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for economic prosperity in South Carolina

SOUTH CAROLINA WORKFORCE INFORMATION GRANT

*ANNUAL PERFORMANCE REPORT
PROGRAM YEAR (PY) 2024*

South Carolina Department of Employment & Workforce
Labor Market Information (LMI) Division



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INTRODUCTION

This report describes South Carolina’s activities and accomplishments during Program Year (PY) 2024 (July 2024 to June 2025) as required by the Training and Employment Guidance Letter (TEGL) No. 14-23. This report outlines the progress for each of the core and encouraged products and services.

The Workforce Information Grant (WIG) is a critical funding source as it supports many labor market information products and services to include populating Workforce Information Database (WIDb) core tables, maintaining the S.C. Department of Employment and Workforce (DEW) Labor Market Information Division (LMI) website (lmi.sc.gov); 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 2024 as outlined in the TEGL No. 14-23, with the exception of the transition to WID 3.0, an effort which continued into the following program year. In addition to maintaining the WIDb and website as well as producing the required economic analysis report, employment projections and LMI training, LMI responded promptly to customer inquiries.

To meet customer needs, LMI was fully engaged in identifying labor market information requirements by providing real-time, customized products, such as regional economic overview reports statewide and for the workforce development area (WDA) and Workforce Innovation and Opportunity Act (WIOA) regions. We have used findings from customer feedback and direct contact through phone calls and emails to develop quality products and services.

South Carolina passed major workforce legislation in May 2023, “The Statewide Education and Workforce Development Act,” (Act 67), which aims to eliminate duplication, improve efficiencies, and achieve a more coordinated effort in our workforce and education pipeline. The legislation is designed to maximize the opportunity for citizens by meeting the immediate and future needs of specialized industry workforce demands of South Carolina businesses. The law extends membership in the Coordinating Council of Workforce Development (CCWD), which are agencies involved in workforce development, for that purpose. The LMI Division produces key deliverables for the new law, and WIG staff collaborates with other LMI staff assigned to support CCWD initiatives as needed, for example, development of priority occupations. Act 67’s initiatives and subsequent collaborations have raised the profile of labor market information in the state as additional analytical capacity is now housed at DEW.

DELIVERABLES AND REQUIREMENTS

Workforce Information Database (WIDb)

- The WIG team maintained a workforce information database with the required 2.8 version and all core data tables were kept current with the latest data as it became available and had nearly completed the transition to the 3.0 version by the end of the program year.
- Additionally, the Data Axle Employer Database was available at CareerOneStop (careeronestop.org/toolkit/jobs/find-businesses.aspx) to assist in improving employer engagement.
- The duties of the WIG database administrator were transferred to DEW's Systems Integration team, which has maintained the required core data tables to support customer needs.
- Occupational licensing data was updated and submitted to the Analyst Resource Center (ARC) in the first quarter of 2025.
- The WIDb supports a wide variety of workforce system data needs for planning and analysis, whether being used directly by WIG analysts or by customers via the LMI website.

Labor Market Information Division Website: lmi.sc.gov

- To better serve customers, the LMI Division adopted the LMInformer platform run by the State of Montana in March 2025 and established a new website at lmi.sc.gov. The goal was to improve the customer interface and access to LMI data, provide visualizations with Tableau dashboards, and provide a footprint for expanded publications due to an increase in staffing capacity.
- To keep the site as current as possible, we used the Bureau of Labor Statistics (BLS) calendar of updates (lmi.sc.gov/Other-Resources/Release-Calendar). Products and services were updated as they became available.
- The website allows easy digital access to the following LMI products and services (several of which are discussed in more detail in the Encouraged Reports and Projects section):
 - Community Profiles, a showcase of vital statistics at various geographic levels
 - SC Data Trends Magazine, an analysis of labor market data with a featured article
 - LMI Insights, a short-form journal
 - The DEW Labor Force Participation Rate dashboard and Veterans Characteristics dashboard
 - The DEW Data Request Application
 - BLS and projections data
 - An archive of the LMI Division's publications and presentations

RESOURCES:

The Division provided Regional Economic Overview Reports for the state, WDAs, and WIOA regions from our third-party data vendor, JobsEQ: (lmi.sc.gov/Publications/Regional-Profiles)

Past presentations by WIG staff to various audiences are included on the website: (lmi.sc.gov/About-Us/Slide-Decks)

Industry and Occupation Employment Projections

- Long-term, substate-level (workforce development areas) employment projections for the 2022-2032 period were released in January 2025, on Projections Central, a website of the Projections Managing Partnership (PMP) (projectionscentral.org/longterm), and DEW's LMI website (lmi.sc.gov/Data-Hub/Projections/).
- The PMP System's methodology, software, tools, and guidelines were used to form the projections.
- These projections are used by workforce development area staff and educational partners for economic and workforce planning as well as training and curriculum development.

LMI Training for Service Delivery

- Because training was one of the agency's priorities, LMI staff had previously developed training on several levels for multiple audiences within the agency. A mandatory Virtual Orientation was created by the Human Resources Division which included a section about LMI. LMI staff wrote the script and served as primary reviewers for that section.
- LMI training was developed for data users within the agency based on their position and use of LMI data. Five levels of training were developed, written, and put into script and PowerPoint form by LMI staff to be used on the agency's Learning Management System (LMS). These levels and their intended audiences were:
 1. Community Profiles, a showcase of vital statistics at various geographic levels
 2. SC Data Trends Magazine, an analysis of labor market data with a featured article
 3. LMI Insights, a short-form journal
 4. The DEW Labor Force Participation Rate dashboard and Veterans Characteristics dashboard
 5. The DEW Data Request Application
 6. BLS and projections data
 7. An archive of the LMI Division's publications and presentations
- With help from the Human Resources Division, agency staff were requested via email to take the level of training pertinent to their current position in the agency. As of June 30, 2025, 330 course offerings had been completed across all levels of LMI training during the program year. Attendees are broken out by level in the table below. This training will be undergoing a refresh in PY 2025.

LEVELS	PROGRAM YEAR 2024
Introduction to Labor Market Information for Employment Services (ES) Employees	194
LMI Lite	130
LMI 101	3
LMI 201	1
LMI for Workforce Consultants	1
LMI for Business Consultants	1

- LMI staff have continued to support the workforce development boards and partners, providing information as requested.
- WIG regional analysts trained regional Act 67 staff in utilizing the new LMI website to obtain needed information during monthly collaboration meetings to better support their education and business customers.

Annual Economic Analysis Report

The 2024 South Carolina Economic Analysis Report illuminates multiple aspects of the state's economy, including an overview of Gross Domestic Product (GDP), foreign trade, industry employment and wages, population data, and demographic characteristics. Discussions of the state's labor force, labor force participation rate and unemployment rate are incorporated.

- South Carolina's top occupational job openings, in-demand skill and certification gaps and occupational employment and wages are highlighted.
- A detailed analysis of statewide and the four WIOA region commuting patterns discusses worker characteristics about inflow, outflow, and interior flows of the workforce.
- Discussions of the priority populations that face significant challenges to employment are included.
- The report includes workforce development area industry and occupational employment projections for the period 2022-2032.
- This report is used by workforce area staff for their own workforce planning and analysis needs.

RESOURCES:

Economic Analysis Reports: (lmi.sc.gov/Publications/EAR)

ENCOURAGED REPORTS AND PROJECTS

Monthly or More Frequent Reports

- Community Profiles
- Notable Attributes:
 - Contain a variety of economic, demographic, industry, occupation, and educational data for the state and by county, local workforce development area, WIOA region, and metropolitan statistical area
 - Produced online through the WIDb and Application Programming Interfaces (API) maintained by BLS and the U.S. Census Bureau so they always contain the latest available information and can be used by workforce area staff for their own workforce planning and analysis needs
 - Have proven useful for economic development, workforce development, education communities, and local/regional development area planning entities
 - Are an easily accessible resource for SCDEW staff, job seekers, and students to learn about career opportunities and the economy in their areas
 - Are undergoing a platform upgrade for better accessibility for customers
- Tableau dashboards of Local Area Unemployment Statistics (LAUS) and Current Employment Survey (CES) data
- South Carolina Data Trends, a monthly publication with analysis of key workforce statistics and a feature article
- An online journal, known as LMI Insights, provides short informational snippets on a variety of LMI topics and is produced roughly twice a month.

RESOURCES:

Community Profiles: (lmi.sc.gov/Community-Profiles)

Data Trends: (dew.sc.gov/labor-market-information/data-trends-issues)

LAUS and CES Tableau dashboards: (lmi.sc.gov/Data-Hub/BLS-Data)

LMI Insights: (dew.sc.gov/LMIInsights)

Quarterly Products

- S.C., WDA, and WIOA regional Economic Overview reports contain a variety of economic and workforce data for each area.
- Tableau dashboard of Quarterly Census of Employment and Wages data.

RESOURCES:

Regional Economic Overview Reports: (lmi.sc.gov/Publications/Regional-Profiles)

Quarterly Census of Employment and Wages Tableau dashboard: (lmi.sc.gov/Data-Hub/BLS-Data/QCEW)

Annual Products

Two primary LMI data systems update information on an annual basis, and an allied program updates its list of priority occupations annually for the Coordinating Council for Workforce Development.

- Priority Occupations are identified based on current demand (using annual job postings), projected growth (over the next 10 years), viability (how the job's earnings compare to South Carolina's living wage), and retention (using annual turnover), all of which are WID data elements produced or utilized by the LMI Division. These jobs are in high demand and forecasted to become essential, thriving careers with untapped potential.
- Tableau dashboards that show the Occupational Employment and Wage Statistics as well as long-term employment projections.

RESOURCES:

Employment Projections Dashboards: (lmi.sc.gov/Data-Hub/Projections/)

Occupational Employment and Wage Statistics Tableau dashboard: (lmi.sc.gov/Data-Hub/BLS-Data/OEWS)

Priority Occupations: (findyourfuture.sc.gov/priority-occupation-dashboard-official)

OTHER ALLOWABLE ACTIVITIES

The South Carolina LMI Division conducted numerous analyses or related activities for a variety of customers over the program year. A description of several examples is given below:

- Provided labor market data for several South Carolina counties for the Agency Director's presentation regarding Fort Gordon.
- Provided presentations of labor market information to several of the state's Councils of Government.
- Participated in the state's Workforce Development Symposium, hosted by the S.C. Chamber of Commerce during Workforce Development Month in September 2024.
- Provided labor market information for county grant applications.
- Provided workforce information to readySC, the state's workforce training system administered by the S.C. Technical College System.
- Provided labor market data and analysis to the South Carolina Hospital Association.
- Helped local journalists develop their news stories with analysis of the labor market.

PARTNERSHIPS

- LMI staff participated in several meetings of the South Carolina Manufacturing Extension Partnership as a member of the CCWD to provide support for their mission.
- LMI staff have participated in industry showcases and other activities for the Midlands Education and Business Alliance (MEBA) non-profit organization, dedicated to strengthening the connections between students and the business community.
- Through the regional analysts, the LMI Division provides informational support to the educational community and has made numerous presentations in PY 2024 to students, career specialists and counselors across the state. This work was formerly chosen by the Division's dedicated outreach coordinator, who transitioned out of the agency during the program year.
- LMI staff participate in monthly WIOA Regional Collaboration Meetings, which includes the Rural Initiatives representatives and Regional Workforce Advisors (RWA), who help connect the educational and business communities.
- LMI staff authored the Solar Energy Supply Gap Analysis Report in collaboration with the Workforce and Economic Development Division of DEW with their Solar Energy Workforce Assessment Report for the S.C. Office of Resilience in the Solar for All initiative. The WIG manager sits on the Solar for All Advisory Committee.
- LMI staff provided nursing employment information to the South Carolina Area Health Education Consortium (AHEC) in ongoing data support.
- LMI staff provided data, a presentation and committee participation for planning activities to the Southern Carolina Alliance, one of the state's economic development concerns in the southwestern region of the state. The WIG manager and one analyst sit on planning committees of the Alliance that study workforce issues.
- LMI staff annually provides the state Department of Corrections, Division of Industries with LMI data for its Prison Industry Enhancement (PIE) program.
- The LMI Division partnered with the University of South Carolina for the school's Economic Scholars program, which gave undergraduate students in economics an opportunity to discuss data analytics with seasoned professionals. Students in the program met virtually with LMI staff on a regular basis to share their progress on long-term projects using labor market data.
- The LMI Division also partnered with the University of South Carolina-Upstate to provide a large real-world data set to the school's graduate student seminar in data analytics. The Division's Labor Market Analytics Director helped student groups develop deliverables based on the data set and reviewed their end-of-semester capstone presentations.
- The LMI Division is participating in the Postsecondary Employment Outcomes (PSEO) Coalition, engaging with representatives from the Census Bureau, other state agencies, and colleges and universities to network and share ideas on measuring and understanding educational outcomes.

CUSTOMER CONSULTATION

- The WIG team provided projections data to the S.C. Department of Education's South Carolina Occupational Information System (SCOIS) program, which delivers college and career information to the state's K-12 students.
- The LMI Division collaborated with the Midlands Education and Business Alliance (MEBA) throughout the program year.
- WIG staff had numerous customer consultations and data provisions this program year to include the state's executive staff, state legislature, various state and local government agencies, economic developers, workforce development area staff, media, chambers of commerce, and the S.C. Technical College System.
- DEW responded to numerous media inquiries where LMI data helped clarify issues raised in interviews.
- The LMI Division witnessed a slight decrease in data requests, products, and presentations this program year (355) from workforce and business stakeholders. WIG staff provided:
 - 255 data reports for LMI data from workforce, education, government, or business stakeholders

- 44 presentations of LMI information at vendor/exhibitor events, school career fairs or related functions, workforce, or business stakeholder meetings
- 25 new products in the form of Trends articles, Tableau dashboard updates, or reports
- 31 LMI Insights posts to the DEW website

A sampling of customers the LMI staff served during the program year include:

- Governor's Office
- General Assembly members
- S.C. Department of Corrections
- South Carolina Restaurant and Lodging Association (SCRLA)
- S.C. Chamber of Commerce
- South Carolina Occupational Information System (SCOIS)-Educational Software for Students
- Partnership Grand Strand
- Berkeley-Charleston-Dorchester Council of Government
- Pee Dee Council of Government
- Upstate Workforce Development Area
- Southern Carolina Regional Development Alliance
- Midlands Education and Business Alliance (MEBA)
- South Carolina Manufacturing Extension Partnership (SCMEP)
- South Carolina First Steps
- readySC
- Upper Savannah Workforce Development Area
- South Carolina Area Health Education Consortium (AHEC)
- Leadership Salkehatchie group

RECOMMENDATIONS

The LMI Division has no recommendations for improving the use of WIG funding at this time.