamaw Occupational Projections

The Waccamaw workforce area occupational projections include self-employed workers in addition to the industry employment estimates for the period 2016-2026. **Figure 65** highlights the projections by major occupation group. Food Preparation and Serving-Related occupations are projected to have the highest number of jobs in 2026 with 32,900, followed by Sales and Related occupations with 28,400 and Office and Administrative Support occupations with 26,700.

Overall, Waccamaw WDA is projected to have 25,000 annual job openings in all occupations. Food Preparation and Serving-Related is expected to have the most openings at 5,700 per year over the 10-year period, followed by Sales and Related occupations and Office and Administrative Support occupations with more than 3,100 openings each.

Figure 65

Waccamaw WDA Employment Projections by Major Occupation Group, 2016-2026

SOC Code	SOC Title	Base Employment	Projection Employment	Numeric Change	Percent Change	Annual Job Openings
00-0000	Total, All Occupations	176,825	202,586	25,761	14.57	25,232
11-0000	Management Occupations	10,043	11,138	1,095	10.90	944
13-0000	Business and Financial Operations Occupations	3,955	4,564	609	15.40	437
15-0000	Computer and Mathematical Occupations	1,218	1,377	159	13.05	103
17-0000	Architecture and Engineering Occupations	900	982	82	9.11	81
19-0000	Life, Physical, and Social Science Occupations	386	426	40	10.36	38
21-0000	Community and Social Service Occupations	1,823	2,156	333	18.27	240
23-0000	Legal Occupations	1,007	1,176	169	16.78	93
25-0000	Education, Training, and Library Occupations	7,766	8,627	861	11.09	770
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	2,384	2,536	152	6.38	247
29-0000	Healthcare Practitioners and Technical Occupations	7,741	9,402	1,661	21.46	614
31-0000	Healthcare Support Occupations	4,254	5,535	1,281	30.11	673
33-0000	Protective Service Occupations	4,430	4,789	359	8.10	503
35-0000	Food Preparation and Serving-Related Occupations	26,418	32,939	6,521	24.68	5,655
37-0000	Building and Grounds Cleaning and Maintenance Occupations	13,201	15,616	2,415	18.29	2,039
39-0000	Personal Care and Service Occupations	6,990	8,287	1,297	18.56	1,349
41-0000	Sales and Related Occupations	25,046	28,434	3,388	13.53	4,021
43-0000	Office and Administrative Support Occupations	24,974	26,742	1,768	7.08	3,147
45-0000	Farming, Fishing, and Forestry Occupations	1,921	1,790	-131	-6.82	258
47-0000	Construction and Extraction Occupations	7,582	8,540	958	12.64	913
49-0000	Installation, Maintenance, and Repair Occupations	8,524	9,710	1,186	13.91	984
51-0000	Production Occupations	6,617	6,870	253	3.82	787
53-0000	Transportation and Material Moving Occupations	9,645	10,950	1,305	13.53	1,339

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

A gap analysis of labor supply and demand compares the number of student completions from public and private postsecondary institutions (supply) to projected annual job openings that require education beyond high school (demand). A comparison was made for the two primary data sets in terms of the number of graduates to the number of projected job openings for each of the two variables. **Figure 66** presents a table highlighting the analysis for the Waccamaw WDA.

Figure 66

## Waccamaw WDA Labor Supply and Demand Comparison

Career Cluster	Post-Secondary Completers (Supply)	Job Openings (Demand)	Supply - Demand
Agriculture, Food & Natural Resources	144	28	116
Architecture & Construction	118	186	-68
Arts, Audio/Video Technology & Communications	291	101	190
Business, Management & Administration	445	818	-373
Education & Training	1,046	850	196
Finance	43	234	-191
Government & Public Administration	106	30	76
Health Science	1,018	941	77
Hospitality & Tourism	75	5	70
Human Service	267	342	-75
Information Technology	104	102	2
Law, Public Safety, Corrections & Security	39	162	-123
Manufacturing	74	46	28
Marketing	115	172	-57
Science, Technology, Engineering & Mathematics	301	27	274
Transportation, Distribution & Logistics	141	369	-228
Grand Total	4,327	4,413	-86

Sources: Completers-National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) 2017; Job Openings-SCDEW, Occupational Projections Program, 2016-2026, Annual Job Openings for Occupations Requiring Education Beyond High School

Overall, there is expected to be a supply gap of 86 positions in the area annually. Nine career clusters show an adequate supply of graduates to meet the projected demand. The greatest gap is in the Business, Management and Administration cluster with 373 expected unfilled positions, followed by the Transportation, Distribution and Logistics cluster with a gap of 228 positions and the Finance cluster with 191 unfilled jobs.

**WorkLink Workforce Development Area Conditions**

WorkLink WDA had 144,000 wage and salary occupational employees in 2018 with an average hourly wage of \$20.01. **Figure 67** summarizes more than 800 detailed occupations into major occupational groups and presents employment and wage information.

**Figure 67**

**WorkLink Workforce Development Area Occupational Employment and Wages, 2018**

Occupation Code	Occupation Group	Employment	Hourly Wage			
			Entry level	Median	Mean	Experienced
000000	Total	143,770	\$9.59	\$15.97	\$20.01	\$25.22
110000	Management	5,490	\$21.43	\$38.86	\$45.53	\$57.58
130000	Business and Financial Operations	3,460	\$15.83	\$24.89	\$27.02	\$32.62
150000	Computer and Mathematical	1,260	\$18.70	\$29.49	\$31.71	\$38.22
170000	Architecture and Engineering	3,140	\$21.40	\$34.60	\$35.71	\$42.86
190000	Life, Physical, and Social Science	640	\$17.59	\$26.15	\$27.66	\$32.69
210000	Community and Social Services	1,300	\$12.68	\$19.88	\$22.12	\$26.84
230000	Legal	1,070	\$12.59	\$22.91	\$32.04	\$41.77
250000	Education, Training, and Library	13,020	\$12.65	\$23.52	\$25.93	\$32.57
270000	Arts, Design, Entertainment, Sports, and Media	1,180	\$13.56	\$22.16	\$27.30	\$34.18
290000	Healthcare Practitioners and Technical	8,980	\$16.14	\$24.74	\$34.48	\$43.65
310000	Healthcare Support	3,990	\$9.72	\$11.96	\$12.97	\$14.60
330000	Protective Service	1,960	\$11.25	\$17.24	\$17.51	\$20.64
350000	Food Preparation and Serving-Related	16,270	\$8.33	\$9.07	\$10.03	\$10.87
370000	Building and Grounds Cleaning and Maintenance	4,540	\$9.27	\$11.60	\$12.20	\$13.66
390000	Personal Care and Service	4,100	\$8.41	\$9.91	\$11.80	\$13.50
410000	Sales and Related	12,050	\$8.48	\$11.22	\$15.33	\$18.76
430000	Office and Administrative Support	18,020	\$10.93	\$15.33	\$16.45	\$19.21
450000	Farming, Fishing, and Forestry	100	\$10.40	\$14.36	\$15.75	\$18.43
470000	Construction and Extraction	4,470	\$12.20	\$17.52	\$19.44	\$23.06
490000	Installation, Maintenance, and Repair	7,210	\$13.28	\$20.36	\$21.37	\$25.41
510000	Production	22,230	\$11.47	\$17.11	\$18.32	\$21.75
530000	Transportation and Material Moving	9,300	\$9.51	\$13.68	\$14.69	\$17.28

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

The median wage is the estimated 50th percentile; 50 percent of workers in an occupation earn less than the median wage, and 50 percent earn more than the median wage. Entry level and Experienced wage rates represent the means of the lower 1/3 and upper 2/3 of the wage distribution, respectively. Data is from an annual survey.

The Production category had the highest occupational employment with 22,200 jobs, followed by Office and Administrative Support occupations with 18,000, and Food Preparation and Serving-Related occupations with 16,300 employees. The highest average hourly wages were found in Management occupations at \$45.53 per hour, Architecture and Engineering occupations at \$35.71 per hour and Healthcare Practitioners and Technical occupations at \$34.48 per hour. Food Preparation and Serving-Related occupations had the lowest average wage at \$10.03 per hour.

Real-time labor demand provides an indication to workforce and educational professionals as to which occupations need to have training in place to meet employer expectations. Heavy and Tractor-Trailer Truck Drivers were the most in-demand occupation in the WorkLink WDA in 2018. First-Line

Supervisors of Retail Sales Workers and Retail Salespersons followed. **Figure 68** lists the top occupations in the area in 2018 along with their average hourly wage. These occupations range across numerous sectors of the regional economy at several wage levels.

**Figure 68**

**WorkLink WDA Top 10 In-demand Occupations, 2018**

SOC Code	SOC Title	Average Hrly. Salary
533032	Heavy and Tractor-Trailer Truck Drivers	\$19.65
411011	First-Line Supervisors of Retail Sales Workers	\$17.48
412031	Retail Salespersons	\$11.95
291141	Registered Nurses	\$28.36
434051	Customer Service Representatives	\$15.16
351012	First-Line Supervisors of Food Preparation and Serving Workers	\$15.31
435081	Stock Clerks and Order Fillers	\$12.64
353021	Combined Food Preparation and Serving Workers, Including Fast Food	\$8.60
412011	Cashiers	\$9.75
311014	Nursing Assistants	\$11.66

Source: Gartner® Inc., TalentNeuron; Salary-SCDEW, Occupational Employment Statistics, 2018

**Figure 69** presents the latest available industry employment projections over the 10-year period 2016-2026 in the WorkLink WDA. Overall, all industries are projected to grow by 10.5 percent or by 13,900 jobs. Health Care and Social Assistance and Accommodation and Food Service are each expected to increase employment by more than 2,700 jobs. Mining and Agriculture, Forestry, Fishing and Hunting are projected to decline slightly.

Manufacturing and Health Care and Social Assistance are expected to be the largest two industries in 2026. Transportation and Warehousing; Accommodation and Food Service; and Health Care and Social Assistance are projected to be the fastest growing, each increasing by more than 19 percent.

Figure 69

## WorkLink Workforce Development Area Industry Employment Projections, 2016-2026

Industry	Industry Title	Base Year Employment	Projected Year Employment	Numeric Change	Percent Change
000000	Total All Industries	131,640	145,500	13,860	10.5%
110000	Agriculture, Forestry, Fishing and Hunting	3,540	3,082	-458	-12.9%
210000	Mining	116	114	-2	-1.7%
220000	Utilities	1,891	1,903	12	0.6%
230000	Construction	5,123	5,815	692	13.5%
310000	Manufacturing	24,975	26,327	1,352	5.4%
420000	Wholesale Trade	3,252	3,672	420	12.9%
440000	Retail Trade	17,147	18,386	1,239	7.2%
480000	Transportation and Warehousing	2,178	2,926	748	34.3%
510000	Information	1,010	1,053	43	4.3%
520000	Finance and Insurance	2,211	2,365	154	7.0%
530000	Real Estate and Rental and Leasing	885	1,048	163	18.4%
540000	Professional, Scientific, and Technical Services	2,624	2,972	348	13.3%
550000	Management of Companies and Enterprises	364	417	53	14.6%
560000	Administrative and Support Services	6,836	8,111	1,275	18.7%
610000	Educational Services	15,061	16,414	1,353	9.0%
620000	Health Care and Social Assistance	15,713	18,808	3,095	19.7%
710000	Arts, Entertainment, and Recreation	1,438	1,539	101	7.0%
720000	Accommodation and Food Services	13,739	16,474	2,735	19.9%
810000	Other Services (except Government)	6,928	7,250	322	4.6%
900000	Government	6,609	6,824	215	3.3%

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

### WorkLink Occupational Projections

The WorkLink workforce area occupational projections include self-employed workers in addition to the industry employment estimates for the period 2016-2026. **Figure 70** highlights the projections by major occupation group. Production occupations are projected to have the highest number of jobs in 2026 with 20,700, followed by Office and Administrative Support occupations with 17,400 and Food Preparation and Serving-Related occupations with 16,300.

Overall, WorkLink WDA is projected to have 18,000 annual job openings in all occupations. Food Preparation and Serving-Related is expected to have the most openings at 2,700 per year over the 10-year period, followed by Production occupations and Sales and Related occupations with 2,200 openings each.

Figure 70

## WorkLink WDA Employment Projections by Major Occupation Group, 2016-2026

SOC Code	SOC Title	Base Employment	Projection Employment	Numeric Change	Percent Change	Annual Job Openings
00-0000	Total, All Occupations	139,785	153,986	14,201	10.16	17,890
11-0000	Management Occupations	8,370	8,640	270	3.23	677
13-0000	Business and Financial Operations Occupations	3,491	3,915	424	12.15	375
15-0000	Computer and Mathematical Occupations	1,234	1,373	139	11.26	98
17-0000	Architecture and Engineering Occupations	2,632	2,972	340	12.92	233
19-0000	Life, Physical, and Social Science Occupations	688	730	42	6.10	69
21-0000	Community and Social Service Occupations	1,432	1,601	169	11.80	175
23-0000	Legal Occupations	745	849	104	13.96	60
25-0000	Education, Training, and Library Occupations	9,555	10,618	1,063	11.13	916
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,106	1,170	64	5.79	121
29-0000	Healthcare Practitioners and Technical Occupations	7,757	9,005	1,248	16.09	580
31-0000	Healthcare Support Occupations	4,115	5,125	1,010	24.54	616
33-0000	Protective Service Occupations	1,777	1,879	102	5.74	181
35-0000	Food Preparation and Serving-Related Occupations	13,690	16,279	2,589	18.91	2,748
37-0000	Building and Grounds Cleaning and Maintenance Occupations	4,443	5,007	564	12.69	644
39-0000	Personal Care and Service Occupations	5,065	5,808	743	14.67	895
41-0000	Sales and Related Occupations	14,180	15,395	1,215	8.57	2,209
43-0000	Office and Administrative Support Occupations	16,754	17,398	644	3.84	1,955
45-0000	Farming, Fishing, and Forestry Occupations	2,170	1,896	-274	-12.63	274
47-0000	Construction and Extraction Occupations	4,842	5,408	566	11.69	576
49-0000	Installation, Maintenance, and Repair Occupations	6,948	7,756	808	11.63	776
51-0000	Production Occupations	19,729	20,726	997	5.05	2,353
53-0000	Transportation and Material Moving Occupations	9,062	10,436	1,374	15.16	1,357

Source: U.S. Bureau of Labor Statistics, SC Dept of Employment & Workforce

A gap analysis of labor supply and demand compares the number of student completions from public and private postsecondary institutions (supply) to projected annual job openings that require education beyond high school (demand). A comparison was made for the two primary data sets in terms of the number of graduates to the number of projected job openings for each of the two variables. **Figure 71** presents a table highlighting the analysis for the WorkLink WDA.

Figure 71

## WorkLink WDA Labor Supply and Demand Comparison

Career Cluster	Post-Secondary Completers (Supply)	Job Openings (Demand)	Supply - Demand
Agriculture, Food & Natural Resources	575	12	563
Architecture & Construction	186	146	40
Arts, Audio/Video Technology & Communications	379	66	313
Business, Management & Administration	1,188	614	574
Education & Training	1,848	995	853
Finance	151	136	15
Government & Public Administration	127	32	95
Health Science	1,052	805	247
Hospitality & Tourism	0	4	-4
Human Service	317	226	91
Information Technology	306	93	213
Law, Public Safety, Corrections & Security	77	132	-55
Manufacturing	485	150	335
Marketing	312	99	213
Science, Technology, Engineering & Mathematics	2,544	155	2,389
Transportation, Distribution & Logistics	54	216	-162
Grand Total	9,601	3,881	5,720

Sources: Completers-National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) 2017; Job Openings-SCDEW, Occupational Projections Program, 2016-2026, Annual Job Openings for Occupations Requiring Education Beyond High School

Overall, there is expected to be a demand gap of more than 5,700 positions in the area annually. Thirteen career clusters show an adequate supply of graduates to meet the projected demand. The greatest gap is in the Transportation, Distribution and Logistics cluster with nearly 162 expected unfilled positions, followed by the Law, Public Safety, Corrections and Security cluster with a gap of 55 positions and the Hospitality and Tourism cluster with 4 unfilled jobs. Obviously, Clemson University has an inordinate impact in this relatively rural area of the state on labor supply and demand analysis.

## Priority Populations

South Carolina citizens and its 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) 2016-17, the S.C. Department of Juvenile Justice (DJJ) handled 13,591 new cases, down from 15,429 in 2015-2016. The top five offenses putting a person into DJJ custody are assault and battery, shoplifting, public disorderly conduct, simple marijuana possession and disturbing school.

DJJ's Job Readiness Training Center (JRTC) had a total enrollment of 1,423 for its training classes in FY 2016-17. Students at JRTC took classes in financial literacy, culinary arts, leadership, interviewing skills, public speaking, interpersonal skills and in many other areas related to life skills and job placement. During FY 2016-2017, 901 youth completed job-readiness training in DJJ's 16 community job-readiness training sites, located throughout the state. DJJ doubled its number of training sites from the previous fiscal year and nearly doubled the number of participants.<sup>3</sup>

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

In August 2017, the number of residents in the state receiving TANF benefits was 22,548, the lowest level since before 2007. Youth, 18 years and younger, accounted for 79 percent of all recipients. The average monthly grant amount to a TANF recipient through the S.C. Department of Social Services program was \$207. 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.<sup>4</sup>

### *Ex-Offenders*

As of June 30, 2018, South Carolina had an inmate population of 18,958. For the FY 2018 (July 1, 2017 – June 30, 2018), the S.C. Department of Corrections (SCDC) had 8,585 total releases from its base population. The average age of an inmate was 38.5 years old. African-Americans made up 60 percent of the total with whites at 37 percent and other races with 3 percent. The average sentence length is 14.9 years. Forty-nine percent of inmates do not have a high school diploma or GED upon incarceration.<sup>5</sup>

<sup>3</sup> South Carolina Department of Juvenile Justice, 2017 Report Card, [http://www.state.sc.us/djj/pdfs/2017%20Report%20Card\\_5.5x8.5.pdf](http://www.state.sc.us/djj/pdfs/2017%20Report%20Card_5.5x8.5.pdf)

<sup>4</sup> South Carolina Department of Social Services, <https://dss.sc.gov/assistance-programs/tanf/>

<sup>5</sup> South Carolina Department of Corrections, SCDC FAQs July 2019, [http://www.doc.sc.gov/research/SystemOverview/SCDC\\_FAQs\\_July\\_2019.pdf](http://www.doc.sc.gov/research/SystemOverview/SCDC_FAQs_July_2019.pdf)

The SCDC had numerous individuals reaching achievements in FY 2018, including 324 GED/High School Diplomas Earned and 2,333 Vocational Certificates earned. The SCDC has been authorized as a Department of Labor (DOL) Apprenticeship site, awarding 36 DOL apprenticeship credentials in FY 2018 and 636 WorkKeys certificates.

Beginning July 1, 2018, SCDC, in partnership with the Department of Employment and Workforce, transitioned to the new WIN Learning - Ready to Work certification program. WIN replaced WorkKeys with similar skills assessment (Applied Math, Reading for Information, and Locating Information), while adding a soft skills component that will be of profound benefit to inmates post-release.<sup>6</sup>

People who have been imprisoned face several challenges re-entering society, such as 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 problems that may be faced by an ex-offender during the job search.

### *Veterans*

According to the 2017 American Community Survey, South Carolina had 362,000 civilian veterans aged 18 or older, making up 9.3 percent of the state's civilian adult population. Veterans had a higher percentage having some college education or an associate's degree compared to the population aged 25 and older as a whole (37.7 percent for veterans, 29.8 percent for all). Veterans had a lower unemployment rate at 4.5 percent than the civilian population aged 18 to 64 (5.7 percent).<sup>7</sup>

Veterans may have to overcome stereotypes employers may have such as 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 jobs 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 2017 show that 14.8 percent of the state's civilian noninstitutionalized population was disabled.<sup>8</sup> The disabled employed equaled nearly 123,000 people aged 18 to 64. Nearly 18,600 more people were unemployed, yielding a disabled unemployment rate of 13.2 percent. Ambulatory difficulty was the top disability for both those employed and those not in the labor force, while a cognitive difficulty was reported as the top disability for those who were

<sup>6</sup> South Carolina Department of Corrections, Accountability Report Fiscal Year 2018, Page 9, <http://www.doc.sc.gov/research/AccountabilityReportFY2018.pdf>

<sup>7</sup> U.S. Census Bureau, American Community Survey, 2017 1-Year Estimate, Table S2101:Veteran Status

<sup>8</sup> U.S. Census Bureau, American Community Survey, 2017 1-Year Estimate, Table S1810:Disability Characteristics

unemployed.<sup>9</sup> Therefore, this group will continue to need focused services to overcome substantial barriers to employment.

### *Homeless*

South Carolina's homeless population was estimated at 3,082 people in 2018, including 415 veterans, according to the U.S. Department of Housing and Urban Development. Total homeless was 3,933 for the year with a rate of eight per 10,000 experiencing homelessness.<sup>10</sup>

According to the National Alliance to End Homelessness, the first step in supporting the homeless population is to get them into housing. The Alliance suggests rapid rehousing because, "By connecting people with a home, they are in a better position to address other challenges that may have led to their homelessness, such as obtaining employment or addressing substance abuse issues."<sup>11</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 2017, South Carolina had 29,000 people in this category with a total of 100,000 unemployed.<sup>12</sup> DEW has a number of programs that can help this population regain employment.

### *Low Income*

In 2017, South Carolina had an estimated 752,000 people living below the poverty level or 15.4 percent of the population for whom poverty status is determined. Of this group, nearly 170,000 were employed, and 44,000 were unemployed.<sup>13</sup> Government and educational assistance can help many in this population raise their income to sustaining levels.

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<sup>9</sup> U.S. Census Bureau, American Community Survey, 2017 1-Year Estimate, Table B18120: Employment Status by Disability and Type

<sup>10</sup> U.S. Department of Housing and Urban Development, The 2018 Annual Homeless Assessment Report (AHAR) to Congress, page 93

<sup>11</sup> National Alliance to End Homelessness, Rapid Re-Housing, <https://endhomelessness.org/ending-homelessness/solutions/rapid-re-housing/>, accessed on July 12, 2019

<sup>12</sup> U.S. Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 2017, Table 26, <https://www.bls.gov/opub/geographic-profile/home.htm>

<sup>13</sup> U.S. Census Bureau, American Community Survey, 2017 1-Year Estimate, Table S1701:Poverty Status in the Past 12 Months

## Required Language

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