



Labor Market Information in South Carolina

SCACED Opportunity SC Conference

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SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce

The Labor Market Information Division

What is Labor Market Information?

Labor market information (LMI) consists of data, statistics, and analysis related to employment and the workforce including:

- labor supply and demand
- industry employment and wages
- occupational employment and wages
- labor force and unemployment figures
- employment projections
- labor force demographics

We serve employers, jobseekers, policymakers, educators, and anyone with a stake in our state's prosperity.

All material produced by the LMI Division is publicly available on our website at <https://scworkforceinfo.com>.

The Labor Market Information Division

What Does LMI Do?

LMI operates four programs funded by the U.S. Bureau of Labor Statistics (BLS):

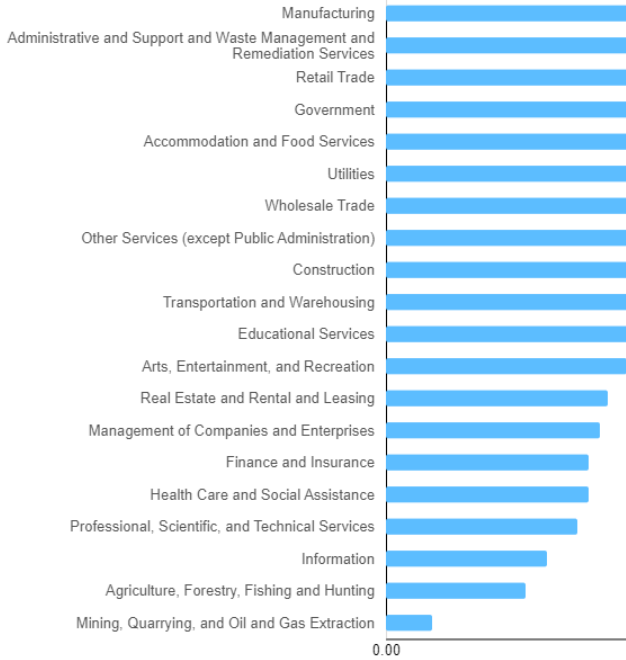
- Local Area Unemployment Statistics (LAUS)
- Current Employment Statistics (CES)
- Quarterly Census of Employment and Wages (QCEW)
- Occupational Employment and Wage Statistics (OEWS)

Additionally, LMI receives a Workforce Information Grant (WIG), which requires:

- Maintenance of the Workforce Information Database
 - State and local industry and occupational employment projections (EP)
 - Employee development and LMI training to ensure quality service delivery
 - Statewide annual economic analysis report
 - Annual Performance Report
- In addition, LMI provides labor market analytics to support implementation of the Statewide Education and Workforce Development Act (more on that part later).

Top Industry Employment Concentration

● Industry Employment Concentration

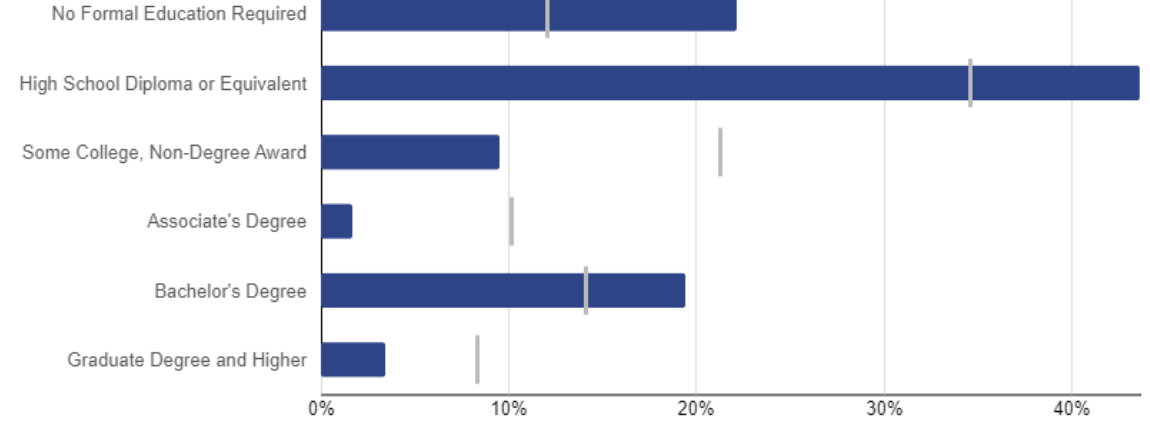


Top Companies Posting

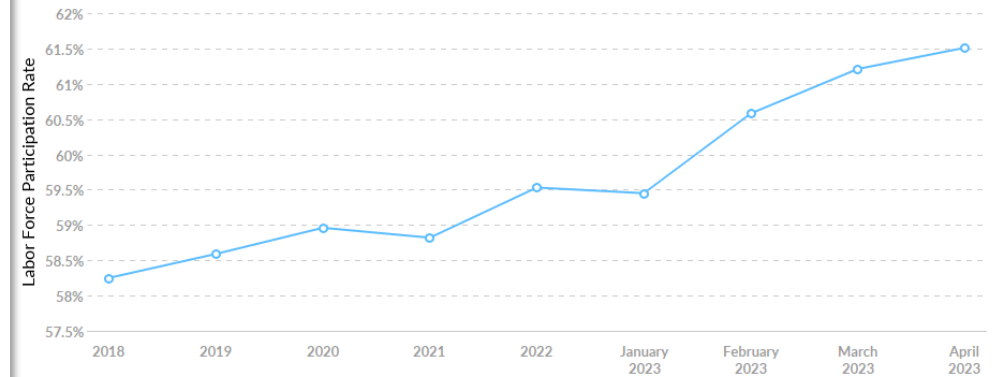
Unique Postings

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

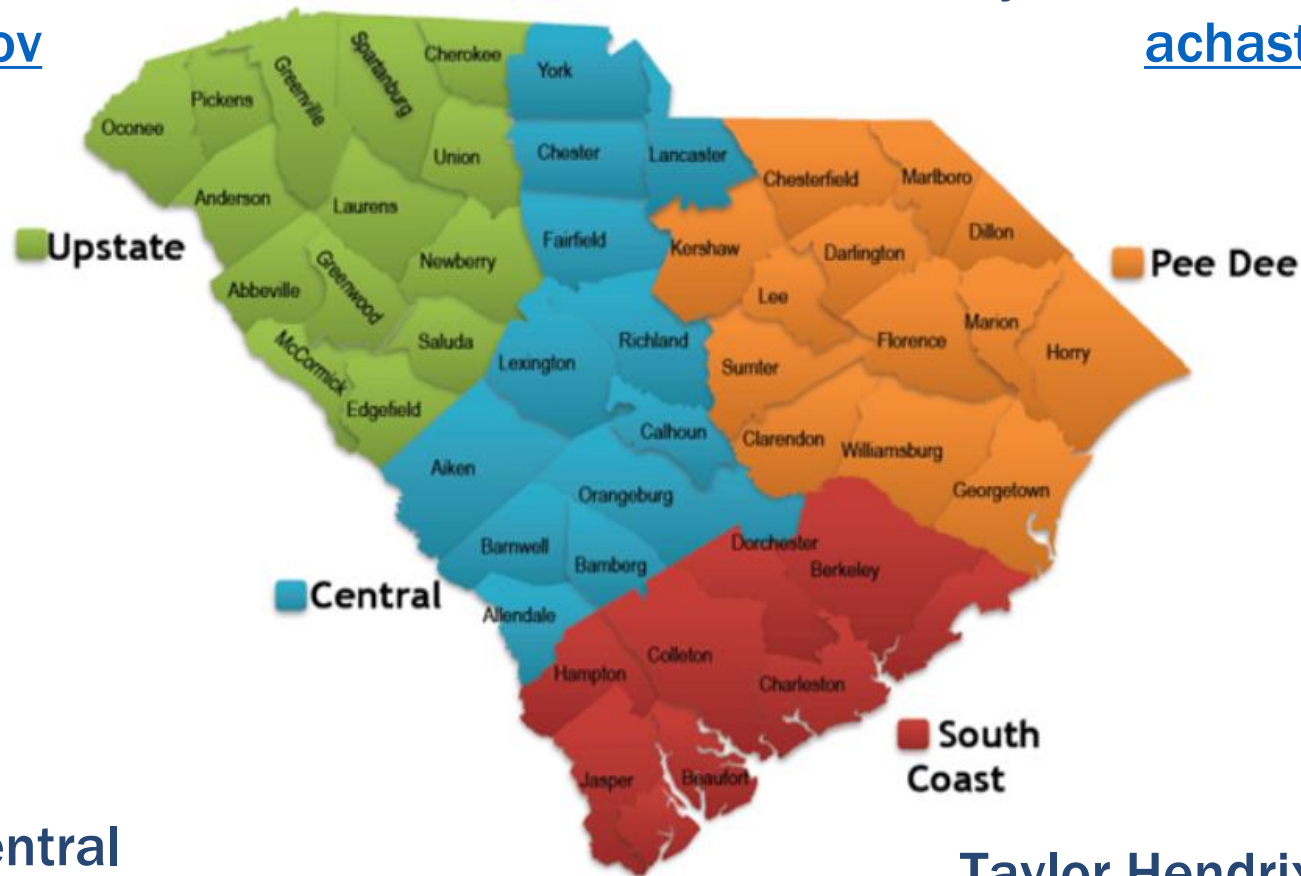


What Kinds of Data Do We Have?

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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. At the top, there is a navigation bar with the SC WORKS ONLINE SERVICES logo, utility icons (Dashboard, Alerts, Accessibility, Home, Sign In), and a search icon. The main header reads "SOUTH CAROLINA LABOR MARKET INFORMATION" and features the website's logo with the tagline "labor market information at your fingertips".

The content is organized into two main columns. The left column, titled "LATEST NEWS", contains several news items with dates and brief descriptions, such as "APRIL 2023 EMPLOYMENT SITUATION" (posted May 19, 2023) and "APRIL 2023 LOCAL AREA UNEMPLOYMENT STATISTICS" (posted May 19, 2023). The right column, titled "QUICK LINKS", features a grid of 18 blue icons representing various data and services, including "Local Area Unemployment Statistics (Household Survey)", "Current Employment Statistics (Employer Survey)", "Quarterly Census of Employment and Wages", "Occupational Employment and Wage Statistics", "Employment Projections", "Occupation and Staffing Data", "Hot Jobs", "Job Journeys", "Job Listings Data", "Community Profiles", "Regional Economic Reports", "South Carolina Data Trends", "Labor Supply and Demand", "Economic Analysis Report", "Annual Performance Report", "Research Publications", "Job Seeker Publications", "Archived Publications", "Data Release Calendar", "Employer Directory", and "Help and More Resources".

At the bottom, there is a footer with 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: "Copyright © 1998-2023 Geographic Solutions, Inc. All rights reserved." and the slogan "Virtual One Stop - Sapphire".

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 shows the SCWorkforceInfo.com website interface. The top navigation bar includes 'SC WORKS ONLINE SERVICES', 'Dashboard', 'Alerts', 'Accessibility', 'Home', 'Sign In', and 'Assistance Search'. The main content area is titled 'SOUTH CAROLINA LABOR MARKET INFORMATION'. Below this, there are sections for 'LATEST NEWS' and 'QUICK LINKS'. The 'QUICK LINKS' section contains a grid of 15 buttons, each with an icon and a label. A red box highlights the first five buttons: '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 features a footer with 'About', 'Settings', 'Services', 'Mobile App', 'Legal', 'Resources', and 'SC Works Online Services' sections, along with a copyright notice and 'Virtual One Stop - Sapphire'.

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 with links for Dashboard, Alerts, Accessibility, Home, and Sign In. The main content area is divided into "LATEST NEWS" and "QUICK LINKS".

LATEST NEWS:

- APRIL 2023 EMPLOYMENT SITUATION**
Posted May 19, 2023
The April 2023 press release of the state's Employment Situation is available by clicking [here](#).
- APRIL 2023 LOCAL AREA UNEMPLOYMENT STATISTICS**
Posted May 19, 2023
The April 2023 data release of the Local Area Unemployment Statistics program is available by clicking the "Local Area Unemployment Statistics (Household Survey)" button to the right.
- APRIL 2023 CURRENT EMPLOYMENT STATISTICS**
Posted May 19, 2023
The April 2023 data release of the Current Employment Statistics program is available by clicking the "Current Employment Statistics (Employer Survey)" button to the right.
- APRIL 2023 LABOR SUPPLY AND DEMAND REPORT**
Posted June 2, 2023
The April 2023 release of the Labor Supply and Demand Report is available by clicking the "Labor Supply and Demand" button to the right.
- MARCH 2023 COMMUNITY PROFILE REPORTS**
Posted April 21, 2023
The March 2023 release of the Community Profile Reports are available by clicking the "Community Profiles" button to the right.
- MARCH 2023 EMPLOYMENT SITUATION**
Posted April 21, 2023
The March 2023 press release of the state's Employment Situation is available by clicking [here](#).
- MARCH 2023 LOCAL AREA UNEMPLOYMENT STATISTICS**
Posted April 21, 2023
The March 2023 data release of the Local Area Unemployment Statistics program is available by clicking the "Local Area Unemployment Statistics (Household Survey)" button to the right.

QUICK LINKS:

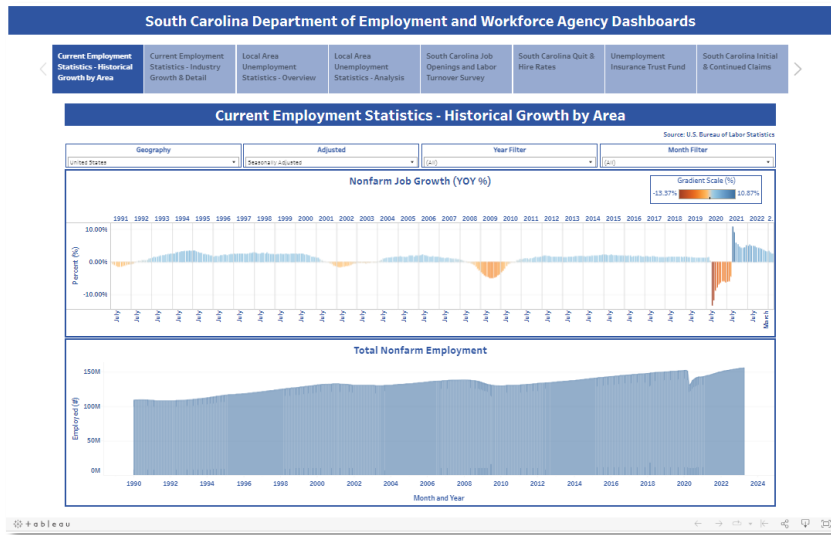
- Local Area Unemployment Statistics (Household Survey)
- Current Employment Statistics (Employer Survey)
- Quarterly Census of Employment and Wages
- Occupational Employment and Wage Statistics
- Employment Projections
- Occupation and Staffing Data
- Hot Jobs
- Regional Economic Reports
- South Carolina Data Trends
- Community Profiles
- Regional Economic Reports
- South Carolina Data Trends
- Labor Supply and Demand
- Economic Analysis Report
- Annual Performance Report
- Research Publications
- Job Seeker Publications
- Annual Performance Report
- Data Release Calendar
- Employer Directory
- Help and More Resources

Footer:

- 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:** (Icon)
- Legal:** Privacy Statement, Terms of Use, Disclaimer, EEO
- Resources:** Protect Yourself, Assistance
- SC Works Online Services:** Contact Us

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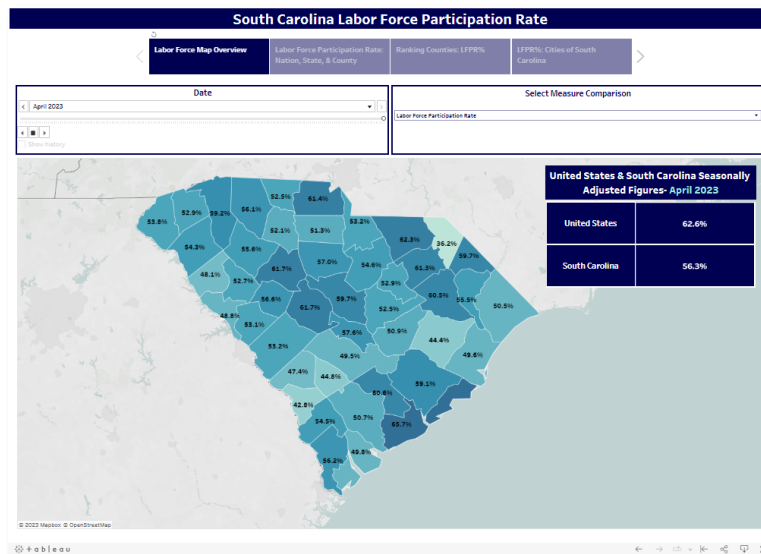
Agency Dashboards



There are two Tableau dashboards that are not available from the LMI website:

- Agency Dashboard: This is a great visual tool for providing basic data about DEW and the SC economy to stakeholders.

<https://dew.sc.gov/data-and-statistics/data-dashboard>



- Labor Force Participation Dashboard: This provides experimental local estimates of participation rates.

<https://dew.sc.gov/taskforce/LFPdashboard>

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 3.0 percent (about 73,000 people), within an eyelash of pre-pandemic levels that were the lowest on record.



There are plenty of jobs available

167,000 in July, 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.

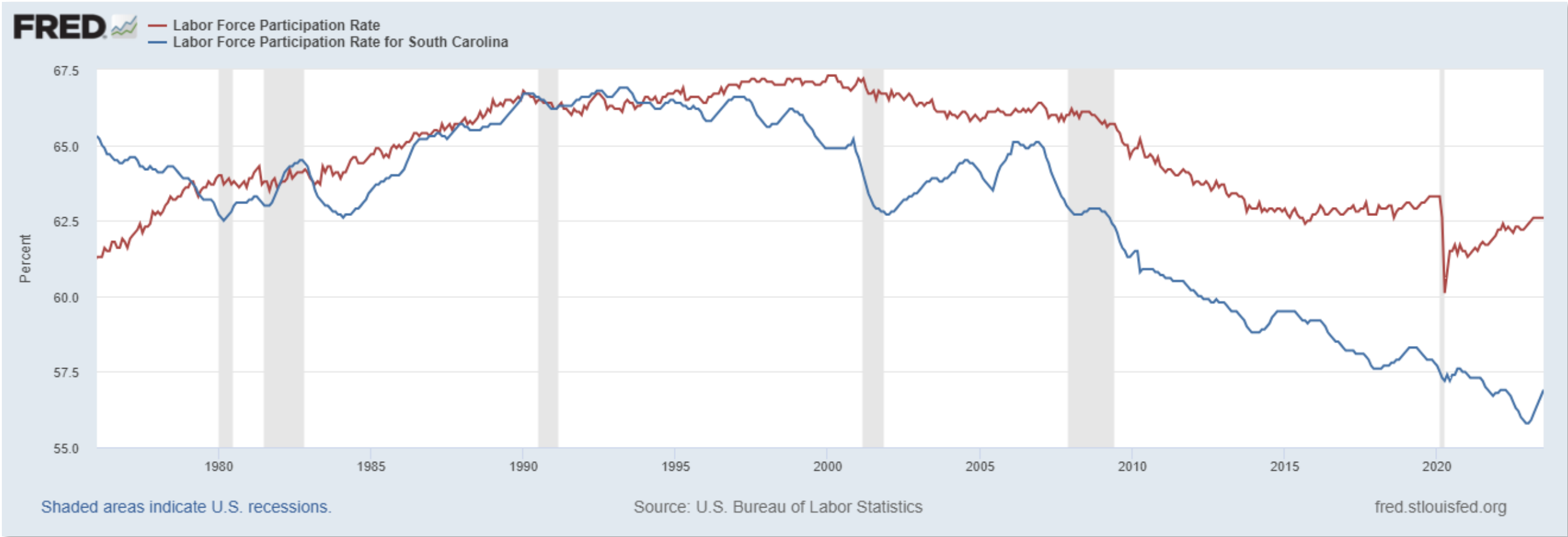
According to the Palmetto Business Barometer survey:

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

About the Taskforce

- The Task Force met six times between March 2022 and April 2023. It consisted of 11 people from across academia, government, and the private sector.
- Dr. Erica Von Nessen and I represented DEW and developed a preliminary analysis.
- It was determined that, to better understand the labor market dynamics at play, two research products would need to be commissioned.
- One would evaluate the question from a macroeconomic level, working to identify the fundamental shifts in the state's demographic and economic characteristics correlated with trends in the Labor Force Participation Rate (LFPR).
- Another would evaluate the question from a micro-level.



Survey Methodology



Survey:

The massive surge of unemployment filings during the initial wave of the pandemic provided a unique research opportunity.



DEW used UI Records to identify individuals who:

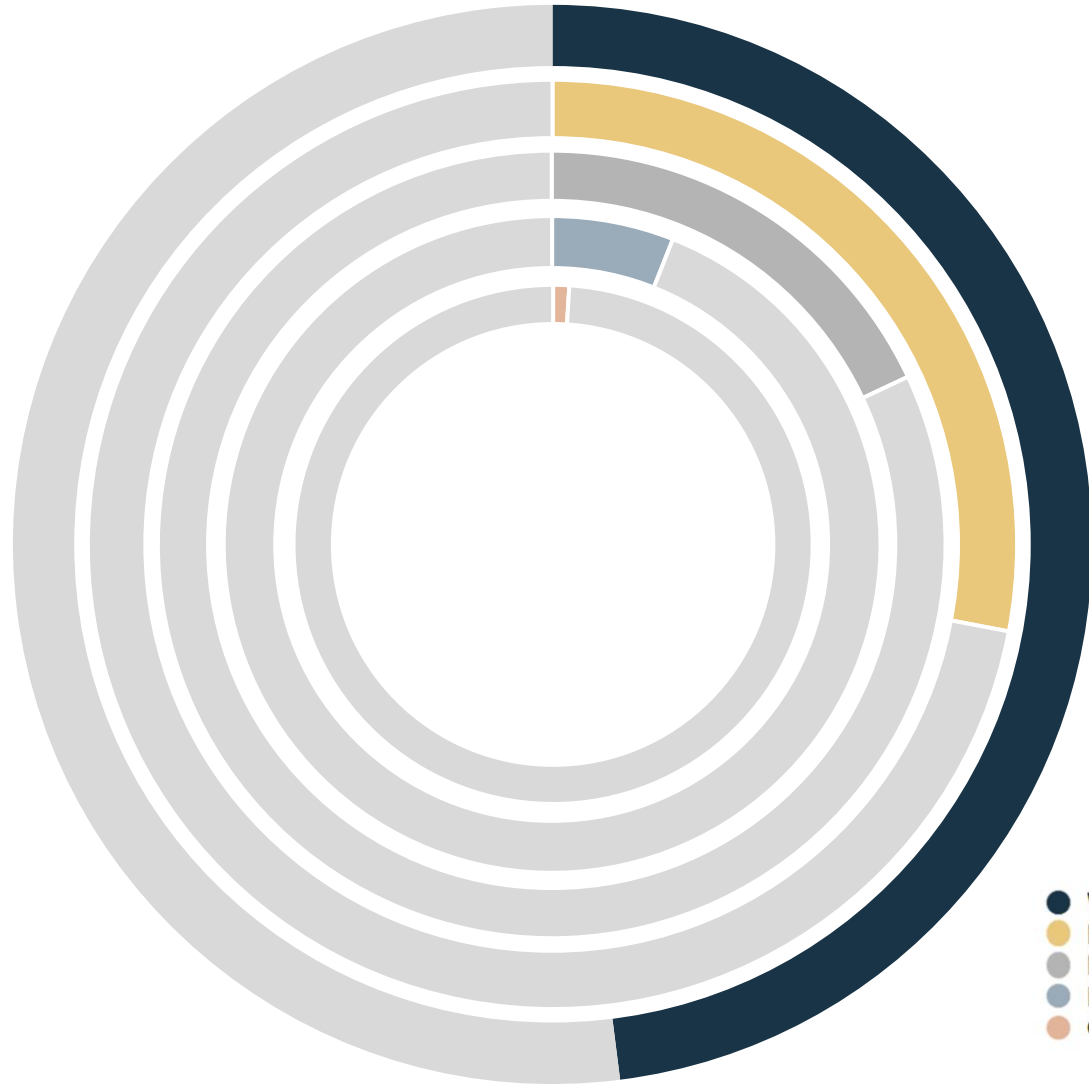
- Were present in our wage data in 2019,
- Filed a UI claim in 2020, thereby providing contact information to DEW, and
- Were not present in our wage data in 2021.



Goal:

DEW wanted to ascertain how many of these people dropped out of the labor force, their reasons for doing so, and how they might be convinced to return.

The Top-Line Finding



About 46 percent of respondents stated they are currently working in some form.

- Note that UI wage records do not include contractors or sole proprietors.

An additional 26 percent are people who are not available to work (i.e., students, retirees, those with disability or health issues).

This leaves 28 percent who are not working but could work, including:

- 32 percent of Black/African American respondents
- 33 percent of respondents aged 54 or younger
- 31 percent of respondents without a college degree
- 37 percent of respondents living in Tier IV counties

- Working
- Not Working - Available
- Not Working - Retired/Student
- Not Working - Health/Disability
- Other

Top 10 Barriers to Entry

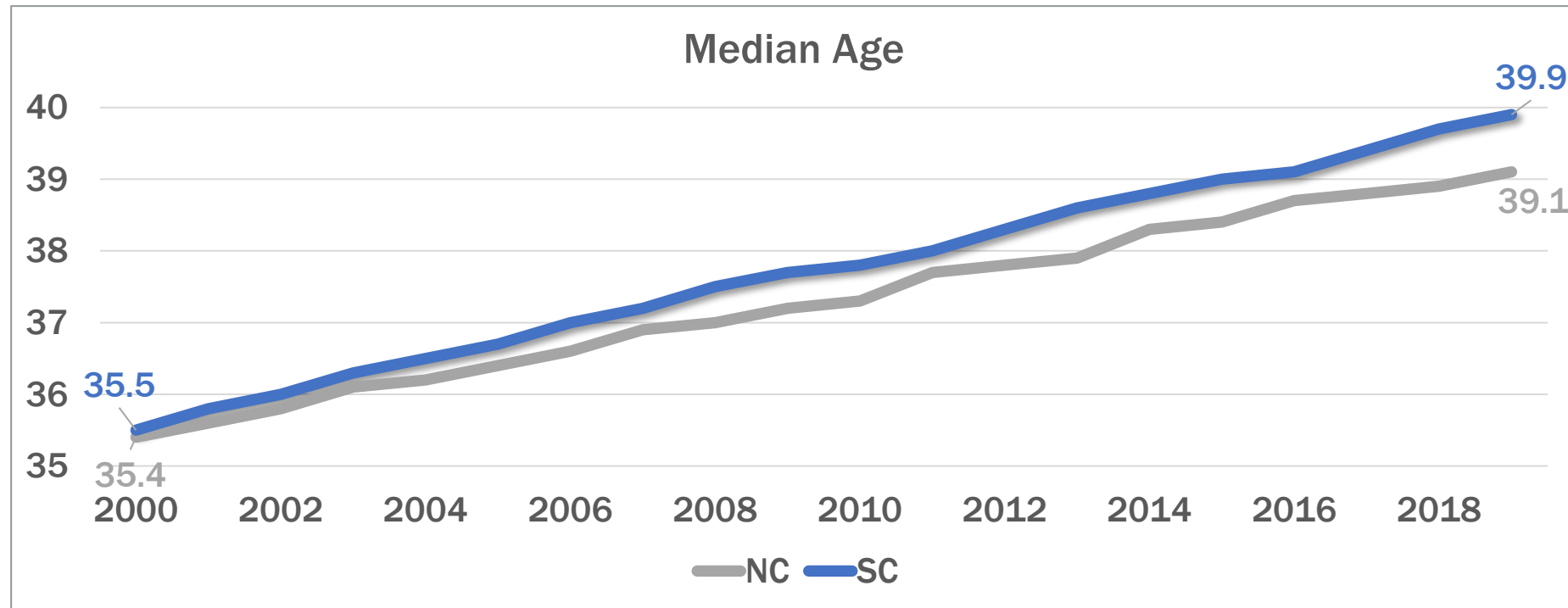
Barrier	Percent
Low pay jobs	23%
Health	20%
Gaps in employment history	19%
Lack of transportation	18%
Optimal hours not available	16%
Disabilities	15%
Lack of child care	14%
Stay with child	13%
Age (too old)	12%
Criminal record	11%

Key Survey Takeaways

- Results suggest there may be several policy levers to improve the state's LFPR:
 - Improved communication about relevant job opportunities
 - Increased availability of childcare and rural transportation
 - Enhanced accommodations for persons with health issues
 - Facilitation of more flexible working conditions where possible
- The question of low pay requires further research to determine whether salary expectations are reasonable.
- The other study identified the most crucial factor...



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.

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-change 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

How a Task Force Becomes a Law



The Speaker filed H.3726, the Statewide Education and Workforce Development Act.

January 2023

In small part because of the Task Force, the salience of labor force participation as a political matter had increased.



SOUTH CAROLINA DEPARTMENT OF Employment and Workforce



May 2022

Rep. Murrell Smith became Speaker of the House in May 2022 and declared workforce development a legislative priority. After the 2022 session, he convened an ad hoc committee to study the issue.



January 2023

The Speaker filed H.3726, the Statewide Education and Workforce Development Act.



May 2023

The bill was amended before being passed and signed into law as Act 67.

Act 67 takes the work of the Task Force and codifies it as legislative intent.

State legislation puts focus on workforce as means for attracting continued investment

BY ELIZABETH HUSTAD EHUSTAD@POSTANDCOURIER.COM
AUG. 25, 2022

State leaders look to 'streamline' workforce development



S.C. Code of Laws Section 41-30-540

(A) The [Coordinating Council on
Workforce Development] shall:

[...]



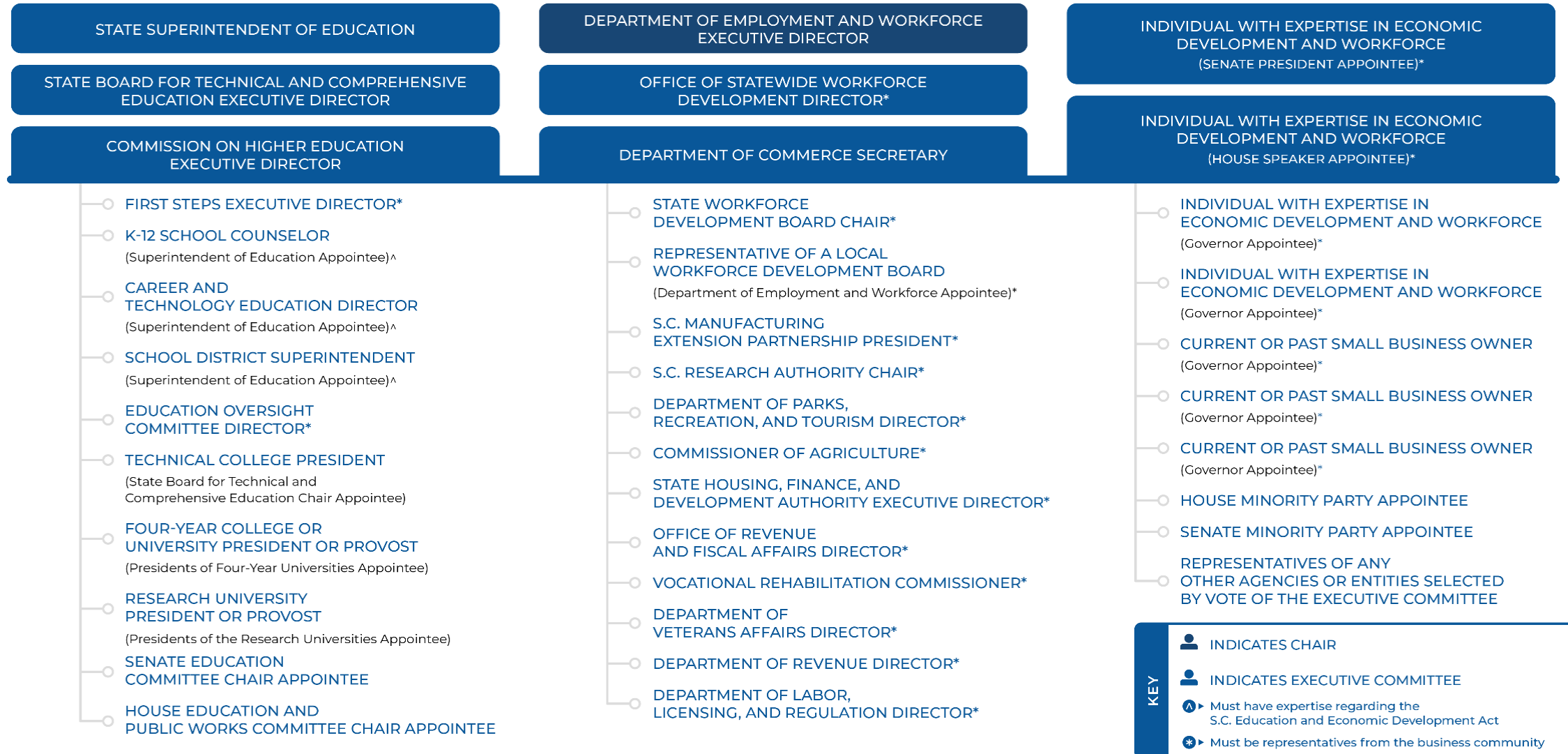
(4) Use data and analysis to create measurable, time-sensitive metrics for the [Unified State Plan] ... includ[ing] but not limited to:

- (a) ten-year labor participation rate target; and
- (b) ten-year target for the number of South Carolinians who possess a high-quality credential or postsecondary degree;

CCWD Members



COORDINATING COUNCIL FOR WORKFORCE DEVELOPMENT (CCWD) MEMBERS:



Unified State Plan (USP)

- The USP is defined in statute as, “the comprehensive statewide education and workforce development plan that provides a systemwide approach to streamline and unify efforts of entities involved in education and workforce development.”
- It is designed not to duplicate, but to reinforce other plans that already exist, such as agency strategic plans, federally required state plans (e.g., WIOA, Perkins V, etc.), and regional and local plans, opening new opportunities to address agency needs.

- The CCWD plans to approve the initial USP in December, then each June thereafter.
- To determine what should be in the plan, Act 67 requires a lot of data and analytics.



Workforce Bill Projects Required in Act 67



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

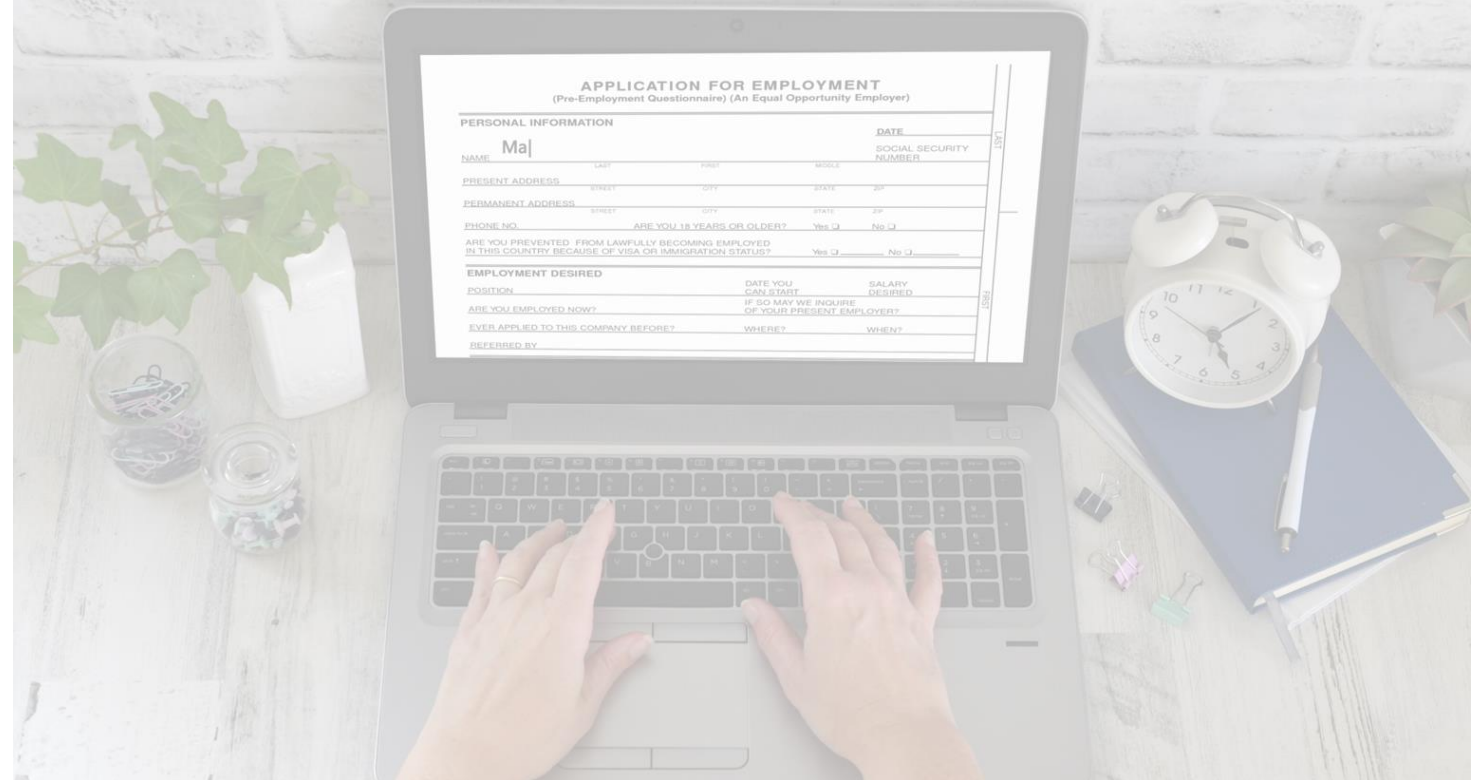
- Occupational codes and wage/hour information**
- Evidence-building system MOUs
- Evidence-building system



Study Regarding Barriers Related to

- Government Assistance
- Childcare
- Transportation

The Path Forward



Like many states, South Carolina is facing labor supply constraints and has adopted a new intergovernmental structure for helping to address them.

The survey results suggest that there are many individual reasons why people who are interested in employment are not in the labor force.

However, research indicates that the dominant LFP trend is an aging population.

That said, much more can be done to inform employers and jobseekers about the labor market and ensure a continuous career pipeline from pre-K into the workforce.

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.



Thank you