



Economic Overview

Upper Savannah WDA



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Demographic Profile

The population in the Upper Savannah WDA was 254,873 per American Community Survey data for 2018-2022.

The region has a civilian labor force of 113,668 with a participation rate of 54.9%. Of individuals 25 to 64 in the Upper Savannah WDA, 21.2% have a bachelor's degree or higher which compares with 36.5% in the nation.

The median household income in the Upper Savannah WDA is \$55,370 and the median house value is \$158,950.

Summary ¹						
	Percent			Value		
	Upper Savannah WDA	South Carolina	USA	Upper Savannah WDA	South Carolina	USA
Demographics						
Population (ACS)	—	—	—	254,873	5,212,774	332,387,540
Male	49.0%	48.7%	49.5%	124,963	2,537,456	164,545,087
Female	51.0%	51.3%	50.5%	129,910	2,675,318	167,842,453
Median Age ²	—	—	—	42.0	40.1	38.7
Under 18 Years	20.9%	21.6%	22.2%	53,361	1,127,062	73,645,238
18 to 24 Years	9.1%	9.1%	9.1%	23,299	475,338	30,307,641
25 to 34 Years	11.8%	12.9%	13.7%	29,980	671,642	45,497,632
35 to 44 Years	11.6%	12.4%	13.1%	29,511	647,392	43,492,887
45 to 54 Years	12.2%	12.2%	12.3%	30,971	634,490	40,847,713
55 to 64 Years	14.1%	13.3%	12.8%	35,935	693,281	42,626,382
65 to 74 Years	12.0%	11.3%	10.0%	30,699	589,960	33,293,127
75 Years and Over	8.3%	7.2%	6.8%	21,117	373,609	22,676,920
Race: White	63.5%	64.1%	63.4%	161,847	3,339,447	210,875,446
Race: Black or African American	28.0%	25.3%	12.4%	71,286	1,318,630	41,070,890
Race: American Indian and Alaska Native	0.4%	0.3%	0.9%	992	16,823	2,924,996
Race: Asian	0.6%	1.7%	5.8%	1,487	89,723	19,352,659
Race: Native Hawaiian and Other Pacific Islander	0.1%	0.1%	0.2%	134	3,642	629,292
Race: Some Other Race	2.3%	2.7%	6.6%	5,902	142,798	21,940,536
Race: Two or More Races	5.2%	5.8%	10.7%	13,225	301,711	35,593,721
Hispanic or Latino (of any race)	7.0%	7.1%	19.0%	17,888	368,900	63,131,589
Population Growth						
Population (Pop Estimates) ⁴	—	—	—	258,263	5,373,555	334,914,895
Population Annual Average Growth ⁴	0.1%	1.2%	0.6%	336	60,709	1,885,495
People per Square Mile ⁴	—	—	—	71.7	178.7	94.8
Economic						
Labor Force Participation Rate and Size (civilian population 16 years and over)	54.9%	60.2%	63.3%	113,668	2,513,298	168,567,852
Prime-Age Labor Force Participation Rate and Size (civilian population 25-54)	76.8%	81.6%	83.0%	69,276	1,577,860	107,055,165
Work from Home	5.0%	10.0%	13.5%	5,277	237,424	21,267,373
Armed Forces Labor Force	0.1%	0.9%	0.5%	294	39,412	1,287,774
Veterans, Age 18-64	4.2%	5.8%	4.2%	6,245	180,043	8,410,268
Veterans Labor Force Participation Rate and Size, Age 18-64	69.7%	74.3%	77.0%	4,351	133,696	6,478,181
Median Household Income ²	—	—	—	\$55,370	\$66,818	\$78,538
Per Capita Income	—	—	—	\$30,851	\$37,993	\$43,289
Mean Commute Time (minutes)	—	—	—	25.1	25.6	26.6
Commute via Public Transportation	0.2%	0.4%	3.5%	220	10,086	5,528,841
Educational Attainment, Age 25-64						
No High School Diploma	13.6%	9.6%	10.0%	17,198	254,842	17,176,172
High School Graduate	34.2%	27.4%	25.0%	43,209	724,281	43,057,491

Summary¹

	Percent			Value		
	Upper Savannah WDA	South Carolina	USA	Upper Savannah WDA	South Carolina	USA
Some College, No Degree	18.1%	20.2%	19.3%	22,848	534,191	33,315,654
Associate's Degree	12.9%	10.5%	9.2%	16,346	276,602	15,894,085
Bachelor's Degree	13.8%	20.6%	22.8%	17,386	544,605	39,256,774
Postgraduate Degree	7.4%	11.8%	13.8%	9,410	312,284	23,764,438
Housing						
Total Housing Units	—	—	—	119,660	2,401,638	142,332,876
Median House Value (of owner-occupied units) ^{2,5}	—	—	—	\$158,950	\$236,700	\$303,400
Homeowner Vacancy	0.9%	1.0%	1.0%	631	15,717	850,724
Rental Vacancy	4.8%	8.3%	5.5%	1,434	54,196	2,605,688
Renter-Occupied Housing Units (% of Occupied Units)	27.6%	28.6%	35.0%	27,585	591,532	44,590,828
Owner-Occupied Housing Units (% of Occupied Units)	72.4%	71.4%	65.0%	72,354	1,478,858	82,892,037
Occupied Housing Units with No Vehicle Available (% of Occupied Units)	6.8%	5.7%	8.3%	6,795	117,832	10,602,826
Social						
Poverty Level (of all people)	16.9%	14.2%	12.4%	41,343	719,720	40,390,045
Households Receiving Food Stamps/SNAP	14.5%	10.5%	11.8%	14,504	217,015	15,004,950
Enrolled in Grade 12 (% of total population)	1.4%	1.2%	1.3%	3,455	64,573	4,405,676
Disconnected Youth ³	3.3%	2.9%	2.4%	433	8,046	420,352
Children in Single Parent Families (% of all children)	44.6%	38.4%	34.0%	22,049	404,096	23,701,745
Uninsured	10.3%	10.0%	8.6%	25,620	510,757	28,000,876
With a Disability, Age 18-64	12.0%	12.0%	10.7%	17,518	366,706	21,269,700
With a Disability, Age 18-64, Labor Force Participation Rate and Size	40.7%	42.6%	47.0%	7,135	156,318	10,001,264
Foreign Born	4.2%	5.6%	13.9%	10,610	293,556	46,108,901
Speak English Less Than Very Well (population 5 yrs and over)	2.8%	3.0%	8.4%	6,767	150,169	26,299,012

Source: [JobsEQ®](#)

1. American Community Survey 2019-2023, unless noted otherwise

2. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.

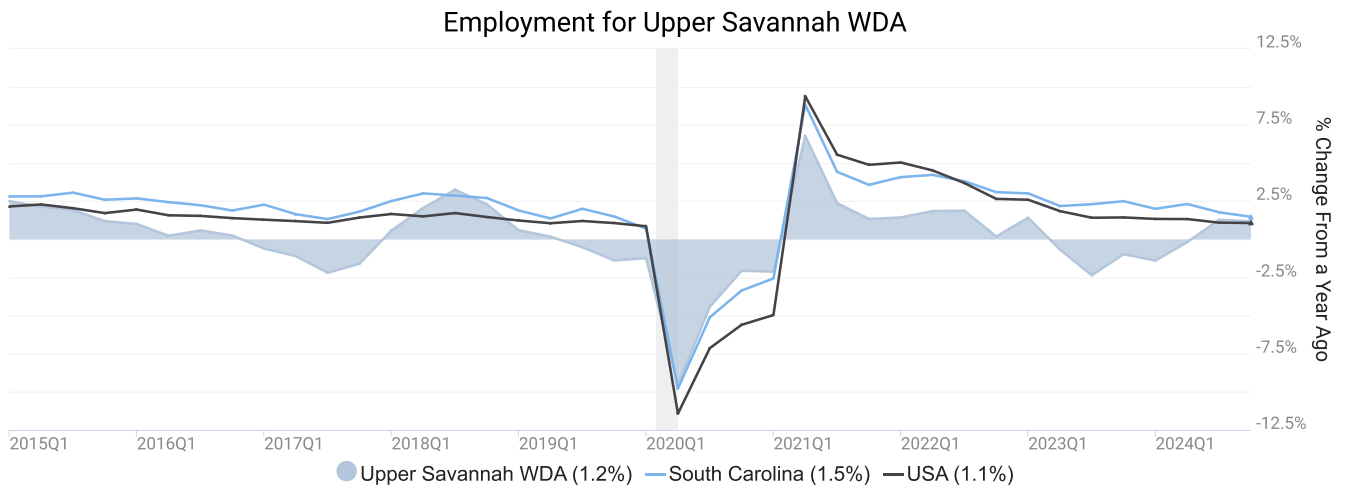
3. Disconnected Youth are 16-19 year olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.

4. Census Population Estimate for 2023, annual average growth rate since 2013.

5. The Census's method for calculating median house values changed with the 2022 data set, so pre-2022 values are not directly comparable with later data.

Employment Trends

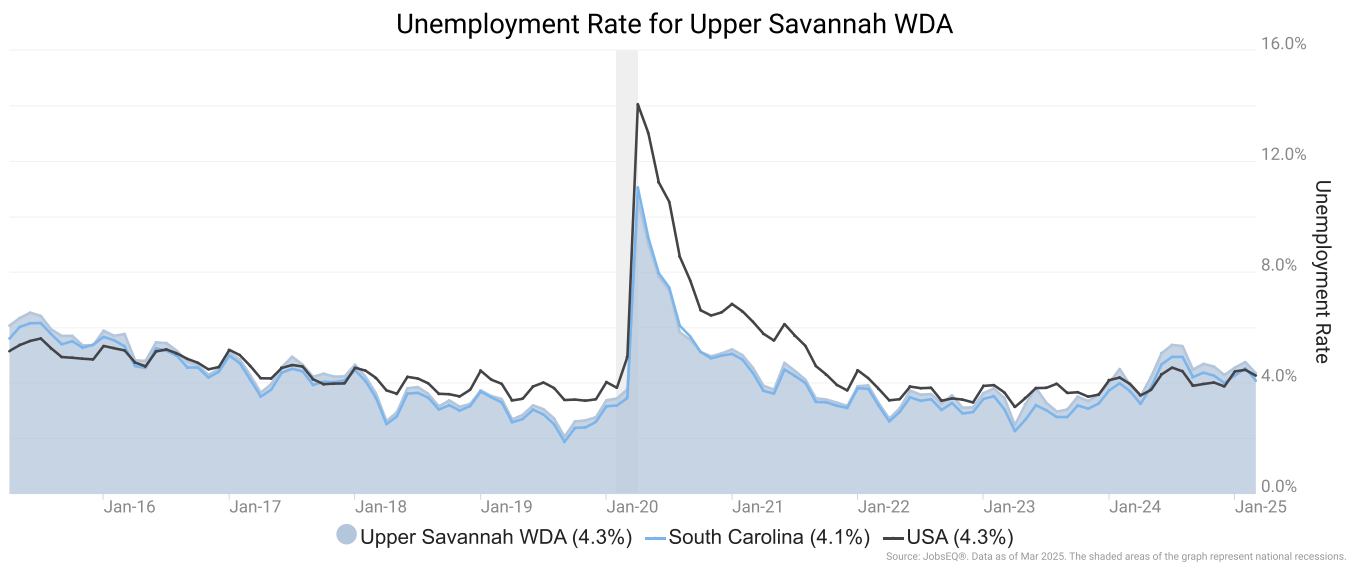
As of 2024Q4, total employment for the Upper Savannah WDA was 89,256 (based on a four-quarter moving average). Over the year ending 2024Q4, employment increased 1.2% in the region.



Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2024Q3 with preliminary estimates updated to 2024Q4.

Unemployment Rate

The unemployment rate for the Upper Savannah WDA was 4.3% as of March 2025. The regional unemployment rate was the same as the national rate of 4.3%. One year earlier, in March 2024, the unemployment rate in the Upper Savannah WDA was 3.9%.

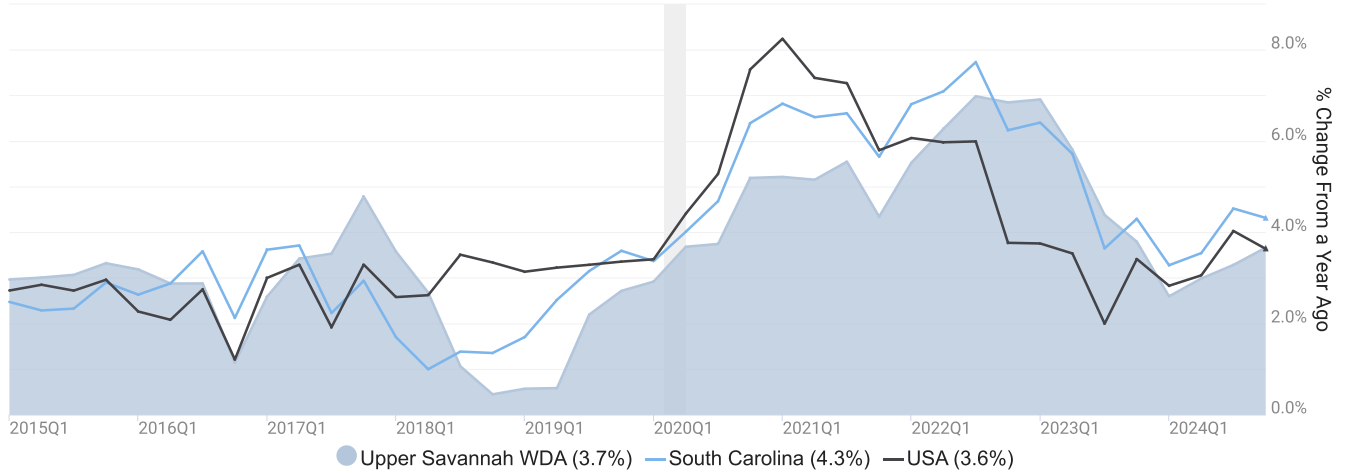


Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through March 2025.

Wage Trends

The average worker in the Upper Savannah WDA earned annual wages of \$49,202 as of 2024Q4. Average annual wages per worker increased 3.7% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$73,145 in the nation as of 2024Q4.

Average Annual Wages for Upper Savannah WDA



Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2024Q3 with preliminary estimates updated to 2024Q4.

Cost of Living Index

The Cost of Living Index estimates the relative price levels for consumer goods and services. When applied to wages and salaries, the result is a measure of relative purchasing power. The cost of living is 14.7% lower in Upper Savannah WDA than the U.S. average.

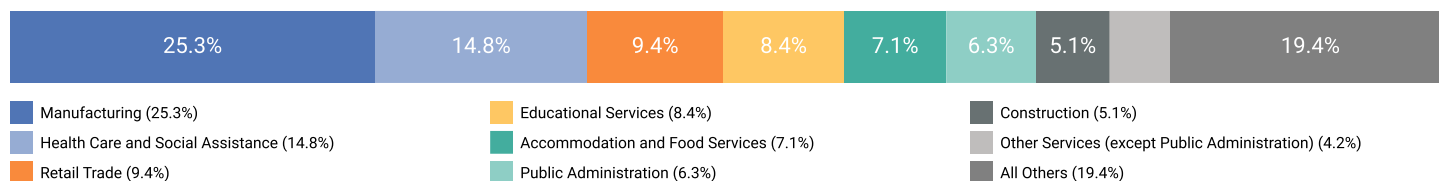
	Cost of Living Information		
	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
Upper Savannah WDA	\$49,202	85.3	\$57,692
South Carolina	\$58,950	92.8	\$63,558
USA	\$73,145	100.0	\$73,145

Source: [JobsEQ®](#)
Data as of 2024Q4
Cost of Living per [COLI](#), data as of 2024Q3, imputed by Chmura where necessary.

Industry Snapshot

The largest sector in the Upper Savannah WDA is Manufacturing, employing 22,597 workers. The next-largest sectors in the region are Health Care and Social Assistance (13,170 workers) and Retail Trade (8,430). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Manufacturing (LQ = 3.22), Agriculture, Forestry, Fishing and Hunting (2.58), and Utilities (1.93).

Total Workers for Upper Savannah WDA by Industry



Source: JobsEQ®
Data as of 2024Q4

Note: Figures may not sum due to rounding.

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2024Q3 with preliminary estimates updated to 2024Q4.

Sectors in the Upper Savannah WDA with the highest average wages per worker are Management of Companies and Enterprises (\$114,256), Wholesale Trade (\$78,102), and Utilities (\$73,057). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Educational Services (+716 jobs), Health Care and Social Assistance (+454), and Construction (+400).

Over the next 1 year, employment in the Upper Savannah WDA is projected to expand by 188 jobs. The fastest growing sector in the region is expected to be Arts, Entertainment, and Recreation with a +0.9% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+79 jobs), Construction (+26), and Accommodation and Food Services (+20).

Upper Savannah WDA, 2024Q4¹

NAICS	Industry	Empl	Current	5-Year History			1-Year Forecast				
			Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
31	Manufacturing	22,597	\$61,320	3.22	-1,307	-1.1%	2,269	839	1,439	-8	0.0%
62	Health Care and Social Assistance	13,170	\$54,152	0.98	454	0.7%	1,363	586	699	79	0.6%
44	Retail Trade	8,430	\$30,371	0.97	105	0.3%	1,118	483	667	-32	-0.4%
61	Educational Services	7,498	\$45,632	1.04	716	2.0%	710	318	384	9	0.1%
72	Accommodation and Food Services	6,307	\$19,015	0.81	242	0.8%	1,139	477	643	20	0.3%
92	Public Administration	5,616	\$50,701	1.34	108	0.4%	533	206	308	19	0.3%
23	Construction	4,550	\$56,500	0.85	400	1.9%	415	143	245	26	0.6%
81	Other Services (except Public Administration)	3,781	\$30,750	0.99	274	1.5%	450	176	254	20	0.5%
56	Administrative and Support and Waste Management and Remediation Services	3,571	\$34,371	0.66	-1,946	-8.3%	420	162	244	15	0.4%
11	Agriculture, Forestry, Fishing and Hunting	2,774	\$41,634	2.58	-266	-1.8%	339	161	179	-1	0.0%
48	Transportation and Warehousing	2,409	\$58,399	0.54	-232	-1.8%	275	106	155	13	0.5%
42	Wholesale Trade	1,971	\$78,102	0.59	-82	-0.8%	199	73	123	2	0.1%
54	Professional, Scientific, and Technical Services	1,933	\$63,356	0.30	200	2.2%	168	58	98	12	0.6%
52	Finance and Insurance	1,295	\$62,078	0.37	29	0.4%	109	41	66	2	0.2%
71	Arts, Entertainment, and Recreation	1,074	\$19,282	0.57	-119	-2.1%	167	63	95	9	0.9%
22	Utilities	895	\$73,057	1.93	97	2.3%	75	29	49	-3	-0.4%
53	Real Estate and Rental and Leasing	658	\$51,356	0.42	-12	-0.4%	64	28	35	1	0.1%
51	Information	519	\$61,303	0.30	47	1.9%	45	16	28	1	0.1%
55	Management of Companies and Enterprises	134	\$114,256	0.10	-55	-6.7%	12	4	7	0	0.4%
21	Mining, Quarrying, and Oil and Gas Extraction	76	\$65,357	0.23	-26	-5.7%	8	2	5	0	0.6%
Total - All Industries		89,256	\$49,202	1.00	-1,373	-0.3%	9,869	3,986	5,695	188	0.2%

Source: [JobsEQ®](#)

Data as of 2024Q4

Note: Figures may not sum due to rounding.

1. All data based upon a four-quarter moving average

Exits and transfers are approximate estimates based upon occupation separation rates.

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2024Q3 with preliminary estimates updated to 2024Q4. Forecast employment growth uses national projections adapted for regional growth patterns.

Occupation Snapshot

The largest major occupation group in the Upper Savannah WDA is Production Occupations, employing 13,908 workers. The next-largest occupation groups in the region are Office and Administrative Support Occupations (9,077 workers) and Transportation and Material Moving Occupations (7,655). High location quotients (LQs) indicate occupation groups in which a region has high concentrations of employment compared to the national average. The major groups with the largest LQs in the region are Production Occupations (LQ = 2.88), Farming, Fishing, and Forestry Occupations (1.90), and Installation, Maintenance, and Repair Occupations (1.20).

Occupation groups in the Upper Savannah WDA with the highest average wages per worker are Management Occupations (\$105,100), Healthcare Practitioners and Technical Occupations (\$90,800), and Legal Occupations (\$89,600). The unemployment rate in the region varied among the major groups from 1.3% among Legal Occupations to 7.5% among Farming, Fishing, and Forestry Occupations.

Over the next 1 year, the fastest growing occupation group in the Upper Savannah WDA is expected to be Healthcare Support Occupations with a +1.0% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Healthcare Support Occupations (+40 jobs) and Healthcare Practitioners and Technical Occupations (+28). Over the same period, the highest separation demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in Production Occupations (1,520 jobs) and Food Preparation and Serving Related Occupations (1,246).

Upper Savannah WDA, 2024Q4¹

SOC	Occupation	Current					5-Year History			1-Year Forecast				
		Empl	Mean Ann Wages ²	LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
51-0000	Production	13,908	\$45,500	2.88	934	5.4%	267	-1,353	-1.8%	1,494	555	965	-26	-0.2%
43-0000	Office and Administrative Support	9,077	\$42,000	0.87	435	3.5%	273	-576	-1.2%	938	429	553	-44	-0.5%
53-0000	Transportation and Material Moving	7,655	\$40,000	0.99	756	6.3%	383	-548	-1.4%	1,004	375	603	26	0.3%
41-0000	Sales and Related	6,629	\$43,300	0.86	524	5.5%	541	-235	-0.7%	847	378	497	-28	-0.4%
35-0000	Food Preparation and Serving Related	6,464	\$27,900	0.88	696	6.6%	450	103	0.3%	1,265	540	706	19	0.3%
11-0000	Management	6,269	\$105,100	0.91	125	1.8%	347	418	1.4%	540	206	308	26	0.4%
29-0000	Healthcare Practitioners and Technical	5,248	\$90,800	0.98	97	1.5%	860	44	0.2%	324	152	144	28	0.5%
25-0000	Educational Instruction and Library	4,801	\$55,400	0.99	135	2.7%	145	325	1.4%	420	192	218	10	0.2%
49-0000	Installation, Maintenance, and Repair	4,164	\$54,700	1.20	195	3.1%	279	56	0.3%	385	151	211	23	0.6%
31-0000	Healthcare Support	3,939	\$34,100	0.94	207	3.8%	221	344	1.8%	587	248	299	40	1.0%
47-0000	Construction and Extraction	3,424	\$49,500	0.86	330	5.6%	82	87	0.5%	308	107	181	20	0.6%
13-0000	Business and Financial Operations	3,281	\$75,500	0.57	113	3.0%	142	182	1.1%	284	93	176	15	0.5%
37-0000	Building and Grounds Cleaning and Maintenance	2,880	\$33,600	0.98	242	5.2%	149	-362	-2.3%	397	166	221	10	0.4%
39-0000	Personal Care and Service	2,382	\$32,800	1.03	155	5.1%	41	63	0.5%	423	155	253	15	0.6%
33-0000	Protective Service	1,857	\$47,800	0.96	73	3.2%	75	7	0.1%	186	72	110	4	0.2%
21-0000	Community and Social Service	1,654	\$49,500	0.99	54	3.4%	152	76	0.9%	157	62	84	11	0.6%
17-0000	Architecture and Engineering	1,568	\$87,400	1.11	38	2.3%	106	53	0.7%	115	40	66	9	0.6%

Upper Savannah WDA, 2024Q4¹

SOC	Occupation	Empl	Mean Ann Wages ²	Current			5-Year History			1-Year Forecast				
				LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
15-0000	Computer and Mathematical	1,117	\$87,300	0.39	46	3.2%	49	41	0.7%	70	25	40	5	0.5%
45-0000	Farming, Fishing, and Forestry	975	\$40,700	1.90	77	7.5%	4	-122	-2.3%	144	59	87	-1	-0.1%
27-0000	Arts, Design, Entertainment, Sports, and Media	960	\$50,800	0.59	33	4.1%	88	21	0.4%	98	40	55	3	0.3%
19-0000	Life, Physical, and Social Science	592	\$76,200	0.73	16	3.2%	69	1	0.0%	57	10	44	3	0.6%
23-0000	Legal	414	\$89,600	0.56	6	1.3%	6	3	0.1%	25	10	14	1	0.3%
Total - All Occupations		89,256	\$52,900	1.00	5,287	4.4%	4,728	-1,373	-0.3%	10,076	4,063	5,833	179	0.2%

Source: [JobsEQ®](#)

Data as of 2024Q4 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Data based on a four-quarter moving average unless noted otherwise.

2. Wage data represent the average for all Covered Employment

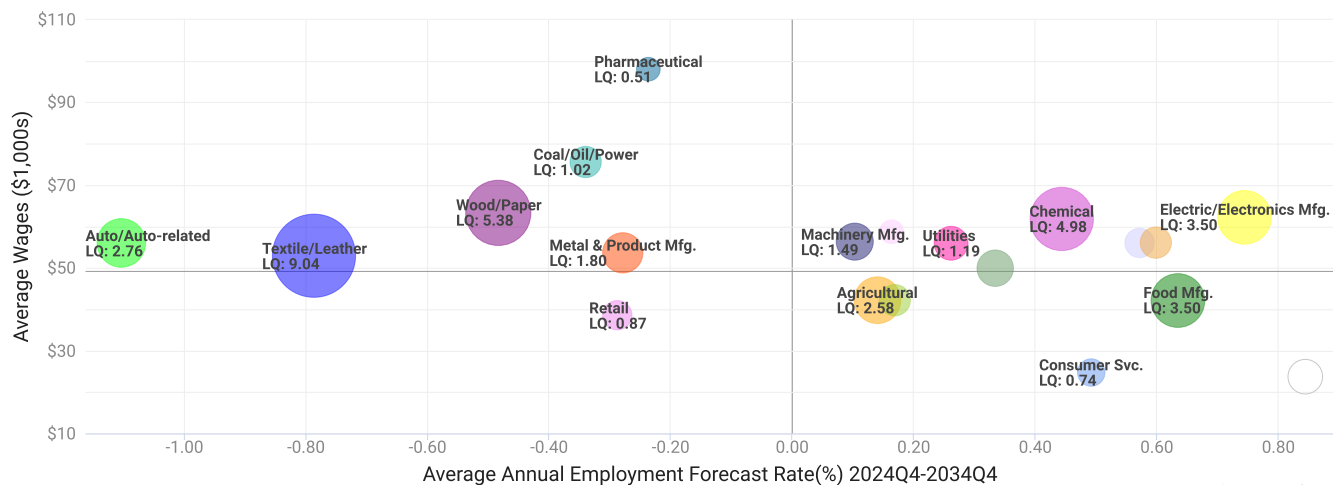
3. Data represent found online ads active within the last thirty days in the selected region. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list). Ad counts for ZCTA-based regions are estimates.

Occupation employment data are estimated via industry employment data and the estimated industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2024Q3, imputed where necessary with preliminary estimates updated to 2024Q4. Wages by occupation are as of 2024 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Industry Clusters

A cluster is a geographic concentration of interrelated industries or occupations. The industry cluster in the Upper Savannah WDA with the highest relative concentration is Textile/Leather with a location quotient of 9.04. This cluster employs 1,557 workers in the region with an average wage of \$52,959. Employment in the Textile/Leather cluster is projected to contract in the region about 0.8% per year over the next ten years.

Industry Clusters for Upper Savannah WDA as of 2024Q4

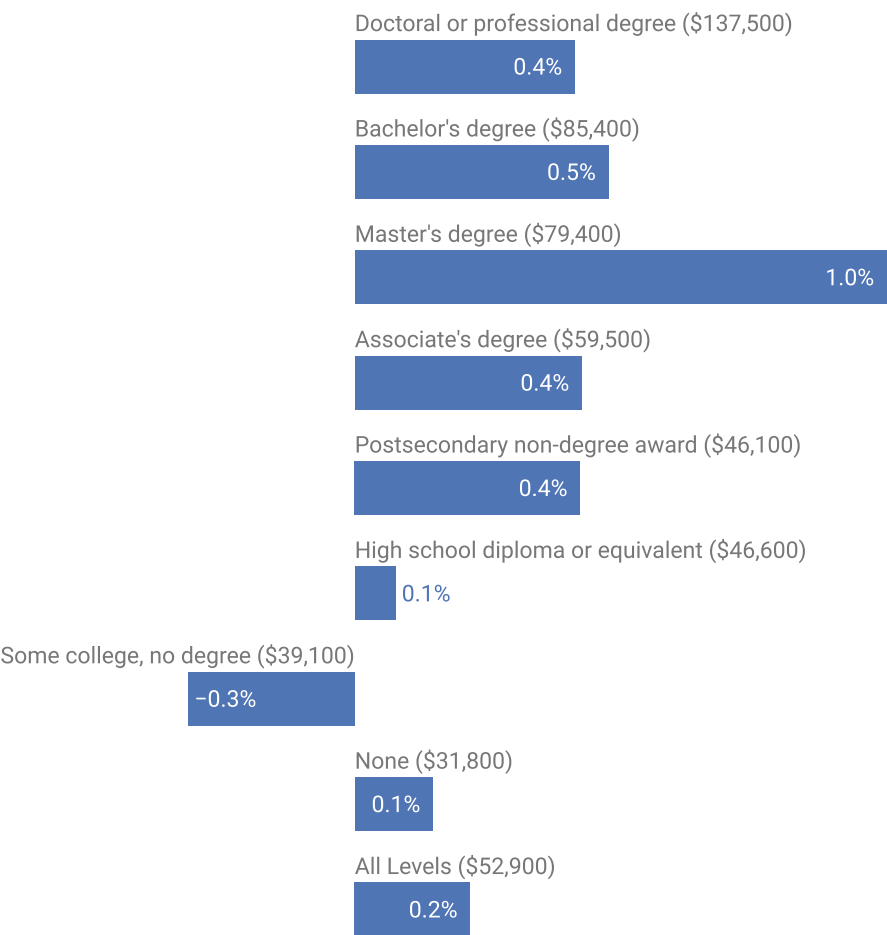


Location quotient and average wage data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics, imputed where necessary, and updated through 2024Q3 with preliminary estimates updated to 2024Q4. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Education Levels

Expected growth rates for occupations vary by the education and training required. While all employment in the Upper Savannah WDA is projected to grow 0.2% over the next ten years, occupations typically requiring a postgraduate degree are expected to grow 0.4% per year, those requiring a bachelor’s degree are forecast to grow 0.5% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 0.4% per year.

Annual Average Projected Job Growth by Education Levels

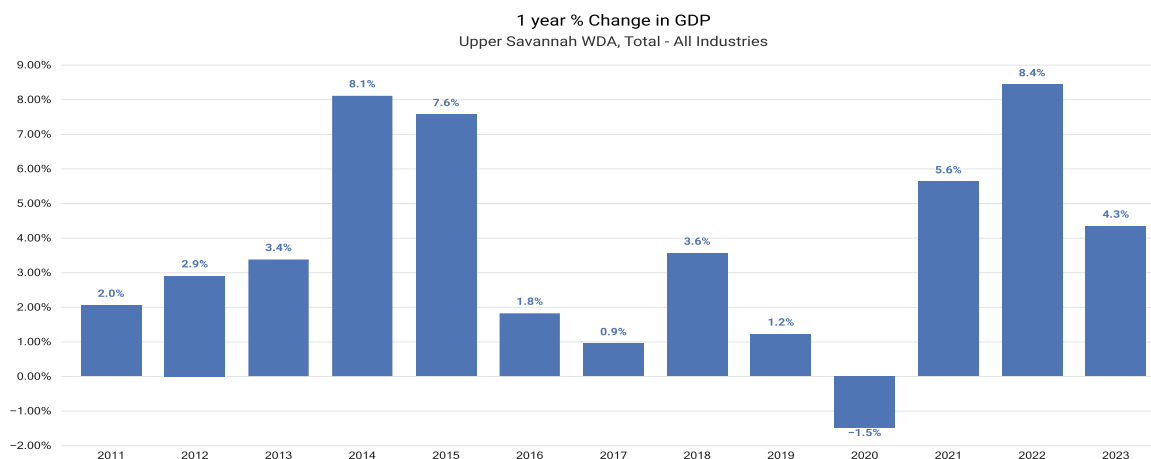


Source: JobsEQ®
Data as of 2024Q4

Employment by occupation data are estimates are as of 2024Q4. Education levels of occupations are based on BLS assignments. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Gross Domestic Product

Gross Domestic Product (GDP) is the total value of goods and services produced by a region. In 2023, nominal GDP in the Upper Savannah WDA expanded 4.3%. This follows growth of 8.4% in 2022. As of 2023, total GDP in the Upper Savannah WDA was \$9,203,384,000.



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2023.

Of the sectors in the Upper Savannah WDA, Manufacturing contributed the largest portion of GDP in 2023, \$3,026,840,000. The next-largest contributions came from Health Care and Social Assistance (\$1,120,098,000); Retail Trade (\$624,403,000); and Educational Services (\$592,559,000).

GDP (in \$ millions)

Upper Savannah WDA, 2023

Manufacturing (31)

\$3,027

Health Care and Social Assistance (62)

\$1,120

Retail Trade (44)

\$624

Educational Services (61)

\$593

Real Estate and Rental and Leasing (53)

\$584

Public Administration (92)

\$488

Construction (23)

\$450

Wholesale Trade (42)

\$441

Transportation and Warehousing (48)

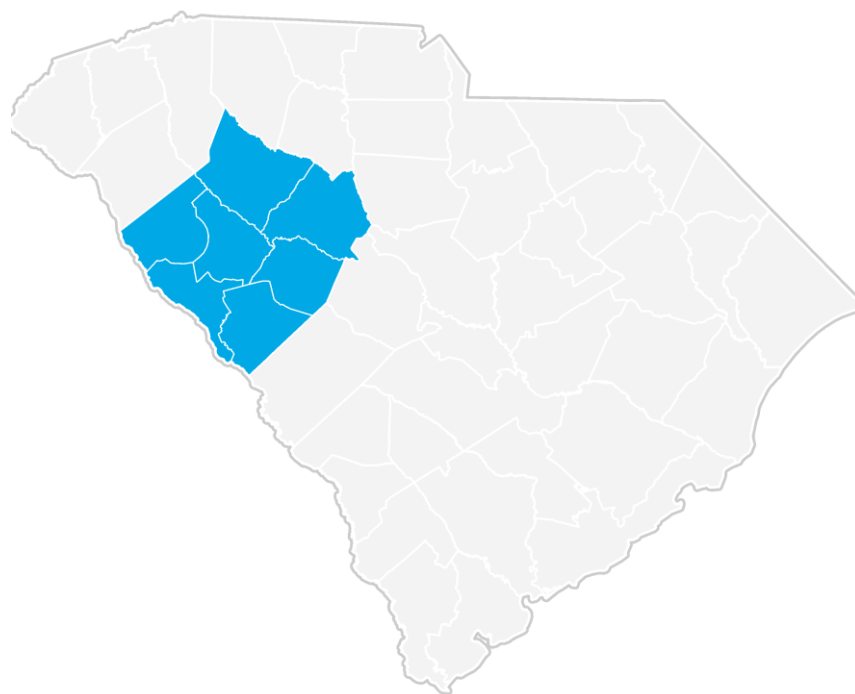
\$265

Other Services (except Public Administration) (81)

\$248

Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2023.

Upper Savannah WDA Regional Map



Region Definition

Upper Savannah WDA is defined as the following counties:

Abbeville County, South Carolina
Edgefield County, South Carolina
Greenwood County, South Carolina
Laurens County, South Carolina

McCormick County, South Carolina
Newberry County, South Carolina
Saluda County, South Carolina

FAQ

What is a location quotient?

A location quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

What is separation demand?

Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. The total projected demand for an occupation is the sum of the separation demand and the growth demand (which is the increase or decrease of jobs in an occupation expected due to expansion or contraction of the overall number of jobs in that occupation).

What is a cluster?

A cluster is a geographic concentration of interrelated industries or occupations. If a regional cluster has a location quotient of 1.25 or greater, the region is considered to possess a competitive advantage in that cluster.

What is the difference between industry wages and occupation wages?

Industry wages and occupation wages are estimated via separate data sets, often the time periods being reported do not align, and wages are defined slightly differently in the two systems (for example, certain bonuses are included in the industry wages but not the occupation wages). It is therefore common that estimates of the average industry wages and average occupation wages in a region do not match exactly.

What is NAICS?

The North American Industry Classification System (NAICS) is used to classify business establishments according to the type of economic activity. The NAICS Code comprises six levels, from the “all industry” level to the 6-digit level. The first two digits define the top level category, known as the “sector,” which is the level examined in this report.

What is SOC?

The Standard Occupational Classification system (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 804 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 22 major groups, 95 minor groups, and 452 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

About This Report

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