



The Present and Future of South Carolina's Health Workforce

South Carolina Hospital Association CFO Forum

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What Does the Labor Market Information Division Do?

- Labor Market Information (LMI) co-produces several data programs funded by the U.S. Department of Labor:
 - Local Area Unemployment Statistics
 - Current Employment Statistics
 - Quarterly Census of Employment and Wages
 - Occupational Employment and Wage Statistics
 - State and local industry and occupation projections
- Other responsibilities include writing annual reports and assisting the public in accessing and providing context for our data. Our public mailbox is lmicustomerservice@dew.sc.gov.
- Thanks to Act 67 of 2023, we have established a new unit to provide data and analytics to the Coordinating Council for Workforce Development (CCWD).
- All material produced by the LMI Division is publicly available on our websites at <https://scworkforceinfo.com> or <https://dew.sc.gov>.

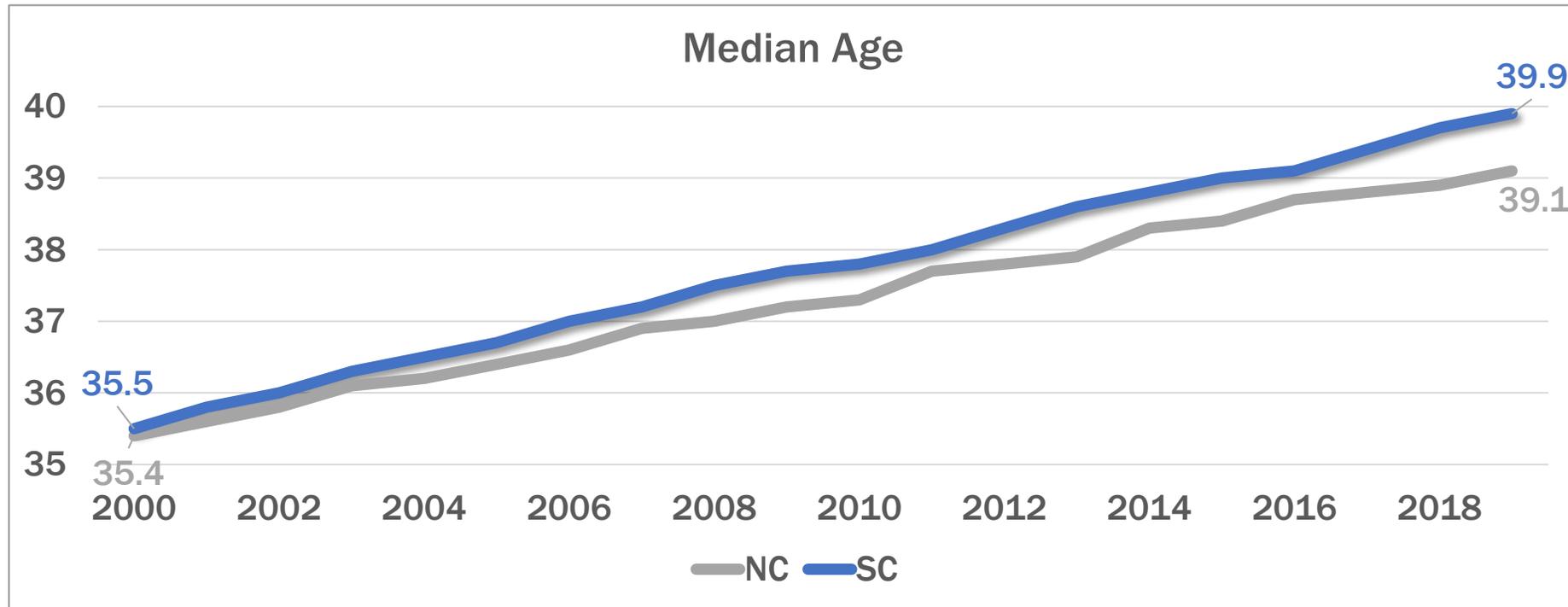
South Carolina Economic Overview

- The unemployment rate was 3.6% in June, well below the national rate of 4.3% and historically low overall despite a modest increase this year.
- According to the US Census Bureau, South Carolina was the fastest-growing state in the country during the year ending July 1, 2023.
- State personal income went up 9.5% in Q1, the highest in the country.
- According to the US Bureau of Labor Statistics, there were 167,000 job openings statewide in April, the second highest rate in the nation.

So, if Things Are Good ... Where Are the Workers?

- The short answer is that they're already working. Employer payrolls are up 180,000 people from pre-pandemic levels.
- There was no “Great Resignation.” Since 2021, the labor market has been more dynamic. People who quit their jobs overwhelmingly were able to find another one that they liked better.
- It's simply a numbers game. The group entering the workforce (Gen Z) is nowhere near as large as those exiting (Baby Boomers). This would always cause labor challenges; the pandemic only accelerated things.

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.

Health Workforce in Context

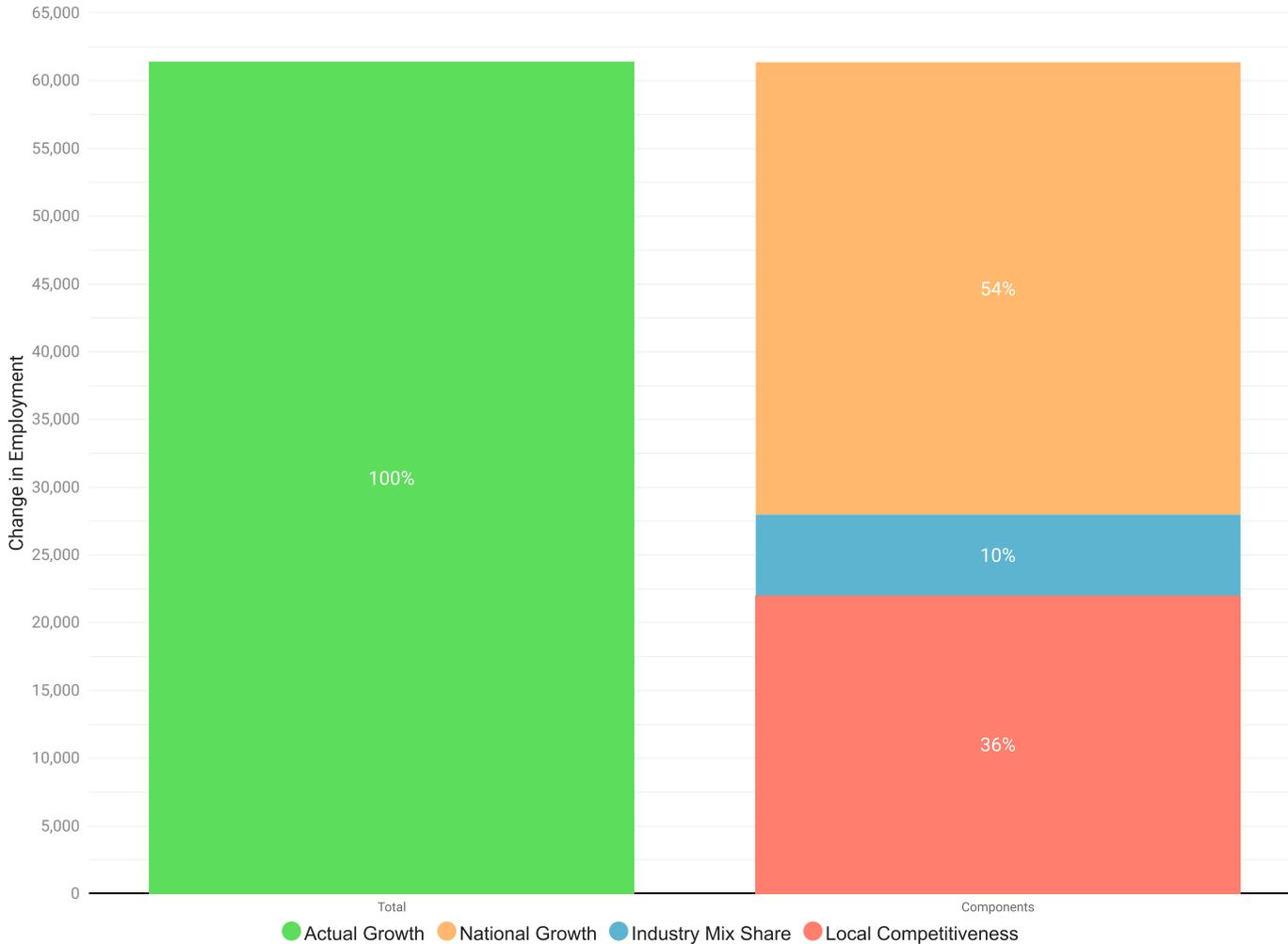
- As of Q4 2023, South Carolina had 2,418,307 workers.
- The average annual wage per worker was \$56,214 (US comp: \$69,891).
- Health Care and Social Assistance (HC&SA) had the most workers (311,852).
- The average annual wage per HC&SA worker was \$60,586 (vs. \$63,771).

Source: JobsEQ (unless otherwise noted)

Shift Share Analysis

- 36% of employment growth in HC&SA (red) can be attributed to the state.
- The rest is due to national growth (54%) and industry mix (10%).

Drivers of Employment Growth for South Carolina



Source: JobsEQ® Data as of 2023Q4

Employment Distribution



Type	Jobs	Percent
Private Sector	231,125	74.1
Self-Employment	10,365	3.3
Local Government	43,633	14.0
State Government	18,938	6.1
Federal Government	7,791	2.5

Employment by Industry

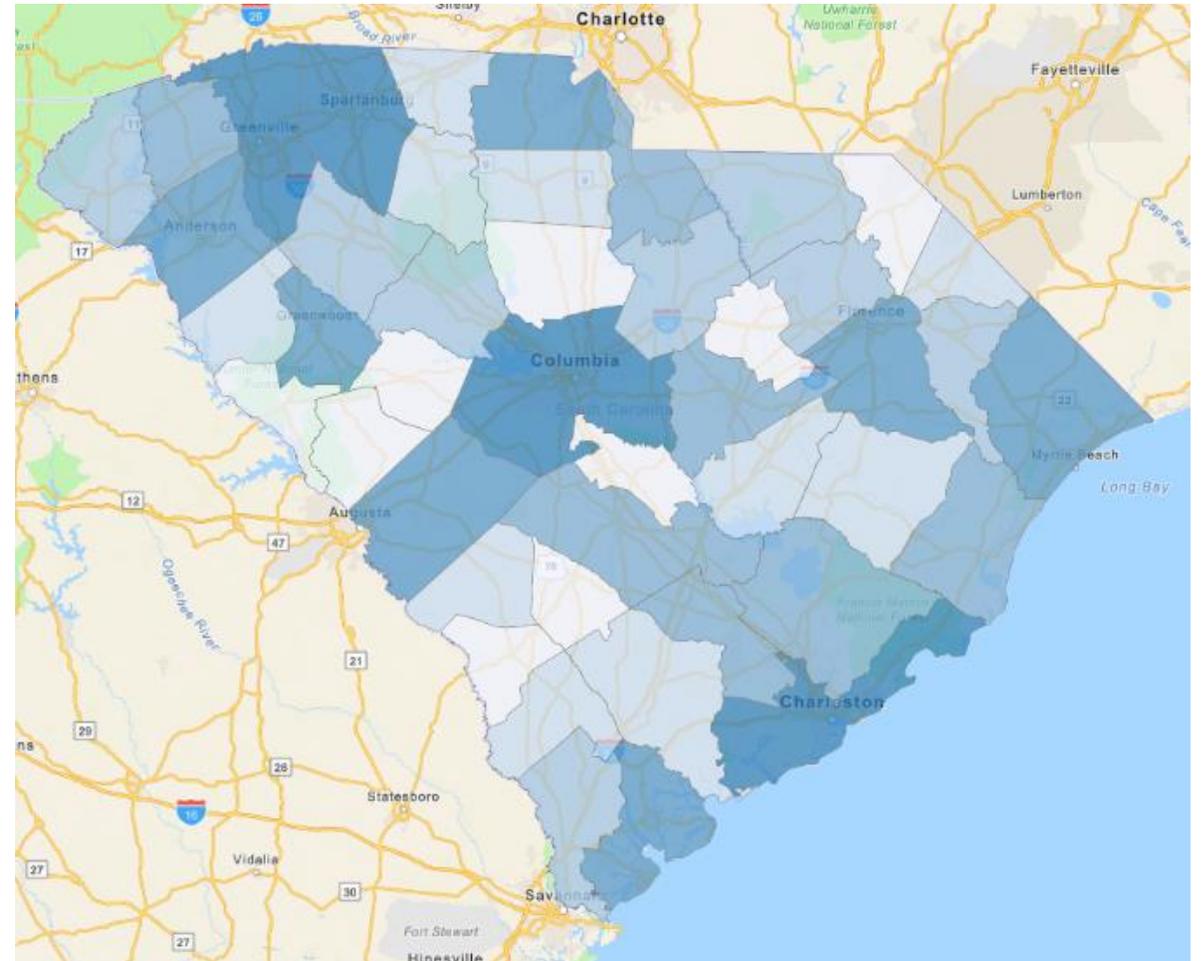
Industry	Jobs	AAW	LQ
General Medical and Surgical Hospitals	90,758	\$70,654	0.99
Offices of Physicians (except Mental Health Specialists)	51,930	\$102,792	1.20
Home Health Care Services	20,426	\$36,776	0.78
Nursing Care Facilities (Skilled Nursing Facilities)	20,122	\$43,572	0.93
Services for the Elderly and Persons with Disabilities	17,895	\$21,223	0.52
Offices of Dentists	15,719	\$63,381	1.03
Child Care Services	13,643	\$26,647	0.78
Continuing Care Retirement Communities	8,444	\$36,148	1.21
Assisted Living Facilities for the Elderly	6,320	\$31,605	0.88
Other Individual and Family Services	5,799	\$42,902	0.62
Remaining Component Industries	60,798	\$52,411	0.78
Health Care and Social Assistance	311,852	\$60,586	0.88

Turnover in the Health Workforce

- Perhaps surprisingly, the labor turnover rate is somewhat less than that of the overall workforce (9.1% vs. 10.7%, respectively).
- Turnover is highest in retirement and assisted living facilities (14.6%) and ambulatory health care services (14.0%).
- Turnover is lowest in general medical and surgical hospitals (6.4%).

Geography of the Health Workforce

County	Jobs
Greenville	43,665
Charleston	43,263
Richland	34,579
Spartanburg	22,581
Lexington	19,578
Horry	17,737
Florence	14,090
York	11,802
Anderson	11,334
Beaufort	9,743
All Others	78,350



Health Occupations Overview

- Two categories of Standard Occupational Classification (SOC) codes are reserved for health workers:
 - Healthcare Practitioners and Technical Occupations (SOC 29)
 - Healthcare Support Occupations (SOC 31)
- SOC 29 includes 139,687 workers who earn an annual average of \$97,100.
- SOC 31 includes 90,685 workers who earn an annual average of \$34,300. This is not enough to support a single adult in ten counties statewide, including most urban areas, according to the Self-Sufficiency Standard.

Top Health Occupations

Occupation	Jobs	AAW
Registered Nurses	46,125	\$78,400
Personal Care Aides	28,875	\$27,500
Nursing Assistants	20,131	\$34,700
Medical Assistants	12,414	\$38,700
Home Health Aides	10,159	\$27,500
LPNs and LVNs	9,777	\$54,400
Pharmacy Technicians	7,272	\$39,500
Dental Assistants	5,330	\$45,700
Pharmacists	5,107	\$129,900
Physicians, All Other	5,062	\$320,000

Occupation	Jobs	AAW
Nurse Practitioners	4,259	\$115,900
Radiology Techs	3,610	\$64,300
Physical Therapists	3,336	\$95,400
Dental Hygienists	3,327	\$76,800
EMTs	3,140	\$39,800
Health Techs, All Other	3,135	\$41,700
Medical Records Spec.	2,905	\$53,600
Lab Technologists	2,379	\$54,800
Lab Technicians	2,367	\$54,800
Speech Pathologists	2,338	\$85,800

Top Self-Employed Health Occupations

Occupation	Jobs
Massage Therapists	832
Chiropractors	283
Dentists, General	271
Registered Nurses	247
Nursing Assistants	233
Physicians, All Other	220
Veterinarians	176
Physical Therapists	134
Acupuncturists	98
Family Med Physicians	80

Source: DEW Long-Term Employment Projections

Job Postings Overview

- Between July 2023 and June 2024, there were over 614,000 job postings across online databases in South Carolina.
- Registered nurses were the most common occupation sought (26,544).
- 106,581 job postings were situated in SOC 29 or SOC 31 occupations.

Top Health Job Postings

Occupation	Jobs	Postings
Registered Nurses	46,125	26,544
Personal Care Aides	28,875	4,401
Nursing Assistants	20,131	4,694
Medical Assistants	12,414	3,086
Home Health Aides	10,159	1,003
LPNs and LVNs	9,777	5,017
Pharmacy Technicians	7,272	1,752
Dental Assistants	5,330	1,370
Pharmacists	5,107	768
Physicians, All Other	5,062	1,326

Occupation	Jobs	Postings
Nurse Practitioners	4,259	2,580
Radiology Techs	3,610	3,929
Physical Therapists	3,336	6,015
Dental Hygienists	3,327	731
EMTs	3,140	651
Health Techs, All Other	3,135	854
Medical Records Spec.	2,905	903
Lab Technologists	2,379	663
Lab Technicians	2,367	1,097
Speech Pathologists	2,338	4,469

Employment Projections

- We don't have a crystal ball, but it's possible to develop a projection of future employment by industry and occupation.
- These projections have many assumptions. The two most important are:
 - There are no meaningful changes in the state's economic base.
 - Overall economic growth will be in line with historical averages.
- HC&SA is expected to add 54,822 jobs in the next ten years, an increase from 311,852 to 366,674 (17.6%).

Industry 2033 Projections

Industry	Jobs	Total Growth	Annual Demand	Annual Growth
General Medical and Surgical Hospitals	101,595	+10,837	871	+1.1%
Offices of Physicians (except Mental Health Specialists)	60,289	+8,359	543	+1.5%
Home Health Care Services	26,232	+5,806	313	+2.5%
Services for the Elderly and Persons with Disabilities	24,883	+6,988	336	+3.4%
Nursing Care Facilities (Skilled Nursing Facilities)	21,244	+1,122	253	+0.5%
Offices of Dentists	18,330	+2,611	194	+1.5%
Child Care Services	14,651	+1,008	193	+0.7%
Continuing Care Retirement Communities	10,442	+1,998	141	+2.1%
Assisted Living Facilities for the Elderly	7,898	+1,578	107	+2.3%
Other Individual and Family Services	7,816	+2,017	85	+3.0%

Occupation 2033 Projections

Occupation	Jobs	Total Growth	Annual Demand	Annual Growth
Registered Nurses	52,393	+6,268	3,272	+1.3%
Personal Care Aides	37,414	+8,539	5,365	+2.6%
Nursing Assistants	22,620	+2,489	3,249	+1.2%
Medical Assistants	15,290	+2,876	2,027	+2.1%
Home Health Aides	13,173	+3,014	1,581	+2.6%
Licensed Practical and Licensed Vocational Nurses	11,097	+1,320	921	+1.3%
Pharmacy Technicians	8,442	+1,170	812	+1.5%
Nurse Practitioners	6,869	+2,610	497	+4.9%
Dental Assistants	6,285	+954	885	+1.7%
Pharmacists	5,711	+604	260	+1.1%

Coordinating Council for Workforce Development

- The CCWD has just approved South Carolina's first-ever Unified State Plan for education and workforce, focusing on awareness, skills, and obstacles.
- Included are 168 priority occupations, selected mostly for market need, that will be the focus of education and workforce activities. Of these, 24 are in the health science career cluster - no other area has more.

Supply Gap Analysis

- CCWD legislation requires production of a supply gap analysis to assess how well the education pipeline matches labor demand.
- To satisfy this, LMI has conducted an analysis of postsecondary degree and certificate programs statewide and built a model to determine what occupations they are likeliest to pursue.
- A draft is being finalized and should be released later this year.

Return on Investment Reports

- CCWD legislation requires producing return on investment reports to help identify programs most likely to lead to wage gains.
- To satisfy this, LMI has been collaborating with the Commission on Higher Education and the State Technical College System to match DEW wage record data with graduates' records to determine their earnings trajectories.
- Studies of nursing associate and bachelor's degrees are in development.

Enhanced Wage Records

- CCWD legislation requires businesses to begin supplying additional data when submitting wage records for their unemployment insurance taxes.
- By adding hours worked and SOC codes, it will be possible to better track wage rates and labor market patterns across and between occupations.
- Data validation is currently underway, and once complete, LMI will begin publishing regular reports based on these records.

Common Data Requests



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 complex 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