



Labor Market Information in South Carolina

And Catawba Regional Implications

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Labor Supply Analyst

November 15, 2023



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce

Today's Agenda

- What is LMI
- State Labor Force Participation Analysis
- What does This Mean for the Catawba Region
- LMI Implications of Statewide Education and Workforce Development Act
(Act 67)

The Labor Market Information Division

What Does LMI Do?

LMI co-produces several data programs funded by the U.S. Bureau of Labor Statistics (BLS):

- Local Area Unemployment Statistics (LAUS)
 - Current Employment Statistics (CES)
 - Quarterly Census of Employment and Wages (QCEW)
 - Occupational Employment and Wage Statistics (OEWS)
 - State and local industry and occupation projections (EP)
-
- Other responsibilities include annual reports and assisting the public in accessing and interpreting our data. Our public request email: Imicustomerservice@dew.sc.gov
 - All material produced by the LMI Division is publicly available on our website at <https://scworkforceinfo.com>.

Top Industry Employment Concentration

● Industry Employment Concentration

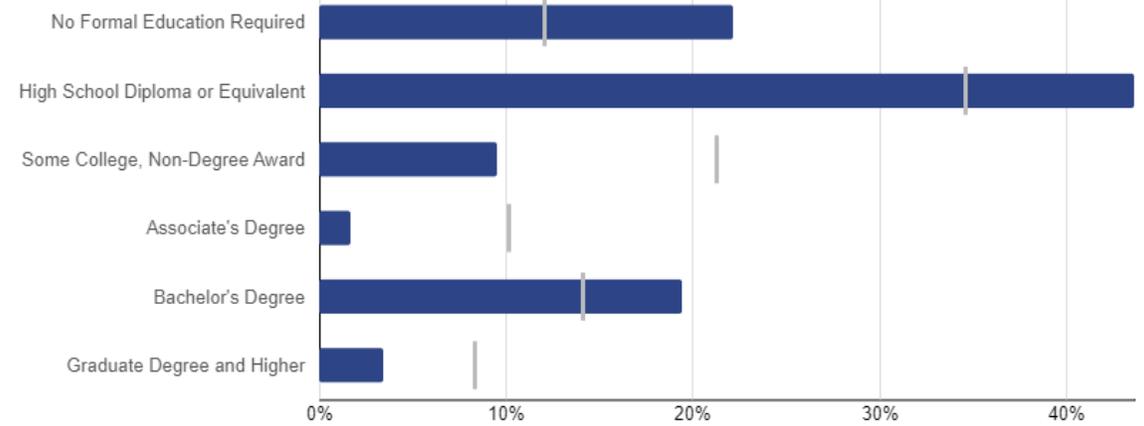


Top Companies Posting

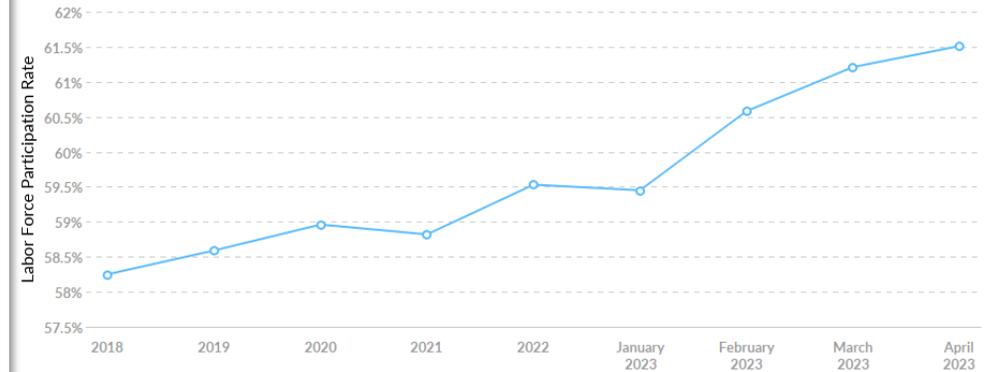
Unique Postings

State of South Carolina	8,149	■
Prisma Health	2,946	■
Medical University of South Carolin:	2,149	■
Food Lion	1,420	■
Lexington Medical Center	1,332	■
Lowe's	1,194	■
Humana	1,103	■
The University Of South Carolina Pr	1,022	■
Randstad	955	■
Bluecross Blueshield Of South Caro	896	■

● Jobs Requiring Ed. Level ● Population at Ed. Level



Labor Force Participation Rate Trends



What Kinds of Data Do We Have?

SCWorkforceInfo.com: Introduction

- SCWorkforceInfo.com provides a one-stop shop for data and other products created by the LMI Division.
- The left side provides updates on new releases, while the right column is a phone-style grid of available resources.
- The LMI website received usability upgrades in late 2022, with a more comprehensive overhaul to come.
- Let's go through what it has to offer ...

The screenshot displays the SCWorkforceInfo.com website. The header includes the SC WORKS ONLINE SERVICES logo, navigation icons (Dashboard, Alerts, Accessibility, Home, Sign In), and a search bar. The main content area is titled "SOUTH CAROLINA LABOR MARKET INFORMATION" and features a "LATEST NEWS" section with several news items, each with a date and a brief description. To the right is a "QUICK LINKS" section with a grid of 18 icons representing various data and services, such as Local Area Unemployment Statistics, Current Employment Statistics, and Job Listings Data. The footer contains links for About, Settings, Services, Mobile App, Legal, Resources, and SC Works Online Services, along with a copyright notice and the "Virtual One Stop - Sapphire" logo.

SCWorkforceInfo.com: Raw Data

- The first five buttons connect you to our LAUS, CES, QCEW, OEWS, and EP data.
- Clicking on these allows you to view:
 - A Tableau dashboard visualizing the data
 - An “analyzer” for slicing and dicing data
 - A tool for downloading the data in bulk
 - More information about the data set
- National data can be found elsewhere:
 - BLS programs: <https://bls.gov>
 - Projections: <https://projectionscentral.org>

The screenshot displays the SCWorkforceInfo.com website interface. The page is titled "SOUTH CAROLINA LABOR MARKET INFORMATION". It features a "LATEST NEWS" section on the left and a "QUICK LINKS" section on the right. The "QUICK LINKS" section contains a grid of 15 icons, each representing a different data category. A red box highlights the first five icons in the top row of the "QUICK LINKS" section, which correspond to the data types mentioned in the text: Local Area Unemployment Statistics (Household Survey), Current Employment Statistics (Employer Survey), Quarterly Census of Employment and Wages, Occupational Employment and Wage Statistics, and Employment Projections. The bottom of the page includes a footer with navigation links for "About", "Settings", "Services", "Mobile App", "Legal", "Resources", and "SC Works Online Services".

SCWorkforceInfo.com: Top Resources

- **Hot Jobs:** Lists of occupations that are available, fast growing, and pay well.
- **Regional Reports:** Easy to use PDFs containing basic socioeconomic data.
- **Trends:** Monthly publication featuring a research piece and all LAUS/CES data.
- **Supply and Demand:** Comparison of job listings vs. unemployed people by WDA.
- **And as always, there's a help button ...**

The screenshot displays the SCWorkforceInfo.com website interface. The page is titled "SOUTH CAROLINA LABOR MARKET INFORMATION" and features a navigation bar at the top with icons for Dashboard, Alerts, Accessibility, Home, and Sign In. The main content area is divided into two columns: "LATEST NEWS" and "QUICK LINKS".

The "LATEST NEWS" section includes several news items, each with a date and a brief description of the release. The "QUICK LINKS" section is a grid of 18 icons representing various resources. Several of these icons are circled in red, indicating key resources mentioned in the text: "Hot Jobs", "Regional Economic Reports", "South Carolina Data Trends", "Labor Supply and Demand", "Economic Analysis Report", "Annual Performance Report", and "Help and More Resources".

The footer of the website contains several sections: "About" (Sign In / Register, Home, Site Map, Site Search), "Settings" (Accessibility Statement, Preferred Settings, Page Preferences), "Services" (For Individuals, For Employers, Labor Market), "Mobile App" (with a mobile app icon), "Legal" (Privacy Statement, Terms of Use, Disclaimer, EEO), "Resources" (Protect Yourself, Assistance), and "SC Works Online Services" (Contact Us). The footer also includes a copyright notice for 1998-2023 Geographic Solutions, Inc. and the "Virtual One Stop - Sapphire" logo.

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- What is LMI
- **State Labor Force Participation Analysis**
- What does This Mean for the Catawba Region
- LMI Implications of Statewide Education and Workforce Development Act
(Act 67)

How are things going right now?

Pretty good, actually.

The primary constraint on economic growth in South Carolina is the inability for businesses to find the workers they need.



Unemployment is down to 2.9 percent (about 72,000 people), within an eyelash of pre-pandemic levels that were the lowest on record.



There are plenty of jobs available
175,000 in August, according to BLS.



Inflation has been a challenge, but working-class wages have kept pace we're getting close to the Federal Reserve's 2 percent target for price stability.

So Where Are the Workers?

The short answer is:
“they’re already working.”

Unsatisfying, but true: There were 127,620 more South Carolinians employed in August 2023 than in February 2020.

There was no “Great Resignation.”

People who quit their jobs almost always just took other jobs. Stimulus checks and enhanced UI benefits ended back in 2021.

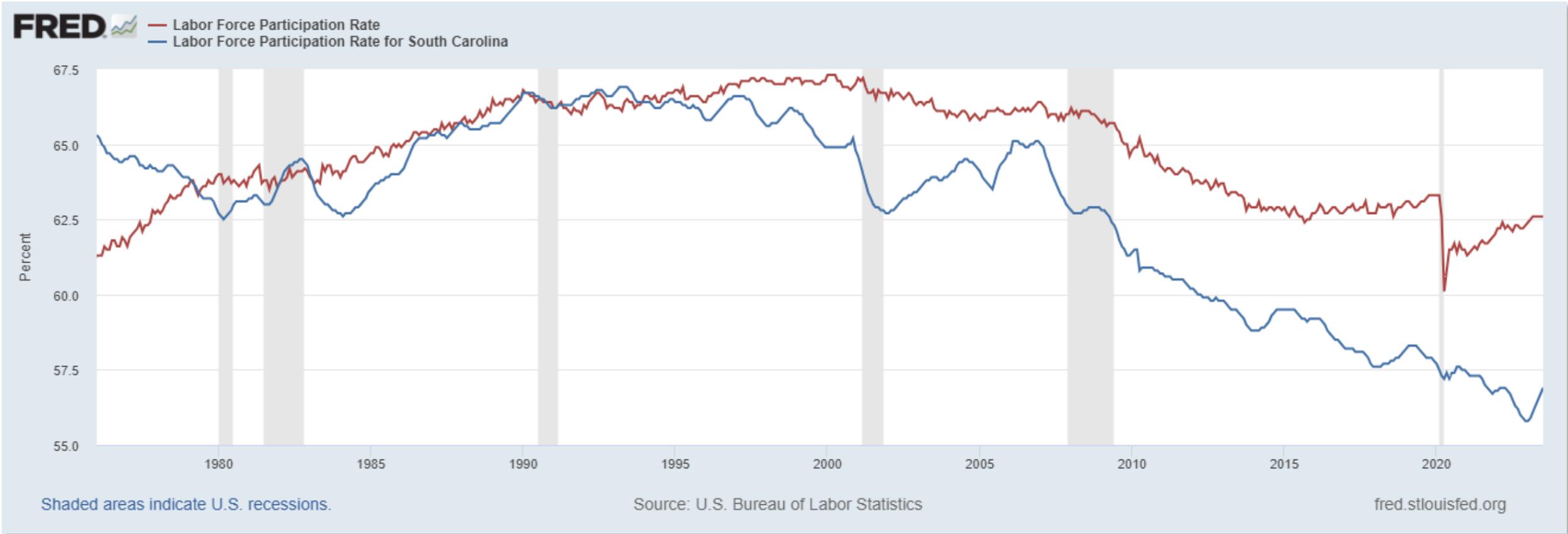
According to the Palmetto Business Barometer survey:

difficulties in hiring are, along with inflation, the biggest challenges that our state’s employers face.

DEW – and increasingly state government as a whole –

has put a lot of effort into figuring out the causes and potential solutions to this constraint.

The Problem in One Chart





SOUTH CAROLINA
LABOR FORCE
PARTICIPATION TASK FORCE

South Carolina:

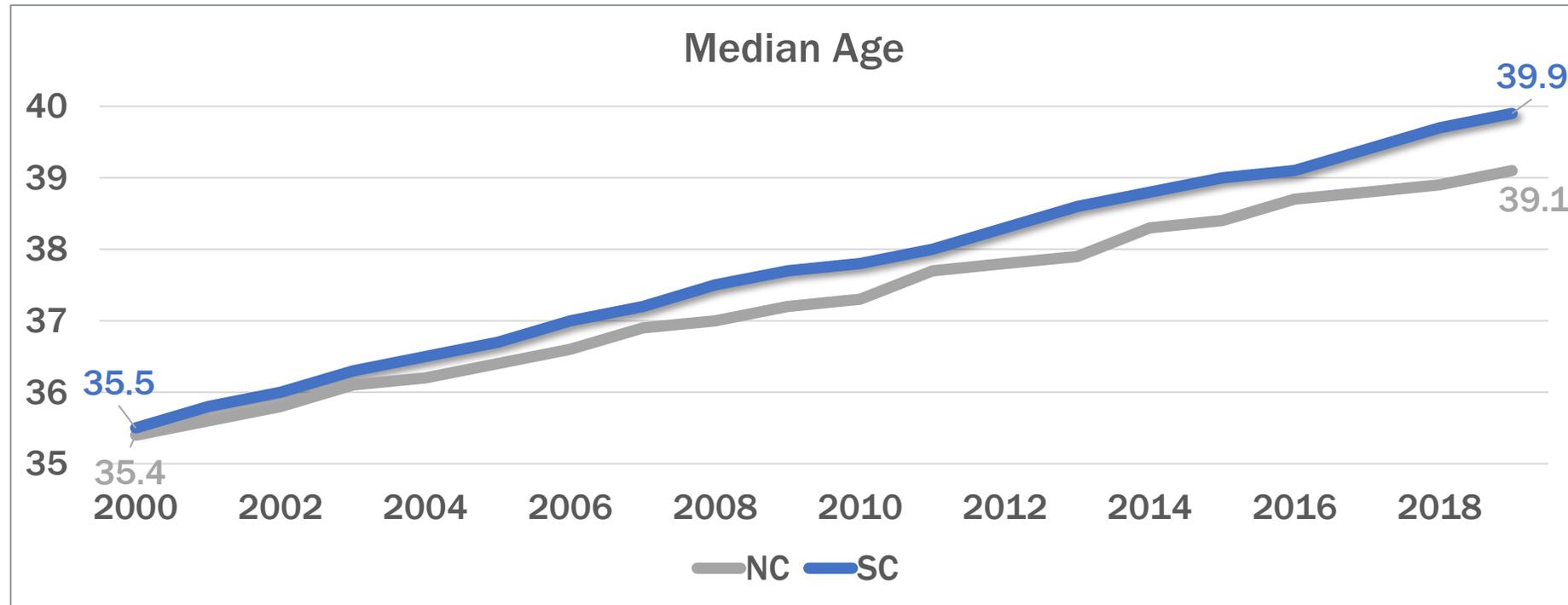
From the LFPR Task Force:

LITERATURE REVIEW

- ▶ Factors found to negatively impact labor force participation:
 - Aging population
 - Young adults spending more time on school and less time on non-school activities including work
 - Increased use of opioids and higher rates of disability
 - Increased globalization moving low-skilled manufacturing jobs overseas
 - Improvements in video game technology raising value of leisure over work

<https://dew.sc.gov/sites/dew/files/Documents/LFPTF%20Briefing.pdf>

Aging is the Most Crucial Factor



- A decomposition analysis found that over 70 percent of declining labor force participation between 1994 and 2019 in South Carolina was attributable to an aging population.
- The share of the population 65 or older nearly doubled from 11.9 percent to 23.3 percent.

Top 10 Barriers to Entry

Barrier	Percent
Low pay jobs	23%
Health	20%
Gaps in employment history	19%
Lack of transportation	18%
Optimal hours not available	16%
Disabilities	15%
Lack of child care	14%
Stay with child	13%
Age (too old)	12%
Criminal record	11%

KEY TAKEAWAYS

- ▶ Results suggest that there may be several policy levers to improve the labor force participation rate:
 - Improved communication about relevant job opportunities
 - Increased availability of childcare and rural transportation
 - Enhanced accommodations for persons with health issues
 - Facilitating more flexible working conditions where possible

- ▶ It is concerning that, in a time of high wage growth, “sideliners” see low pay as an obstacle to employment. Do people have unrealistic expectations, or will businesses need to pay more? Further research (e.g., a focus group) may be necessary.

Possible Policy Recommendations



- Adopt framework of employment as the first and preferred option
- Promote private sector employment for businesses employing or owned by workers with disabilities

Older Workers

- Develop job placement programs designed for this population
- Encourage self-employment
- Update skills to transfer to new jobs

Workers with Disabilities

Young Adults

- Strengthen career-related content in middle and high school
- Encourage employers to offer quality paid internships, job shadowing, and summer youth employment programs

Formerly Incarcerated

- Promote second-chance hiring, as appropriate, to highlight success stories about getting this population into the workforce
- Assist jobseekers with explaining gaps in employment history

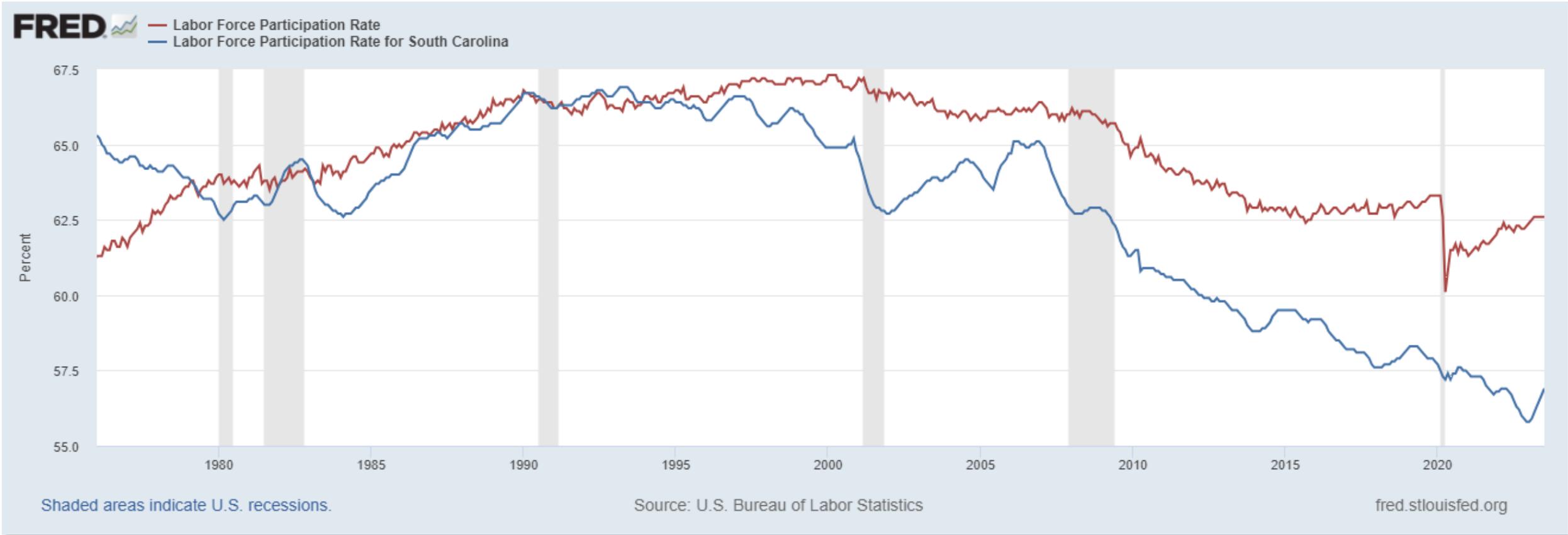
Caregivers

- Encourage private sector employers to offer more family-friendly policies, including flexible work schedules, paid family leave, and childcare vouchers

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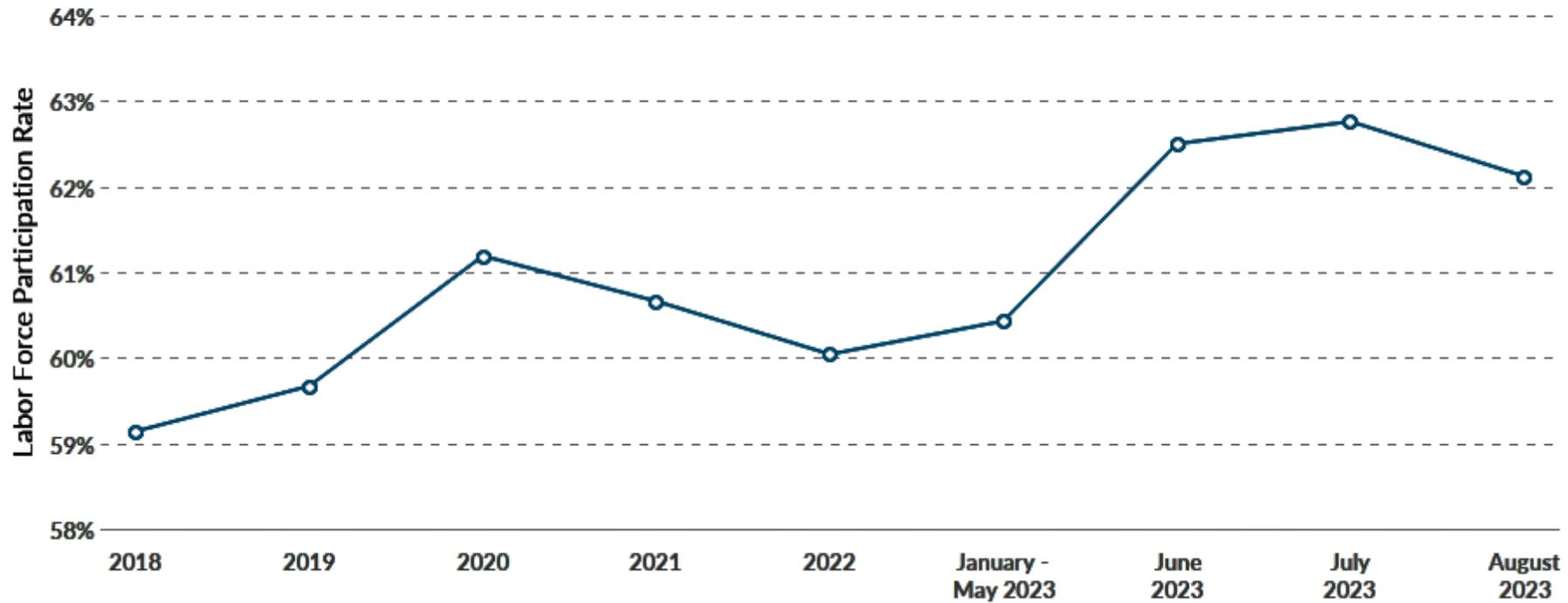
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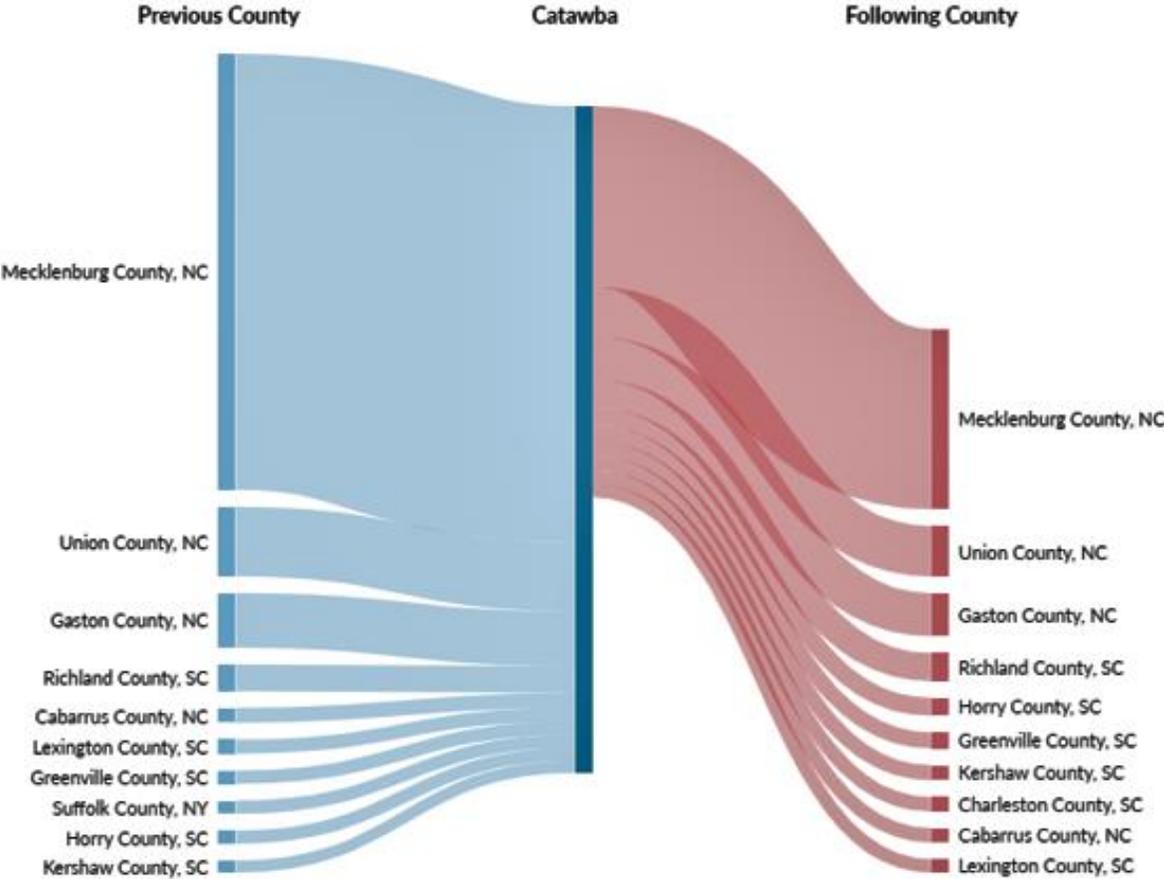
Catawba is an SC Outlier

Labor Force Participation Rate Trends



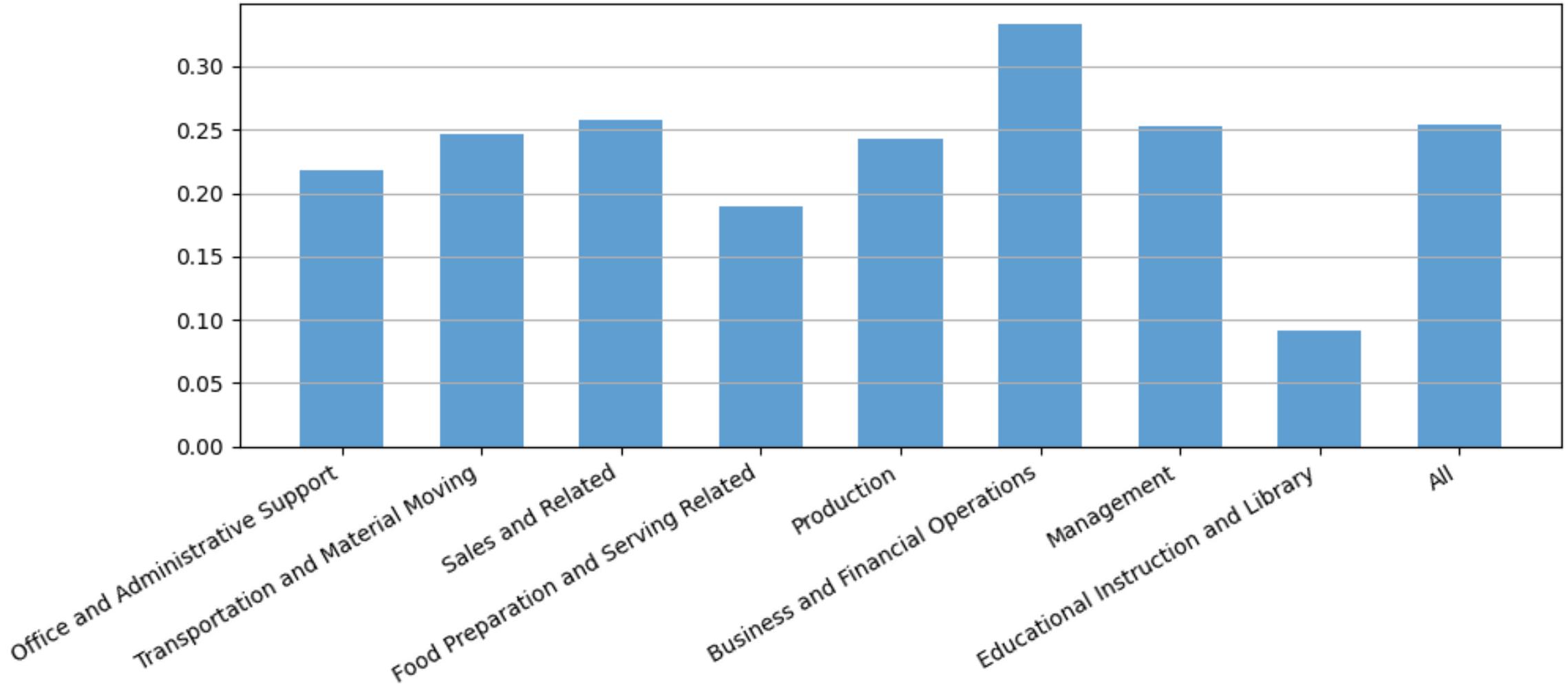
Ties to Charlotte Distinguish Catawba from the Rest of SC

As of 2020, 6,630 people have migrated from Mecklenburg County, NC to Catawba. In the same year, 2,739 people left Catawba migrating to Mecklenburg County, NC. The total Net Migration for Catawba in 2020 was 8,226.

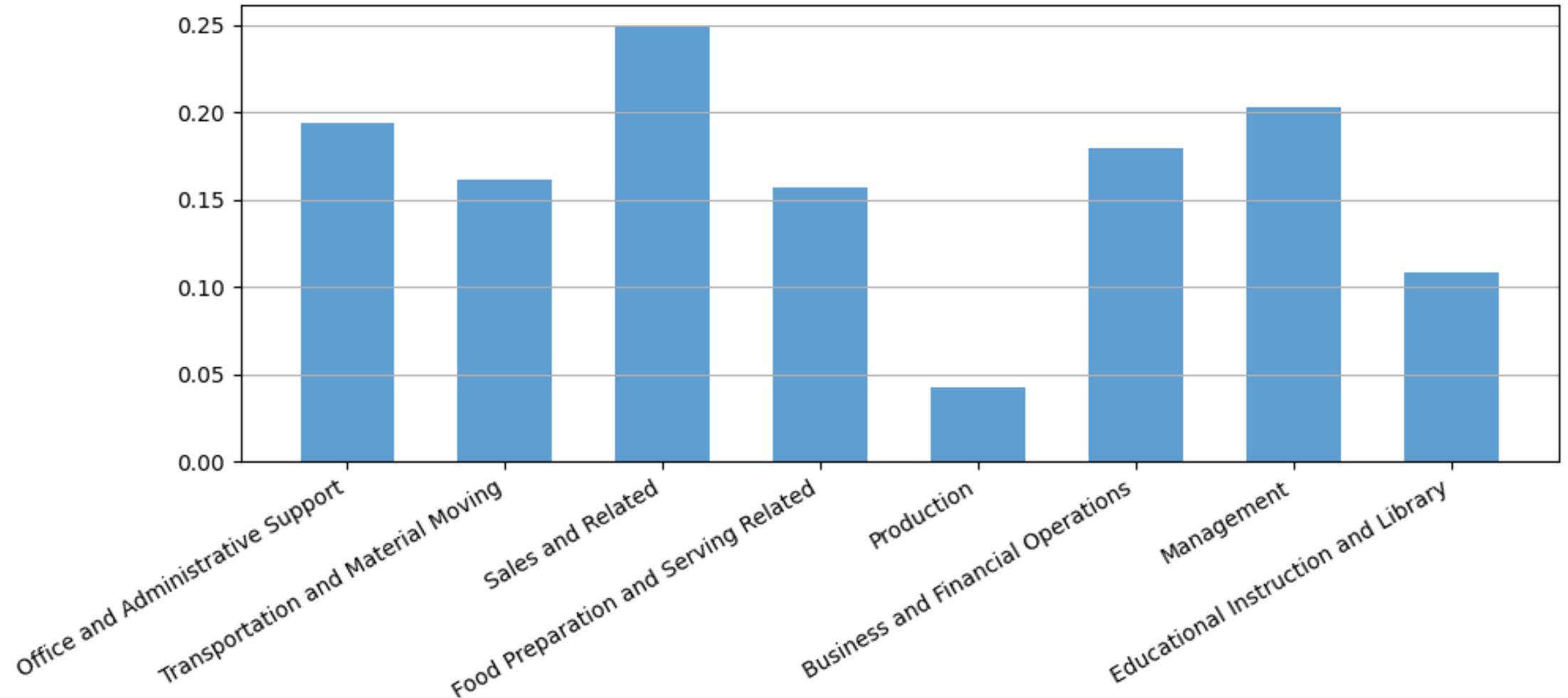


Catawba Top Occupations:

Net Commuters as % of Workers



Top Occupations % Difference in Wages: Catawba v Mecklenburg

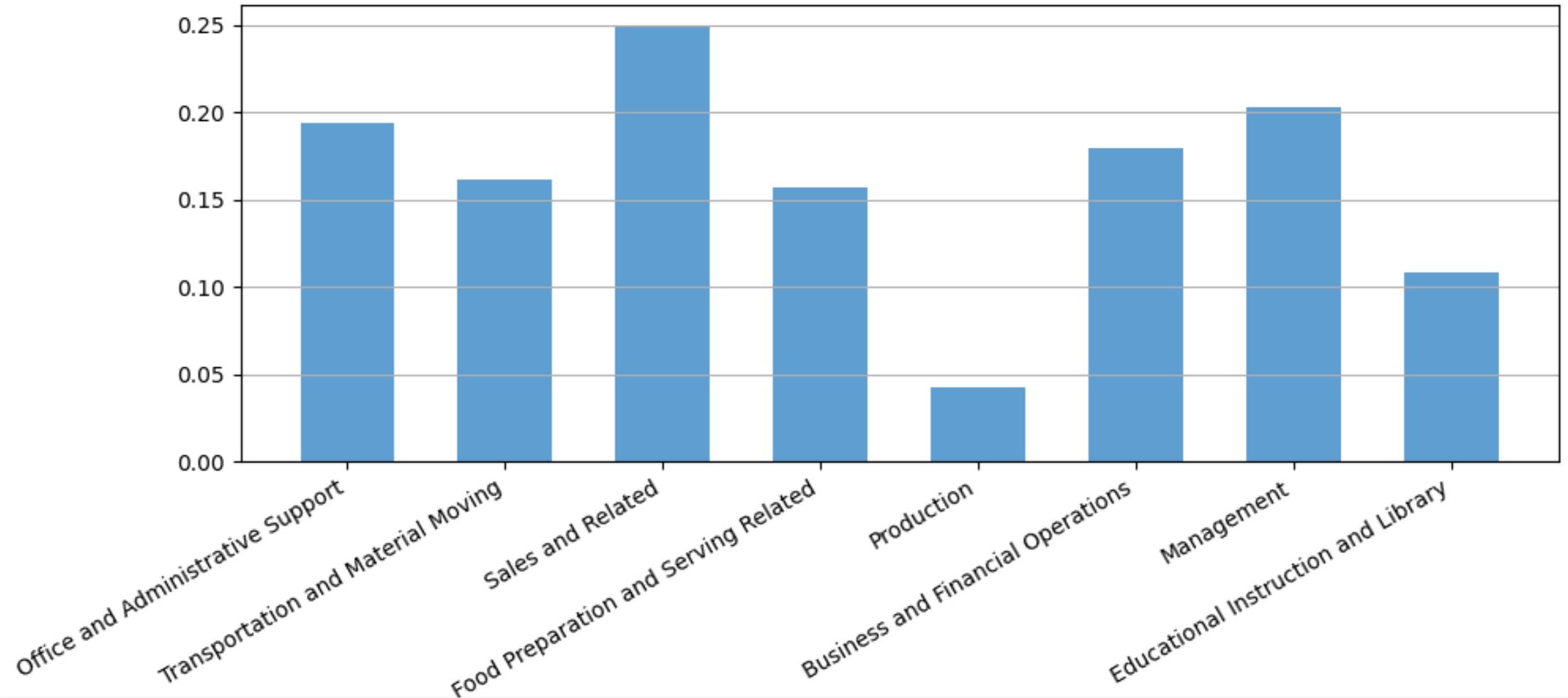


Low Rate of Participation in Local Work

Occupation	% Net Commuters	Labor Force Participation %	Net Participation in Local Work %
Catawba	-25.4%	62.1%	46.3%
Santee-Lynches	-24.2%	55.1%	41.8%
Upper Savannah	-23.1%	55.3%	42.5%
Worklink	-20.3%	54.3%	43.3%
Lower Savannah	-15.1%	51.4%	43.6%
Lowcountry	-5.4%	51.1%	48.3%
Pee Dee	-4.5%	61.4%	58.6%
Upstate	-2.9%	56.5%	54.9%
Waccamaw	-2.4%	48.5%	47.3%
Trident	2.8%	65.0%	66.8%
Midlands	15.8%	63.1%	73.1%
Greenville	22.0%	61.0%	74.4%

Source: Lightcast

Top Occupations % Difference in Wages: Catawba v Mecklenburg



The Skilled Workers Are Here

Occupation	Net Commuters	Typical Entry Level Education	Annual Openings
Physicians, All Other	(135)	Doctoral or professional degree	<10
Airline Pilots, Copilots, and Flight Engineers	(181)	Bachelor's degree	<10
Dentists, General	(13)	Doctoral or professional degree	12
Computer and Information Systems Managers	(369)	Bachelor's degree	31
Financial Managers	(293)	Bachelor's degree	84
Architectural and Engineering Managers	(94)	Bachelor's degree	13
Pharmacists	(115)	Doctoral or professional degree	14
Veterinarians	(23)	Doctoral or professional degree	<10
Lawyers	(99)	Doctoral or professional degree	44
Nurse Practitioners	(114)	Master's degree	13
Purchasing Managers	(25)	Bachelor's degree	13
Human Resources Managers	(89)	Bachelor's degree	17

Source: Lightcast (Highest Paying Jobs with 100+ Resident Workers and Net Negative Commuters)

Commuters Help the Local Service Sector

Catawba

Industry	% Demand Met by Imports	Exports as a % of Sales	Location Quotient
Arts, Entertainment, and Recreation	66%	19%	1.00
Accommodation and Food Services	29%	4%	1.12

Mecklenburg

Industry	% Demand Met by Imports	Exports as a % of Sales	Location Quotient
Arts, Entertainment, and Recreation	27%	43%	1.28
Accommodation and Food Services	11%	8%	0.92

Source: Lightcast

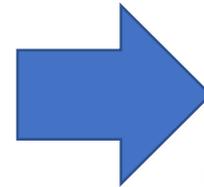
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Task Force Leads to New Act on Workforce Development



**SOUTH CAROLINA
LABOR FORCE
PARTICIPATION TASK FORCE**



S.C. lawmakers look to develop workforce of the future



South Carolina leaders say their next focus is figuring out how to fill thousands of new jobs that'll open up in the next few years across the state.

By Staff

Published: Mar. 13, 2023 at 6:40 PM EDT



COLUMBIA, S.C. (WIS) - South Carolina leaders say their next focus is figuring out how to fill thousands of new jobs that'll open up in the next few years across the state.

Statewide Education and Workforce Development Act:



Education and Workforce Online Portal* (Multi-Year Phases)

- Benefits Calculator
- Career pathways tool
- Educational program alignment toolkit
- Return on Investment Analyses
- Supply Gap Analysis (annually)
- Workforce dictionary/inventory



Real-Time Labor Market Information

- Occupational codes and wage/hour information**
- Evidence-building system MOUs
- Evidence-building system



Study Regarding Barriers Related to

- Government Assistance
- Childcare
- Transportation

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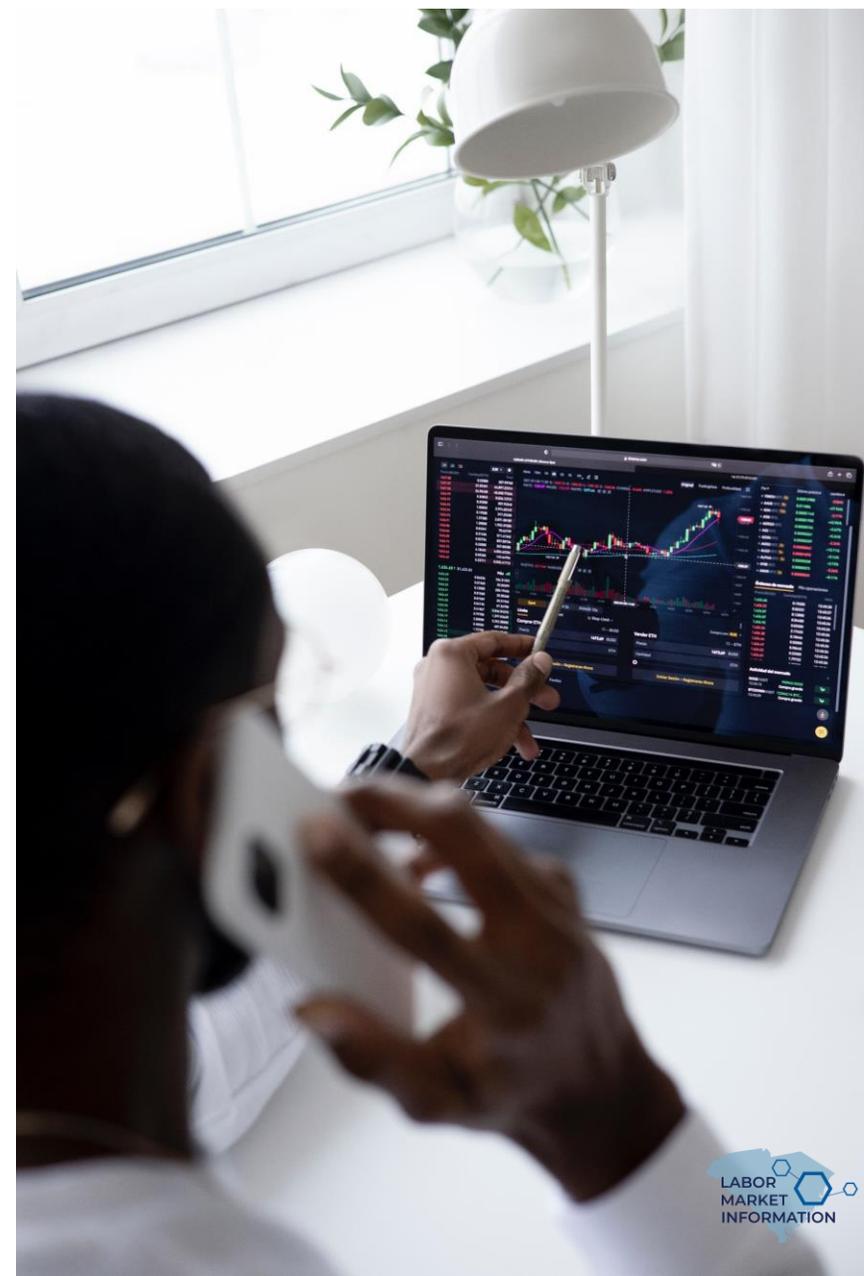
Occupational codes and wage/hour information

Improving Our Data Quality

- We Have Wage Records, But...
- Part-Time Workers Skew Our Data
- We Typically Want Occupation Wages (Not Industry)
- Currently All Occupation Data is Survey Data
- SC Data Then Relies on National Data Potentially

Missing Local Differences

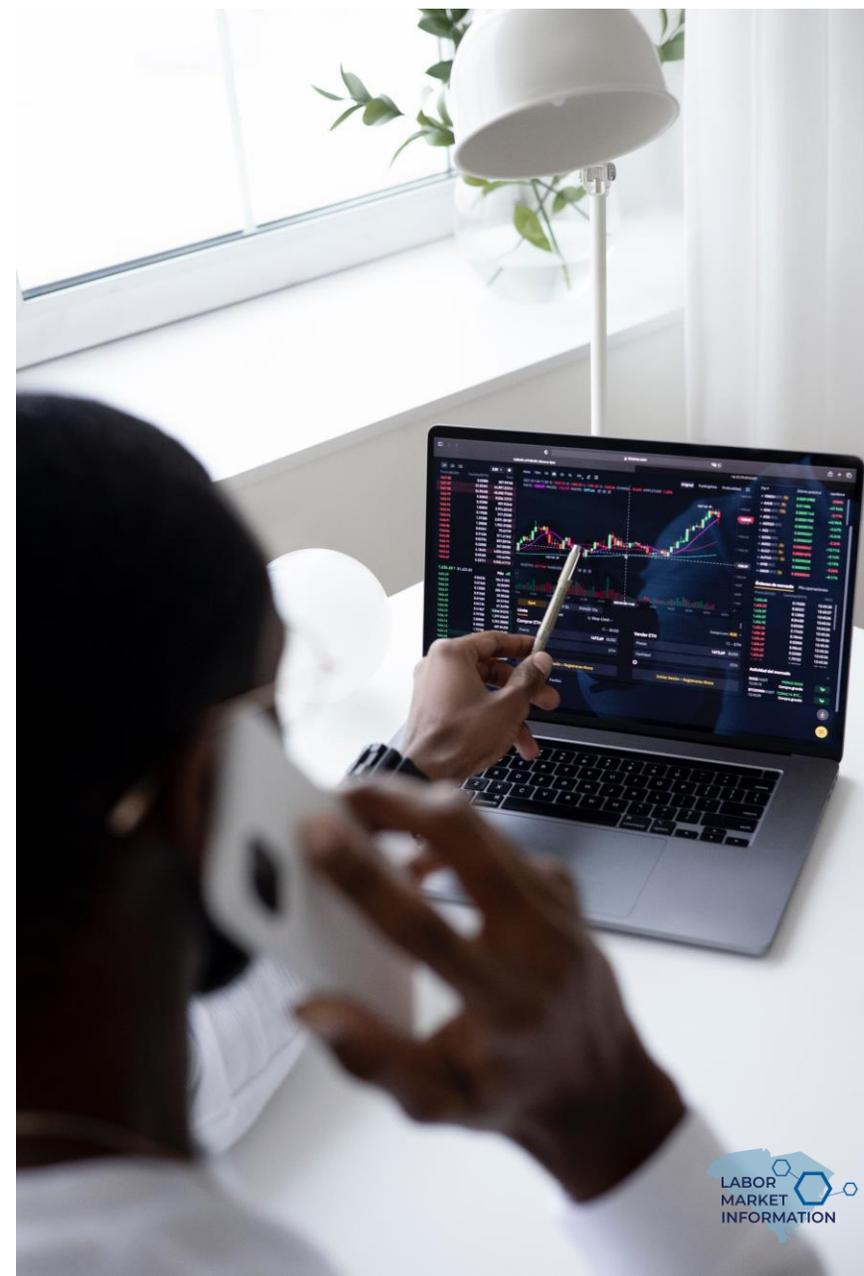
- Wage Records Are Available Quarterly



Occupational codes and wage/hour information

Remove Barriers to Research and Information

- Do SC Students Use Their Degrees and How?
- Are Industry->Occupation Estimates Accurate?
- When Skilled Workers Leave the State, Are They Young Grads Seeking Entry Level Jobs or Experienced Workers Seeking Higher Wages?



Act 67 Analysis Projects: Return on Investment



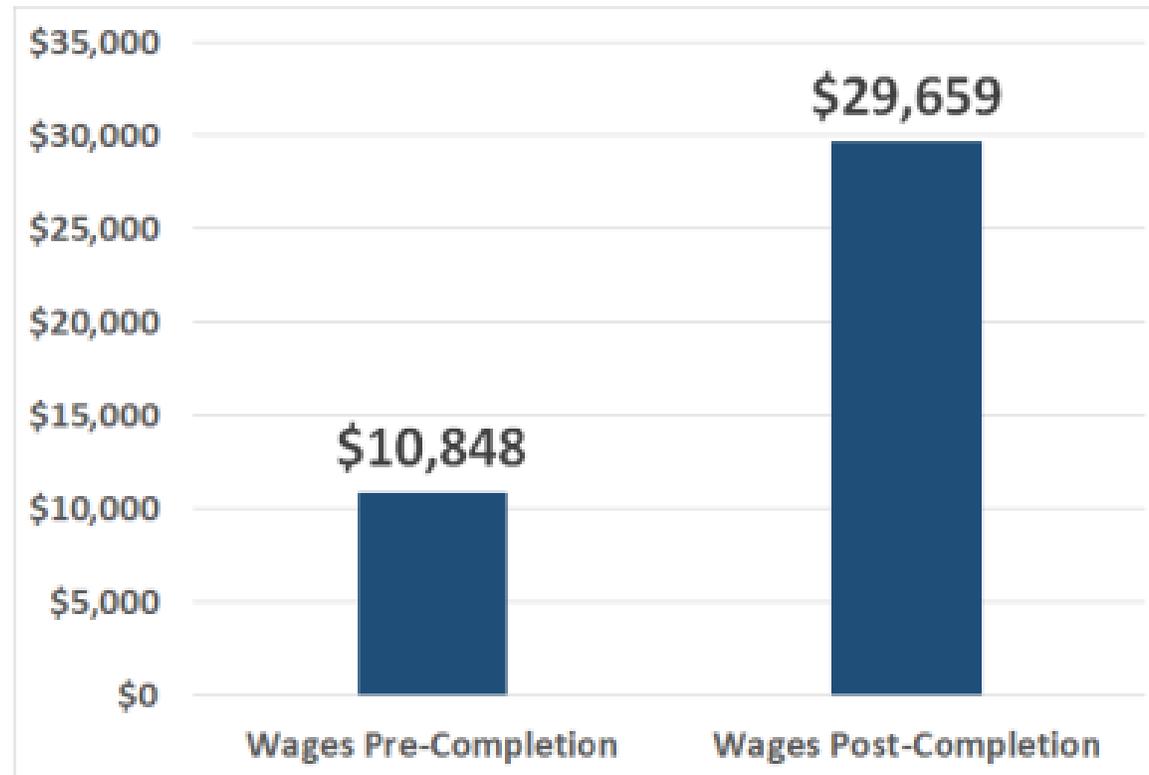
Students, Parents, Teachers, and Career Councilors Help Young South Carolinians Make Life Choices....

But Information is Limited Regarding Program Outcomes

Act 67 Analysis Projects: Return on Investment Example

Pre- and Post-Completion Wages for Individuals Completing Welding Credentials

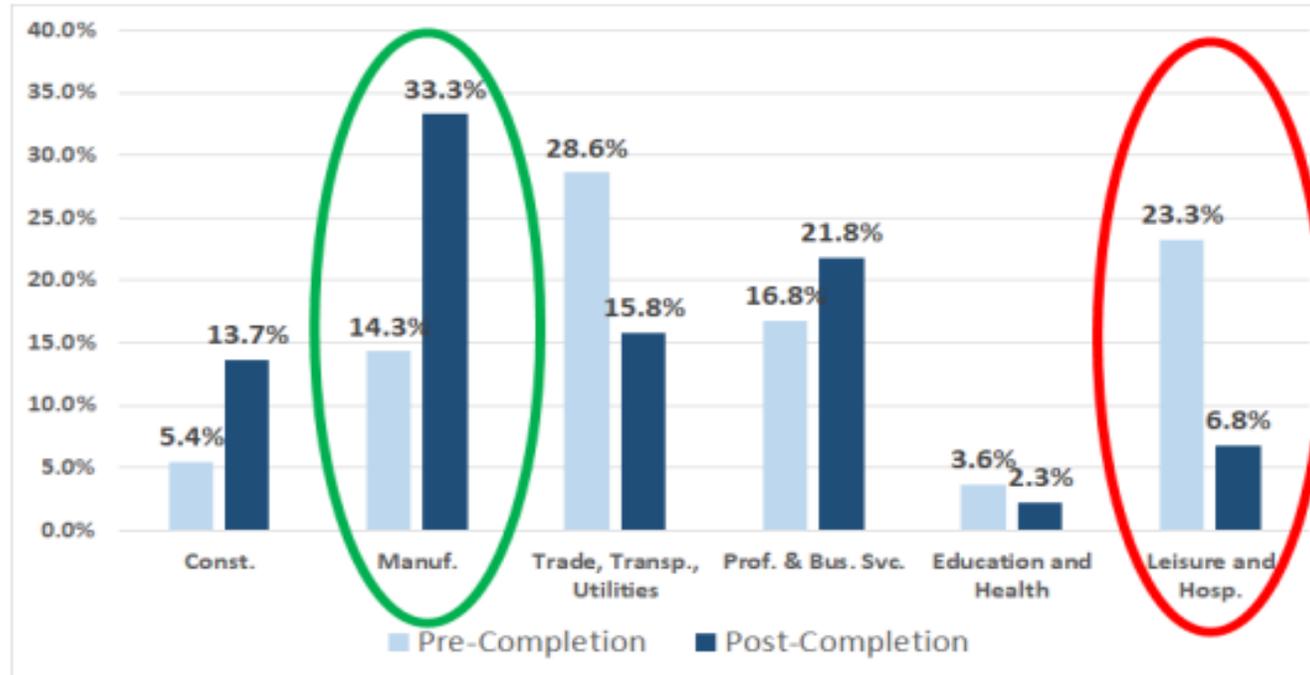
- ◇ Welding programs are typically between 9 and 36+ credit hours costing ~\$1,800-\$7,200+.
- ◇ The **median change in wages** pre- and post-completion is **\$14,098**. Most students are likely able to **recoup** the cost of the program **within one year** of completion.
- ◇ 64% of graduates had a wage change of at least \$7,200 while over 77% of graduates had a wage change of at least \$1,800.
- ◇ For all graduates working at least one quarter prior to and post the welding program, the **median wage was \$29,659**.



Act 67 Analysis Projects: Return on Investment

Example

Change in Industry of Employment



- ◇ In the year immediately after completion of a welding program, **46.9% of graduates were working in the Construction and Manufacturing industries**. This compares with only 19.7% working in these two welding-intensive industries prior to program completion.
- ◇ Compared to the year prior to program completion, there were **fewer** individuals working in the **Trade, Transportation, and Utilities or the Leisure and Hospitality industries** after completing a welding program.
- ◇ SCDEW will begin collecting **occupation data** on workers starting in **April 2024**. Future analysis may be able to specifically document which graduates of welding programs obtain jobs as welders.

Act 67 Analysis Projects: Supply Gap Analysis:

Comparing Industry Need to Education Supply

Manufacturing Occupations

SOC Code	Occupation	In-Demand		Key to TNECD Industry Sectors	STEM	Typical Entry-Level Education
		TN	Total # Regions			
51-4121	Welders, Cutters, Solderers, and Brazers	X	8	*		HS diploma or equivalent
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders		1	*		HS diploma or equivalent
51-4199	Metal Workers and Plastic Workers, All Other		3	*		HS diploma or equivalent
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders		1			HS diploma or equivalent
51-6099	Textile, Apparel, and Furnishings Workers, All Other		1			HS diploma or equivalent
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood		1			HS diploma or equivalent
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing		2			HS diploma or equivalent
51-8013	Power Plant Operators		1			HS diploma or equivalent

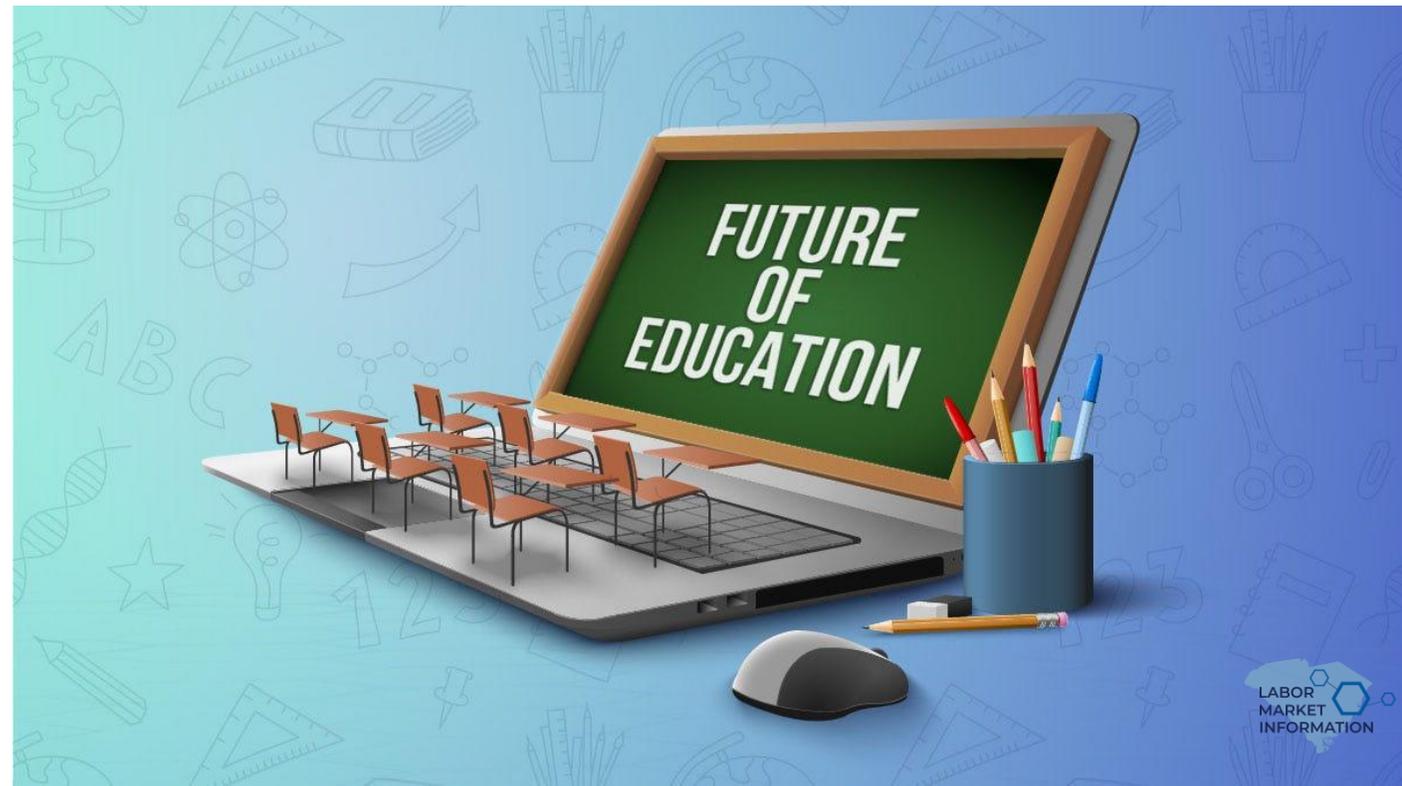


Postsecondary Manufacturing Degrees, 2019-20

CIP Code	Program Title	Educ. Award Level	Number of Grads	% Employed in TN	Est. First Year Annual Wages
48.0501	Machine Tool Technology/Machinist	C<1YR	31	58%	\$19,755
48.0501	Machine Tool Technology/Machinist	C1-2YR	193	74%	\$34,206
48.0507	Tool and Die Technology/Technician	C1-2YR	11	100%	\$39,662
48.0508	Welding Technology/Welder	C<1YR	131	67%	\$30,000
48.0508	Welding Technology/Welder	C1-2YR	486	71%	\$30,770
15.0403	Electromechanical Technology/ Electromechanical Engineering Technology	C<1YR	75	63%	\$43,328
47.0303	Industrial Mechanics and Maintenance Technology	C<1YR	87	66%	\$30,118
52.0205	Operations Management and Supervision	C<1YR	34	82%	\$38,221

Act 67 Analysis Projects: Supply Gap Analysis

- Does the SC Higher Education Match the Needs of the SC Workforce?
- Intended to Inform Higher-Education and Potential Employers
- Compares the Employment Projections for Growth Occupations and Retirements to Current Graduates/Certifications Through Higher Ed.
- Identifies Areas of Strength and Need within the SC Skilled Workforce



Catawba Region: Workforce Education Required

Typical Education for Occupational Entry	Base Employment	Projection Employment	Annual Total Openings
Less than High School	39.4%	30.6%	31.0%
High School diploma	37.1%	39.9%	38.8%
Some College or Associates degree	7.5%	8.7%	8.6%
Bachelor's degree or higher	15.9%	20.8%	21.6%
Total	100.0%	100.0%	100.0%

Source: DEW Employment Projections Program, 2020-2030

Thank you for listening

Please let us know if:



You have any ideas for products that would help you do your job better



Someone has said they would like to know more about workforce data



You receive any requests for data from businesses of other stakeholders



You have a seemingly impossible question that needs to be answered

The data you have seen in this presentation are just a slice of what we can provide.

Think of us as your own research team – and you don't have to pay us a penny.

INFORMATION & CONTACT

Information:

- Labor Market Information:
Imicustomerservice@dew.sc.gov
- Data Dashboard: <https://dew.sc.gov/data-and-statistics/data-dashboard>
- Website: SCWorkforceInfo.com



Tell us how we did!
Please take the feedback survey

DATA DASHBOARD



TRENDS



COMMUNITY PROFILE



HOT JOBS





Thank you



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce