



The Post-Secondary Supply Gap Analysis

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SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce

What is a Supply Gap Analysis?

- The **Statewide Education and Workforce Development Act of 2023** requires the “development and implementation of an annual statewide workforce and education supply gap analysis” within the Unified State Plan.
- A “**supply gap**” exists when demand exceeds available supply of qualified workers within an occupation.
- We focus on the workforce and education supply gap by examining the number of credentialed laborers entering the workforce upon completion of their degrees.

Guide to Interpretation

- A supply gap of zero means that, for every new job opening, there is exactly one recently credentialed worker ready to fill it.
- Therefore, a supply gap is the number of additional graduates per year needed to keep the number of job openings stable.
- It is **NOT** the count of graduates needed to fill every open position or a measure of the value or importance of a specific occupation.

Jobs Included in the Supply Gap Analysis

- Jobs that require less than five years of work experience
- Jobs that require a post-secondary credential

Jobs NOT Included in the Supply Gap Analysis

- Jobs that require five years or more of work experience
- Jobs that do not require a post-secondary credential

Defining Supply and Demand

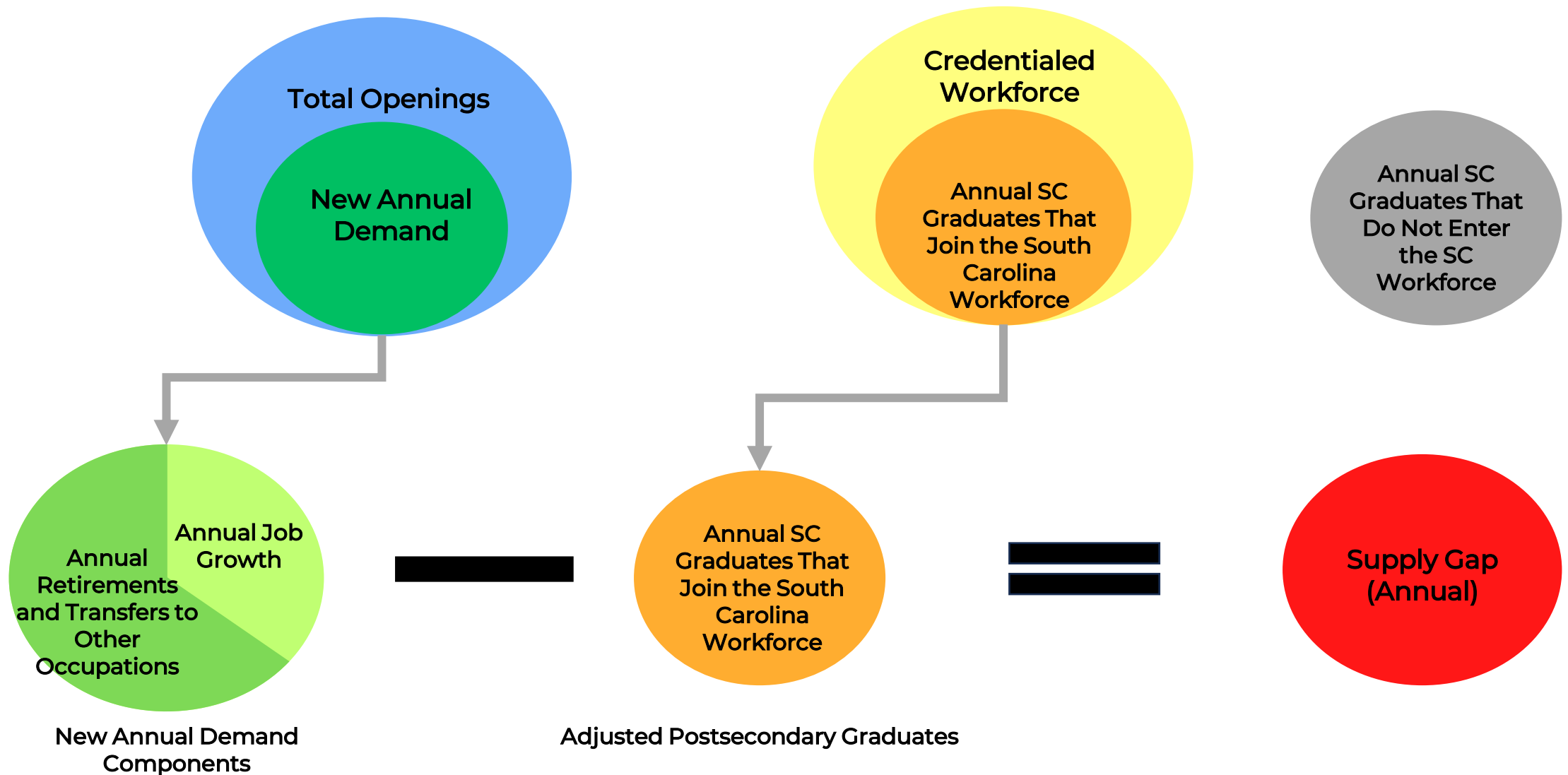
Supply

- The number of people graduating from South Carolina's technical and four-year colleges and universities by field of study and level of degree.

Demand

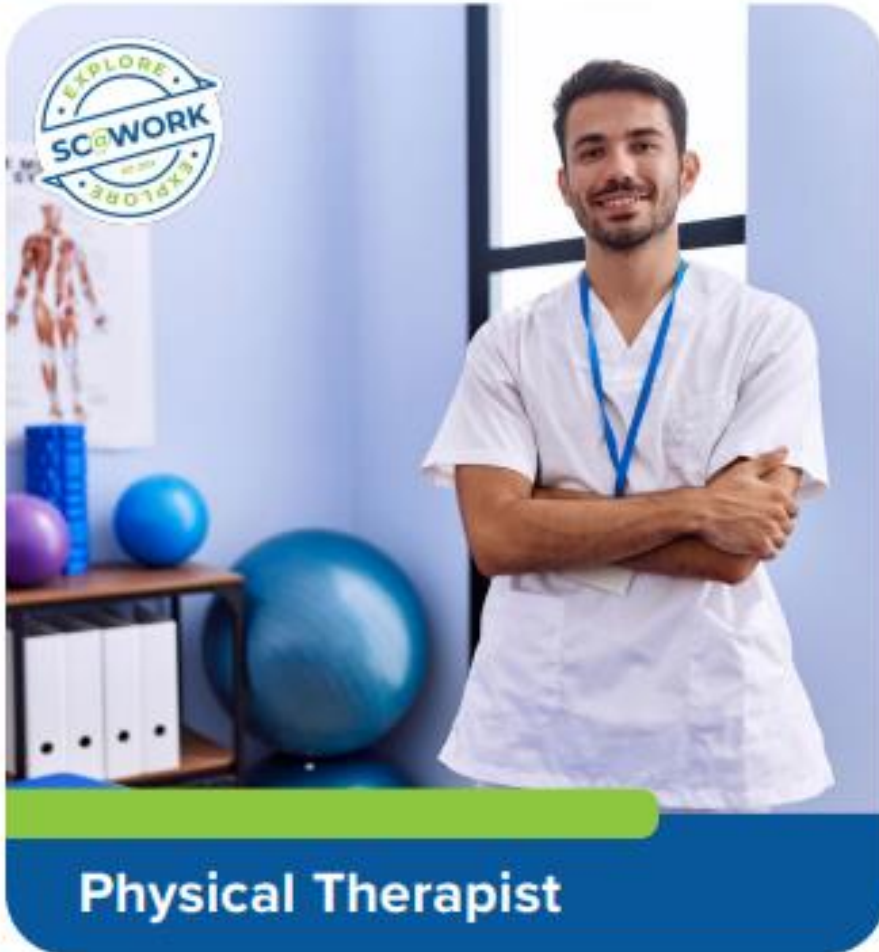
- The number of job postings for each occupation, adjusted for turnover.

Visualizing the Analytical Components



Communicating the Results: Layperson

CAREER CLUSTER 8: HEALTH SCIENCE



The primary work of careers in the **Health Science** cluster is to treat patients facing illness or injury—whether to cure or rehabilitate from a condition, to maintain wellness, or to provide comfort or palliative care to persons dealing with incurable conditions. The health care industry is booming, and experts predict health care careers will continue to grow rapidly for at least the next decade.

Occupation Spotlight: Physical Therapists

Physical Therapists assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength, and improve or correct disabling conditions resulting from disease or injury.

Communicating the Results: Data Scientist

$$CSDM_j = (ND_j * W_j^2 * S_j) / \left(\sum_{soc \in CIP} ND_{soc} * W_{soc}^2 * S_{soc} \right)$$

EXHIBIT 34: TRANSPORTATION, DISTRIBUTION, AND LOGISTICS CLUSTER

Occupation	SOC Code	Supply Gap	Demand Supply Ratio	Adjusted Postsecondary Graduates	New Annual Demand
Automotive Service Technicians and Mechanics	49-3023	559	5.82	116	675
Logisticians	13-1081	421	7.01	70	491
Aircraft Mechanics and Service Technicians	49-3011	230	24.00	10	240

Where to See it All

- Go to the LMI website at lmi.sc.gov and select CCWD Publications from the Tabs



- Direct link: <https://lmi.sc.gov/Publications/CCWD-Publications>

Anticipated Timeline for 2nd Edition

- **October – receive external data**
- **November/December – analysis and writing**
- **January 2026 – review by critical stakeholders**
- **1st Qtr. 2026 – Publication**

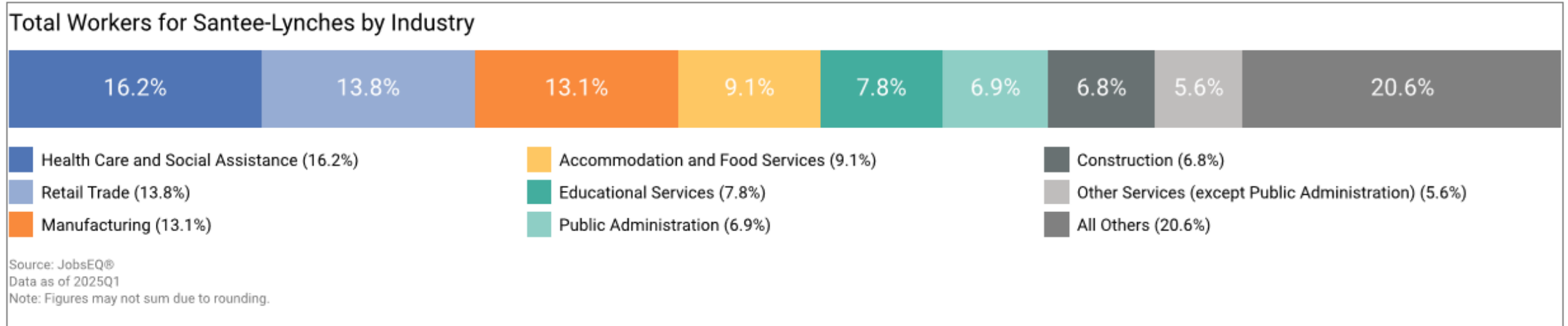


Labor Market Overview of Santee-Lynches



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Industry Snapshot



- The largest sector in the Santee-Lynches region is Health Care and Social Assistance, employing 11,514 workers.
- Next-largest sectors are Retail Trade (9,770) and Manufacturing (9,298).
- Those with the best job growth (over the last 5 years) are Professional, Scientific, and Technical Services (+428 jobs), Retail Trade (+221), and Health Care and Social Assistance (+181).

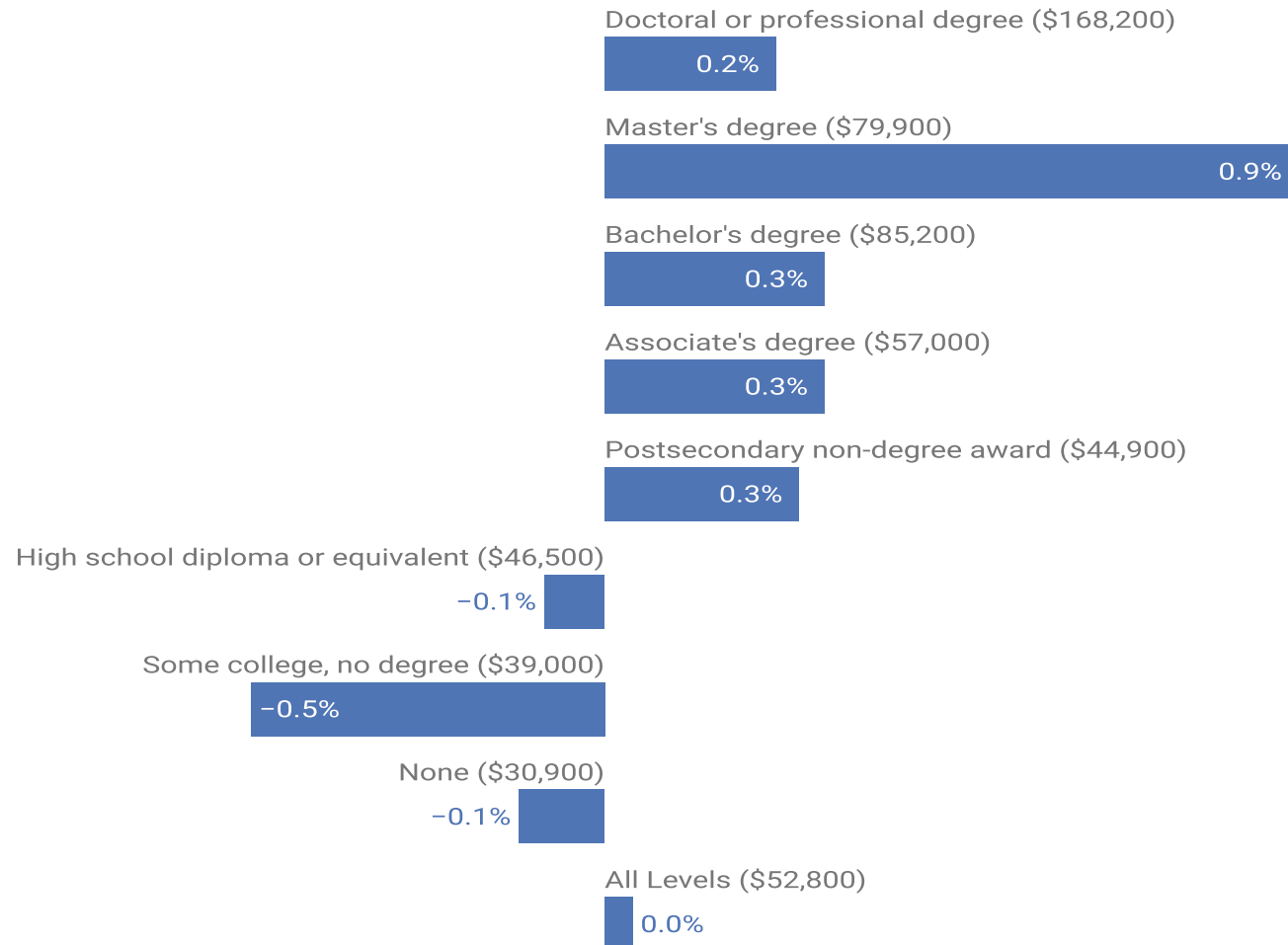
Occupation Snapshot

- The largest major occupation group in the region is Office and Administrative Support Occupations, employing 7,692 workers. The next-largest groups are Sales and Related Occupations (6,959 workers) and Food Preparation and Serving Related Occupations (6,193).
- Groups with the highest average annual wages are Management Occupations (\$109,400), Healthcare Practitioners (\$96,600), and Legal Occupations (\$89,400).



Job Growth Outlook by Required Education Level

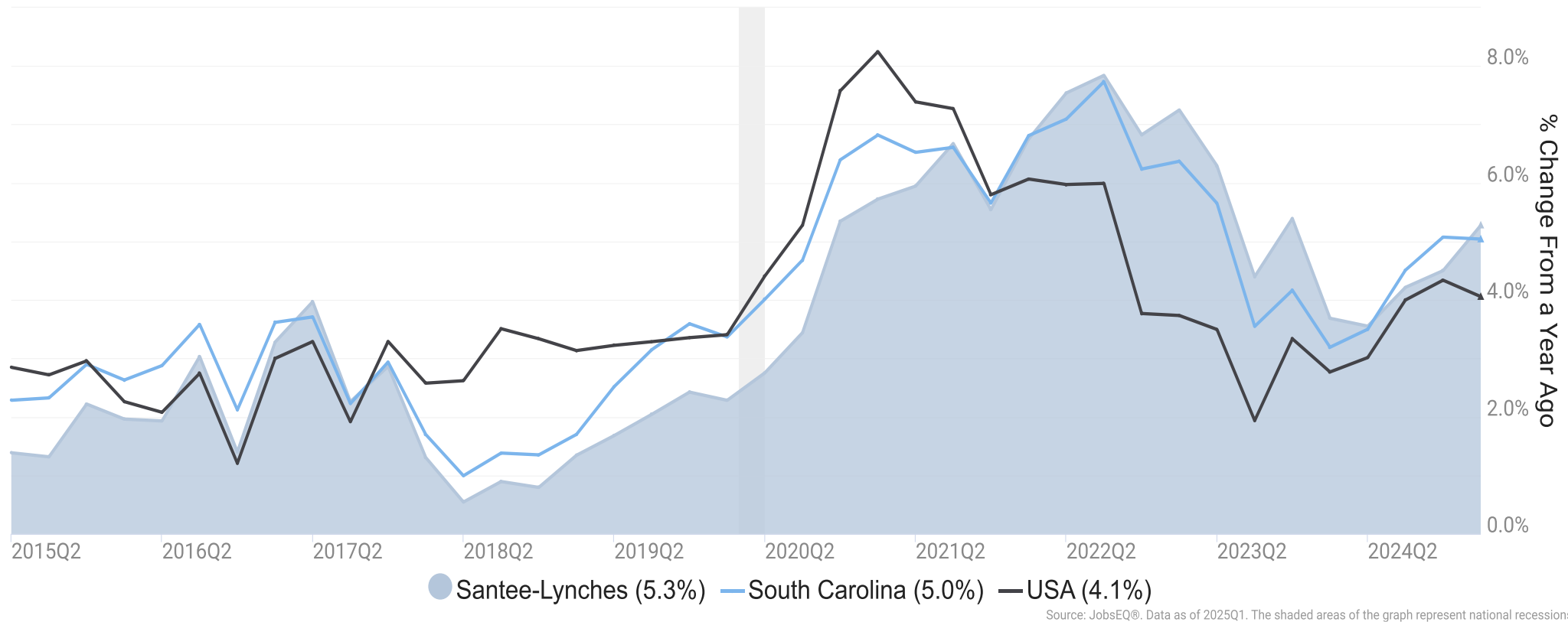
Annual Average Projected Job Growth by Education Levels



- The most robust job growth (over the coming year) will occur for jobs requiring a Master's degree.
- Annual job delta for roles with educational requirements below a completed post-secondary credential is expected to be negative.

Wage Growth

Average Annual Wages for Santee-Lynches



- Average wage for workers in the region increased 5.3% from the first quarter of 2024 through the first quarter of 2025. This outpaced both SC as a whole and the US average.

Cost of Living

Cost of Living Information

	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
Santee-Lynches	\$49,592	85.6	\$57,927
South Carolina	\$60,009	91.8	\$65,373
USA	\$74,181	100.0	\$74,181

Source: [JobsEQ](#)

Data as of 2025Q1

Cost of Living per [COLI](#), data as of 2025Q2, imputed by Chmura where necessary.

- Comparing the cost of living across regions gives us a sense of the relative purchasing power of each dollar. For Santee-Lynches, the cost of living is 14.4% lower than the national average. This means that \$86 (approx.) spent in the region has buying power equivalent to \$100.



Thank you!



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