

**WORKFORCE DEVELOPMENT BOARD
Priority Populations Committee AGENDA
SC Works Clemson Comprehensive Center at East Park
Thursday, October 12, 2017
3:00 – 4:00 pm**

- I. Welcome and Introductions
- II. Approval of the August 10, 2017 Minutes*
- III. Sherry Harris, Veterans Affairs Officer, Pickens County
- IV. WorkLink's Data
- V. Other Business
- VI. Adjourn

*requires a vote

Next Priority Populations Committee Meeting, Thursday, January 11, 2018 3:00 pm
SC Works Clemson Comprehensive Center

WORKFORCE DEVELOPMENT BOARD
Priority Populations Committee Meeting Minutes
August 10, 2017 @ 3:00pm
SC Works Clemson Comprehensive Center, Large Conference Room

Members Present

Pat Pruitt, Vice Chair	Susan Stockton	Edgar Brown
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Members Absent:

Chris Sparrow	Lisa Gillespie, Chair	Billy Gibson
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Staff Present:

Jennifer Kelly	Windy Graham
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Guest Present:

Karen Hamrick	Mary Stevenson	Callie Marsh
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I. Welcome and Introductions

Vice Chair Pat Pruitt officially called the meeting to order at 3:04 pm welcoming everyone in attendance and announced the meeting being recorded for processing of minutes. Introductions were made of everyone in attendance.

II. Approval of May 11, 2017 Meeting Minutes

The minutes from the May 11, 2017 meeting were emailed to committee members and included in the meeting packet. Vice Chair Pruitt called for corrections/amendments to the minutes or a motion to approve.

ACTION TAKEN: Susan Stockton made a motion to approve the minutes, seconded by Edgar Brown. The motion carried unanimously.

III. Protection and Advocacy for People with Disabilities, Inc.

Vice Chair Pruitt asked Windy Graham, staff to the WorkLink WDB, to introduce the guest speaker, Mary Stevenson, from the Protection and Advocacy for People with Disabilities, Inc (P&A). Ms. Stevenson gave committee members a handout of her PowerPoint presentation.

Ms. Stevenson explained that P&A was a private, non-profit, federally-mandated agency established in 1977 to protect the rights' of those with disabilities. Each State is required to have an equivalent agency and is kept separate from services provided by other agencies, such as Vocational Rehabilitation and Independent Living Centers. P&A's mission is "to protect the legal, civil and human rights of people with disabilities by:

- Enabling individuals to advocate for themselves.
- Advocating on their behalf when they have been discriminated against or denied a service to which they are entitled.
- Promoting policies and services which respect their choices.”

Ms. Stevenson stated that to be eligible for P&A services an individual must have a disability and must have experienced discrimination due to the disability or denied a service that they are entitled to. Regardless of eligibility, the general public may contact them at any time with questions or to report a possible discrimination.

Ms. Stevenson explained that there are four levels of services available to customers. The first level of service is information and referrals and serves as the first point of contact for most customers. The second level is case representation, which is where P&A gets directly involved, to determine whether or not they can assist a customer based on their situation. In this level of service, details are uncovered regarding the situation of possible discrimination as well as to educate and encourage the customer in self-advocacy. If determined and needed, P&A becomes directly involved in advocating on behalf of the customer by attending meetings. At level three, P&A looks to make system changes that will benefit all of those with disabilities. They observe patterns that indicate that there are complaints repeatedly regarding a business, agency, or other facility and will seek to change policy on behalf of those with disabilities with that organization’s management group. The fourth level, which is where Ms. Stevenson works, is the Self-Advocacy, Training, Education and Outreach group. They often participate in training local organizations regarding disabilities and attending job fairs to raise awareness.

P&A works in teams organized around these levels of service. The Outreach and Information team works to respond to issues, provides information to the public and customers as needed, makes referrals, conducts intake for the issues team, and conducts outreach. P&A has Spanish-speaking and ASL fluent staff available. The two issues teams are Protection & Independence, which looks specifically at abuse, neglect, exploitation, and other types of investigations on behalf of those with disabilities as well as encouraging independent living. The equal access team ensures that those with disabilities have the same access to services, places, and goods that the general public has access to. They have gotten calls for assistance with advocating on behalf of parents with students with a disability, as well as those that are in the hospital that need an interpreter. Ms. Stevenson states that P&A advocates on behalf of Spanish speakers as well. Occasionally, they receive issues surrounding service animals regarding what a person can be asked in regards to their service animal; typically, these issues can be resolved with education to the organization or facility. P&A also receive questions from employers regarding guidance on what they are required to provide for accommodations. Sometimes employers hesitate to hire those with a disability because they believe the accommodation will be too expensive to make. They also assist with college and university accommodations as well as social security overpayments, and services from Vocational Rehabilitation and the Commission of the Blind.

The Governor has recently transferred the Client Assistance Program (CAP) from SC Vocational Rehabilitation to P&A. CAP specifically assists clients of Vocational Rehabilitation, the Independent Living Centers, and the SC Commission for the Blind. The transitions are scheduled to take place at the end of August 2017.

Ms. Stevenson also shared that P&A advocates on behalf of customers to obtain Assistive Technology that is needed through agencies that provide the technology. P&A also has some funding that assists those with a Traumatic Brain Injury, although strokes do not qualify under this heading.

IV. WorkLink's Data

Vice Chair Pruitt asked Ms. Graham to give an overview of the WorkLink data given in the committee packet. Ms. Graham referred the committee to the WIOA Targeted Population Summary seen on page 4. Ms. Graham stated that this was a summary for the entire program year (July 1, 2016 to June 30, 2017), and shows the individuals served through the SC Works system based on various demographics and barriers to employment, specifically those with a disability. Ms. Graham noted that there were 11 individuals using our services last year that disclosed that they had a disability. Their average wage was \$7.25 upon exiting the program.

Ms. Graham also stated that the Community Profile, released by Department of Employment and Workforce on July 20, 2017, could be found in the packet beginning on page 8. This report explains the characteristics of our region and the unemployment rate. Ms. Graham pointed the committee to the commuting region on pages 20 and 21, as well the educational attainment of our region on page 35.

V. Other Business

a. Informal Assessment of the SC Works Clemson Center

Ms. Graham stated that WorkLink will be audited by the State in the near future. Therefore, Ms. Graham has requested walk-thru of the Center by various agencies to determine the adequacy of the access available to those with disabilities as well as the general public. The committee conducted an informal review of the Clemson SC Works Center.

Ms. Stevenson stated that one change she could recommend would be for those that are deaf that their interpreter sits with their backs to the glass to assist with confidentiality. Mr. Brown stated that exit signs should have horns and lights to assist those with disabilities in locating exits.

b. Proposed meeting dates for 2018

Ms. Graham proposed that meeting dates remain on the second Thursday of every other month, January, March, May, August and October. The group informally agreed. Ms. Graham stated that the Board will vote officially on these dates at the September or November Board meeting.

c. Member Attendance

Vice Chair Pruitt stated that attendance has not been as consistent as it should be and strongly encouraged all members to attend the scheduled meetings. Vice Chair Pruitt requested that the committee members look for appropriate ad hoc members to join the Priority Populations Committee.

d. Introduction of Benefits for the International Brotherhood of Electrical Workers

Mr. Edgar Brown passed around IBEW LU 379 CE-CW booklets. Mr. Brown gave an in-depth overview of the benefits available to individuals that become members of the electricians union, including insurance and apprenticeship opportunities.

VI. Adjourn

Vice Chair Pruitt called to adjourn the meeting at 4:06pm.

Respectfully submitted by: Jennifer Kelly

WIOA Targeted Population Summary

- State Region: State Region 1
 - LWIA/Region: WorkLink
 - Filter By Date: Participation Date
 - Date Range: 07/01/2017 - 09/30/2017

Target Group	Total Enrolled	New Enrolled	Received Career Services	Received Training/Educ Svcs	Total Exited	With Credential	Empl at Exit	Avg Wage at Exit	Training Related at Exit	Emp Qtr 1	Emp Qtr 2	Emp Qtr 3	Emp Qtr 4	Training Related Qtr 1	Training Related Qtr 2	Training Related Qtr 3	Training Related Qtr 4
Total	<u>100</u>	<u>100</u>	<u>100</u>	<u>44</u>	0	<u>6</u>	0	\$0.00	0	0	0	0	0	0	0	0	0
Gender																	
Female	<u>59</u> 59.00%	<u>59</u> 59.00%	<u>59</u> 59.00%	<u>26</u> 59.09%	0	<u>3</u> 50.00%	0	\$0.00	0	0	0	0	0	0	0	0	0
Male	<u>41</u> 41.00%	<u>41</u> 41.00%	<u>41</u> 41.00%	<u>18</u> 40.91%	0	<u>3</u> 50.00%	0	\$0.00	0	0	0	0	0	0	0	0	0
Age																	
18 and Under	<u>18</u> 18.00%	<u>18</u> 18.00%	<u>18</u> 18.00%	<u>17</u> 38.64%	0	<u>3</u> 50.00%	0	\$0.00	0	0	0	0	0	0	0	0	0
19 to 24	<u>31</u> 31.00%	<u>31</u> 31.00%	<u>31</u> 31.00%	<u>20</u> 45.45%	0	<u>3</u> 50.00%	0	\$0.00	0	0	0	0	0	0	0	0	0
25 to 54	<u>45</u> 45.00%	<u>45</u> 45.00%	<u>45</u> 45.00%	<u>7</u> 15.91%	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0
55 and Older	<u>6</u> 6.00%	<u>6</u> 6.00%	<u>6</u> 6.00%	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0
Race/Ethnicity																	
White	<u>76</u> 76.00%	<u>76</u> 76.00%	<u>76</u> 76.00%	<u>43</u> 97.73%	0	<u>5</u> 83.33%	0	\$0.00	0	0	0	0	0	0	0	0	0
African American/Black	<u>20</u> 20.00%	<u>20</u> 20.00%	<u>20</u> 20.00%	<u>2</u> 4.55%	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0
Hispanic	<u>5</u> 5.00%	<u>5</u> 5.00%	<u>5</u> 5.00%	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0
Educational Status																	
In-school, Alternative School	<u>8</u> 8.00%	<u>8</u> 8.00%	<u>8</u> 8.00%	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0
In-school, Post-H.S.	<u>4</u> 4.00%	<u>4</u> 4.00%	<u>4</u> 4.00%	<u>1</u> 2.27%	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0
Not attending school H.S. Dropout	<u>42</u> 42.00%	<u>42</u> 42.00%	<u>42</u> 42.00%	<u>36</u> 81.82%	0	<u>6</u> 100.00%	0	\$0.00	0	0	0	0	0	0	0	0	0
Not attending school H.S. Graduate	<u>46</u> 46.00%	<u>46</u> 46.00%	<u>46</u> 46.00%	<u>7</u> 15.91%	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0
UC Status																	

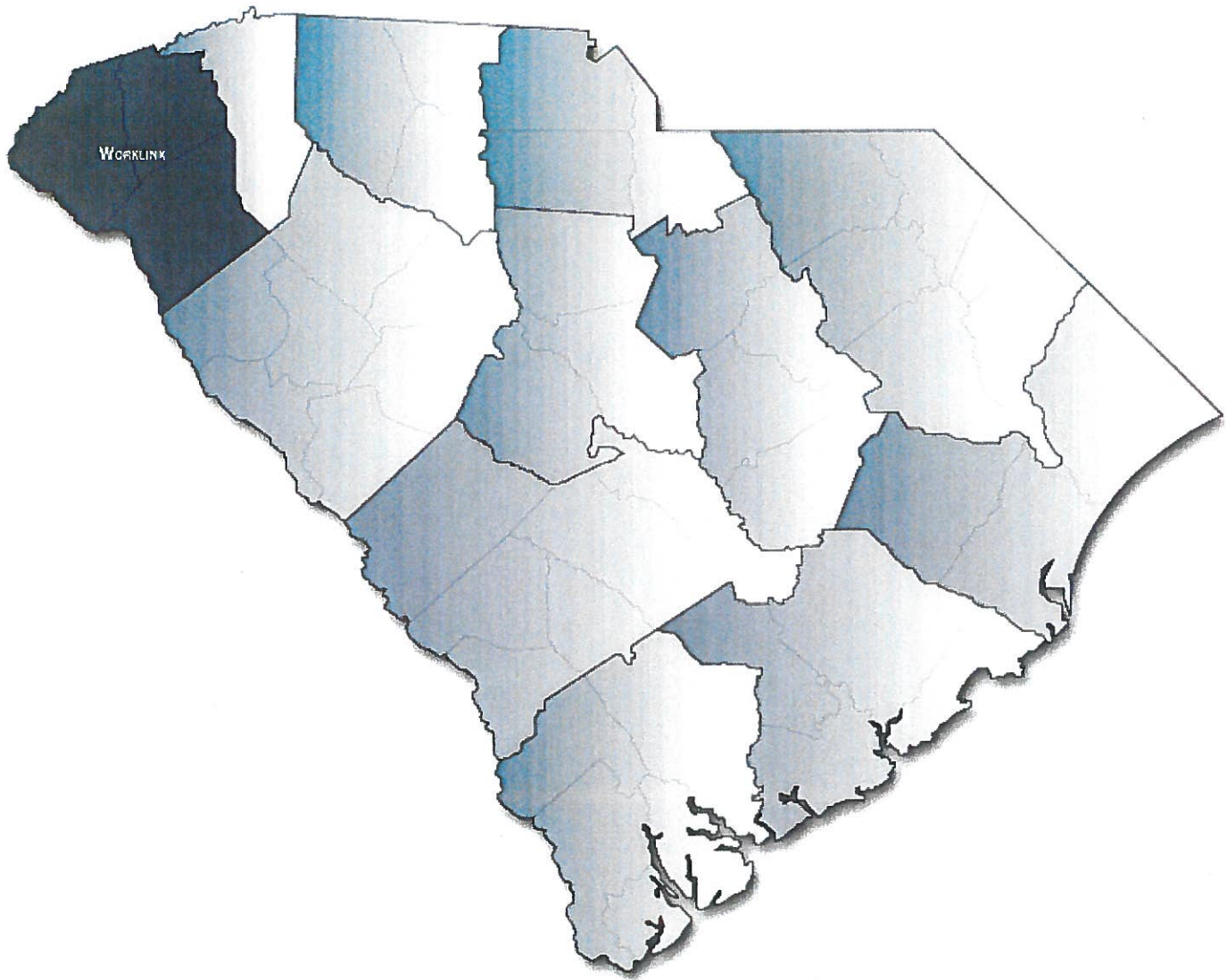
Basic Skills Deficient	<u>48</u>	<u>48</u>	<u>48</u>	<u>25</u>	0	<u>4</u>	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0
	48.00%	48.00%	48.00%	56.82%		66.67%														
Offender	<u>22</u>	<u>22</u>	<u>22</u>	<u>2</u>	0	<u>1</u>	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0
	22.00%	22.00%	22.00%	4.55%		16.67%														
Homeless	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0
Runaway Youth	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0
Foster Care (All)	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0
	1.00%	1.00%	1.00%	2.27%																
In Foster Care	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0
	1.00%	1.00%	1.00%	2.27%																
Aged Out of Foster Care	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0
Pregnant or Parenting Youth	<u>8</u>	<u>8</u>	<u>8</u>	<u>7</u>	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0
	8.00%	8.00%	8.00%	15.91%																
Out of Home Placement	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0
	1.00%	1.00%	1.00%	2.27%																
Eligible Under Section 477	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0
Youth Requires Additional Assistance	<u>28</u>	<u>28</u>	<u>28</u>	<u>27</u>	0	<u>5</u>	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0
	28.00%	28.00%	28.00%	61.36%		83.33%														
Public Assistance																				
TANF	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0
SNAP	<u>28</u>	<u>28</u>	<u>28</u>	<u>7</u>	0	<u>2</u>	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0
	28.00%	28.00%	28.00%	15.91%		33.33%														
Social Security Disability Insurance (SSDI)	<u>2</u>	<u>2</u>	<u>2</u>	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0
	2.00%	2.00%	2.00%																	
Supplemental Security Income (SSI)	<u>3</u>	<u>3</u>	<u>3</u>	<u>1</u>	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0
	3.00%	3.00%	3.00%	2.27%																
General Assistance	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0
Living in the High Poverty Area	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0
Free or Reduced Lunch	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0

Target Group	Total Enrolled	New Enrolled	Received Career Services	Received Training/Educ Svcs	Total Exited	With Credential	Empl at Exit	Avg Wage at Exit	Training Related at Exit	Emp Qtr 1	Emp Qtr 2	Emp Qtr 3	Emp Qtr 4	Training Related Qtr 1	Training Related Qtr 2	Training Related Qtr 3	Training Related Qtr 4
Low Income	60 60.00%	60 60.00%	60 60.00%	27 61.36%	0	4 66.67%	0	\$0.00	0	0	0	0	0	0	0	0	0
Green Training																	
Received Green Training	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0
Total Rows: 54																	

COMMUNITY PROFILE

Worklink

Workforce Development Area



S.C. Department of Employment & Workforce

Business Intelligence Department

1550 Gadsden Street, PO Box 995

Columbia, SC 29202

803.737.2660

www.SCWorkforceInfo.com

Updated: 09/14/2017



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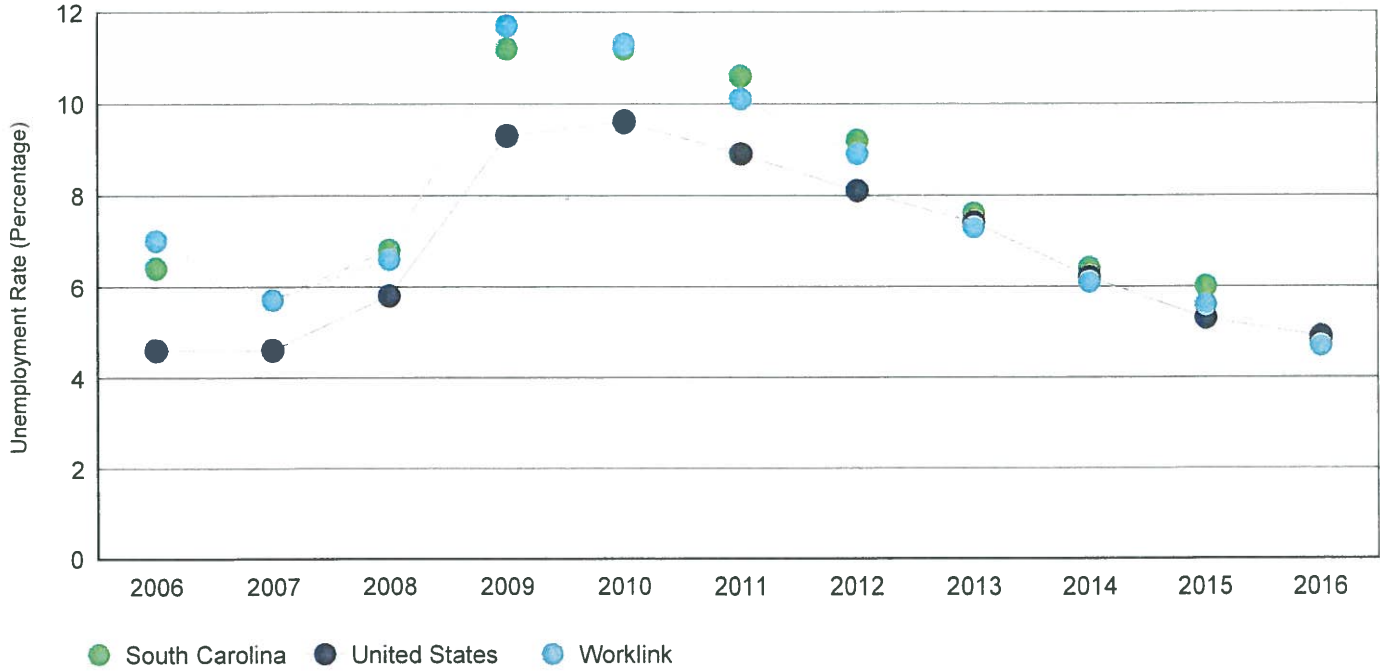
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Annual Unemployment Rate (Unadjusted)

Trends

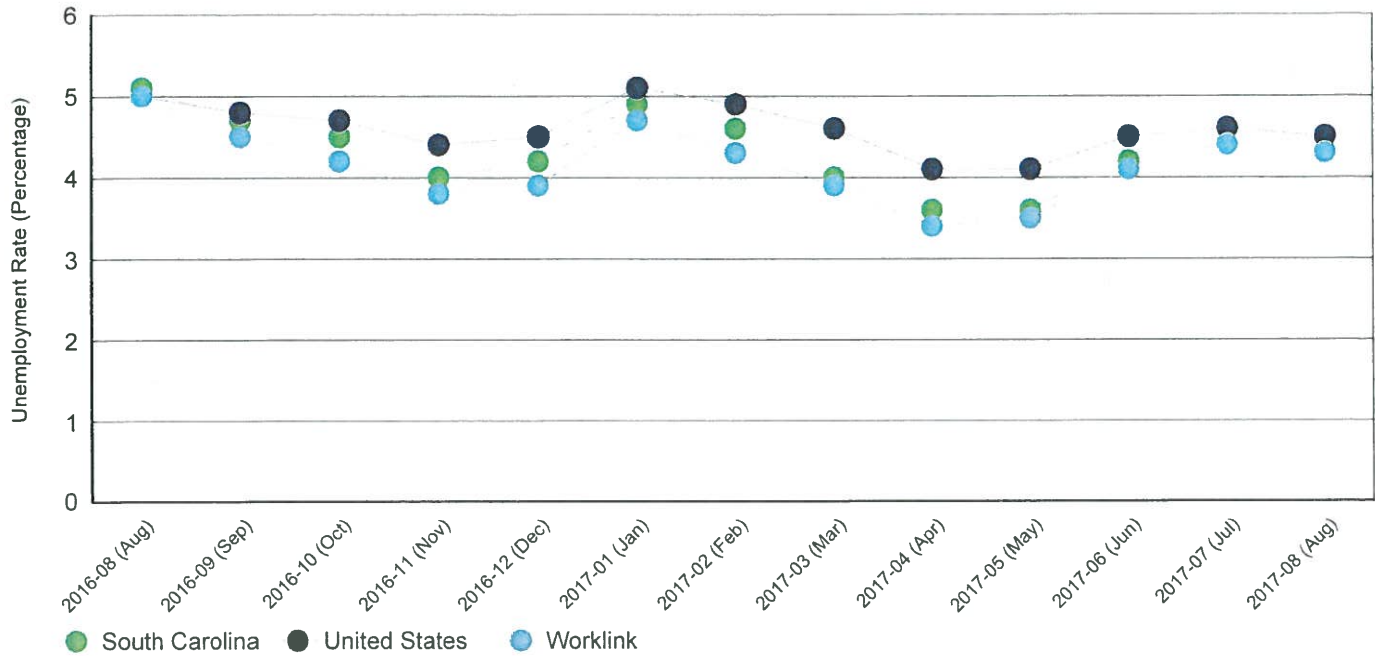


Year	Worklink			South Carolina			United States		
	Employment	Unemp	Rate	Employment	Unemp	Rate	Employment	Unemp	Rate
2016	172,187	8,427	4.7%	2,186,740	111,067	4.8%	151,436,000	7,751,000	4.9%
2015	169,061	10,054	5.6%	2,134,637	135,746	6.0%	148,834,000	8,296,000	5.3%
2014	165,098	10,776	6.1%	2,081,511	143,151	6.4%	146,305,000	9,617,000	6.2%
2013	161,203	12,699	7.3%	2,026,666	167,647	7.6%	143,929,000	11,460,000	7.4%
2012	158,295	15,426	8.9%	1,985,618	201,260	9.2%	142,469,000	12,506,000	8.1%
2011	156,298	17,603	10.1%	1,945,900	229,623	10.6%	139,869,000	13,747,000	8.9%
2010	153,411	19,572	11.3%	1,915,045	240,623	11.2%	139,064,000	14,825,000	9.6%
2009	153,044	20,346	11.7%	1,910,670	242,075	11.2%	139,877,000	14,265,000	9.3%
2008	162,554	11,523	6.6%	1,996,409	145,823	6.8%	145,362,000	8,924,000	5.8%
2007	163,406	9,929	5.7%	2,005,686	120,205	5.7%	146,047,000	7,078,000	4.6%
2006	160,991	12,088	7.0%	1,973,337	135,760	6.4%	144,427,000	7,001,000	4.6%

Source: S.C. Department of Employment & Workforce

Monthly Unemployment Rate (Unadjusted)

Past 13 Months



Period	Worklink	South Carolina	United States
Aug 2017	4.3%	4.5%	4.5%
Jul 2017	4.4%	4.4%	4.6%
Jun 2017	4.1%	4.2%	4.5%
May 2017	3.5%	3.6%	4.1%
Apr 2017	3.4%	3.6%	4.1%
Mar 2017	3.9%	4.0%	4.6%
Feb 2017	4.3%	4.6%	4.9%
Jan 2017	4.7%	4.9%	5.1%
Dec 2016	3.9%	4.2%	4.5%
Nov 2016	3.8%	4.0%	4.4%
Oct 2016	4.2%	4.5%	4.7%
Sep 2016	4.5%	4.7%	4.8%
Aug 2016	5.0%	5.1%	5.0%

Source: S.C. Department of Employment & Workforce

Area Job Openings

Period	Worklink				South Carolina			
	Employed	Unemployed	Unemp. Rate	Job Openings	Employed	Unemployed	Unemp. Rate	Job Openings
Aug-17	174,964	7,860	4.3%	2,918	2,225,610	93,067	4.0%	61,865
Jul-17	174,597	8,123	4.4%	2,985	2,227,818	91,607	3.9%	62,395
Jun-17	175,119	7,573	4.1%	3,218	2,230,571	91,627	3.9%	66,498
May-17	174,391	6,267	3.5%	3,056	2,231,971	96,526	4.1%	65,966
Apr-17	174,133	6,124	3.4%	2,331	2,232,681	101,458	4.3%	63,951
Mar-17	174,680	7,092	3.9%	3,196	2,229,182	103,639	4.4%	59,863
Feb-17	173,601	7,892	4.3%	2,762	2,220,060	103,363	4.4%	61,052
Jan-17	171,970	8,417	4.7%	2,569	2,209,188	101,455	4.4%	64,254
Dec-16	173,247	7,082	3.9%	2,336	2,199,862	98,225	4.3%	55,454
Nov-16	173,377	6,859	3.8%	2,500	2,198,274	99,867	4.3%	59,494
Oct-16	173,551	7,602	4.2%	2,485	2,196,147	101,772	4.4%	59,888
Sep-16	172,094	8,192	4.5%	2,613	2,193,612	104,025	4.5%	61,522
Aug-16	171,905	9,018	5.0%	1,734	2,190,670	106,559	4.6%	63,800

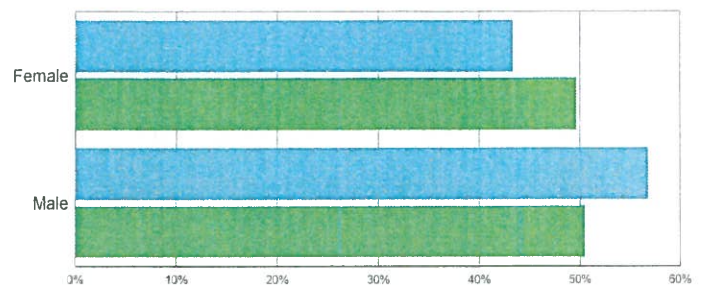
Source: S.C. Department of Employment & Workforce & The Conference Board's Help Wanted OnLine® data series
 South Carolina Data is Seasonally Adjusted

Characteristics of Unemployment Insurance Claimants

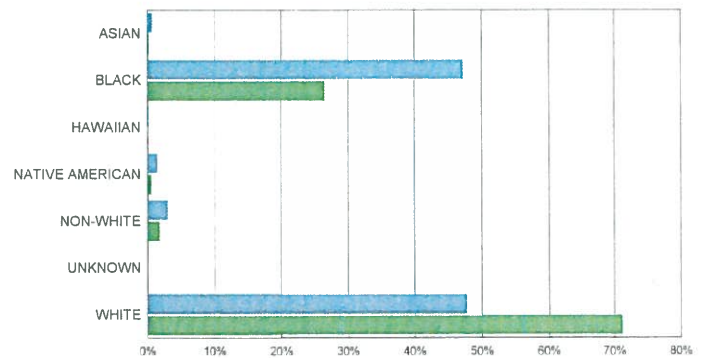
August 2017

■ South Carolina ■ Worklink

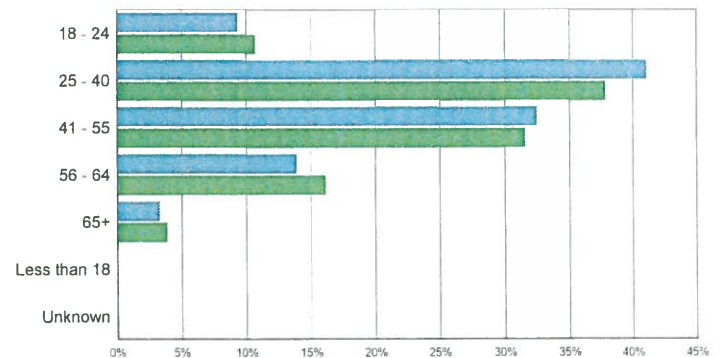
Gender	Worklink	South Carolina
Female	283	5,030
Male	288	6,595



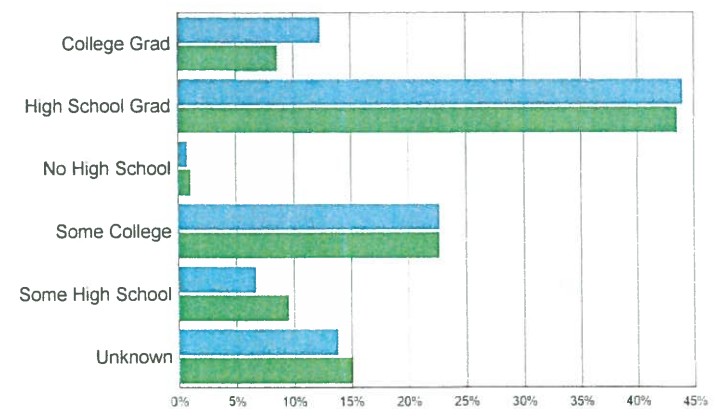
Race	Worklink	South Carolina
ASIAN	1	78
BLACK	151	5,482
NATIVE AMERICAN	3	164
NON-WHITE	10	347
WHITE	406	5,542



Age Group	Worklink	South Carolina
18 - 24	61	1,084
25 - 40	216	4,771
41 - 55	180	3,772
56 - 64	92	1,610
65+	22	380
Less than 18	0	3
Unknown	0	5



Education	Worklink	South Carolina
College Grad	49	1,430
Some College	129	2,629
High School Grad	248	5,108
Some High School	54	774
No High School	6	89
Unknown	85	1,595



Source: S.C. Department of Employment & Workforce

Characteristics of Unemployment Insurance Claims by Industry

Industry Groups With Largest Number of Claims
August 2017

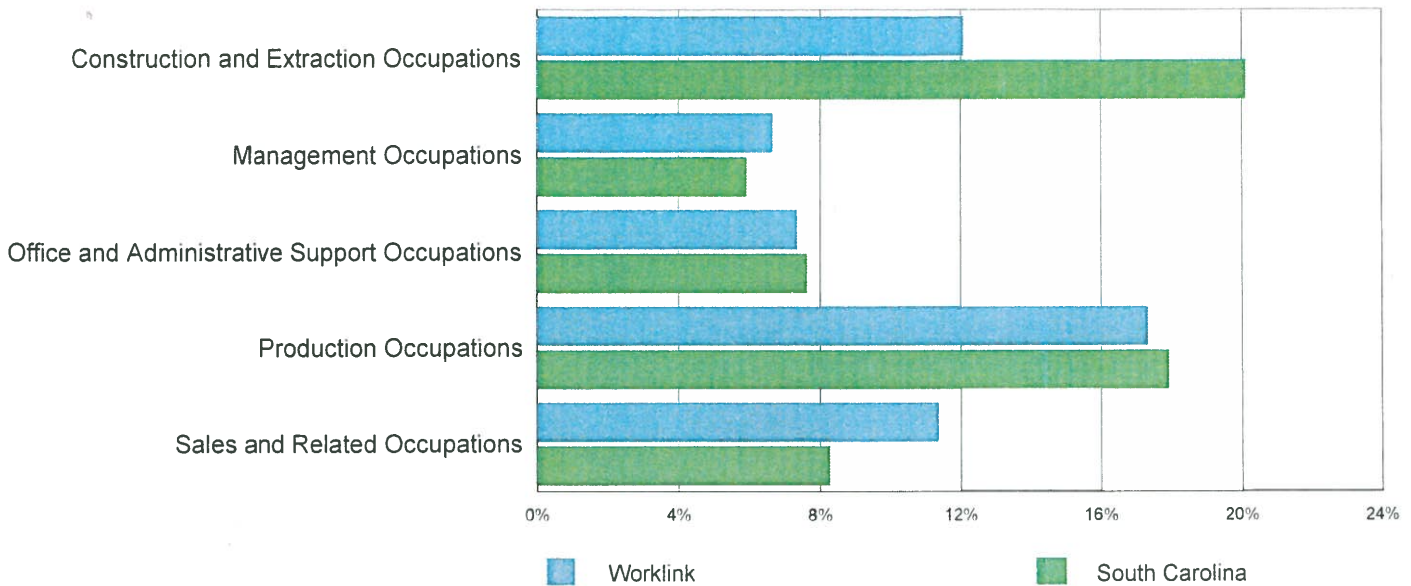


Industry	Worklink	South Carolina
Agriculture, Forestry, Fishing and Hunting	1	59
Utilities	1	20
Construction	45	932
Manufacturing	74	1,601
Wholesale Trade	16	340
Retail Trade	69	997
Transportation and Warehousing	12	277
Information	3	121
Finance and Insurance	8	183
Real Estate and Rental and Leasing	9	134
Professional, Scientific, and Technical Servi	72	2,569
Management of Companies and Enterprises	6	39
Administrative and Support and Waste Manageme	96	1,403
Educational Services	8	198
Health Care and Social Assistance	68	733
Arts, Entertainment, and Recreation	4	64
Accommodation and Food Services	35	676
Other Services (except Public Administration)	6	190
Public Administration	9	152
Unknown	30	951

Source: S.C. Department of Employment & Workforce

Characteristics of Unemployment Insurance Claims by Occupation

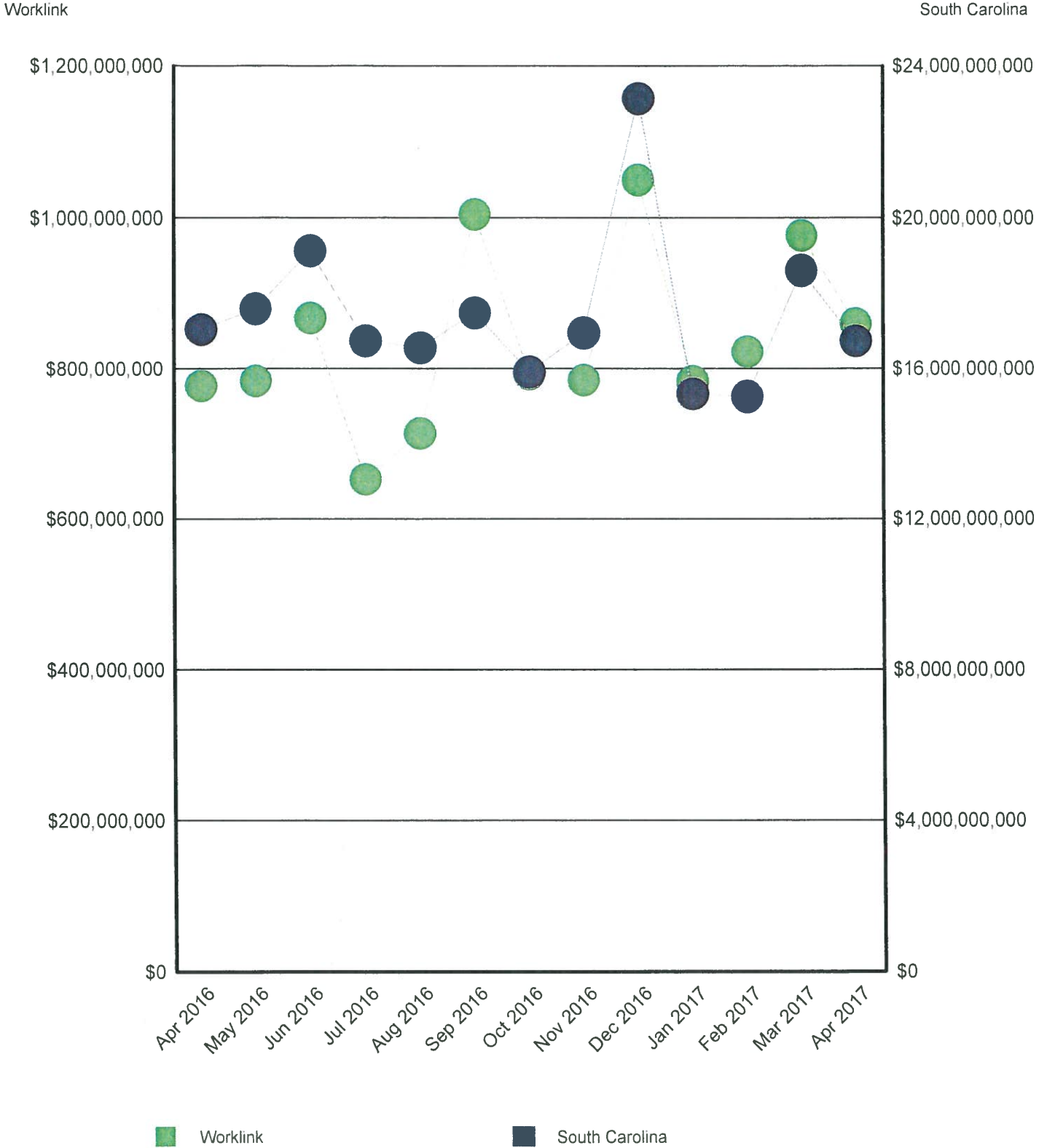
Occupation Groups With Largest Number of Claims
August 2017



Occupation	Worklink	South Carolina
Architecture and Engineering Occupations	12	518
Arts, Design, Entertainment, Sports, and Media Occ	4	78
Building and Grounds Cleaning and Maintenance Occu	16	335
Business and Financial Operations Occupations	14	334
Community and Social Service Occupations	4	61
Computer and Mathematical Occupations	6	195
Construction and Extraction Occupations	69	2,340
Education, Training, and Library Occupations	6	177
Farming, Fishing, and Forestry Occupations	1	44
Food Preparation and Serving Related Occupations	34	662
Healthcare Practitioners and Technical Occupations	10	179
Healthcare Support Occupations	19	427
Installation, Maintenance, and Repair Occupations	20	301
Legal Occupations	3	51
Management Occupations	38	688
Military Specific Occupations	4	30
Office and Administrative Support Occupations	42	887
Personal Care and Service Occupations	4	126
Production Occupations	99	2,084
Protective Service Occupations	3	115
Sales and Related Occupations	65	962
Transportation and Material Moving Occupations	14	430
Unknown	85	600

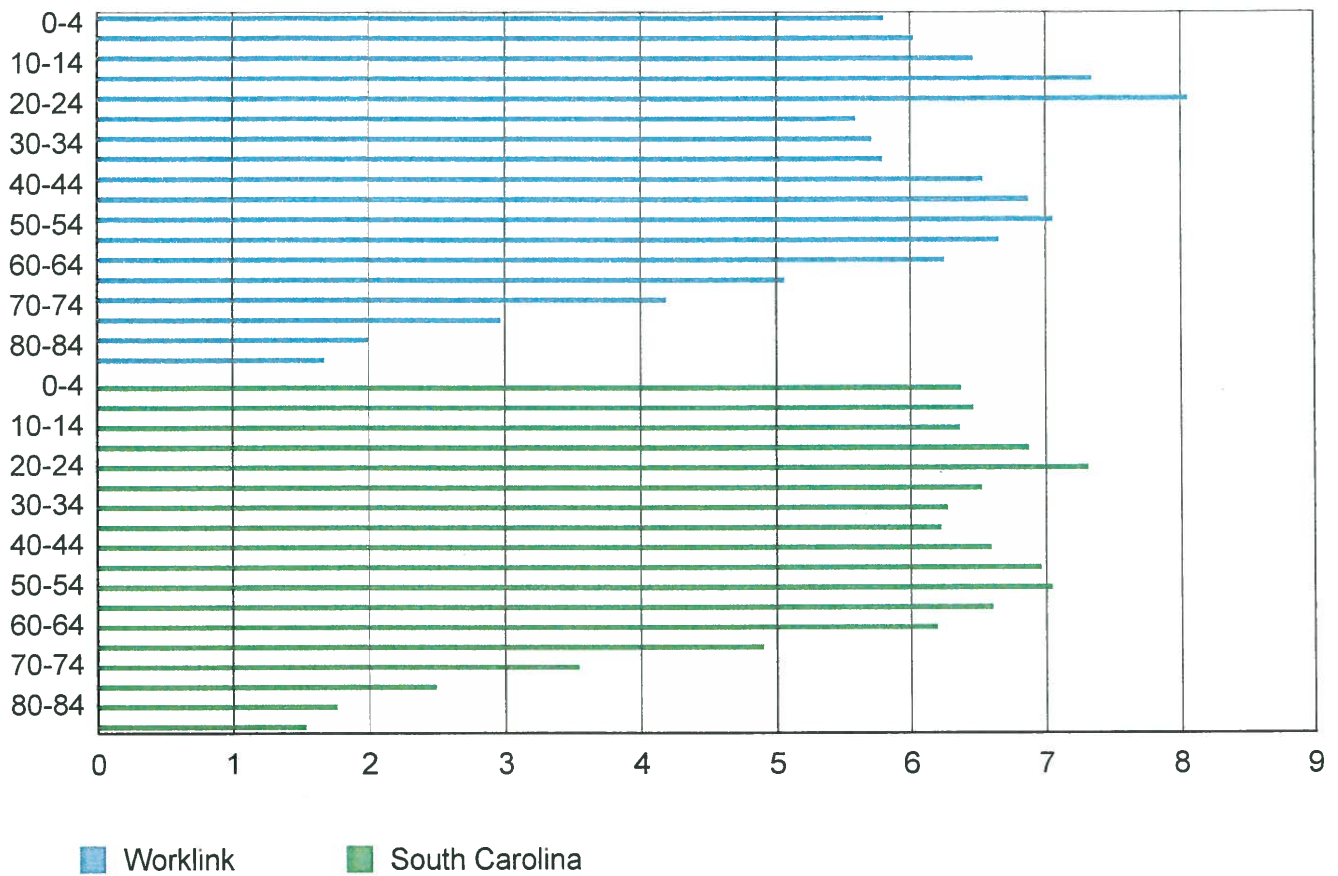
Source: S.C. Department of Employment & Workforce

Retail Sales



Source: S.C. Department of Revenue

Population by Age



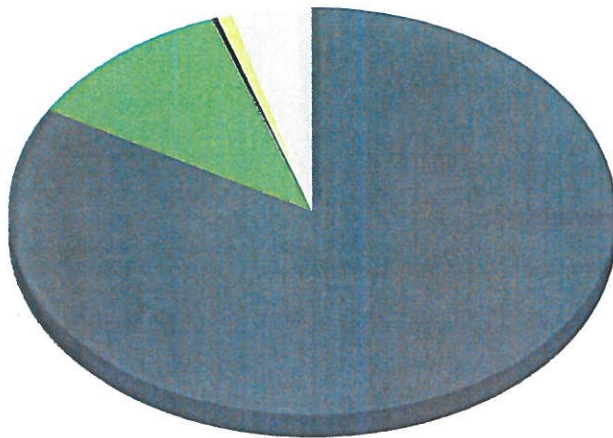
Age Range	Worklink	South Carolina	United States
0-4	22,196	298,242	20,052,112
5-9	23,035	302,111	20,409,060
10-14	24,696	297,443	20,672,609
15-19	28,081	321,540	21,715,074
20-24	30,768	342,237	22,099,887
25-29	21,391	305,167	21,243,365
30-34	21,838	293,464	20,467,912
35-39	22,135	291,183	19,876,161
40-44	24,952	308,158	20,998,001
45-49	26,276	325,660	22,109,946
50-54	26,945	329,431	22,396,322
55-59	25,424	309,061	20,165,892
60-64	23,883	289,690	17,479,211
65-69	19,332	229,251	13,189,508
70-74	16,019	165,797	9,767,522
75-79	11,369	117,187	7,438,750
80-84	7,645	82,223	5,781,697
85 and older	6,397	71,757	5,673,565

Source: U.S. Census Bureau, American Community Survey

Population by Race

Race	Worklink	%	South Carolina	%	United States	%
White	323,429	84.6%	3,144,146	66.0%	230,592,579	72.0%
Black	44,151	11.6%	1,298,534	27.3%	39,167,010	12.2%
American Indian/Alaskan Native	1,026	0.3%	14,732	0.3%	2,540,309	0.8%
Asian	3,725	1.0%	61,097	1.3%	15,231,962	4.8%
Native Hawaiian/ Other Pacific Islander	164	0.0%	2,128	0.0%	526,347	0.2%
2 or more races	12,272	3.2%	169,670	3.6%	17,464,666	5.5%
Other	3,751	1.0%	74,130	1.6%	14,746,054	4.6%

Source: U.S. Census Bureau, American Community Survey



White	83.2%
Black	11.4%
American Indian/Alaskan Native	0.3%
Asian	1.0%
Native Hawaiian/ Other Pacific Islander	0.0%
2 or more races	3.2%
Other	1.0%
Total	100.0%

Population by Gender

Gender	Worklink	South Carolina	United States
Male	187,160	2,276,305	153,247,412
Female	195,222	2,403,297	158,289,182

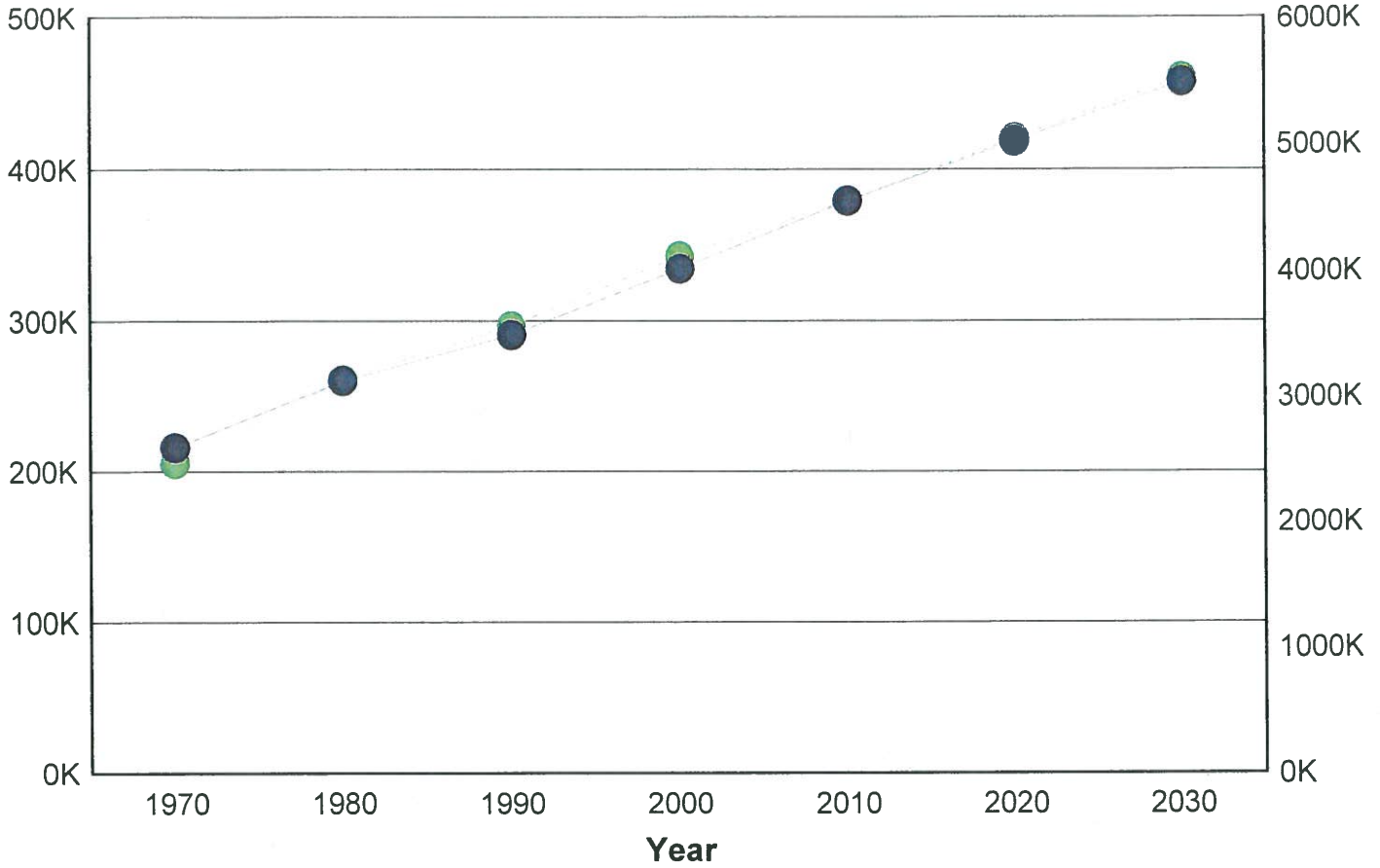
Source: U.S. Census Bureau, American Community Survey

Population Change

Historical and Projected

Worklink

South Carolina

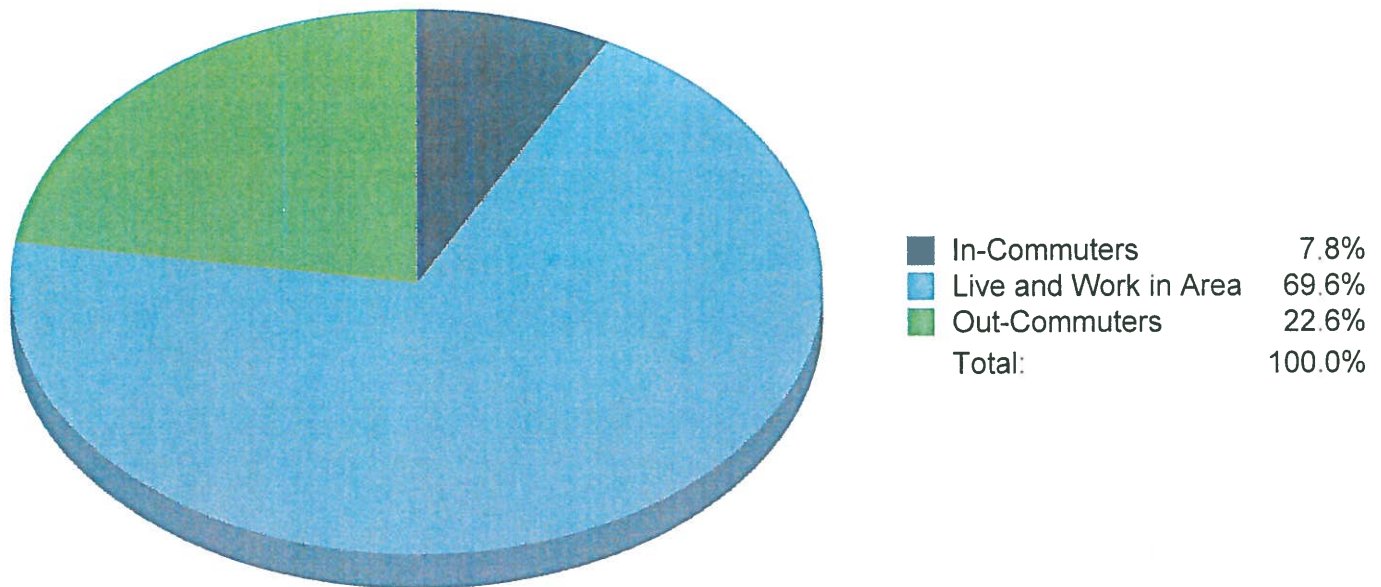


■ Worklink
 ■ South Carolina

Year	Worklink	South Carolina
1970	205,158	2,590,713
1980	261,138	3,121,820
1990	296,567	3,486,310
2000	342,712	4,012,012
2010	379,010	4,549,150
2020	419,950	5,020,400
2030	460,010	5,488,460

Source U.S. Census Bureau

Commuting Patterns



Commuting Patterns	Workers
Live and Work in Area	119,413
In-Commuters	13,355
Out-Commuters	38,815

Source: U.S. Census Bureau - 2010

Top 10 Places Residents Are Commuting To

Area	Workers
Greenville County, SC	30,285
Spartanburg County, SC	2,573
Greenwood County, SC	572
Abbeville County, SC	432
Laurens County, SC	311
MECKLENBURG COUNTY, NC	265
Richland County, SC	259
STEPHENS COUNTY, GA	222
FRANKLIN COUNTY, GA	212
FULTON COUNTY, GA	204

Source: U.S. Census Bureau - 2010

Top 10 Places Residents Are Commuting From

Area	Workers
Greenville County, SC	7,279
Abbeville County, SC	1,627
HART COUNTY, GA	475
Spartanburg County, SC	451
Greenwood County, SC	419
Laurens County, SC	303
STEPHENS COUNTY, GA	228
Richland County, SC	188
ELBERT COUNTY, GA	180
Cherokee County, SC	141

Source: U.S. Census Bureau - 2010

Employers by Size of Establishment

Employees	Worklink	South Carolina
0 to 4	3,982	73,908
5 to 9	1,305	20,075
10 to 19	902	14,598
20 to 49	659	11,233
50 to 99	241	4,380
100 to 249	130	2,757
250 to 499	35	834
500 to 999	18	382
1000 +	8	297

Source: S.C. Department of Employment & Workforce - 2016 Q4
 - Indicates that the requested data is suppressed

Employment by Size of Establishment

Employees	Worklink	South Carolina
0 to 4	6,443	110,956
5 to 9	8,627	133,646
10 to 19	12,415	198,475
20 to 49	19,682	342,297
50 to 99	16,442	301,791
100 to 249	19,088	415,922
250 to 499	11,951	289,015
500 to 999	12,470	261,477
1000 +	16,326	762,450

Source: S.C. Department of Employment & Workforce - 2016 Q4
 - Indicates that the requested data is suppressed

20 Largest Employers

(Listed Alphabetically)

Corporation Name

ANDERSON AREA MEDICAL CENTER

ANDERSON COUNTY

ANDERSON COUNTY SCHOOL DISTRICT #5

ANDERSON COUNTY SCHOOL DISTRICT 1

BAPTIST EASLEY HOSPITAL

CLEMSON UNIVERSITY

DUKE ENERGY CORPORATION

ELECTROLUX HOME PRODUCTS INC

INGLES MARKET INC

JOHNSON CONTROLS BATTERY GROUP INC

MICHELIN NORTH AMERICA INC

OCONEE COUNTY SCHOOL DISTRICT

ONE WORLD TECHNOLOGIES INC

ROBERT BOSCH CORPORATION

SCHOOL DISTRICT OF PICKENS COUNTY

STAFFMASTERS INC

TRI COUNTY TECHNICAL EDUCATION CENT

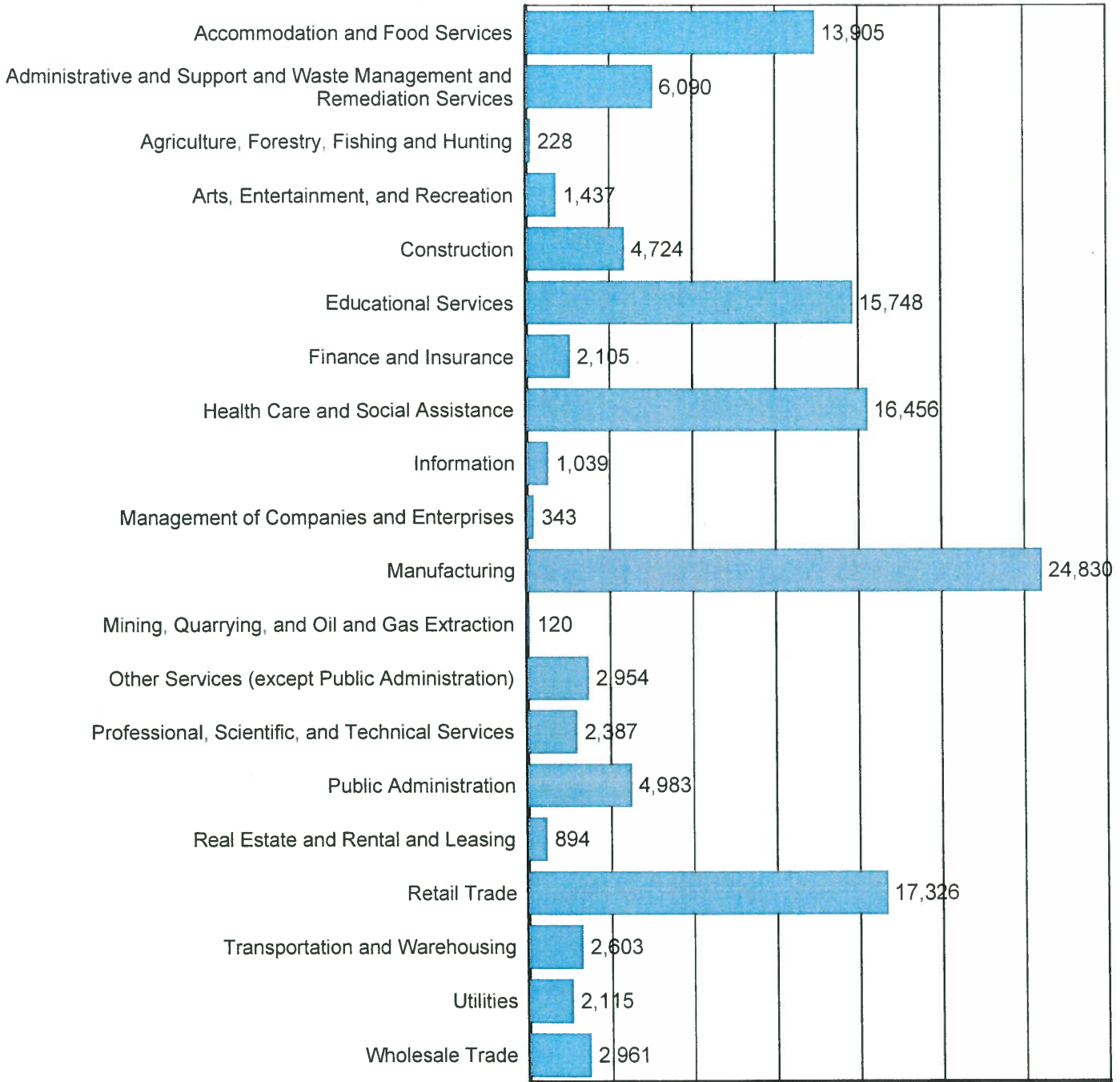
UPSTATE AFFILIATE ORGANIZATION

WAL-MART ASSOCIATES INC

WALGREEN CO

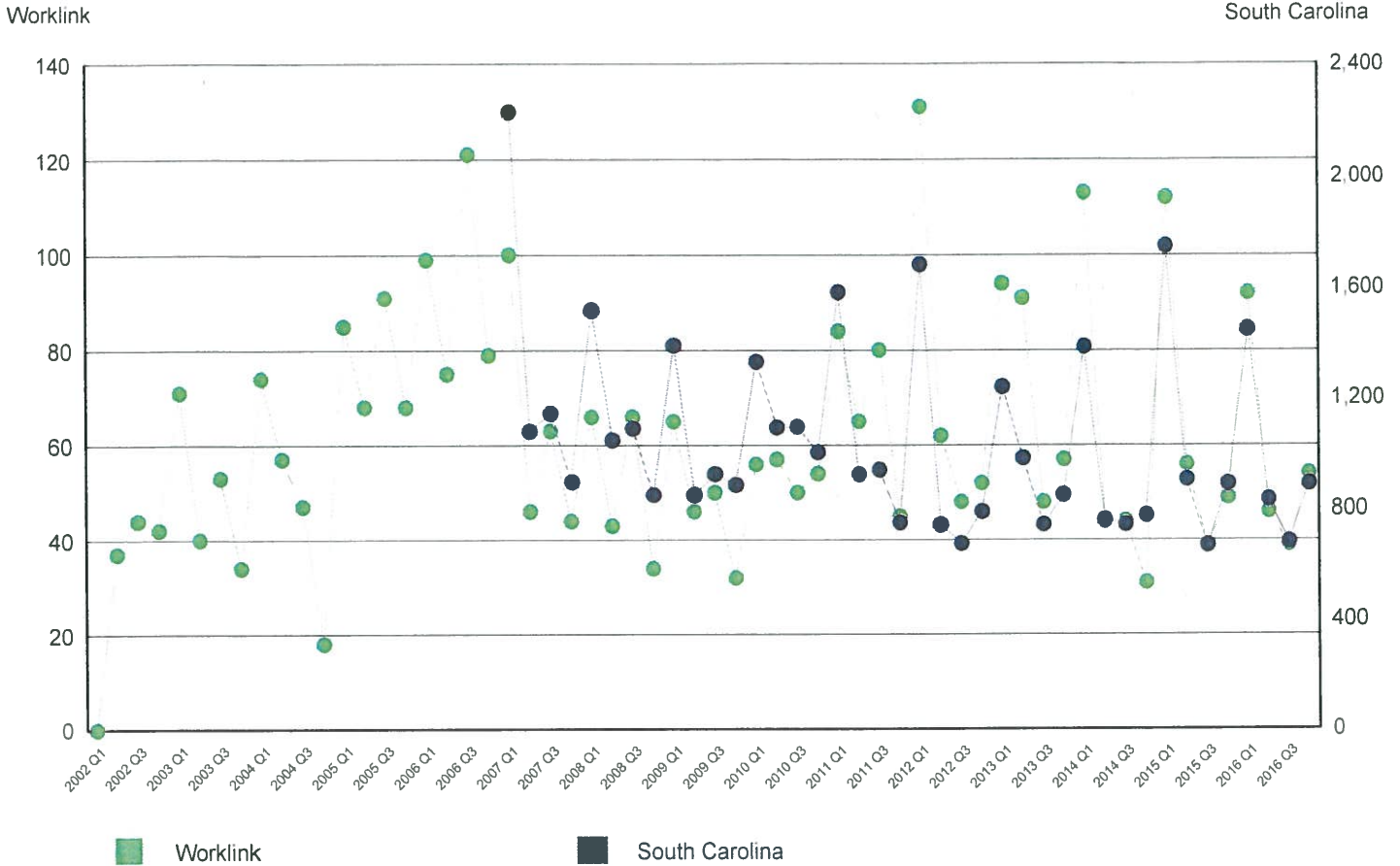
Source: S.C. Department of Employment & Workforce - 2016 Q4

Employment by Industry



Source: S.C. Department of Employment & Workforce
 Quarterly Census of Employment and Wages (QCEW) - 2016 Q4

New Startup Firms



Quarter	Worklink	South Carolina
2016 Q4	54	888
2016 Q3	39	679
2016 Q2	46	831
2016 Q1	92	1,445
2015 Q4	49	889
2015 Q3	39	665
2015 Q2	56	905
2015 Q1	112	1,746
2014 Q4	31	775
2014 Q3	44	741
2014 Q2	44	760
2014 Q1	113	1,384
2013 Q4	57	848
2013 Q3	48	741
2013 Q2	91	982
2013 Q1	94	1,240
2012 Q4	52	788
2012 Q3	48	672
2012 Q2	62	740
2012 Q1	131	1,680

Note: A firm is included in the count when it does not have a UI Account Number in the previous quarter and has a Setup Date that falls in the quarter displayed.
 Source: S.C. Department of Employment & Workforce

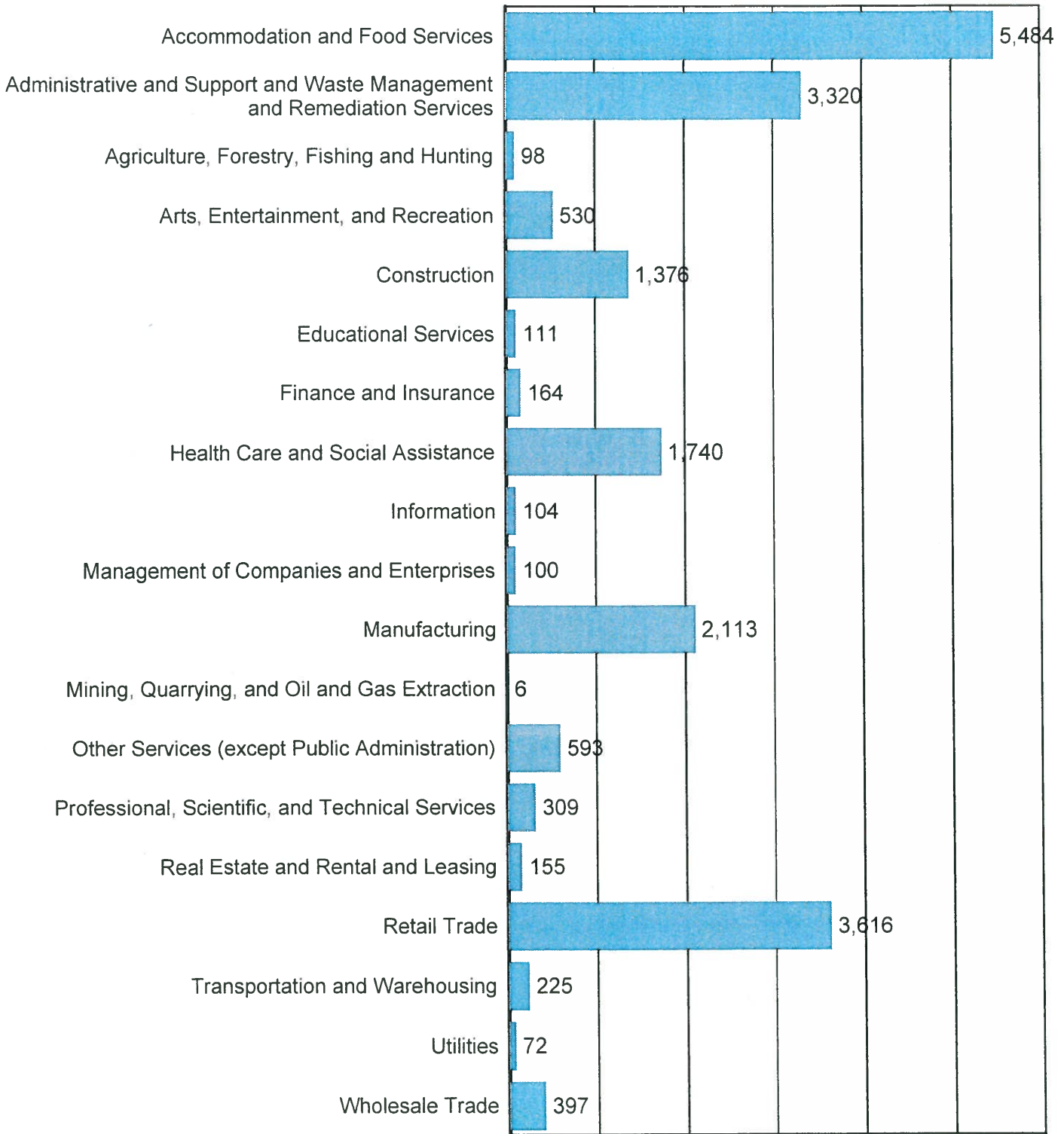
Top 20 Occupational Openings

Worklink
April-2016

Occupation Name (Soccode)	Job Openings
Heavy and Tractor-Trailer Truck Drivers (53-3032)	142
Registered Nurses (29-1141)	133
Industrial Engineers (17-2112)	90
Retail Salespersons (41-2031)	83
First-Line Supervisors of Food Preparation and Serving Workers (35-1012)	79
Physical Therapists (29-1123)	78
Occupational Therapists (29-1122)	74
First-Line Supervisors of Retail Sales Workers (41-1011)	68
First-Line Supervisors of Production and Operating Workers (51-1011)	56
Combined Food Preparation and Serving Workers, Including Fast Food (35-3021)	55
Maintenance and Repair Workers, General (49-9071)	55
Customer Service Representatives (43-4051)	44
First-Line Supervisors of Office and Administrative Support Workers (43-1011)	42
Speech-Language Pathologists (29-1127)	39
First-Line Supervisors of Mechanics, Installers, and Repairers (49-1011)	35
Physical Therapist Assistants (31-2021)	33
Social and Human Service Assistants (21-1093)	27
Stock Clerks and Order Fillers (43-5081)	27
Light Truck or Delivery Services Drivers (53-3033)	26
Licensed Practical and Licensed Vocational Nurses (29-2061)	24

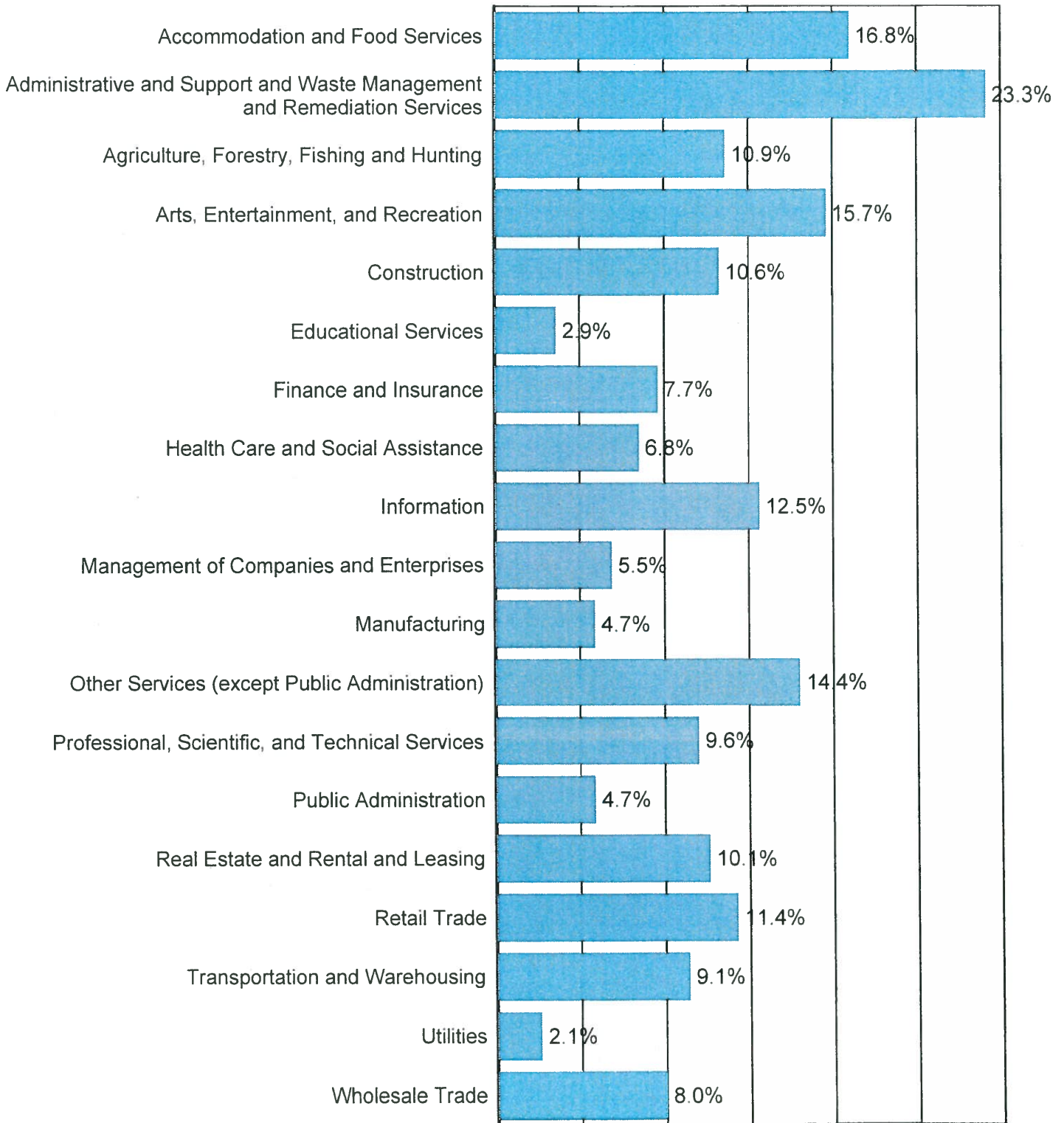
Source: S.C. Department of Employment & Workforce & The Conference Board's Help Wanted OnLine® data series

New Hires by Industry



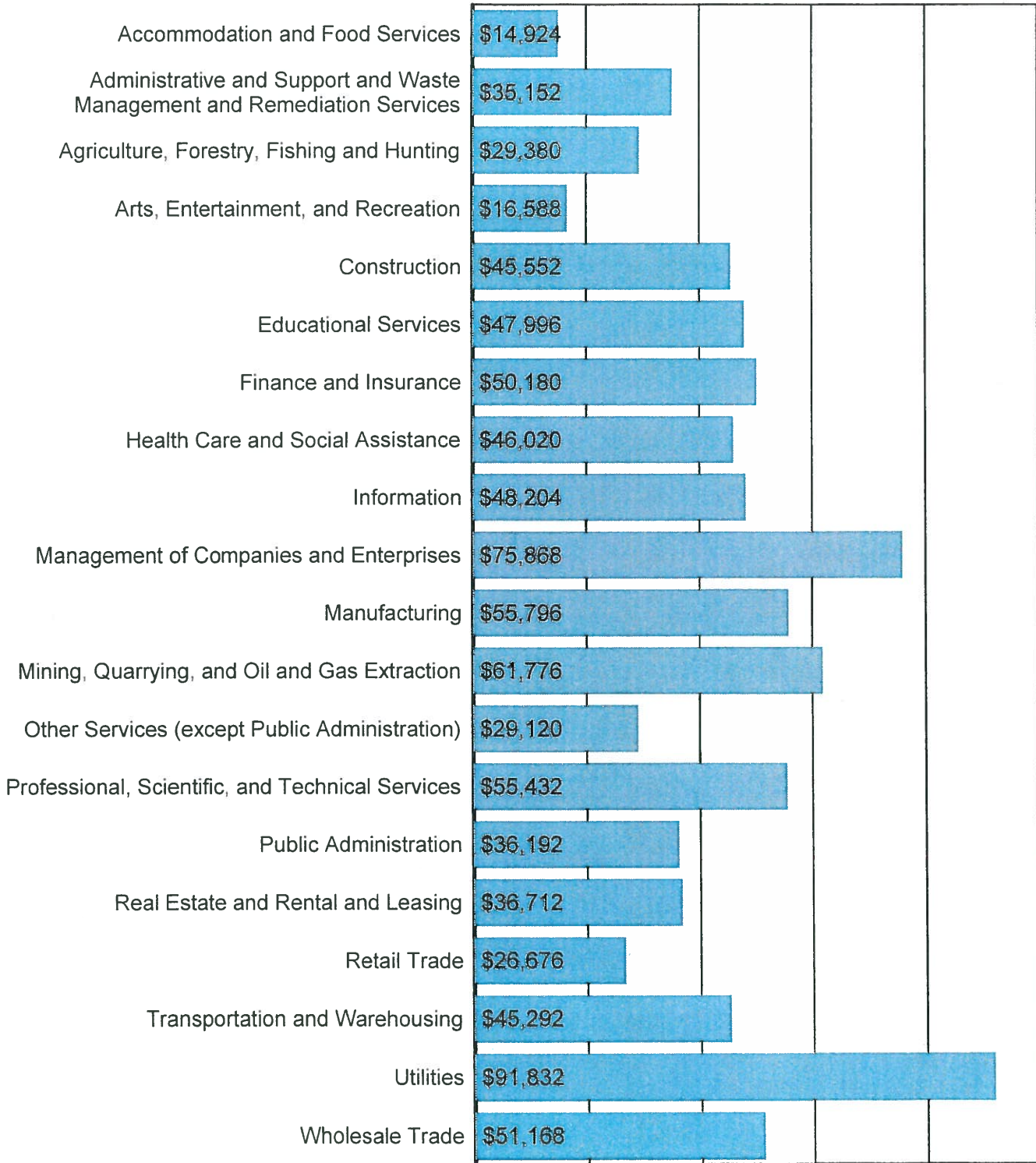
Source: U.S. Census Bureau, Local Employment Dynamics - 2016 Q2

Turnover by Industry



Source: U.S. Census Bureau, Local Employment Dynamics - 2013 Q3

Average Annual Wage by Industry



Source: S.C. Department of Employment & Workforce
 Quarterly Census of Employment and Wages (QCEW) - 2016 Q4

Age of Workers by Industry

Industry	14-18	19-21	22-24	25-34	35-44	45-54	55-64	65+
Total, All Industries	3,332	6,295	6,911	21,231	20,906	21,625	16,598	5,584
Agriculture, Forestry, Fishing and Hunting	6	5	14	56	79	70	62	26
Mining, Quarrying, and Oil and Gas Extraction	0	3	3	14	15	19	20	5
Utilities	7	14	31	365	435	553	733	78
Construction	49	239	336	1,166	1,335	1,219	859	310
Manufacturing	65	485	1,057	4,451	5,594	6,802	5,261	956
Wholesale Trade	15	76	119	648	799	845	588	312
Retail Trade	828	1,740	1,507	3,486	2,796	2,843	2,264	1,153
Transportation and Warehousing	22	72	116	388	421	493	372	114
Information	37	46	50	189	221	232	116	48
Finance and Insurance	11	29	77	447	494	506	340	123
Real Estate and Rental and Leasing	5	29	62	159	157	179	145	64
Professional, Scientific, and Technical Servi	27	83	141	598	532	580	481	247
Management of Companies and Enterprises	11	10	9	31	48	83	89	35
Administrative and Support and Waste Manageme	59	350	498	1,622	1,339	1,206	743	291
Educational Services	7	20	55	283	276	333	290	142
Health Care and Social Assistance	51	434	729	3,249	3,569	3,272	2,583	883
Arts, Entertainment, and Recreation	124	211	170	262	197	176	162	125
Accommodation and Food Services	1,933	2,266	1,719	3,161	1,953	1,546	911	392
Other Services (except Public Administration)	77	185	220	656	647	669	580	278

Source: U.S. Census Bureau, Local Employment Dynamics - 2016 Q2

Labor Market Projections

Total Employment by Industry
(County/Metropolitan Statistical Area Data Unavailable)

Note: Projections are available by Workforce Investment Area (WIA). The data displayed is selected from the appropriate WIA.

Worklink Industry	2014 Estimated Employment	2024 Projected Employment	Change	Percent Change	Annual Percent
Total Employment, All Jobs	129,166	140,756	11,590	8.97	0.86
Health care and social assistance	15,173	18,231	3,058	20.15	1.85
Educational services; state, local, and private	14,663	16,926	2,263	15.43	1.45
Administrative and support and waste management and remediat	5,989	7,561	1,572	26.25	2.36
Accommodation and food services	12,985	14,371	1,386	10.67	1.02
Retail Trade	16,664	17,687	1,023	6.14	0.60
Construction	4,432	5,384	952	21.48	1.96
Manufacturing	24,364	25,244	880	3.61	0.36
Professional, scientific, and technical services	2,311	2,904	593	25.66	2.31
Wholesale trade	2,800	3,236	436	15.57	1.46
Transportation and Warehousing	1,734	1,992	258	14.88	1.40
Other services (except public administration)	3,845	4,100	255	6.63	0.64
Finance and insurance	2,182	2,369	187	8.57	0.83
Arts, entertainment, and recreation	1,336	1,445	109	8.16	0.79
Information	1,089	1,166	77	7.07	0.69
Real estate and rental and leasing	727	797	70	9.63	0.92
Management of companies and enterprises	323	350	27	8.36	0.81
Utilities	1,909	1,917	8	0.42	0.04

Source: S.C. Department of Employment & Workforce - Industry Projections

Labor Market Projections

Total Employment by Occupation
(County/Metropolitan Statistical Area Data Unavailable)

Note: Projections are available by Workforce Investment Area (WIA). The data displayed is selected from the appropriate WIA.

Worklink Occupation	2014	2024		Annual Openings	
	Estimated Employment	Projected Employment	Openings (Replace)		Openings (Growth)
Total, all occupations	129,166	140,756	3,101	1,429	4,530
Management occupations	7,349	6,869	162	54	216
Business and financial operations occupations	2,722	3,105	59	39	98
Computer and mathematical occupations	1,167	1,317	18	15	33
Architecture and engineering occupations	2,191	2,380	58	20	78
Life, physical, and social science occupations	701	784	20	9	29
Community and social service occupations	1,308	1,501	29	19	48
Legal occupations	450	517	8	7	15
Education, training, and library occupations	8,867	10,430	187	156	343
Arts, design, entertainment, sports, and media occupations	1,111	1,198	26	10	36
Healthcare practitioners and technical occupations	7,796	9,054	167	126	293
Healthcare support occupations	3,520	4,344	79	83	162
Protective service occupations	1,918	2,022	50	11	61
Food preparation and serving related occupations	12,935	14,317	463	151	614
Building and grounds cleaning and maintenance occupations	4,465	5,064	88	60	148
Personal care and service occupations	3,385	3,921	79	55	134
Sales and related occupations	12,520	13,558	399	104	503
Office and administrative support occupations	17,185	18,149	347	125	472
Farming, fishing, and forestry occupations	1,933	1,063	50	0	50
Construction and extraction occupations	4,823	5,662	76	84	160
Installation, maintenance, and repair occupations	6,313	7,061	153	77	230
Production occupations	18,236	19,150	382	121	503
Transportation and material moving occupations	8,271	9,290	199	104	303

Source: S.C. Department of Employment & Workforce - Occupational Projections

Labor Market Projections

Growing Occupations
(County/Metropolitan Statistical Area Data Unavailable)

Note: Projections are available by Workforce Investment Area (WIA). The data displayed is selected from the appropriate WIA.

Worklink Occupation	2014	2024	Percent Change	Replace	Growth	Total	Average Salary
	Estimated Employment	Projected Employment					
Biomedical engineers	29	44	52	1	2	3	\$ 77,574
Education administrators, preschool and childcare center/pro	19	27	42	1	1	2	\$ 54,104
Home health aides	808	1,140	41	18	33	51	\$ 18,783
Veterinary technologists and technicians	67	92	37	1	2	3	\$ 26,059
Environmental scientists and specialists, including health	17	23	35	0	1	1	\$ 58,562
Nurse practitioners	107	144	35	2	4	6	\$ 79,110
Personal care aides	761	1,019	34	6	26	32	\$ 17,740
Physician assistants	46	61	33	1	2	3	\$ 83,664
Preschool teachers, except special education	246	324	32	7	8	15	\$ 22,866
Helpers--brickmasons, blockmasons, stonemasons, and tile and	94	123	31	1	3	4	\$ 24,816
Nursing instructors and teachers, postsecondary	66	86	30	1	2	3	\$ 71,310
Health specialties teachers, postsecondary	71	92	30	1	2	3	\$ 83,044
Self-enrichment education teachers	175	226	29	3	5	8	\$ 44,417
Mental health counselors	45	58	29	1	1	2	\$ 51,179
Diagnostic medical sonographers	49	63	29	1	1	2	\$ 54,915
Computer-controlled machine tool operators, metal and plasti	429	551	28	13	12	25	\$ 36,804
Brickmasons and blockmasons	85	109	28	1	2	3	\$ 38,407
Computer systems analysts	117	150	28	2	3	5	\$ 78,991
Management analysts	254	324	28	4	7	11	\$ 83,251
Mathematical science teachers, postsecondary	97	123	27	2	3	5	\$ 72,995

Occupations are sorted by highest estimated percentage growth from estimate year to projection year.

Source: S.C. Department of Employment & Workforce - Occupational Projections

Labor Market Projections

Declining Occupations

(County/Metropolitan Statistical Area Data Unavailable)

Note: Projections are available by Workforce Investment Area (WIA). The data displayed is selected from the appropriate WIA.

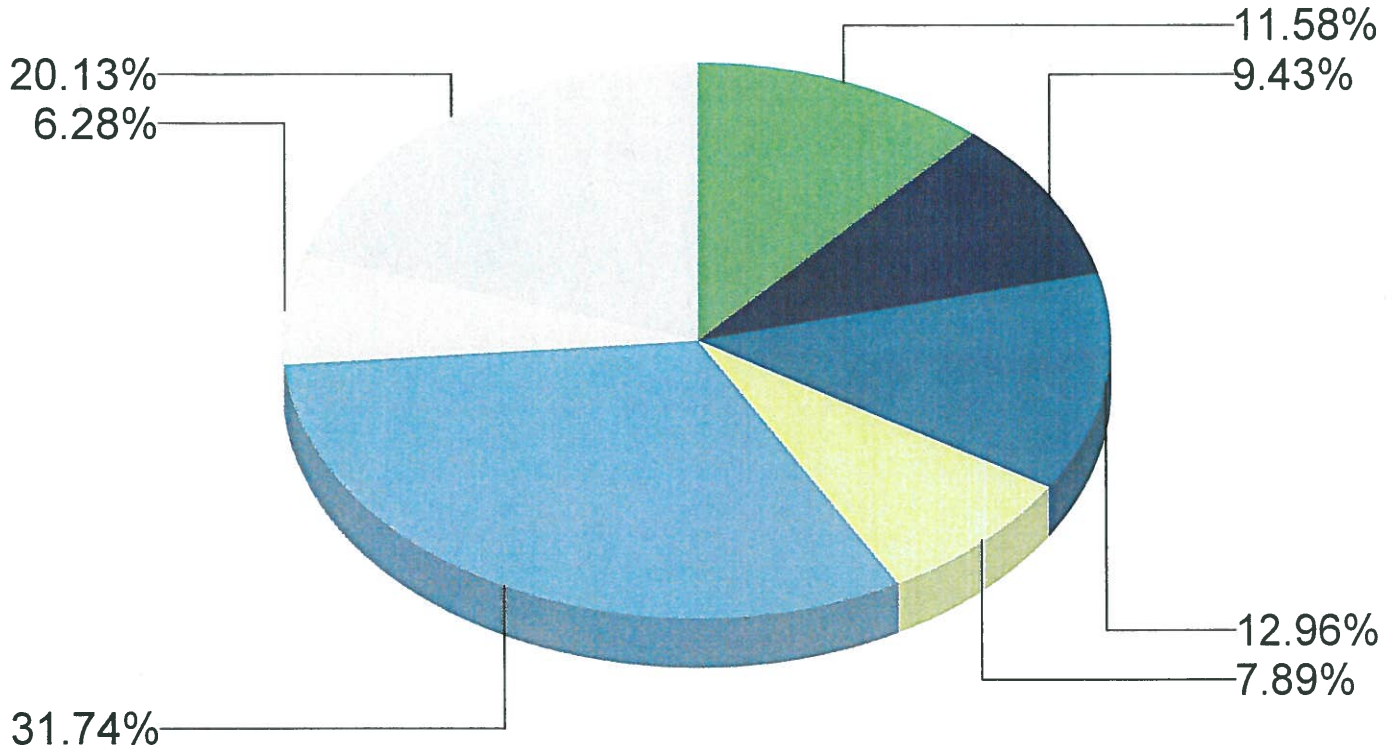
Worklink Occupation	2014 Estimated Employment	2024 Projected Employment	Percent Change	Replace	Growth	Total	Average Salary
Farmworkers, farm, ranch, and aquacultural animals	189	128	-32	5	0	5	\$ 22,556
Prepress technicians and workers	25	19	-24	0	0	0	\$ 37,983
Postal service mail sorters, processors, and processing mach	14	11	-21	0	0	0	\$ 42,738
Coin, vending, and amusement machine servicers and repairers	37	30	-19	0	0	0	\$ 39,499
Meter readers, utilities	84	70	-17	2	0	2	\$ 39,209
Postal service clerks	58	49	-16	1	0	1	\$ 51,173
Postal service mail carriers	365	309	-15	7	0	7	\$ 50,315
Medical transcriptionists	34	29	-15	1	0	1	\$ 31,940
Heat treating equipment setters, operators, and tenders, met	28	24	-14	0	0	0	\$ 36,538
Logging equipment operators	79	68	-14	2	0	2	\$ 28,851
Postmasters and mail superintendents	22	19	-14	0	0	0	\$ 71,612
Molding, coremaking, and casting machine setters, operators,	217	188	-13	3	0	3	\$ 33,060
Extruding and drawing machine setters, operators, and tender	53	46	-13	1	0	1	\$ 36,198
Cooks, fast food	933	821	-12	25	0	25	\$ 17,117
Cutting, punching, and press machine setters, operators, and	145	128	-12	2	0	2	\$ 32,047
Claims adjusters, examiners, and investigators	27	24	-11	1	0	1	\$ 62,710
Plating and coating machine setters, operators, and tenders,	71	64	-10	2	0	2	\$ 29,859
Extruding, forming, pressing, and compacting machine setters	48	44	-8	2	0	2	\$ 30,343
Mail clerks and mail machine operators, except postal servic	24	22	-8	0	0	0	\$ 19,040
Print binding and finishing workers	13	12	-8	0	0	0	\$ 32,079

Occupations are sorted by highest estimated percentage decline from estimate year to projection year.

Source: S.C. Department of Employment & Workforce - Occupational Projections

Educational Attainment

(Population 25 Years and Older)

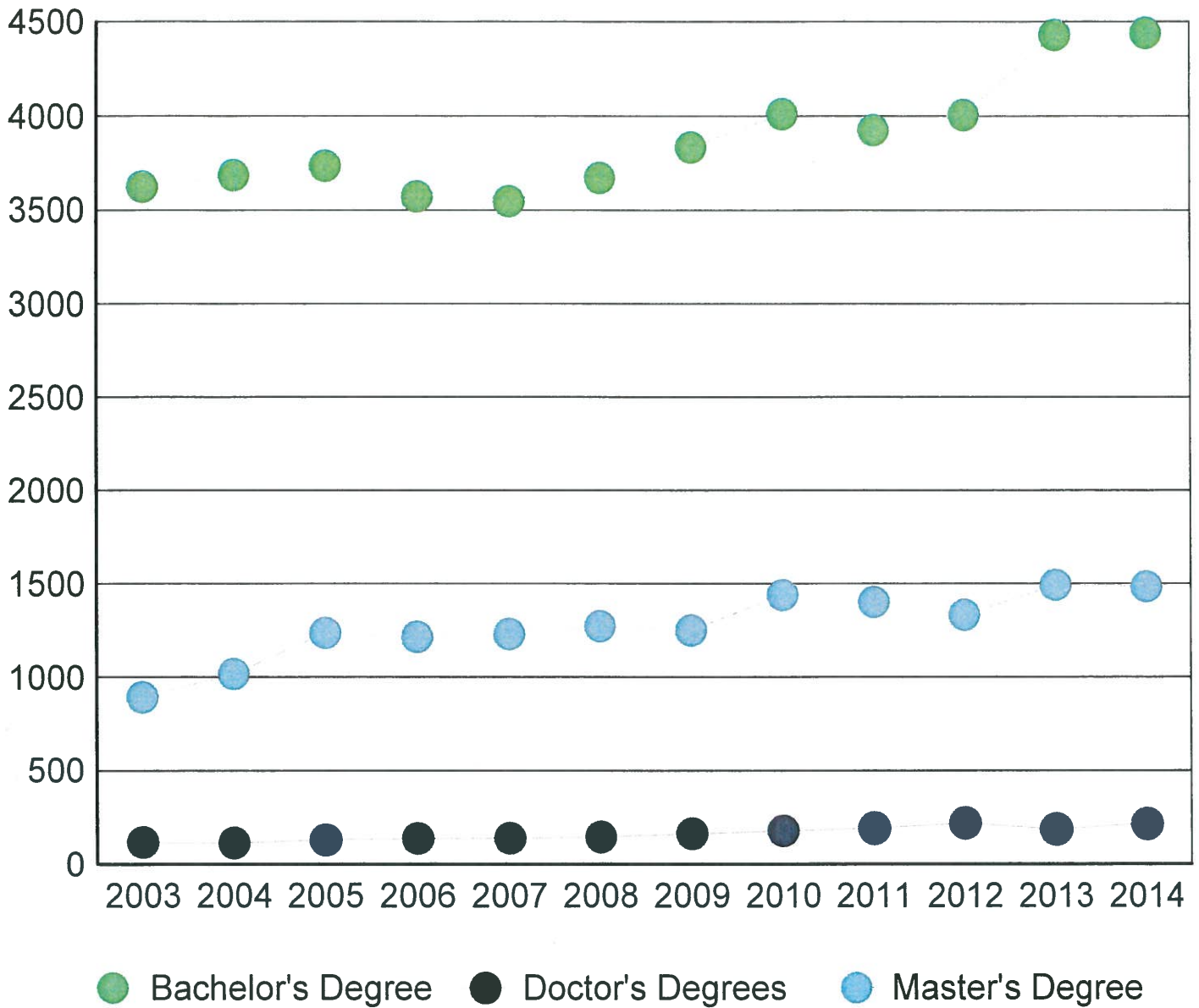


- 9th to 12th No Diploma
- Associate's Degree
- Bachelor's Degree
- Graduate Degree
- High School Graduate
- Less Than 9th Grade
- Some College

Source: U.S. Census Bureau, American Community Survey - 2013 5-Year Estimates

Graduate Trends

(Based On Graduates From Area Schools)



Source: Institute of Education Sciences (IES), Integrated Postsecondary Education Data System

Educational Institutions

Anderson University
316 Boulevard
Anderson, SC 29621
864.231.2000
<http://www.andersonuniversity.edu>
2014 Degrees Awarded: 559

Kenneth Shuler School of Cosmetology-Greenville
3528-A Earl E. Morris Jr. Highway
Greenville, SC 29611
864.269.6886
<http://kennethshuler.com>
2014 Degrees Awarded: 69

Clemson University
201 Sikes Hall
Clemson, SC 29634
864.656.4636
<http://www.clemson.edu>
2014 Degrees Awarded: 5,207

Forrest College
601 E River Street
Anderson, SC 29624
864.225.7653
<http://www.forrestcollege.edu>
2014 Degrees Awarded: 62

Tri-County Technical College
7900 U.S. Hwy 76
Pendleton, SC 29670
864.646.1500
<http://www.tctc.edu>
2014 Degrees Awarded: 1,663

Southern Wesleyan University
907 Wesleyan Drive
Central, SC 29630
864.644.5000
<http://www.swu.edu>
2014 Degrees Awarded: 591

Source: Institute of Education Sciences (IES), Integrated Postsecondary Education Data System