We create wisdom by providing workforce information for economic prosperity in South Carolina.

South Carolina Workforce Information Grant

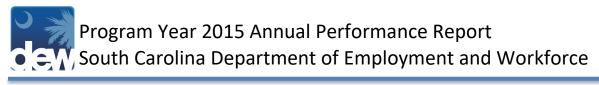Annual Performance Report
Program Year (PY) 2015

South Carolina Department of Employment & Workforce
Business Intelligence Department

Table of Contents

Introduction

This report describes the activities and accomplishments during Program Year 2015 (July 2015 to June 2016) as required by the Training and Employment Guidance Letter (TEGL) No 39-14. This report outlines the progress for each of the core products and services.

The Workforce Information Grant (WIG) is a critical funding source as it supports many value-added labor market Information products and service. Such products and services include populating Workforce Information Database (WIDb) core tables, maintaining the South Carolina Business Intelligence website (www.scworkforceinfo.com), providing real-time data analysis, collection and delivery of fundamental analyses of the economy and workforce, and ongoing communication with a wide range of customers.

South Carolina completed all core deliverables in Program Year 2015 as outlined in the TEGL No. 39-14. In addition to maintaining the WIDb and Business Intelligence website, the Business Intelligence Department (BID) responded promptly to customer inquiries.

To meet customer needs, the South Carolina BID was fully engaged in identifying labor market information requirements by providing real-time, customized products such as workforce and economic development products to assist with the state's unified plan under the Workforce and Innovation Opportunity Act (WIOA). We have used findings from customer feedback, and indirect contact through emails to develop quality products and services.

Deliverables and Requirements

Workforce Information Database (WIDb)

The South Carolina BID upgraded our workforce information database (WIDb) to the required 2.6 version and all core data tables were kept current with the latest data as it became available. The BID populated the licensing data tables and submitted them to the National Crosswalk Service Center on August 30, 2016. Moving forward, South Carolina will submit these tables annually, exceeding the required two-year deliverable. Additionally, BID incorporated InfoGroup's 2016 2nd Edition Employer Contacts files as an online tool and distributed the free DVD to eight of the twelve Local Workforce Development Boards (LWDAs) to assist in improving employer engagement.
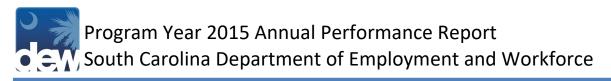
Non-standard tables

In addition to the twelve core tables, BID continued to maintain 28 additional data tables to support new products to satisfy our customer needs.

The WIDb is the source of data for the South Carolina Business Intelligence website and was used for data extractions for special requests from state agencies, the governor's office, state and region workforce boards, educators, and local economic development councils. In addition, the WIDb is the source for several real-time data reports. South Carolina's BID employed one full-time position dedicated to keeping the WIDb core and non-core data tables current and interconnected with our information delivery applications, data warehouse, and webhost.
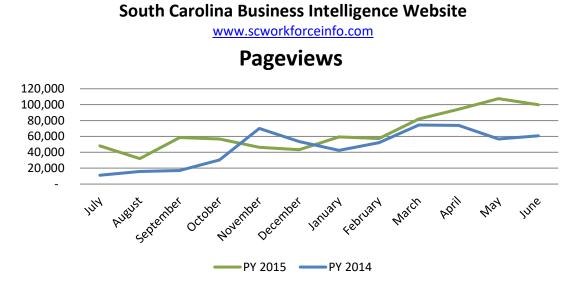
Training

Geographic Solutions, our webhost, implemented the release of version 15.1 which included enhancements to our website. "How To" instructions were provided to staff to ease the transition between versions 14.0 and 15.1. Additionally, BID made 28 appearances to over 1000 customers providing guidance on what is and how to use LMI data, and where to find it on our website.

Business Intelligence Website

BID maintained the website as the online source for real-time labor market analysis, analytical tools, and reports. Information was kept up to date, with revisions generally done the same day as released. To keep the site as current as possible, we continued to utilize the Bureau of Labor Statistics (BLS) calendar of data updates uploaded into Microsoft Outlook Calendar and received alerts through the BLS mailing list. Additionally, we published a release calendar on the BID website. Products and services were updated as they became available.
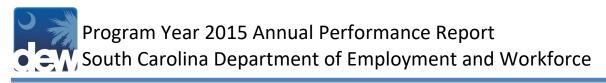
The site had an average of 65,436 page views over the Program Year (PY) 2015. Our highest traffic months were April 2016, May 2016, and June 2016. This was a 41 percent increase in traffic over last program year.

South Carolina Business Intelligence Website
www.scworkforceinfo.com

Pageviews

Also, the WIDb was used to provide workforce information for the South Carolina Works labor exchange system. Data from the WIDb was used to make current and targeted workforce information available for jobseekers and businesses through the SCWorks website.

Publications made available through our website are provided in the Appendix with links.

For customers who may not be as computer savvy, we provide *The BID Data Map* as a navigation tool to assist users in finding their data needs on our website. The tool provides step-by-step instructions to retrieve the information from the website. In addition to the Data Map, we also provides a "Quick Menu" to answer the most frequently asked questions. The questions are categorized and hyperlinks take the customer directly to the data they are seeking.

Industry and Occupation Projections

The Industry and Occupation Statewide 2015-2017 Short-term Employment Projections were released in February 2016 and the 2014-2024 state Long-term Employment Projections were released in June 2016. The Projections Managing Partnership (PMP) System's methodology, software, tools and guidelines, as well as input from economic development officials, and university economists were used to form the projections.

In an effort to enrich the projections, BID presented the industry findings to reviewers to share their expert comments regarding the state industry projections to ensure an accurate picture of South Carolina's economy.

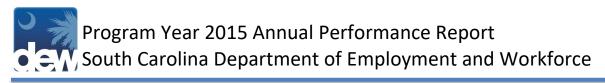*Products utilizing projection data*

During the program year, staff in Business Intelligence Department regularly provided publications and information to a substantial number of schools, colleges, and others through the website, emails, presentations, workshops, and conferences. The following are products utilizing projections data:

*Presentation/Group	Targeted Audience
Palmetto State School Counselors Association	School Counselors
Marlboro High School	Students, Career Professionals
Three Rivers (Lexington District 2)	At-risk students
Horry County Schools	CDF Candidates
Richland 2 Charter Schools	Online Students and Parents
School for Deaf and Blind	CTE Instructors
Chapin High School	Teachers/Counselors
Ridgeview High Scholl	Carolina Alliance for Technology
Fulmer Middle School	Students and Teachers
Jobs for America's Graduates	JAG Students
Chester Rotary	Community Out-reach
Commission for the Blind	Workforce Developers, Staff
Education and Business Summit	Educators and Employers
State Youth Coordinators	State Youth coordinators
Greenville School District CDFs	CDF Counselors
LMI for CDFs	State Staff
Adult Education career counselors	Career Development Facilitators
Cross High School Career Night	Students and Parents
MEBA Hot Jobs Expo	Career Counselors in Midlands
LWDB Administrators Association	Board Administrators
Aiken School District CDFs	CDF Counselors

*Presentation/Group	Targeted Audience
Greenville School District CDFs	CDF Counselors
Richland 1 Adult Ed Students	adult ed students
Florence School District CDFs	CDF Counselors
SC Career Guidance and Placement Association	Career Counselors
Regional Identification	Policy makers
Region Identification Webinar	WIOA Stakeholders
Labor Market Occupations	Student and Parents
Sector Strategies Institute	SC WIOA Regions
Sector Strategies Institute	SC WIOA Regions
Pee Dee Conference Call Presentation	Pee Dee WIOA Region

*Other Products	Targeted Audience
Career Exploration	Jobseekers
The Future of STEM	Jobseekers, Students, Educators,
Business Intelligence for DSS	Partner Staff
SC Job Outlook	Jobseekers
South Carolina Employment Status and Trends	Employers, Economic Developers
Hot Jobs	Jobseekers
Bright Future Occupations	Jobseekers, Students
Growing and Declining Industries	Economic Developers
Top 20 Fastest Growing Occupations	Educators, Jobseekers
Occupational Outlook by WIA and State	Educators, Jobseekers
Long-term Supply and Demand Analysis	Educators, Policy Makers

*all presentation and product links are located in the Appendix

Publications and Products

The South Carolina BID conducted scores of analyses on behalf of a variety of requirements by WIOA. Such analyses included Skills Gap Analysis, Occupational Profile, Regionalism, Economic Outlook, Unfilled Jobs Report, and other LMI data requests from our customers for the expansion of the state's unified plan.
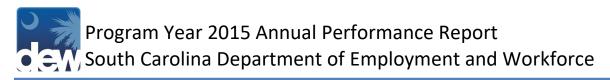
Economic Analyses

The *Skills Gap Analysis* for South Carolina covered the topic from a broad perspective as well as in detail using numerous data sources from a supply versus demand perspective. The data-driven approach was meant to yield a greater understanding and clarity of the topic to assist stakeholders when writing the State Unified Plan for WIOA.

South Carolina Economic Trends publication presented information regarding economic trends in South Carolina, including seasonally-adjusted employment, consumer price index, building permits, and unemployment insurance claims.

The Needs Assessment report outlined the population and workforce situation in select school districts, looked at workforce supply and demand (both short- and long-term), and analyzed any gaps that existed. This information will better equip school districts in preparing our future workforce.

Priority Populations was a list of targeted populations from the WIOA. BID provided executive summaries containing data on characteristics for the following populations: people with disabilities, veterans, youth with barriers, the long-term unemployed, ex-offenders, and the homeless. The characteristics included population, population by age, labor force participation rate, poverty status, education data, school enrollment, teen pregnancy rates, foster care populations, type of disability, and other characteristics deemed helpful to the analysis. This data was shared with the Priority Populations Subcommittee of the South Carolina State Workforce Development Board to help in determining resource allocation priorities. BID staff also attended meeting to introduce and explain the data and were available for any questions or concerns.

Sector Strategies are partnerships of industry leaders, government, education, training, economic development, labor, and community organizations coming together to focus on the workforce needs of an industry. BID gathered data sets to determine sectors to provide industry knowledge to stakeholders. BID is an active member of the workgroup to assist with any data needs and present findings.

Monthly Reports

In continuing efforts to provide real-time labor market information data, BID maintained the *Community Profile Reports*. These reports are comprehensive, containing a variety of economic, demographic, industry, occupation, and educational data. The *Community Profile Reports* provided data for counties, local workforce development areas, metropolitan statistical areas, and the State. Newly created this year, were profiles on workforce regions to assist the newly developed WIOA regions. These reports are available for download through the BID website at www.scworkforceinfo.com. Since they are produced online through the WIDb, they always contain the latest available information. These reports have proven useful for the economic development, workforce development, education communities, and local/region development area planning. In addition, they are an easily accessible resource for SCDEW staff, job seekers, and students to learn about career opportunities and the economy in their areas.

Economic Profiles – Regional Alliances provide an economic profile of the various regional alliances throughout the state.

Governor's Dashboard is a graphic indicator that monitors South Carolina's economy and is delivered monthly for the Governor's review.

Labor Supply verses Demand by LWDA is a monthly report consisting of job advertisements on the internet and labor force employment.

A combination of the WIDb and other data sources were consumed for monthly publications such as *Labor Supply vs Demand*, *Economic Outlook Monthly Newsletter* (a collaborative effort with the South Carolina Department of Commerce), and *Insights* (BID's monthly newsletter) .

Annual products

Each program year, we update several of our most popular brochures and flyers. These products are useful to educators, jobseekers, and workforce and economic developers.

Job Journeys is a tool showcasing the progression of a career from jobs available "Now" (requiring a high school diploma or GED), "Next" (requiring 2-4 years of education beyond high school), and "Later" (4 or more years of education beyond high school). The eight one-page flyers are for targeted industry clusters in South Carolina. This link is an example of one, and the remaining seven are available on our website (see Appendix).

20 Fastest Growing Jobs (11" x 14" poster) includes projected occupations by education level and wages.

The More you Learn, The More you Earn one-page flyer shows our audience how education affected their earning power.

SC Works Center Half-Page Jobseeker Fliers includes information useful to jobseekers such as: What is the minimum wage in South Carolina? How to pick a good career, and Where can jobseekers get training?

The South Carolina Job Outlook brochure presents general career information for various high-growth occupations arranged by education level and/or training.

The Good Jobs That Don't Require a 4-year Degree brochure provides useful information for jobseekers that may not be ready for a four-year degree.

The *Occupational Outlook* flyers present information regarding the top 20 fastest-growing occupations, top 20 occupations with the greatest number of job openings, and the top occupations by education level in South Carolina and for the LWDAs.
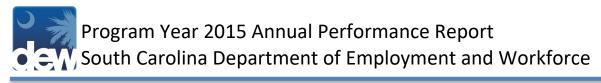
Need a New Career publication presents jobs that require up to two years of training, along with their average hourly wage in South Carolina.

Need A Job in A Hurry is another jobseeker flyer that presented jobs that require a high school diploma or GED, along with the average hourly wage.

The Future of Science, Technology, Engineering, and Mathematics (STEM) Jobs in South Carolina report includes the top 15 STEM occupations with wages and educational requirements.

STEM Supply-Demand in South Carolina is an analysis of STEM supply and demand in South Carolina. This analysis defines STEM occupations, measures the employer demand, and looks at STEM-related degrees awarded to determine if South Carolina has balance or mismatch.

Job Change Dynamics is a publication shows the job-to-job changes for South Carolina workers by origin and destination.

Customer Consultation

South Carolina increased its level of outreach activity through significant efforts to be in the field making presentations on employment statistics, job forecasts, wages, and other labor market information. Outreach was also increased by providing training to encourage workforce professionals in utilizing BID products and services for strategic delivery of services.

During PY 2015, the South Carolina Business Intelligence Department continued to work closely with state and local education officials, workforce development boards, economic development agencies, and businesses to provide them with information that would enhance their goals to bring new employment establishments to the state, develop education and training alternatives for jobseekers, and create sustainable jobs for South Carolina.

Activities undertaken to meet customer needs

As the BID staff delivered quality assistance to our customers, the local workforce development areas and DEW staff received particular attention. The resources they consumed were shared with customers, partners, and stakeholders, thereby expanding the reach of data valuable for each of their regions. These efforts permit the leverage of time, talent, and resources to impact and assist the greatest number of customers across the state.

There was continued interest in information and training provided by BID. Customers asked for speakers and/or trainers at conferences and meetings. BID staff delivered 31 presentations to education-related audiences of parents, students, and counselors, as well as at conferences for workforce professionals and employers.

With BID staff more visible to our customers, we witnessed a significant increase in data requests this program year. BID produced 1,251 products compared to 771 in Program Year 2014.

Tools and resources

*Presentation/Group	Targeted Audience
Palmetto State School Counselors Association	School Counselors
Marlboro High School	Students, Career Professionals
Three Rivers (Lexington District 2)	At-risk students
Horry County Schools	CDF Candidates
Richland 2 Charter Schools	Online Students and Parents
School for Deaf and Blind	CTE Instructors
Chapin High School	Teachers/Counselors
Ridgeview High Scholl	Carolina Alliance for Technology

Fulmer Middle School	Students and Teachers
Jobs for America's Graduates	JAG Students
Chester Rotary	Community Out-reach
Commission for the Blind	Workforce Developers, Staff
Education and Business Summit	Educators and Employers
State Youth Coordinators	State Youth coordinators
Greenville School District CDFs	CDF Counselors
LMI for CDFs	State Staff
Adult Education career counselors	Career Development Facilitators
Cross High School Career Night	Students and Parents
MEBA Hot Jobs Expo	Career Counselors in Midlands
LWDB Administrators Association	Board Administrators
Aiken School District CDFs	CDF Counselors
Greenville School District CDFs	CDF Counselors
Richland 1 Adult Ed Students	adult ed students
Florence School District CDFs	CDF Counselors
SC Career Guidance and Placement Association	Career Counselors
Regional Identification	Policy makers
Region Identification Webinar	WIOA Stakeholders
Labor Market Occupations	Student and Parents
Sector Strategies Institute	SC WIOA Regions
Pee Dee Conference Call Presentation	Pee Dee WIOA Region

Total attendance from presentation this program year was 1,937 a 33% increase over the last program year.

Efforts to create and support partnerships and collaborations

Attendance at periodic Career Development Facilitator (CDF) Professional Development meetings sponsored by the local education and business alliance and conducted at a local community college provided the opportunity to network with employers and career counselors (from high schools, colleges and social assistance agencies/groups) to determine planning needs.

Presentations at meetings sponsored by the Regional Education Centers in the state kept the communication and collaboration going between educators, Regional Education Advisors (working for the SC Department of Commerce) and DEW staff. Employers at these meetings also added to the sharing of ideas and supporting partnerships.

Statewide partner meetings, workgroups, and presentations provided an opportunity to showcase LMI and how our partners may use LMI data for WIOA planning. The distribution of labor market information exposed SC Tech College Systems, SC Department of Education, Office of Adult Education, Commission for the Blind, Vocational Rehabilitation, and other partners to data guided policies.
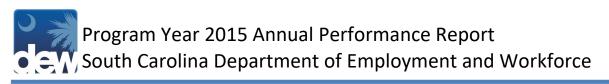
Activities to leverage LMI-WI funding

The SC BID joined the LMI Institute in addition to continued involvement with the Council for Community and Economic Research (C2ER) as funding was available for training opportunities. C2ER is a national organization for state and local economic researchers. Participation with the LMI Institute and C2ER has provided valuable insights and networking opportunities that have helped advance BID operations. Staff was able to utilize discounts and credits to apply to webinars/conferences given by different providers through the organization as a result of the alliance.

Webinars	Training Providers
Webinar: Career Pathways in Manufacturing: Rethinking the Pipeline with the End in Mind	US Dept. of Education
Webinar: Social Media 101: A Roadmap to Winning Customers	AARP
Webinar: Developing Strategy for Effective Employer Engagement	Social Solutions/Child Trends/Urban Institute
Webinar: Connecting Credentials	American Council on Education
Change Your Frame: Customer Service Training (Part 4 of 6)	SC Department of Employment & Workforce
Webinar: Integrating Employability Skills into Everyday Instruction	College & Career Readiness & Success Center/RTI International/Center on Great Teachers & Leaders/American Youth Policy Forum
Webinar: WIOA 101: Top 8 Soft Skills for Youth	Conover Company

Programs	
Hot Jobs Expo	Midlands Education and Business Alliance
Webinar: Certifications and Credentials	CEUonestop.com
Webinar: Aligning Curriculum with Jobs for Students	Competency-Based Education for Community Colleges
Webinar: Advising Adult Learners	Adult College Completion Network
Webinar: Career Pathways: From Ideas to Action, Tools for States	American Youth Policy Forum
Webinar: Flexible Credentialing Pathways Leading to Family-Sustaining Jobs	Corporation for a Skilled Workforce
Webinar: Developing a Common Language for Connecting Credentials	Corporation for a Skilled Workforce
Change Your Frame: Customer Service Training (Part 5 of 6)	SC Department of Employment & Workforce
Share Fair Nation: Classroom Intensives	SC Department of Education
Webinar: How to make powerful infographics	Presentation Export
Webinar: Who is leading with soft skills?	Anne Arundel Workforce
Webinar: Moving the Needle for First generation College Students	American Youth Policy Forum
GCDF Professional Development Workshop	Midlands Education and Business Alliance
Change Your Frame: Customer Service Training (Part 6 of 6)	SC Department of Employment & Workforce
Palmetto State School Counselors Conference	Palmetto State School Counselors Association
SCCGPA Fall Conference	South Carolina Career Guidance and Placement Association
Webinar: Online Portfolios and Micro-Credentials Virtual Discussion	LINCS Learning Group
LED Webinar	C2ER
Using LEHD Data for Econ Dev	C2ER
Using Real Time Data for WIOA Occs & Inds	Geog Solns
Economic Outlook Conf	USC
WOS Version 16	Geog Solns
Spatial Struct of Amer Employ	C2ER
Annual LED Conference	US Census Bureau
Sector Strategy Institute	Maher & Maher
SCYES Education Conference	SC Dept of Education
PMP Training Summit	PMP Consortium
LED Viz Job to Job Flows	C2ER
LED Using Job to Job Data for Reg Analysis	C2ER

Recommendations to ETA for changes to the WIG requirements

South Carolina would like more guidance on career pathways to assist in providing data driven guidance to state, local, and region workforce boards.

Appendix

Business Intelligence Website

Publications Main Page

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2014 Occ by ed level 1 table BLS.xls
2016 Wage Conversion.pdf
Adult Ed evals Sept 2015.pdf
Chapin HS Teachers PD TU Mar 2016.pdf
Community Profile Desk Reference rev 2015.pdf
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Job Openings by Ind 2015.xlsx
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QWI Indust Size by Educ.xlsx
QWI Indust Size by Worker Age.xlsx
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Allendale Cty Schools Needs Assess Feb 2016 FINAL.pdf
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Benefits-table01a.pdf
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Positions Descriptions_readysc.docx
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Beaufort Occupations.pdf
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Project Atlas - Candidates and Wages.pdf
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Project Atlas - Greenville Area 2014 Employment & Wages Only.pdf
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Resume Totals by Occupation Codes - June 11th 2015 through December 7th 2015.xlsx
Project Croissant.pdf
Project Croissant_RFI vSC.pdf
Project Eagle - Occupational Comparisons.pdf
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Project FMI Gville-Tony Jan 2016.xls
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Project Fresh Market.pdf
Resumes by Desired Salary and Occupation Codes - August 5 2015 through January 31 2016.xlsx
Project Hot Springs.pdf
Project KIYA Resume Totals by Occupation Codes - 12052015_06022016.xlsx
Project KIYA.pdf
Project Lead.pdf
Project Liberty.pdf
Project Mal.doc

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Project Mathews.pdf

Resumes by Desired Salary and Occupation Codes - June 11th 2015 through December 7th 2015.xlsx

Sel Occs.xlsx

Project Pebble.pdf

Project Red.pdf

Project Stallion.pdf

Resume Totals by Occupation Codes - May 15th 2015 through November 10th 2015.xlsx

Resume Totals by Occupation Codes - September 11th 2015 through March 10th 2016.xlsx

oes_research_2015_sec_42-44-45.xlsx

SC Staffing Patterns for 423900.pdf

Upstate Transportation Distribution Occ Proj.pdf

Figure 16_UnifiedPlan.xlsx

Greenwood Zip 29649 Worker Profile.xlsx

GVL County Commuting to Counties 2012 Primary Jobs.xlsx

Mfg Supply & Demand.pdf

Greenwood Zip 29649 Worker Profile.xlsx

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5820 -- HWOL Aug 2015.pdf

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5852 - HWOL press_Dec 2015.pdf

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HWOL March 2 2016.pdf

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HWOL May 4 2016.pdf

HWOL Nov 2015.pdf

HWOL Press Release Sept 30 2015.pdf

HWOL Labor Supply vs Demand June 2015.docx

Unemployed_Job Openings May 2015.xlsx

Unfilled Jobs in South Carolina_LWDA_May2016.docx

Unfilled Jobs in South Carolina_Oct2015.docx

Unfilled Jobs in South Carolinabycounty_May2015.pdf

Unfilled Jobs in South CarolinaMidlands_May2015.docx

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The Long Term Unemployed 2016_tcm.docx

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ACS_14_1YR_S1811.xlsx

ADM_REL_FromBASEPOP_FY15.pdf

RecidivismRatesofInmatesReleasedduringFY2007-FY2012.pdf

SCDC_FAQs_April_2016.pdf

State_of_Homelessness_2015_FINAL_online.pdf

gp14_26.pdf

ACS_14_1YR_S2101.xlsx

ACS_14_1YR_S0901.xlsx

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Civil Engineer.htm

Electrical Engineer.htm

Engineer Supply-Demand.docx

Industrial Engineer.htm

Mechanical Engineer.htm

Nuclear Engineer.htm

SCDEW_LMI_SupplyDemand B.xlsx

SCDEW_LMI_SupplyDemand.xlsx

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SC Job-to-Job Change Dynamics.pdf

SC WIOA Regional Commuting Patterns - Part 1.pdf

SC WIOA Regional Commuting Patterns - Part2.pdf

SC WIOA Regional Commuting Patterns - Part3.pdf

SC WIOA Regional Commuting Patterns - Part4.pdf

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InOut Pee Dee.xlsx

InOut South Coast.xlsx

SC WIOA Regional Commuting Patterns - Part 1 - 2014.pdf

SC WIOA Regional Commuting Patterns - Part2 - 2014.pdf

SC WIOA Regional Commuting Patterns - Part3 - 2014.pdf

SC WIOA Regional Commuting Patterns - Part4 - 2014.pdf

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InOut Central.xlsx

InOut Upstate.xlsx

Central.xlsx

How Have Central Commuting Patterns Changed in the 21st Century.pdf

How Have Pee Dee Commuting Patterns Changed in the 21st Century.pdf

How Have South Coast Commuting Patterns Changed in the 21st Century.pdf

How Have Upstate Commuting Patterns Changed in the 21st Century.pdf

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South Coast.xlsx

Upstate.xlsx

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Analysis_of_PeeDee_Region_Industry_Clusters_20160308.docx

Analysis_of_So_Coast_Region_Industry_Clusters_20160308.docx

Analysis_of_Upstate_Region_Industry_Clusters_20160308.docx

SC_Central_Cluster Comparison_revised.xls

SC_Central_Staffing Pattern_Staffing Services.xls

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oes_research_2014_sec_62 HC&SA.pdf

Pee Dee OES HC Employ & Wages.pdf

SC_PeeDee_Compatible Occupations_Nursing Assistant.xls

SC_PeeDee_Health Care Providers.xls

SC_PeeDee_Industry Comparison_revised.xls

SC_PeeDee_Industry Overview_Health Care.pdf

SC_PeeDee_Inverse Staffing Pattern_Staffing Services.xls

SC_PeeDee_Staffing Pattern_Health Care.xls

SC_PeeDee_Staffing Pattern_Staffing Services.xls

Protocol for Analysis of Statewide Industry Clusters in South Carolina_r1.docx

REquest Feedback on Q'sdocx.docx

SC Staffing Patterns for NAICS 5613 in 2012.pdf

SC STATEWIDE mmexport.xlsx

SC_Cluster Summary_Statewide.xls

SC_HRI_Statewide.xls

SC_South Coast_Cluster Comparision_revised.xls

SC_South Coast_Inverse Staffing Pattern_Staffing Services.xls

SC_South Coast_Staffing Pattern_Diversified Manufacturing.xls

SC_South Coast_Staffing Pattern_Health Care.xls

SC_South Coast_Staffing Pattern_Staffing Services.xls

Summary of Clusters and Drivers by Region and Statewide in South Carolina.docx

South Carolina 2015 Skills Gap Update.pdf

Pop Commuting & Business & Employment.xlsx

Summary of Regional Alignment Comments.docx

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