

The more you learn, the more you earn!

How to help students find good-paying jobs in SC



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Education & Business Summit
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On today's agenda...

- ❖ Wages
- ❖ Current Employment
- ❖ Jobs by Demand
- ❖ Workforce Supply
- ❖ Supply vs. Demand
- ❖ Reality Check and Financial Literacy
- ❖ Certificates and Soft Skills
- ❖ Cost of College
- ❖ Professional Athlete?
- ❖ Military
- ❖ The Future
- ❖ Tools and Resources



Definition of wages



A wage is money that is paid or received for work or services performed in a specified period.

Included:

- Base rate pay
- Cost-of-living allowances
- Guaranteed pay
- Hazardous-duty pay
- Incentive pay
- Commissions
- Production bonuses
- Tips
- On-call pay

NOT Included:

- Back pay
- Jury duty pay
- Overtime
- Severance
- Shift differentials
- Nonproduction bonuses
- Supplementary benefits
- Tuition reimbursement

Definition of “**employed**”: Persons 16 years old or older **who worked for pay** (at least one hour, **for at least \$1**) any time during the week that included the 12th of the month.

FYI...

Unemployed: Persons 16 years old or older who are not working but want a job, and are able and willing to work.

Labor Force: Employed plus unemployed.

Unemployment Rate: Unemployment divided by labor force.

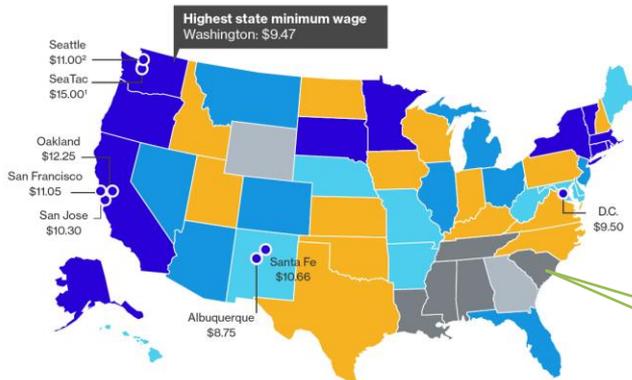
Minimum wage



State Minimum Wage Laws

(as of April 1, 2015)

- No minimum wage law (federal \$7.25 rate applies)
- Lower than the federal minimum (federal \$7.25 rate applies)
- \$7.25 (federal minimum wage)
- \$7.40 – \$8.00
- \$8.05 – \$8.40
- \$8.50 or more



According to the Center for Economic and Policy Research, of the 13 states that increased their minimum wage in early 2014, all but one (New Jersey) are seeing **employment gains**.

SC = \$7.25 (no min. wage law)

Other definitions of wages



Per Capita Income (PCI) average income in the past 12 months for every man, woman, and child in a geographic area.

- Formula: Total income of all people (15 yrs. and up) / Total population in that area
- In SC (2013) = \$28,155

Poverty standards are not specific to SC (although some states have created them).
Uses Federal poverty standards:

2014		# of children under 18 years old							
# of people in family (under 65 yrs. old)	None	One	Two	Three	Four	Five	Six	Seven	Eight +
One	12,316								
Two	15,853								
Three	18,518	19,055	19,073						
Four	24,418	24,817	24,008	24,091					
Five	29,447	29,875	28,960	28,252	27,820				
Six	33,869	34,004	33,303	32,631	31,633	31,041			
Seven	38,971	39,214	38,375	37,791	36,701	35,431	34,036		
Eight	43,586	43,970	43,179	42,485	41,501	40,252	38,953	38,622	
Nine +	52,430	52,685	51,984	51,396	50,430	49,101	47,899	47,601	45,768

More definitions of wages



Low Income is a family income less than twice the federal poverty standard (*defined by the National Center for Children in Poverty*)

Living wage is the hourly rate that an individual must earn to support their family, if they are the sole provider and are working full-time (2,080 hours per year).

(SC: <http://livingwage.mit.edu/states/45/locations>, Massachusetts Institute of Technology)

Living Wage for South Carolina, 2014

	1 Adult	1 Adult	1 Adult	2 Adults	2 Adults	2 Adults	2 Adults		2 Adults	2 Adults	2 Adults	
	1 Adult	1 Child	2 Children	3 Children	(One Working)	(One Working)	(One Working)		1 Child	2 Children	3 Children	
	\$10.49	\$20.22	\$23.30	\$28.56	\$16.70	\$20.09	\$22.67	\$24.80	\$8.35	\$11.19	\$13.00	\$14.57

Annual Wages for One Adult

Per Capita Income = \$28,155 (\$13.54/hr.)

Low Income = \$24,632 (\$11.84/hr.)

Living Wage = \$21,819 (\$10.49/hr.)

Minimum wage: \$15,080 (\$7.25/hr.)

Federal Poverty Level = \$12,316 (\$5.92/hr.)

What effects salary?



Education

- Earnings of those with a college degree have risen steadily
- Wages of those with lower levels of education have stagnated or fallen
- Lifetime earnings of workers with a college degree are nearly twice as high as those without one (Brookings Institute)



What else effects salary?



Difference in Hourly Wages Based on Job Experience in SC, 2014

Largest Increase

Judges, Magistrate Judges, and Magistrates	389%
Physical Scientists, All Other	301%
Optometrists	289%
Motorboat Operators	282%
Education Administrators, Preschool and Childcare Center/Program	251%
Personal Financial Advisors	250%
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	250%
Orthotists and Prosthetists	239%
General and Operations Managers	238%
Tax Examiners and Collectors, and Revenue Agents	238%

Smallest Increase

Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	21%
Combined Food Preparation and Serving Workers, Including Fast Food	20%
Graders and Sorters, Agricultural Products	20%
Ushers, Lobby Attendants, and Ticket Takers	19%
Cooks, Fast Food	19%
Shampooers	17%
Floor Layers, Except Carpet, Wood, and Hard Tiles	17%
Transportation Security Screeners	16%
Pump Operators, Except Wellhead Pumpers	16%
Cooks, Private Household	16%

The Effect of a Recessed Economy

- Almost 7 million jobs lost during the recession were high- or mid-wage jobs
- Less than 5 million of these jobs were created/recreated from Feb. 2010 to Feb. 2014
- In their place, nearly 4 million low-wage jobs were created

Current Employment in SC



Top 20 Occupations in SC with Average Hourly Wage, 2014

General and Operations Managers	45.65
Sales Reps., Wholesale/Mfg., Exc. Technical/Scientific Products	29.00
Registered Nurses	28.69
Elementary School Teachers, Except Special Education	23.26
First-Line Supervisors of Office and Administrative Support Workers	22.99
Heavy and Tractor-Trailer Truck Drivers	19.41
First-Line Supervisors of Retail Sales Workers	18.88
Maintenance and Repair Workers, General	17.51
Bookkeeping, Accounting, and Auditing Clerks	16.12
Team Assemblers	14.88
Secretaries and Admin. Assts., Exc. Legal/Medical/Executive	14.85
Customer Service Representatives	14.54
Office Clerks, General	13.03
Laborers and Freight, Stock, and Material Movers, Hand	12.28
Retail Salespersons	11.52
Stock Clerks and Order Fillers	10.95
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	10.20
Waiters and Waitresses	9.09
Cashiers	8.92
Combined Food Preparation and Serving Workers, Including Fast Food	8.50

Education for the Top 20 Jobs

Less than HS/GED	7
HS/GED	7
HS+experience	2
Bachelor's Degree	2
Postsecondary technical training	1
Associate's Degree	1

These 4 jobs pay less than a living wage.

Jobs by demand (*short-term*)



Online Job Advertisements

Looking at online job ads can tell us what employers are looking for NOW!

Top 10 Job Advertisements in South Carolina, May 2015

Heavy and Tractor-Trailer Truck Drivers
Registered Nurses
Retail Salespersons
First-Line Supervisors of Retail Sales Workers
Maintenance and Repair Workers, General
First-Line Supervisors of Food Preparation and Serving Workers
Landscaping and Groundskeeping Workers
Customer Service Representatives
Occupational Therapists
Physical Therapists

Jobs by demand (long-term)



Occupational Projections: The Crystal Ball (even if it's cloudy!!)

Using a Federal software program with input from analysts and local users, DEW produces projections of occupation levels for 10-year time periods.

Top 20 Projected Occupations in SC, 2012-22
Registered Nurses
Retail Salespersons
Combined Food Preparation and Serving Workers, Including Fast Food
Laborers and Freight, Stock, and Material Movers, Hand
Customer Service Representatives
Home Health Aides
Team Assemblers
Personal Care Aides
Heavy and Tractor-Trailer Truck Drivers
Nursing Assistants
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive
Janitors and Cleaners, Except Maids and Housekeeping Cleaners
Construction Laborers
General and Operations Managers
Bookkeeping, Accounting, and Auditing Clerks
Office Clerks, General
First-Line Supervisors of Office and Administrative Support Workers
Carpenters
Elementary School Teachers, Except Special Education
Maids and Housekeeping Cleaners

Projections-The Long List



Top 50 Projected Occupations in South Carolina, 2012-2022

Occupation	2012 Est. Employment	2022 Projected Employment	Total 2012-2022 Employment Change	2013 Avg.		Career Cluster
				Hourly Wage in SC (\$)	Education/Experience/OJT*	
Registered Nurses	43,687	51,936	8,249	28.69	Associate's	Health Science
Retail Salespersons	68,462	75,148	6,686	11.50	< HS/GED+short OJT	Marketing
Combined Food Prep. & Serving Workers, Inc. Fast Food	43,643	50,183	6,540	8.47	< HS/GED+short OJT	Hospitality & Tourism
Laborers & Freight, Stock, & Material Movers, Hand	37,503	43,338	5,835	12.08	< HS/GED+short OJT	Transportation, Distribution & Logistics
Customer Service Representatives	38,724	44,165	5,441	14.31	HS/GED+short OJT	Business Management & Administration
Home Health Aides	10,731	15,722	4,991	9.40	< HS/GED+short OJT	Health Science
Team Assemblers	40,282	45,142	4,860	15.06	HS/GED+moderate OJT	Manufacturing
Personal Care Aides	11,489	16,298	4,809	9.47	< HS/GED+short OJT	Human Services



Supply (short-term)



“When I grow up, I wanna be...”: Career Clusters of 12th Graders

We can also look at what is coming out of our public high schools to see what training the potential, immediate supply of workers could have.

Cluster	# of 12 th graders	% of 12 th graders
Health Science	9,397	22.5%
Arts, Audio-Video Technology, and Communications	6,740	16.1%
Science, Technology, Engineering, and Mathematics	5,073	12.1%
Business Management and Administration	2,956	7.1%
Education and Training	2,837	6.8%
Law, Public Safety, Corrections, and Security	2,660	6.4%
Government and Public Administration	2,061	4.9%
Human Services	2,061	4.9%
Architecture & Construction	1,298	3.1%
Transportation, Distribution, and Logistics	1,286	3.1%
Information Technology	1,255	3.0%
Agriculture, Food, and Natural Resources	1,171	2.8%
Hospitality and Tourism	1,139	2.7%
Manufacturing	903	2.2%
Marketing	540	1.3%
Finance	403	1.0%
TOTAL	41,780	100.0%

#1 Pathways for the top 3 clusters:

- Health Science
- Performing Arts
- Engineering

Declared clusters for students declaring a specific cluster on their primary e-IGP for 2013-14 year; Does NOT include Greenville School District; Source: SC Department of Education

Note: Students may declare more than one cluster or pathway on an e-IGP; only the first cluster or pathway is used for reporting.

Supply (long-term)



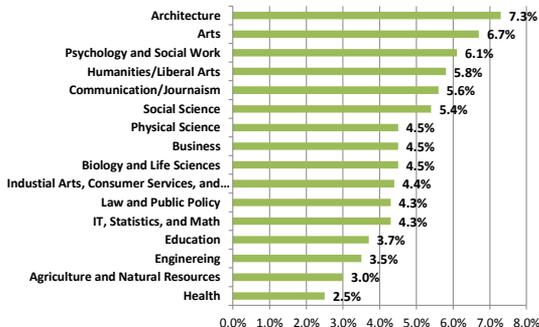
Pomp and Circumstance: Post-secondary Data

To determine what may happen further down the road, we analyze the degrees that are being conferred at our colleges and universities.

Top College Majors in SC, 2014

- Business and Management
- Healthcare
- Education
- Biology
- Library Sciences
- Engineering
- Sociology
- Public Administration
- Psychology
- Communication
- Arts
- Security
- Law
- Construction
- Information Technology

Unemployment Rates in the US by College Degree, 2012



Supply vs. Demand— Short-term



Short-term Supply vs. Demand in SC

	Cluster	Job Ad	Difference
Agriculture, Food, and Natural Resources	2.8%	2.1%	-0.7%
Architecture & Construction	3.1%	4.8%	1.7%
Arts, Audio-Video Technology, and Communications	16.1%	1.7%	-14.4%
Business Management and Administration	7.1%	11.8%	4.7%
Education and Training	6.8%	3.7%	-3.1%
Finance	1.0%	2.0%	1.1%
Government and Public Administration	4.9%	0.0%	-4.9%
Health Science	22.5%	16.8%	-5.7%
Hospitality and Tourism	2.7%	9.7%	6.9%
Human Services	4.9%	3.3%	-1.6%
Information Technology	3.0%	5.9%	2.9%
Law, Public Safety, Corrections, and Security	6.4%	1.5%	-4.9%
Manufacturing	2.2%	7.4%	5.2%
Marketing	1.3%	13.2%	11.9%
Science, Technology, Engineering, and Mathematics	12.1%	3.8%	-8.3%
Transportation, Distribution, and Logistics	3.1%	12.4%	9.3%

Green means go!
(need more
students in these
clusters)

Yellow means
slow down!
(need fewer
students in these
clusters)

Orange means
maybe!
(STEM jobs are
needed in all
clusters!)

Supply vs. Demand— Long-term



Green means go!
(need more
degrees in these
clusters)

Yellow means
slow down!
(need fewer
degrees in these
clusters)

Orange means
maybe!
(STEM jobs are
needed in all
areas!)

Long-term Supply vs. Demand in SC

	Degrees	2022 Projections	Difference
Agriculture, Food and Natural Resources	2.4%	0.5%	-2.0%
Architecture and Construction	0.5%	8.1%	7.6%
Arts, Audio/Video Technology and Communications	0.6%	0.9%	0.3%
Business, Management and Administration	13.3%	14.8%	1.5%
Education and Training	0.7%	6.1%	5.4%
Finance	0.2%	2.4%	2.3%
Government and Public Administration	1.6%	0.1%	-1.5%
Health Science	22.3%	18.9%	-3.4%
Hospitality and Tourism	0.8%	11.3%	10.5%
Human Service	12.8%	6.1%	-6.8%
Information Technology	0.8%	2.9%	2.1%
Law, Public Safety, Corrections and Security	3.7%	2.3%	-1.4%
Manufacturing	2.8%	6.7%	3.9%
Marketing	0.9%	8.2%	7.3%
STEM	34.6%	1.9%	-32.7%
Transportation, Distribution, and Logistics	1.9%	8.6%	6.8%

WorkKeys



WorkKeys Results for 11th Graders from Other States for 2014

State	% Graduates Tested	Avg. Composite	Avg. English	Avg. Math	Avg. Reading	Avg. Science
National	57.0	21.0	20.3	20.9	21.3	20.8
Colorado	100.0	20.6	20.1	20.4	20.9	20.6
Illinois	100.0	20.7	20.3	20.7	20.8	20.5
Kentucky	100.0	19.9	19.4	19.4	20.3	20.0
Louisiana	100.0	19.2	18.9	18.9	19.5	19.1
Michigan	100.0	20.1	19.3	19.9	20.2	20.4
Mississippi	100.0	19.0	18.8	18.3	19.4	18.9
Montana	100.0	20.5	19.3	20.5	21.1	20.4
North Carolina	100.0	18.9	17.5	19.6	19.0	18.9
North Dakota	100.0	20.6	19.6	20.7	20.8	20.6
Tennessee	100.0	19.8	19.6	19.2	20.1	19.6
Utah	100.0	20.8	20.0	20.3	21.3	20.9
Wyoming	100.0	20.1	19.3	19.9	20.6	20.2

Results to all levels (student, school and district) no later than August 17, 2015.

Source: <http://www.act.org/newsroom/data/2014/states.html>

SCOIS



Reality check, part 1



1. [Go to www.scois.net](http://www.scois.net).
2. Log in.
3. Go to "Assessments."
4. Click on "Reality Check."
5. You are here →

South Carolina Career Information System

REALITY CHECK

Where Do You Want to Live?

Living expenses vary by city size and region of the state. Larger cities tend to be more expensive than small towns and rural areas, however they may offer higher wages.

Select a City or Region

Columbia

Reality check, part 2



1. Select the area of the state you want to live.
2. Select how much you think you will **spend** →
3. Select how much **education** you want and in what career category you are interested.
4. You will get a list of **occupations** for the area you selected using the expenses, education, and cluster you picked.

Your Monthly Expenses	Totals for Columbia
Housing	\$700
Utilities	\$135
Communications	\$205
Food	\$495
Transportation	\$595
Clothes	\$75
Health Care	\$90
Entertainment	\$125
Personal Care	\$75
Miscellaneous	\$250
Student Loans	\$95
Savings	\$56
Monthly Expenses	\$2,896
Annual Expenses	\$34,752
Federal Taxes	\$5,733
State Taxes	\$2,288
Total Salary Needed	\$42,773

Reality check, part 3



Arts, Audio/Visual Technology, and Communications	Education Level	Wages
<input type="checkbox"/> Communications Equipment Mechanics	2 to 3 years	\$53,060
<input type="checkbox"/> Fashion Designers ⚠	2 to 3 years	\$63,760
<input type="checkbox"/> Professional Makeup Artists ⚠	2 to 3 years	\$47,210
Business Management and Administration	Education Level	Wages
<input type="checkbox"/> Office Managers	2 to 3 years	\$44,600
<input type="checkbox"/> Sustainability Specialists	2 to 3 years	\$53,770
Health Science	Education Level	Wages
<input type="checkbox"/> Cardiovascular Technologists and Technicians ⚠	2 to 3 years	\$53,210
<input type="checkbox"/> Dental Hygienists	2 to 3 years	\$53,070
<input type="checkbox"/> Medical Sonographers	2 to 3 years	\$55,920
<input type="checkbox"/> MRI Technologists	2 to 3 years	\$62,420
<input type="checkbox"/> Nuclear Medicine Technologists	2 to 3 years	\$58,540

⚠ Indicates local data is not available so state or US data is shown.

Financial literacy @SCOIS



The latest version of the free Financial Football video game for your mobile device can be found at the iTunes store.

Lesson Modules

- Overview
- Teaching Goals And Objectives
- Teaching Notes
- Discussion
- Activity
- Lesson Downloads

For three distinct age levels

- Rookie (Ages 11-14)
- Pro (Ages 14-18)
- Hall of Fame (Ages 18+)

See the SCOIS display in the exhibit hall.

Certification Employers Want



Top 10 Certifications in SC, May 2015

- Driver's License
- Certified Registered Nurse
- Commercial Driver's License
- Basic Life Support
- Certification in Cardiopulmonary Resuscitation
- HAZMAT
- Occupational Safety & Health Administration Certification
- Food safety programs
- Licensed Practical Nurse
- Advanced Cardiac Life Support

5 of the top 10
requested
certificates are
healthcare-
related



Soft Skills



Top 10 Soft Skills in SC, May 2015

- Oral and written communication skills
- Integrity
- Team-oriented, teamwork
- Detail oriented
- Customer service oriented
- Microsoft Office
- Marketing
- Problem solving
- Self-starting / Self-motivated
- Organizational skills

The cost of college



SCHOLARSHIP/FINANCIAL AID SORT - AWARDS LIST

0 checked awards:

	Award Name ▼▲	Type ▼▲	Deadline ▼▲
<input type="checkbox"/>	American Bullion, Inc.: Financial Education Scholarship	Scholarship	January
<input type="checkbox"/>	American Fire Sprinkler Association: High School Scholarship Contest	Scholarship	August
<input type="checkbox"/>	American Fire Sprinkler Association: Second Chance Scholarship Contest	Scholarship	April
<input type="checkbox"/>	American Military Retirees Association: Sergeant Major Drum Scholarship	Scholarship	March
<input type="checkbox"/>	Appalachian Center and Appalachian Studies Association: Ross Student Paper Award	Other	December
<input type="checkbox"/>	Ayn Rand Institute: The Fountainhead Essay Contest	Other	April
<input type="checkbox"/>	Ayn Rand Institute: We the Living Essay Contest	Scholarship	May
<input type="checkbox"/>	Baptist Joint Committee for Religious Liberty: Essay Contest	Scholarship	March
<input type="checkbox"/>	Berkshire Hathaway HomeServices of Georgia: American Dream Scholarship	Scholarship	May
<input type="checkbox"/>	Bradley Corbett Law: Law Office of Bradley R. Corbett Scholarship	Scholarship	July
<input type="checkbox"/>	Central Carolina Community Foundation: Bobby J. Jacobs, Jr. Turn Your	Scholarship	March

Build Your List

- ✓ Personal Characteristics
- ✓ Academics
- ✓ Postsecondary Plans
- ✓ Programs of Study
- ✓ Financial Need
- ✓ More About You

Refine Your List

Award Requirements

Deadline

Search Criteria

90 awards (2,717 off list)

1. Go to www.scois.net and login.
2. Select "Education."
3. Select "Where can I get help paying for school?"
4. Select "Scholarships/Financial Aid Sort."

Professional athlete?



Your chances of playing:

Sport	College	Professional
Football	6.5	1.6
Baseball	6.9	8.6
Basketball-Men	3.4	1.2
Basketball-Women	3.8	0.9
Soccer-Men	5.7	1.4

What is your "Plan B"? Occupations related to sports:

Agents and Managers of Athletes
Athletic Trainer
Career Counselor (job coach)
Coaches and Scouts
College coach
High school athletic director/coach/teacher

Internet radio host
Physical Therapists
Public Address System Announcers
Public Relations Specialists
Radio and Television Announcers

How long do you think the average career of a professional athlete is?

- According to the NFL Players Association: 3.3 years.
- Basketball (NBA) = 4.8 years
- Baseball (MLB) = 6.0 years



What about the military?



Pay for an entry level soldier with no college: **\$22,968**
(includes pay plus housing and health services);
After 5 years = \$34,850

Pay for an entry level soldier with a college degree (4-year): **\$47,338** (includes pay plus housing and health services); After 5 years = \$76,719

from www.todaysmilitary.com

Pros

- Everything is provided
- Promotions
- Great way to get skills
- Must stay in top physical shape



Cons

- Possible danger
- Long commitment
- Must follow commands
- Must stay in top physical shape

High-High-High (No, not that! 😊)



High Growth , High Demand, High Salary in SC, 2014

Occupation	Avg. Hourly Wage
Accountants and Auditors	28.48
Civil Engineers	38.18
Computer Systems Analysts	34.00
Computer User Support Specialists	21.42
Electricians	20.11
Elementary School Teachers, Except Special Education	23.26
First-Line Supervisors of Office and Administrative Support Workers	22.99
General and Operations Managers	45.65
Heavy and Tractor-Trailer Truck Drivers	19.41
Industrial Machinery Mechanics	23.73
Management Analysts	34.22
Market Research Analysts and Marketing Specialists	27.08
Medical and Health Services Managers	42.89
Middle School Teachers, Except Special and Career/Technical Education	23.71
Plumbers, Pipefitters, and Steamfitters	19.25
Registered Nurses	28.69
Supervisors of Construction and Extraction Workers	26.77

When all the planets align, these are the perfect jobs. They have high growth, are in high demand, and pay a higher than average wage.

- Growth of at least 12% in the 10-year period
- An increase of at least 1,000 jobs
- An average salary of at least \$19.05/hour or \$39,624/year.

Future: Best Bets in the US



- **Manufacturing**
- **Transportation (especially truck drivers)**
- **Healthcare**
- **IT (especially security, web design)**
- **Construction**



Future: Just watch the news!



- **IT and Manufacturing: Police cameras, self-driving cars, robots, “The Internet of Things”**
- **Geology and Construction: Earthquakes in Oklahoma (caused by fracking) and Nepal**
- **IT and Healthcare: Fitbit, virtual medical visits**
- **Science: Global warming, biofuel**
- **Agriculture: Farm-to-Table, eco and ag tourism**
- **Anything related to the “mature” population**

Future: Closer to home



Transportation, Distribution & Logistics

Widening of Panama Canal, deepening of Charleston Port, inland port in Greer

Auto Manufacturing

Volvo (!), Daimler-Mercedes Benz, BMW

Tire Manufacturing

Giti, Bridgestone, Michelin, Firestone

Aerospace Manufacturing

Boeing

Mining

Haile Gold Mine



Also...

Amazon, V. C. Summer Nuclear Station, chicken processing

Resources/Tools, Part I



The 20 Fastest Growing Jobs in South Carolina

Less Than High School

- Home Health Aides: +46.5%, \$9.48
- Construction Laborers: +25.0%, \$11.50
- Animal Caretakers (nonfarm): +21.5%, \$10.50
- Cooks (restaurant): +15.4%, \$9.55
- Food Prep & Serving Workers: +14.5%, \$9.50
- Retail Salespersons: +9.8%, \$11.50

High School/GED

- Customer Service Representatives: +12.5%, \$10.50
- Healthcare Social Workers: +12.5%, \$10.50
- Elementary School Teachers: +11.5%, \$38.00
- Registered Nurses: +11.5%, \$28.68

Estimated Probability of Competing in College Athletics

State	High School Participants	NCAA Division I	Overall % HS to NCAA	% HS to NCAA	% HS to NCAA
Alabama	452,026	10,471	2.3%		
Alaska	41,394	1,038	2.5%		
Arizona	252,047	14,218	5.6%		
Arkansas	208,264	7,741	3.7%		
California	102,047	4,854	4.7%		
Colorado	35,361	1,018	2.9%		
Connecticut	109,738	12,662	11.6%		
Delaware	474,249	12,662	2.7%		
District of Columbia	129,073	4,839	3.7%		
Florida	188,045	8,849	4.7%		
Georgia	366,322	27,014	7.4%		
Idaho	102,142	1,728	1.7%		
Illinois	217,461	12,181	5.6%		
Indiana	288,047	12,662	4.4%		
Iowa	102,142	1,728	1.7%		
Kansas	102,142	1,728	1.7%		
Kentucky	102,142	1,728	1.7%		
Louisiana	102,142	1,728	1.7%		
Maine	102,142	1,728	1.7%		
Maryland	102,142	1,728	1.7%		
Massachusetts	102,142	1,728	1.7%		
Michigan	102,142	1,728	1.7%		
Minnesota	102,142	1,728	1.7%		
Mississippi	102,142	1,728	1.7%		
Missouri	102,142	1,728	1.7%		
Montana	102,142	1,728	1.7%		
Nebraska	102,142	1,728	1.7%		
Nevada	102,142	1,728	1.7%		
New Hampshire	102,142	1,728	1.7%		
New Jersey	102,142	1,728	1.7%		
New Mexico	102,142	1,728	1.7%		
New York	102,142	1,728	1.7%		
North Carolina	102,142	1,728	1.7%		
North Dakota	102,142	1,728	1.7%		
Ohio	102,142	1,728	1.7%		
Oklahoma	102,142	1,728	1.7%		
Oregon	102,142	1,728	1.7%		
Pennsylvania	102,142	1,728	1.7%		
Rhode Island	102,142	1,728	1.7%		
South Carolina	102,142	1,728	1.7%		
South Dakota	102,142	1,728	1.7%		
Tennessee	102,142	1,728	1.7%		
Texas	102,142	1,728	1.7%		
Utah	102,142	1,728	1.7%		
Vermont	102,142	1,728	1.7%		
Virginia	102,142	1,728	1.7%		
Washington	102,142	1,728	1.7%		
West Virginia	102,142	1,728	1.7%		
Wisconsin	102,142	1,728	1.7%		
Wyoming	102,142	1,728	1.7%		

What does your child want to be when he/she grows up?

Plans of 2012 HS Graduates

Attend Rates, 4.8%

Other, 2.8%

Technical, 21.8%

2-4 College, 26.3%

4+ College, 44.3%

Retired, 2.8%

Other, 2.8%

Top college majors in SC

- Economics, Management, Marketing and Related Support Services
- Health Professions and Related Clinical Sciences
- Education
- Liberal Arts and Humanities
- Biological and Biomedical Sciences
- Social Sciences
- Psychology
- Visual and Performing Arts
- Engineering
- Mechanical and Repair
- Technological/Technical

The more you LEARN, the more you EARN!!

Less than HS/ED: \$17,817

HS/ED: \$25,631

Some college/Associate's: \$31,082

Bachelor's: \$43,143

Master's and above: \$53,840

Source: SC Department of Employment and Workforce, Bureau of Labor Market Information, www.dor.sc.gov

Resources/Tools, Part II



There are 8 different Job Journeys:

1. Construction
2. Healthcare
3. Business/Admin./Office/Legal
4. Information technology
5. Manufacturing
6. Transportation/Distrib./Warehousing
7. Engineering
8. Installation/Maint./Repair

Community Profiles



Named one of the 10 most notable state government documents by the State Library for 2015!



The data helps monitor and forecast nonfarm, statewide, and local economic trends, helping employers and job seekers make career, education, and economic development decisions. Better understanding employment and unemployment and statistical trends help promote stable employment and economic growth.

Monthly Reports
Community Profile Report
 A comprehensive report with economic, demographic, industry, occupation and education statistics for counties, metropolitan and workforce areas.

Insights - monthly report from the SC Department of Employment & Workforce with employment and unemployment analysis and review of unemployment insurance claims data for the state, counties and workforce areas. (Insights Archive-Past 12 Months)

SC Nonfarm Employment
 Seasonally Adjusted (Thousands)

Month	Employment (Thousands)
Apr	1860
May	1865
Jun	1870
Jul	1875
Aug	1880
Sep	1885
Oct	1890
Nov	1895
Dec	1900
Jan	1905
Feb	1910
Mar	1915
Apr	1920

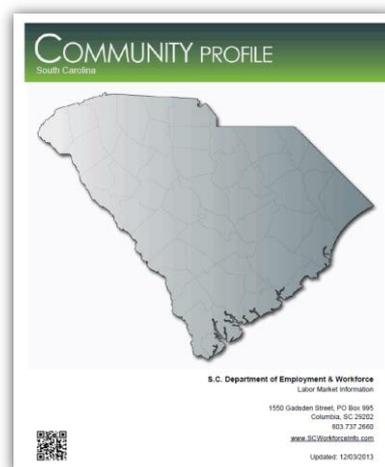
Community Profiles-Just 3 clicks!



1. Click on "Community Profile Report."
2. Select your geographic area.
3. Click on "View Report."

Comprehensive 20+page report contains:

- ▶ Economic Data
- ▶ Demographic Data
- ▶ Industry Data
- ▶ Occupational Projections Data
- ▶ Educational Data



Live and in person...



I am available for presentations to:

- Teachers
- Students
- Parents
- Administrators
- PTA or PTO groups
- Counselors



So today we learned...



- ❖ The differences between PCI, minimum, wage, and living wage
- ❖ Current employment and possible gaps between supply and demand
- ❖ How to use Reality Check and Financial Literacy tools on SCOIS
- ❖ What certificates and soft skills employers want
- ❖ How to find scholarships to help with the cost of college
- ❖ Chances of becoming a professional athlete
- ❖ Military options and pay
- ❖ The Future: In the US and SC
- ❖ Tools and resources to use to help students

QUESTIONS?

Lorraine Faulds, GCDF
lfaulds@dew.sc.gov

Business Intelligence Department
 (803) 737-2714 or 737-2660

www.scWorkforceInfo.com



Top 50 Projected Occupations in South Carolina, 2012-2022

Occupation	2012 Est. Employment	2022 Projected	Total 2012-2022 Employment Change	2013 Avg.	Education/Experience/OJT*	Career Cluster
				Hourly Wage in SC (\$)		
Registered Nurses	43,687	51,936	8,249	28.69	Associate's	Health Science
Retail Salespersons	68,462	75,148	6,686	11.50	< HS/GED+short OJT	Marketing
Combined Food Prep. & Serving Workers, Inc. Fast Food	43,643	50,183	6,540	8.47	< HS/GED+short OJT	Hospitality & Tourism
Laborers & Freight, Stock, & Material Movers, Hand	37,503	43,338	5,835	12.08	< HS/GED+short OJT	Transportation, Distribution & Logistics
Customer Service Representatives	38,724	44,165	5,441	14.31	HS/GED+short OJT	Business Management & Administration
Home Health Aides	10,731	15,722	4,991	9.40	< HS/GED+short OJT	Health Science
Team Assemblers	40,282	45,142	4,860	15.06	HS/GED+moderate OJT	Manufacturing
Personal Care Aides	11,489	16,298	4,809	9.47	< HS/GED+short OJT	Human Services
Heavy & Tractor-Trailer Truck Drivers	22,962	27,277	4,315	18.71	Postsecondary degree+short OJT	Transportation, Distribution & Logistics
Nursing Assistants	19,028	23,213	4,185	10.69	Postsecondary degree	Health Science
Secretaries & Admin. Assistants, exc. Legal/Medical/Executive	32,001	36,086	4,085	14.86	HS/GED+short OJT	Business Management & Administration
Janitors & Cleaners, exc. Maids & Housekeeping Cleaners	29,796	33,771	3,975	10.24	< HS/GED+short OJT	Hospitality & Tourism
Construction Laborers	15,613	19,513	3,900	13.77	< HS/GED+short OJT	Architecture & Construction
General & Operations Managers	24,701	28,080	3,379	47.63	Bachelor's+>5 yrs. exp.	Business Management & Administration
Bookkeeping, Accounting, & Auditing Clerks	23,592	26,692	3,100	16.18	HS/GED+moderate OJT	Finance
Office Clerks, General	37,107	40,189	3,082	12.58	HS/GED+short OJT	Business Management & Administration
First-Line Sprvsrs. of Office & Administrative Support Workers	22,907	25,899	2,992	22.64	HS/GED+< 5 yrs. exp.	Business Management & Administration
Carpenters	11,697	14,653	2,956	17.97	HS/GED+apprenticeship	Architecture & Construction
Elementary School Teachers, exc. Special Education	19,162	21,952	2,790	23.23	Bachelor's+Residency	Education & Training
Maids & Housekeeping Cleaners	20,281	23,015	2,734	8.99	< HS/GED+short OJT	Hospitality & Tourism
Landscaping & Groundskeeping Workers	21,437	24,162	2,725	10.86	< HS/GED+short OJT	Architecture & Construction
Cooks, Restaurant	16,072	18,541	2,469	9.57	< HS/GED+ < 5 yrs. exp.+moderate OJT	Hospitality & Tourism
Licensed Practical & Licensed Vocational Nurses	9,778	12,088	2,310	18.59	Postsecondary degree	Health Science
Medical Secretaries	6,265	8,565	2,300	15.00	HS/GED+moderate OJT	Health Science
Medical Assistants	8,141	10,394	2,253	14.20	Postsecondary degree	Health Science
Receptionists & Information Clerks	15,395	17,616	2,221	12.38	HS/GED+short OJT	Business Management & Administration
Maintenance & Repair Workers, General	23,634	25,819	2,185	17.12	HS/GED+long OJT	Manufacturing
Waiters & Waitresses	36,597	38,736	2,139	8.88	< HS/GED+short OJT	Hospitality & Tourism
Childcare Workers	12,406	14,518	2,112	9.07	HS/GED+short OJT	Human Services
Cashiers	60,187	62,237	2,050	8.84	< HS/GED+short OJT	Marketing
Management Analysts	9,894	11,845	1,951	33.99	Bachelor's+< 5 yrs. exp.	Business Management & Administration
Sprvsrs. of Construction & Extraction Workers	7,627	9,554	1,927	26.80	HS/GED+>5 yrs. exp.	Architecture & Construction
First-Line Sprvsrs. of Food Preparation & Serving Workers	14,290	16,194	1,904	14.16	HS/GED+5 yrs. exp.	Hospitality & Tourism
Accountants & Auditors	14,703	16,589	1,886	28.35	Bachelor's	Finance
Security Guards	14,354	16,104	1,750	12.81	< HS/GED+short OJT	Law, Public Safety, Corrections & Security

Occupation	2012 Est. Employment	2022 Projected	Total 2012-2022 Employment Change	2013 Avg.	Education/Experience/OJT*	Career Cluster
				Hourly Wage in SC (\$)		
Sales Reps., Wholesale/Mfg., Exc. Technical/Scientific Products	18,226	19,939	1,713	27.75	HS/GED+moderate OJT	Marketing
Billing & Posting Clerks	7,259	8,753	1,494	15.06	HS/GED+short OJT	Transportation, Distribution & Logistics
Computer Systems Analysts	5,187	6,631	1,444	33.00	Bachelor's	Information Technology
Middle School Teachers, exc. Special & Career/Technical Ed.	9,862	11,297	1,435	23.56	Bachelor's+Residency	Education & Training
Light Truck or Delivery Services Drivers	12,901	14,304	1,403	15.00	HS/GED+short OJT	Transportation, Distribution & Logistics
Civil Engineers	6,157	7,530	1,373	36.56	Bachelor's	Architecture & Construction
Market Research Analysts & Marketing Specialists	3,846	5,180	1,334	28.24	Bachelor's	Marketing
Bill & Account Collectors	7,056	8,361	1,305	14.83	HS/GED+moderate OJT	Finance
Pharmacy Technicians	6,195	7,481	1,286	13.54	HS/GED+moderate OJT	Health Science
First-Line Sprvsrs. of Retail Sales Workers	26,696	27,979	1,283	18.96	HS/GED+< 5 yrs. exp.	Marketing
Industrial Machinery Mechanics	6,047	7,299	1,252	22.35	HS/GED+long OJT	Manufacturing
Teacher Assistants	13,754	14,994	1,240	10.64	Some college	Education & Training
Electricians	6,435	7,657	1,222	19.24	HS/GED+apprenticeship	Architecture & Construction
Computer User Support Specialists	5,607	6,806	1,199	20.86	Some college+moderate OJT	Information Technology
Inspectors, Testers, Sorters, Samplers, & Weighers	10,039	11,192	1,153	16.55	HS/GED+moderate OJT	Manufacturing

Note: This list is ranked by number of openings, not percentage change

< = less than > = greater than

*HS/GED = high school diploma or equivalent; OJT = On-the-job training (short = < 1 month, moderate = >1 month up to 12 months, long = >12 months)

Sources--Projections and wages: SC DEW/LMI; Education/Training/OJT: Bureau of Labor Statistics; Clusters: Perkins Collaborative Resource Network

Occupations in the Top 50 by Career Cluster	
Architecture & Construction	6
Business Management & Administration	7
Education & Training	3
Finance	3
Health Science	7
Hospitality & Tourism	6
Human Services	2
Information Technology	2
Law, Public Safety, Corrections & Security	1
Manufacturing	4
Marketing	5
Transportation, Distribution & Logistics	4

Occupations in the Top 50 by Education Level	
< HS/GED	13
HS/GED	22
Some college	2
Postsecondary degree	4
Associate's	1
Bachelor's	8



None in Agriculture, Food, and Natural Resources; Arts, Audio-Video Technology, and Communications; Government and Public Administration; and Science, Technology, Engineering, and Mathematics

Estimated Probability of Competing in College Athletics

	High School Participants	NCAA Participants	Overall % HS to NCAA	% HS to NCAA Division I	% HS to NCAA Division II	% HS to NCAA Division III
Men						
Baseball	482,629	33,431	6.9%	2.1%	2.1%	2.7%
Basketball	541,054	18,320	3.4%	1.0%	1.0%	1.4%
Cross Country	252,547	14,218	5.6%	1.9%	1.4%	2.4%
Football	1,093,234	71,291	6.5%	2.5%	1.7%	2.3%
Golf	152,647	8,654	5.7%	1.9%	1.6%	2.1%
Ice Hockey	35,393	3,976	11.2%	4.6%	0.5%	6.1%
Lacrosse	106,720	12,682	11.9%	2.9%	2.1%	6.9%
Soccer	417,419	23,602	5.7%	1.4%	1.4%	2.8%
Swimming	138,373	9,630	7.0%	2.8%	1.0%	3.2%
Tennis	160,545	8,081	5.0%	1.7%	1.1%	2.3%
Track	580,321	27,514	4.7%	1.9%	1.1%	1.7%
Volleyball	52,149	1,720	3.3%	0.9%	0.7%	1.7%
Water Polo	21,451	1,051	4.9%	2.7%	0.7%	1.5%
Wrestling	269,514	6,982	2.6%	0.9%	0.7%	1.0%
Women						
Basketball	433,344	16,319	3.8%	1.1%	1.1%	1.5%
Cross Country	218,121	15,922	7.3%	2.8%	1.7%	2.8%
Field Hockey	61,471	5,902	9.6%	2.9%	1.1%	5.6%
Golf	72,172	5,076	7.0%	3.0%	2.0%	2.0%
Ice Hockey	9,150	2,140	23.4%	8.7%	1.2%	13.5%
Lacrosse	81,969	10,330	12.6%	3.7%	2.4%	6.5%
Soccer	374,564	26,358	7.0%	2.4%	1.8%	2.8%
Softball	371,891	19,047	5.1%	1.6%	1.5%	2.0%
Swimming	165,779	12,333	7.4%	3.3%	1.1%	3.1%
Tennis	184,080	9,028	4.9%	1.6%	1.1%	2.2%
Track	478,885	27,752	5.8%	2.7%	1.3%	1.8%
Volleyball	429,634	16,647	3.9%	1.2%	1.1%	1.6%
Water Polo	18,899	1,201	6.4%	3.8%	1.1%	1.5%

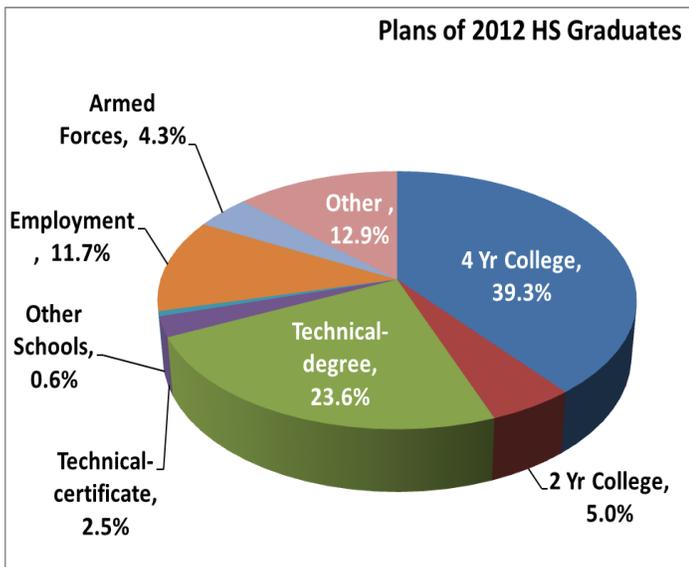
Sources: High school figures from the [2013-14 High School Athletics Participation Survey](#) conducted by the National Federation of State High School Associations. College numbers from the NCAA [2013-14 Sports Sponsorship and Participation Rates Report](#).

Last Updated: February 25, 2015

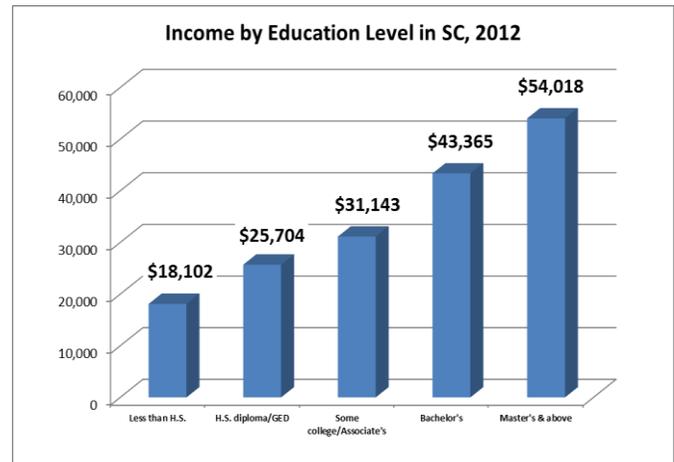
Estimated Probability of Competing in Professional Athletics

	NCAA Participants	Approximate # Draft Eligible	# Draft Slots	# NCAA Drafted	% NCAA to Major Pro*	% NCAA to Total Pro^
Football	71,291	15,842	256	255	1.6%	3.7%
M Basketball	18,320	4,071	60	47	1.2%	11.6%
W Basketball	16,319	3,626	36	32	0.9%	4.7%
Baseball	33,431	7,429	1,216	638	8.6%	--
M Ice Hockey	3,976	884	211	60	6.8%	--
M Soccer	23,602	5,245	76	72	1.4%	--

What does your child want to be when he/she grows up?



The more you learn, the more you earn!



Top college majors in SC

- Business, Management, Marketing, and Related Support Services
- Health Professions and Related Clinical Sciences
- Education
- Liberal Arts and Sciences, General Studies and Humanities
- Biological and Biomedical Sciences
- Social Sciences
- Psychology
- Visual and Performing Arts
- Engineering
- Mechanic and Repair Technologies/Technicians

COLLEGE MAJORS

Highest UNEMPLOYMENT Rate

- Psychology
- Education Administration
- Biomedical Engineering
- History
- Studio/Performing Arts

Highest EMPLOYMENT Rate

- Geology and Geophysical Science
- Pharmacology
- School Counseling
- Medical Assisting
- Metallurgical Engineering
- Meteorology
- Agriculture Economics
- Agriculture Production/Mgmt.

A Financial Reality Check! www.scois.net

Have your child log into their account on the SCOIS website and go to the Assessments/Reality Check section. They can select options for the costs of living (shelter, transportation, food, etc.) so they can understand what it's really going to cost to be out on their own. They will get a list of jobs that they will need to live in that lifestyle... It will open up their eyes!!!

Example:

Live in apartment (no roommate), new car, eat out every night, Internet, cable with extra channels, concerts, downloads, movie/game rentals, the newest cell phone (web and video too!), and gym membership...**He/she would need to bring home \$24.33/hour!** (Example jobs would be Public Relations Specialist, Registered Nurse, Advertising Manager (2-4 years of college))

HOT JOBS!!! Top 20 jobs in SC

Occupation	2013 Avg. Hourly Wage in SC (\$)	Education/Experience/OJT*
Registered Nurses	28.69	Associate's
Retail Salespersons	11.50	< HS/GED+short OJT
Combined Food Prep. & Serving Workers, Inc. Fast Food	8.47	< HS/GED+short OJT
Laborers & Freight, Stock, & Material Movers, Hand	12.08	< HS/GED+short OJT
Customer Service Representatives	14.31	HS/GED+short OJT
Home Health Aides	9.40	< HS/GED+short OJT
Team Assemblers	15.06	HS/GED+moderate OJT
Personal Care Aides	9.47	< HS/GED+short OJT
Heavy & Tractor-Trailer Truck Drivers	18.71	Postsecondary degree+short OJT
Nursing Assistants	10.69	Postsecondary degree
Secretaries & Admin. Assistants, exc. Legal/Medical/Executive	14.86	HS/GED+short OJT
Janitors & Cleaners, exc. Maids & Housekeeping Cleaners	10.24	< HS/GED+short OJT
Construction Laborers	13.77	< HS/GED+short OJT
General & Operations Managers	47.63	Bachelor's+>5 yrs. exp.
Bookkeeping, Accounting, & Auditing Clerks	16.18	HS/GED+moderate OJT
Office Clerks, General	12.58	HS/GED+short OJT
First-Line Sprvsrs. of Office & Administrative Support Workers	22.64	HS/GED+< 5 yrs. exp.
Carpenters	17.97	HS/GED+apprenticeship
Elementary School Teachers, exc. Special Education	23.23	Bachelor's+Residency
Maids & Housekeeping Cleaners	8.99	< HS/GED+short OJT

Does your child plan to be a professional athlete?

According to the NCAA, this is how likely they are to play sports professionally:

	Men's B-ball	Women's B-ball	Football	Baseball
High school to NCAA	3.3%	3.7%	6.5%	6.8%
NCAA to Pro	1.2%	0.9%	1.6%	6.4%
High School to Pro	0.03%	0.03%	0.08%	0.50%

The average working life of a professional athlete is 7 years!

Maybe they should have a Plan B career???

