

**WORKFORCE DEVELOPMENT BOARD
Priority Populations Committee AGENDA
SC Works Clemson Comprehensive Center at East Park
Tuesday, March 3, 2020
3:00 – 4:00 pm**

- I. Welcome and Introductions
- II. Approval of the January 7, 2020 Minutes*
- III. Cornell Richardson, Family Promise of Anderson County
- IV. WorkLink's Data and Community Profile
- V. Other Business
- VI. Adjourn

*requires a vote

Next Priority Populations Committee Meeting, Tuesday, May 5, 2020 SC Works
Clemson Comprehensive Center

**WORKFORCE DEVELOPMENT BOARD
Priority Populations Committee Meeting Minutes
SC Works Clemson Comprehensive Center at East Park
Tuesday, January 7, 2020
3:00 – 4:00 pm**

Members Present

Lisa Gillespie, Chair
Emily Hodge

Susan Stockton

Margaret Camp

Members Absent

Stephanie Collins
Edgar Brown

Billy Gibson

Patrick Pruitt

Staff Present

Windy Graham

Meredith Durham

Guests

Dana Wood

Jackie Taylor (via Zoom)

Karen Hamrick

I. Welcome and Introductions

Ms. Lisa Gillespie, Chair, called the meeting to order. Ms. Gillespie announced that the meeting will be recorded in order to process the minutes. Chair Gillespie welcomed everyone and stated that the meeting is informational only. All voting items will be sent electronically.

II. Approval of the October 8, 2019 Minutes

The minutes from the 10/8/19 meeting were emailed with the meeting notice and included in the meeting packet.

ACTION TAKEN: Ms. Margaret Camp made a motion to accept the minutes as presented, seconded by Ms. Emily Hodge. The motion passed with a unanimous vote.

III. Committee Education – Priority Populations Coordinator, SCDEW

Ms. Jackie Taylor, Priority Populations Coordinator with SC Department of Employment and Workforce, introduced herself. Ms. Taylor shared that the Priority Populations Committee was formed in 2016 and the focus of the committee was on 7 priority populations. The committee aimed to examine outreach to the populations. An advisory council was formed this past program year to have better insight in the strength and need of the workforce system. The Council has gone through asset mapping and gap analysis processes. The committee aimed to fill in gaps for each of the populations, but they also found that there are a few key barriers that overlap: transportation, affordable housing, and access to vital records. In the past program year, the committee has looked at ways to close the gaps with local workforce areas through grants and other opportunities. The Advisory Council is looking at communication tools to have targeted conversations, relaying information to supportive services, and enhancing the SCWOS online system for individuals with limited or no transportation. The committee is working to develop a statewide survey on transportation to receive innovative practices and update the SC Works jobseeker resources for transportation in the local workforce areas. The Advisory Council is

working on a pilot transportation program to be used in rural and urban areas for the month of February for 4 local areas. The Priority Populations committee has an upcoming meeting on February 12. The committee plans to analyze data of WIOA and Wagner-Peyser participants to review the engagement rates for the program year. There will be upcoming technical assistance and follow up questions shared with local areas as a condition of the Re-entry Navigator grant award. An updated WIOA plan draft is being formed with statewide partners for the future of workforce, who are looking collaboratively and tangibly about where South Carolina wants to be in regards to workforce.

IV. **Committee Education – Upstate Workforce Board, Dana Wood**

Ms. Dana Wood stated that the initial focus of the Upstate WDB's Priority Populations committee was on serving individuals with disabilities instead of referring them to other agencies. The Upstate Workforce Board's staff was sent through training to help them feel more comfortable with serving these individuals. The trainings were done in 2 separate sessions. The first training was from AbleSC on an overview of their services. The staff also received training on Overview of Titles I and II of the Americans with Disabilities Act, Misconceptions in Inclusion Barriers, General Consideration: Enable vs Empower, and strategies for working with people with disabilities. The next year's session was a panel of individuals who had disabilities, who spoke about their disabilities and things they experience on a regular basis. In 2017, the group hosted an employer luncheon to educate employers on breaking down barriers- focusing on accommodations. The luncheon included an employer panel with those that have hired individuals with disabilities. The event in 2018 was on Invisible Disabilities in the Workplace. Ms. Wood provided the agendas for each of their events. In 2019, the Upstate Workforce Board created a site with disability resources on the Link Upstate site. The plan for 2020 is to create a 2 minute video to send to employers and partners to raise awareness on individuals with disabilities.

WorkLink's next staff training will be April 3 on Sexual Harassment, Labor Market Information, and Disabilities, Etiquette, and Sensitivity training.

Ms. Windy Graham, staff to the WorkLink Board, referenced reports in the packet.

Our targeted population WIOA data is found on page 4. Aggregate information is given for July to December 2019.

The Community Profile was also available in the packet, beginning on page 8. Ms. Graham stated that the Community Profile shows economic, demographic, industry, occupation, and education data for the Anderson, Oconee, and Pickens area. The report can be revised to show individual counties and is updated approximately every 6 weeks.

WorkLink's unemployment rate is 2.1%, and the population of those with disabilities is higher at 6.9%. The percentage of our labor force with a disability is 21.3% (data from US Department of Labor).

V. **Adjourn**

The next meeting will be March 3, 2020.

Respectfully submitted by Meredith Durham

WIOA Targeted Population Summary

- State Region: State Region 1
 - LWIA/Region: WorkLink
 - Filter By Date: Participation Date
 - Date Range: 7/1/2019 - 1/31/2020

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	266	266	206	157	49	59	3	\$16.77	1	14	3	0	0	1	1	1	0
Gender																	
Female	144	144	144	83	24	24	2	\$17.50	1	4	1	0	0	0	0	0	0
	54.14%	54.14%	54.14%	52.87%	48.98%	40.68%	66.67%	104.37%	100.00%	28.57%	33.33%	0	0	0	0	0	0
Male	117	117	117	73	24	35	1	\$15.30	0	9	1	0	0	1	1	0	0
	43.98%	43.98%	43.98%	46.50%	48.98%	59.32%	33.33%	91.25%	0	64.29%	33.33%	0	0	100.00%	100.00%	0	0
NA	5	5	5	1	1	0	0	\$0.00	0	1	1	0	0	0	0	0	0
	1.88%	1.88%	1.88%	0.64%	2.04%					7.14%	33.33%						
Age																	
18 and Under	54	54	54	54	4	20	0	\$0.00	0	0	0	0	0	0	0	0	0
	20.30%	20.30%	20.30%	34.39%	8.16%	33.90%											
19 to 24	65	95	65	53	14	19	0	\$0.00	0	4	1	0	0	1	1	0	0
	24.44%	24.44%	24.44%	33.76%	28.57%	32.20%				28.57%	33.33%	0	0	100.00%	100.00%	0	0
25 to 54	126	126	126	41	25	17	3	\$16.77	1	9	2	0	0	0	0	0	0
	47.37%	47.37%	47.37%	26.11%	51.02%	28.81%	100.00%	100.00%	100.00%	64.29%	66.67%	0	0	0	0	0	0
55 and Older	21	21	21	9	6	3	0	\$0.00	0	1	0	0	0	0	0	0	0
	7.89%	7.89%	7.89%	5.73%	12.24%	5.08%				7.14%							
Race/Ethnicity																	
White	187	187	187	128	34	46	1	\$21.00	1	11	3	0	0	1	1	0	0
	70.30%	70.30%	70.30%	81.53%	69.39%	77.97%	33.33%	125.25%	100.00%	78.57%	100.00%	0	0	100.00%	100.00%	0	0
African American/Black	65	65	65	26	13	13	2	\$14.65	0	2	0	0	0	0	0	0	0
	24.44%	24.44%	24.44%	16.56%	26.53%	22.03%	66.67%	87.38%	0	14.29%							
American Indian/Alaskan Native	5	5	5	3	0	2	0	\$0.00	0	0	0	0	0	0	0	0	0
	1.88%	1.88%	1.88%	1.91%		3.39%											
Hispanic	14	14	14	12	2	4	0	\$0.00	0	0	0	0	0	0	0	0	0
	5.26%	5.26%	5.26%	7.64%	4.08%	6.78%											
Educational Status																	
In-school, post Secondary School	7	7	7	3	2	1	0	\$0.00	0	2	1	0	0	0	0	0	0
	2.63%	2.63%	2.63%	1.91%	4.08%	1.69%				14.29%	33.33%						
Not attending school or Secondary School Dropout	131	131	131	103	15	46	1	\$14.00	0	2	0	0	0	0	0	0	0
	49.25%	49.25%	49.25%	65.61%	30.61%	77.97%	33.33%	83.50%		14.29%							

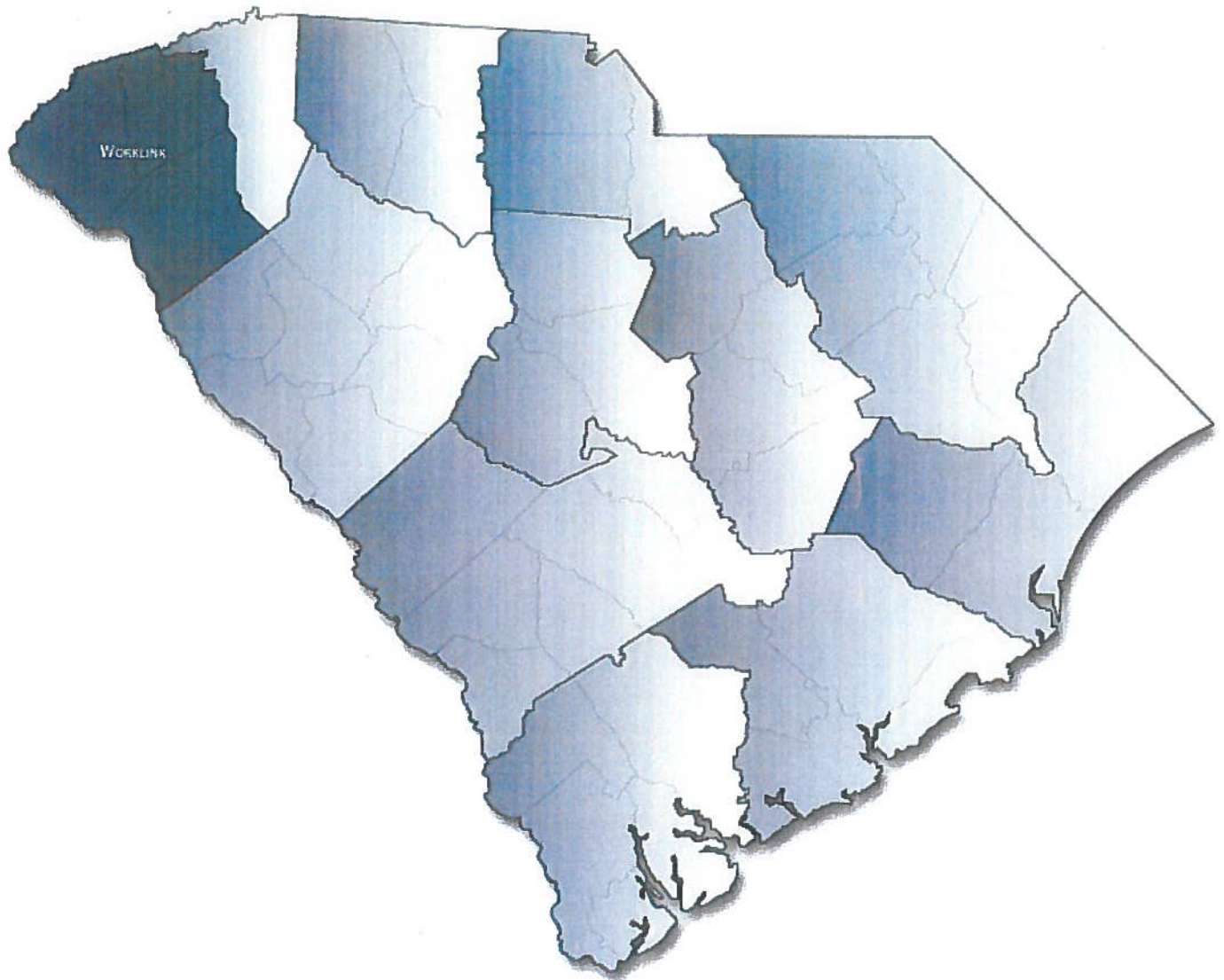
Not attending school; Secondary School Graduate or has a recognized equivalent	128	128	128	51	32	12	2	2	\$18.15	1	10	2	0	0	1	1	0	0
	48.12%	48.12%	48.12%	32.48%	65.31%	20.34%	66.67%	66.67%	108.25%	100.00%	71.43%	66.67%			100.00%	100.00%		
Veteran																		
All Veterans	9	9	9	3	4	2	0	0	\$0.00	0	0	0	0	0	0	0	0	0
	3.38%	3.38%	3.38%	1.91%	8.16%	3.39%												
Eligible Veteran Status	9	9	9	3	4	2	0	0	\$0.00	0	0	0	0	0	0	0	0	0
	3.38%	3.38%	3.38%	1.91%	8.16%	3.39%												
Other Eligible Person/Veteran Spouse	0	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0
Campaign Veteran	6	6	6	2	4	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0
	2.26%	2.26%	2.26%	1.27%	8.16%													
Disabled Veteran	4	4	4	2	2	1	0	0	\$0.00	0	0	0	0	0	0	0	0	0
	1.50%	1.50%	1.50%	1.27%	4.08%	1.69%												
Transitioning Service Member	0	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0
Recently Separated Veteran	2	2	2	0	2	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0
	0.75%	0.75%	0.75%		4.08%													
Active Duty Military Spouse	0	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0
Barriers																		
Total With Significant Barriers to Employment	233	233	233	143	42	56	3	3	\$16.77	1	11	3	0	0	1	1	0	0
	87.59%	87.59%	87.59%	91.08%	85.71%	94.92%	100.00%	100.00%	100.00%	100.00%	78.57%	100.00%			100.00%	100.00%		
Individuals with Disability	5	5	5	3	1	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0
	1.88%	1.88%	1.88%	1.91%	2.04%													
Displaced Homemaker	0	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0
Underemployed	83	83	83	37	13	21	0	0	\$0.00	0	4	1	0	0	0	0	0	0
	31.20%	31.20%	31.20%	23.57%	26.53%	35.59%					28.57%	33.33%						
Dislocation Event	20	20	20	5	8	2	0	0	\$0.00	0	3	0	0	0	0	0	0	0
	7.52%	7.52%	7.52%	3.18%	16.33%	3.39%					21.43%							
Within 2 Years of Exhausting TANF	0	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0
Hawaiian Native	0	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0

SNAP	1.88%	50	18.80%	50	18.80%	50	18.80%	21	13.38%	21	1.27%	4.08%	10	16.95%	10	66.67%	2	66.67%	\$17.50	104.37%	1	100.00%	1	7.14%	0	0	0	0	0	0	0	0	0	0					
Social Security Disability Insurance (SSDI)	0.38%	1	0.38%	1	0.38%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Supplemental Security Income (SSI)	0.75%	2	0.75%	2	0.75%	2	2	2	1.27%	2	1.27%	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
General Assistance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Living in the High Poverty Area	0.75%	2	0.75%	2	0.75%	2	2	2	1.27%	2	1.27%	0	0	1	1.69%	1	0	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Free or Reduced Lunch	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Low Income	43.61%	116	43.61%	116	43.61%	71	45.22%	71	45.22%	21	42.86%	21	45.76%	27	45.76%	2	66.67%	2	66.67%	\$17.50	104.37%	1	100.00%	3	21.43%	1	33.33%	0	0	0	0	0	0	0	0	0	0	0	0
Green Training																																							
Received Green Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$0.00	0	0	0	0	0	0	0	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																						
Total Rows: 58																																							

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: 01/23/2020



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Annual Unemployment Rate (Unadjusted)

Trends

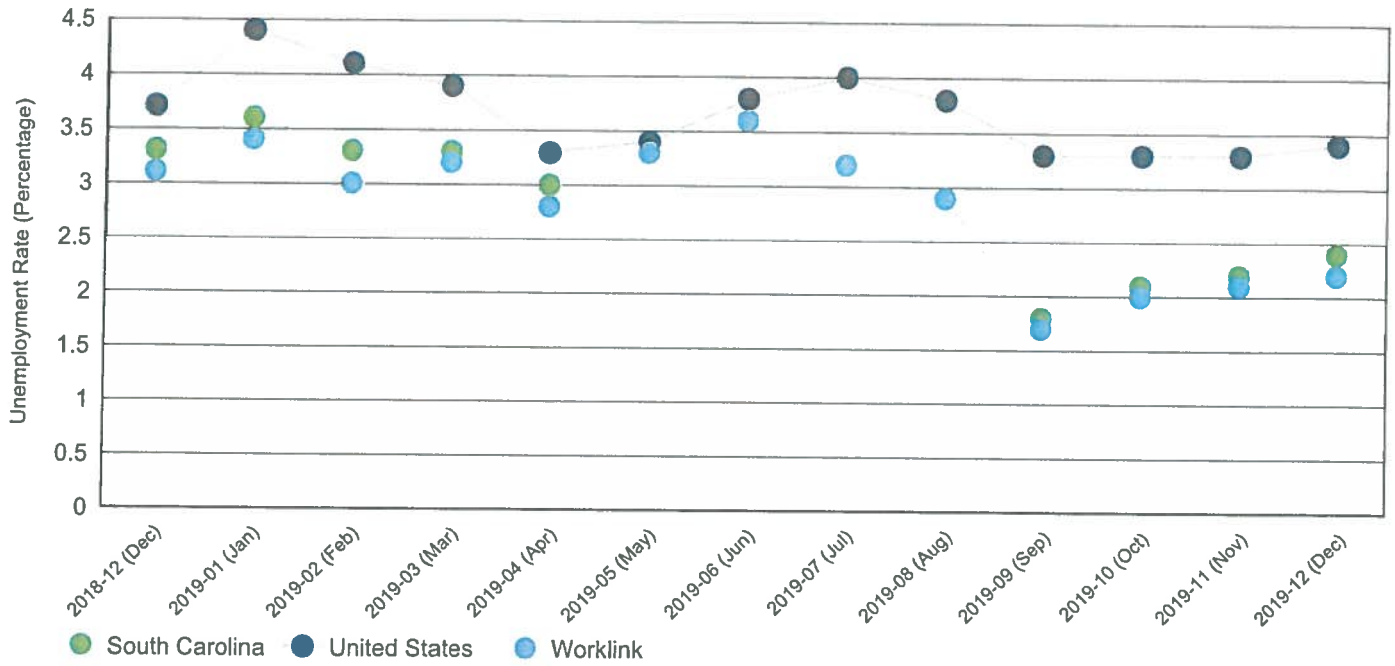


Year	Worklink			South Carolina			United States		
	Employment	Unemp	Rate	Employment	Unemp	Rate	Employment	Unemp	Rate
2018	174,772	5,971	3.3%	2,243,656	79,553	3.4%	155,781,000	6,314,000	3.9%
2017	172,141	7,319	4.1%	2,207,404	98,617	4.3%	153,337,000	6,982,000	4.4%
2016	170,614	8,679	4.8%	2,175,584	114,978	5.0%	151,436,000	7,751,000	4.9%
2015	168,860	10,026	5.6%	2,132,099	135,450	6.0%	148,834,000	8,296,000	5.3%
2014	164,866	10,815	6.2%	2,078,592	143,753	6.5%	146,305,000	9,617,000	6.2%
2013	160,963	12,669	7.3%	2,023,642	167,326	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%

Source: S.C. Department of Employment & Workforce

Monthly Unemployment Rate (Unadjusted)

Past 13 Months



Period	Worklink	South Carolina	United States
Dec 2019	2.2%	2.4%	3.4%
Nov 2019	2.1%	2.2%	3.3%
Oct 2019	2.0%	2.1%	3.3%
Sep 2019	1.7%	1.8%	3.3%
Aug 2019	2.9%	2.9%	3.8%
Jul 2019	3.2%	3.2%	4.0%
Jun 2019	3.6%	3.6%	3.8%
May 2019	3.3%	3.3%	3.4%
Apr 2019	2.8%	3.0%	3.3%
Mar 2019	3.2%	3.3%	3.9%
Feb 2019	3.0%	3.3%	4.1%
Jan 2019	3.4%	3.6%	4.4%
Dec 2018	3.1%	3.3%	3.7%

Source: S.C. Department of Employment & Workforce

Area Job Openings

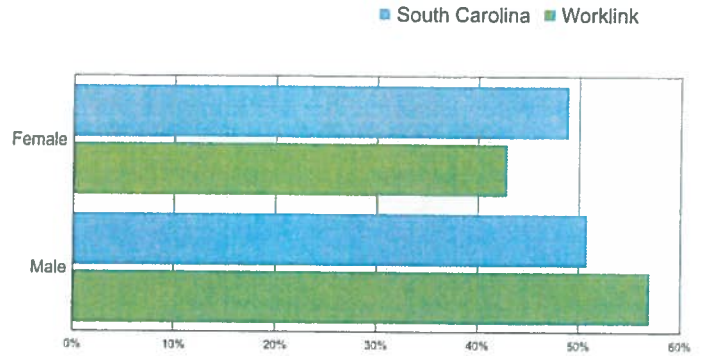
Period	Worklink				South Carolina			
	Employed	Unemployed	Unemp. Rate	Job Openings	Employed	Unemployed	Unemp. Rate	Job Openings
Dec-19	180,052	4,098	2.2%	2,669	2,329,639	55,295	2.3%	59,953
Nov-19	180,205	3,881	2.1%	2,983	2,324,675	58,030	2.4%	55,821
Oct-19	181,234	3,735	2.0%	3,879	2,318,906	62,377	2.6%	68,386
Sep-19	180,098	3,166	1.7%	3,631	2,311,571	69,186	2.9%	66,100
Aug-19	179,537	5,298	2.9%	4,038	2,304,906	77,309	3.2%	67,729
Jul-19	180,489	5,936	3.2%	3,977	2,297,558	81,770	3.4%	68,223
Jun-19	179,949	6,698	3.6%	3,880	2,291,167	83,500	3.5%	68,643
May-19	178,845	6,086	3.3%	4,843	2,285,970	82,651	3.5%	71,138
Apr-19	178,789	5,132	2.8%	4,120	2,280,826	79,095	3.4%	67,074
Mar-19	178,402	5,850	3.2%	3,715	2,274,299	76,316	3.2%	68,705
Feb-19	178,372	5,562	3.0%	3,455	2,267,359	74,506	3.2%	69,974
Jan-19	175,821	6,171	3.4%	3,375	2,260,260	74,837	3.2%	68,247
Dec-18	175,895	5,613	3.1%	3,092	2,254,927	75,244	3.2%	67,595

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

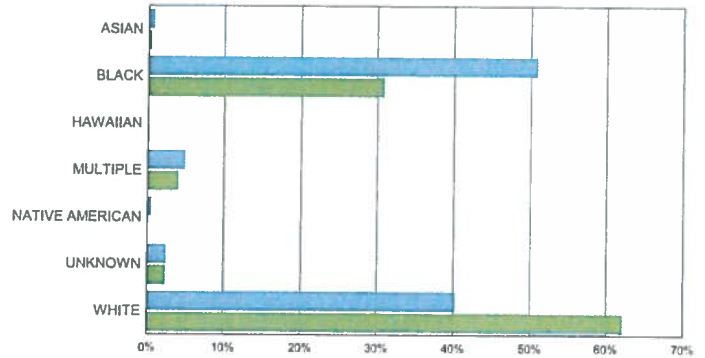
Characteristics of Unemployment Insurance Claimants

December 2019

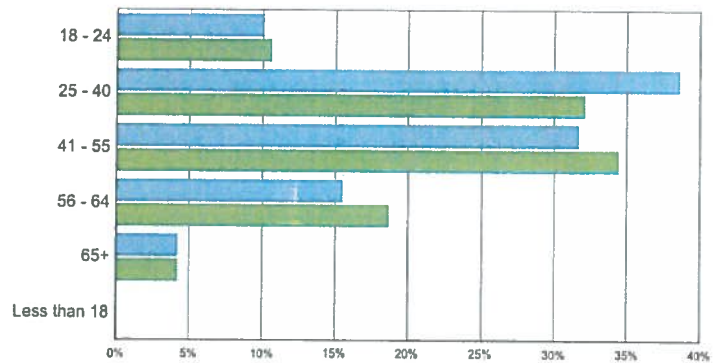
Gender	Worklink	South Carolina
Female	433	5,350
Male	576	5,563
O	2	29



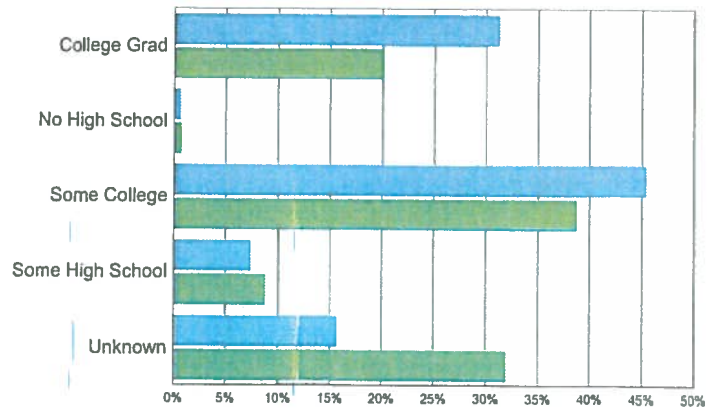
Race	Worklink	South Carolina
ASIAN	4	84
BLACK	312	5,568
HAWAIIAN	2	16
MULTIPLE	41	539
UNKNOWN	24	273
WHITE	628	4,405



Age Group	Worklink	South Carolina
18 - 24	107	1,092
25 - 40	325	4,226
41 - 55	348	3,468
56 - 64	189	1,696
65+	42	455
Less than 18	0	5



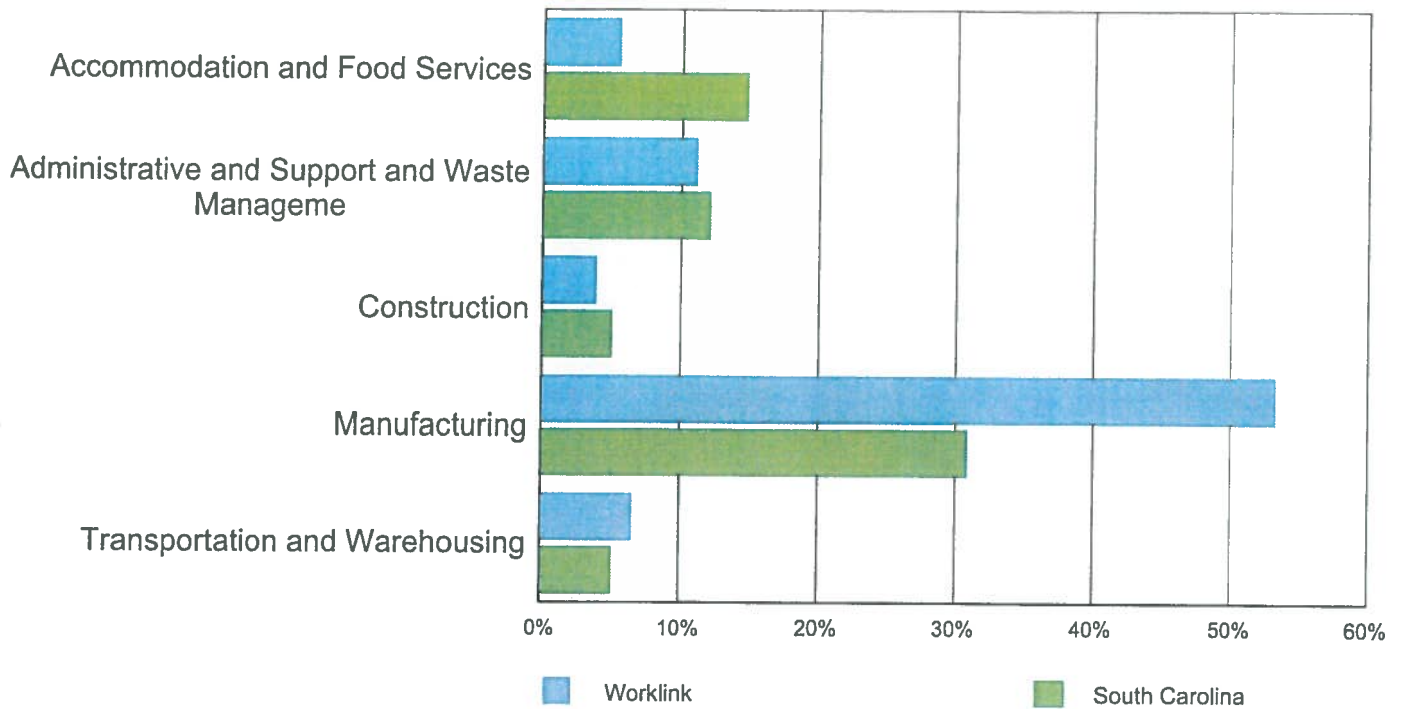
Education	Worklink	South Carolina
College Grad	203	3,413
Some College	391	4,961
Some High School	88	798
No High School	7	63
Unknown	322	1,707



Source: S.C. Department of Employment & Workforce

Characteristics of Unemployment Insurance Claims by Industry

Industry Groups With Largest Number of Claims
December 2019

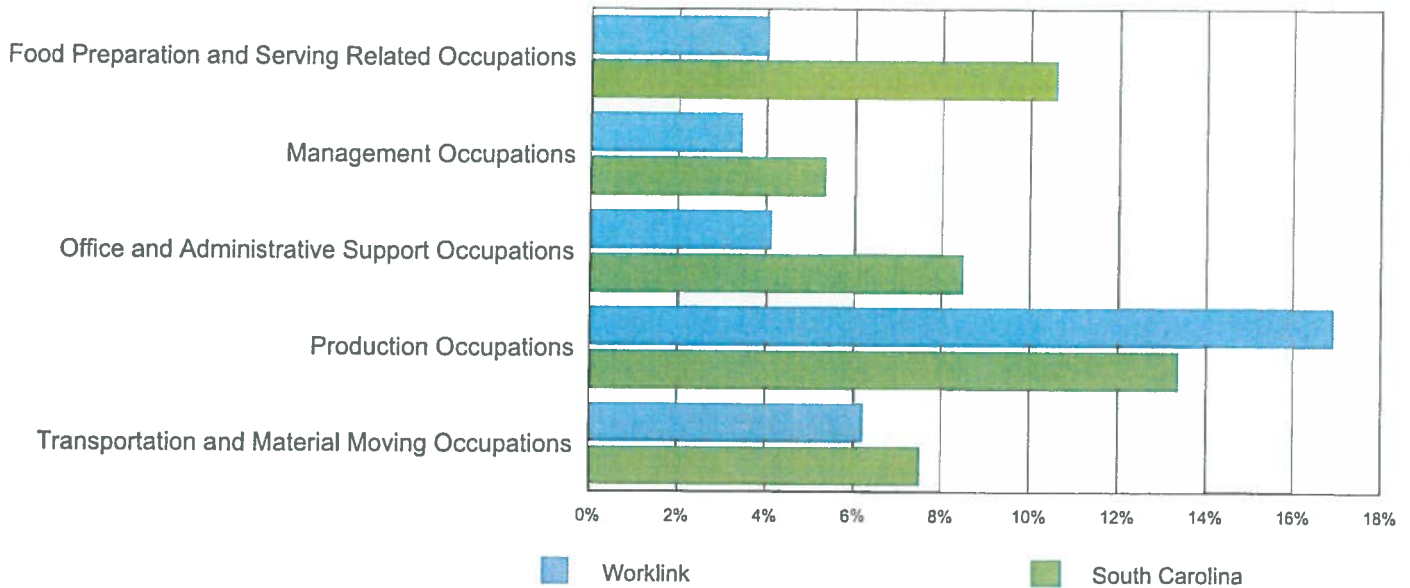


Industry	Worklink	South Carolina
Agriculture, Forestry, Fishing and Hunting	1	34
Mining, Quarrying, and Oil and Gas Extraction	1	10
Utilities	1	13
Construction	40	557
Manufacturing	539	3,376
Wholesale Trade	15	251
Retail Trade	34	623
Transportation and Warehousing	67	570
Information	4	67
Finance and Insurance	6	157
Real Estate and Rental and Leasing	5	142
Professional, Scientific, and Technical Servi	27	357
Management of Companies and Enterprises	3	32
Administrative and Support and Waste Manageme	113	1,330
Educational Services	4	102
Health Care and Social Assistance	34	512
Arts, Entertainment, and Recreation	3	87
Accommodation and Food Services	56	1,618
Other Services (except Public Administration)	13	186
Public Administration	3	95
Unknown	42	823

Source: S.C. Department of Employment & Workforce

Characteristics of Unemployment Insurance Claims by Occupation

Occupation Groups With Largest Number of Claims
December 2019



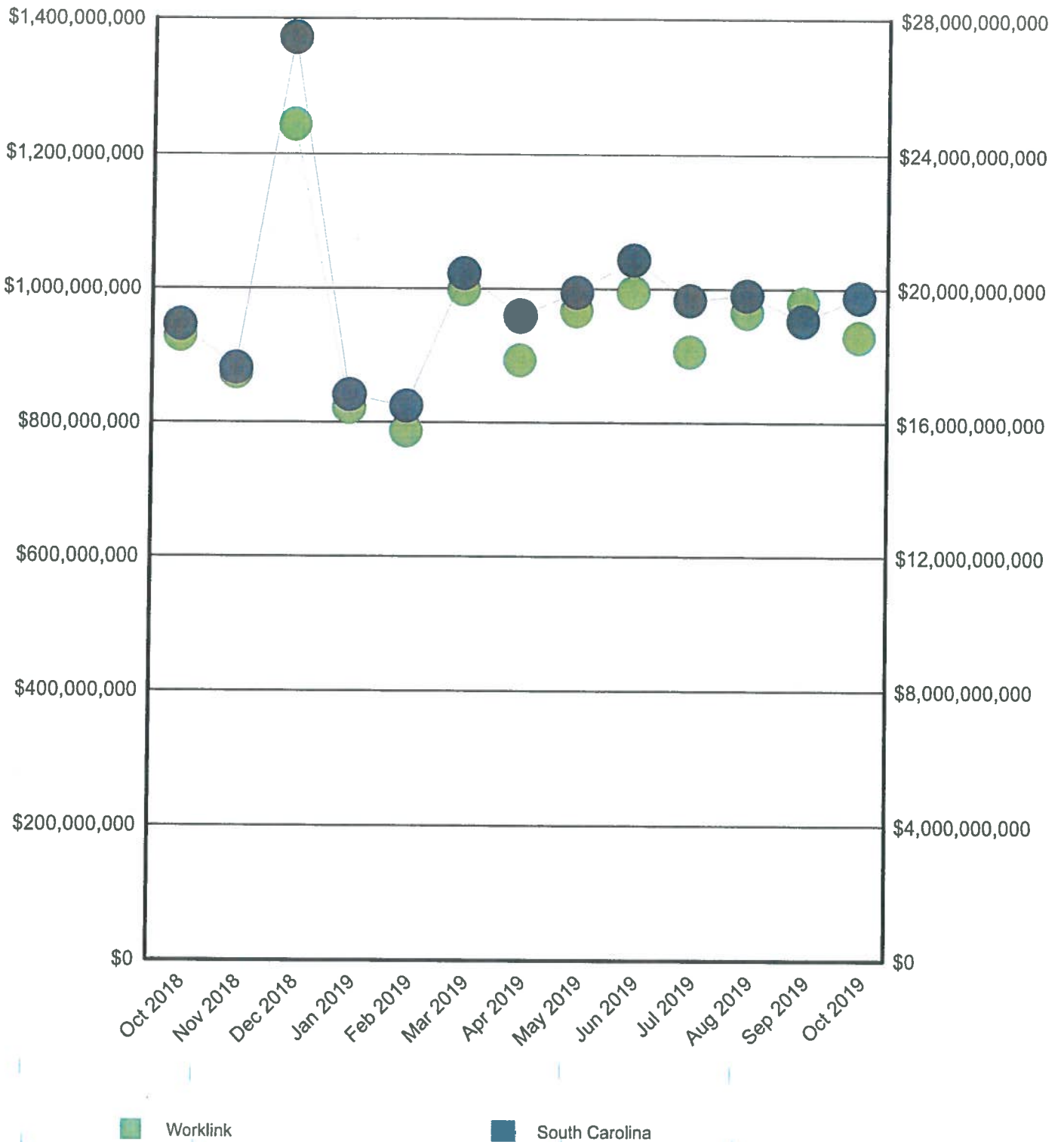
Occupation	Worklink	South Carolina
Architecture and Engineering Occupations	20	236
Arts, Design, Entertainment, Sports, and Media Occ	8	75
Building and Grounds Cleaning and Maintenance Occu	21	377
Business and Financial Operations Occupations	17	158
Community and Social Service Occupations	4	50
Computer and Mathematical Occupations	7	100
Construction and Extraction Occupations	30	443
Educational Instruction and Library Occupations	1	100
Farming, Fishing, and Forestry Occupations	1	37
Food Preparation and Serving Related Occupations	41	1,161
Healthcare Practitioners and Technical Occupations	11	150
Healthcare Support Occupations	11	192
Installation, Maintenance, and Repair Occupations	21	346
Life, Physical, and Social Science Occupations	23	145
Management Occupations	35	588
Office and Administrative Support Occupations	42	930
Personal Care and Service Occupations	1	70
Production Occupations	171	1,465
Protective Service Occupations	3	83
Sales and Related Occupations	25	623
Transportation and Material Moving Occupations	63	823
Unknown	455	2,769

Source: S.C. Department of Employment & Workforce

Retail Sales

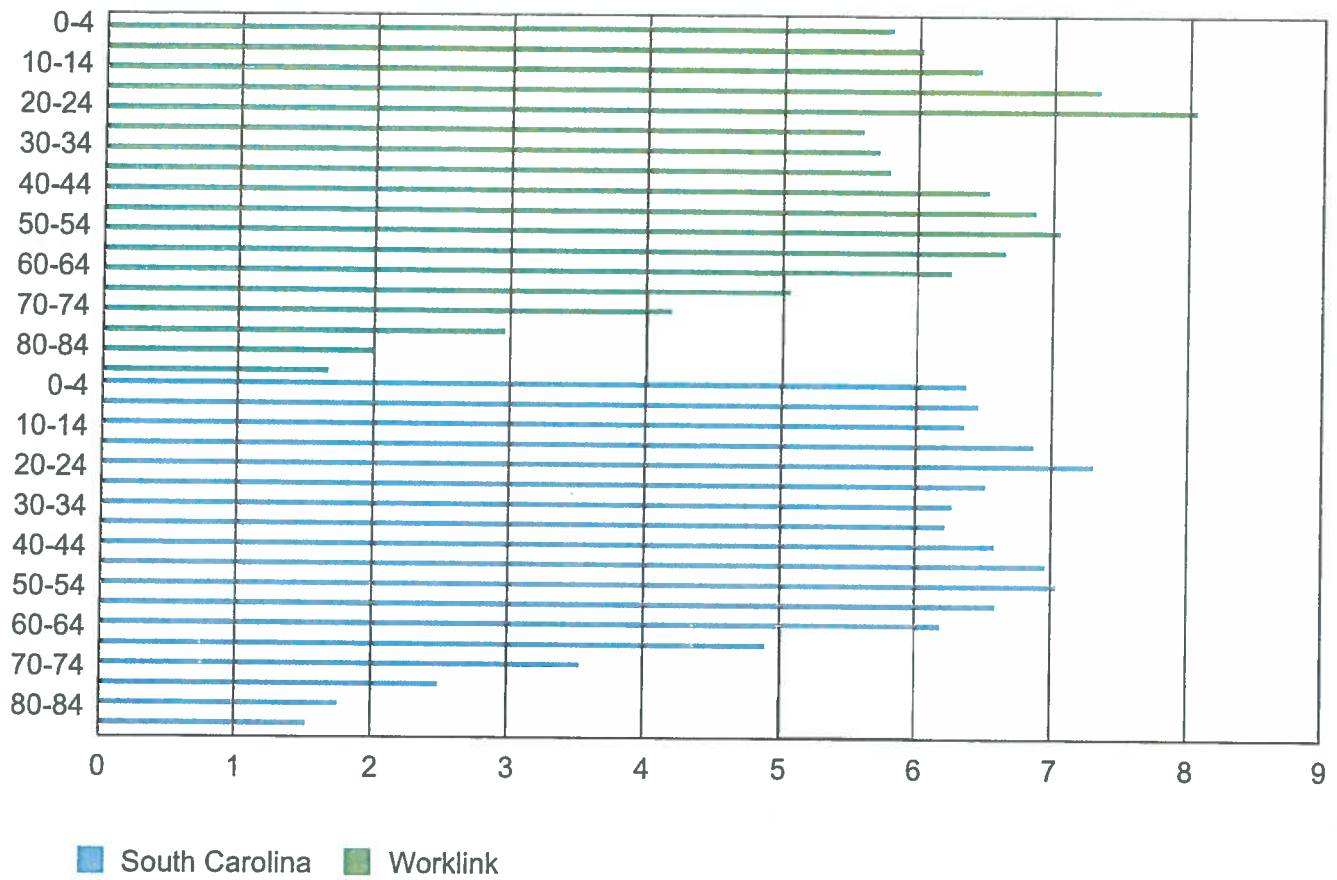
Worklink

South Carolina



Source: S.C. Department of Revenue

Population by Age



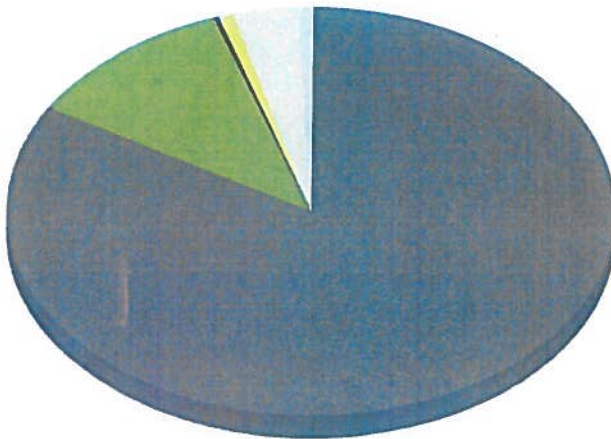
Age Range	Worklink	South Carolina	United States
0-4	22,196	298,242	20,052,112
5-9	23,035	302,111	20,409,060
10-14	24,696	297,443	20,672,609
15-19	28,081	321,540	21,715,074
20-24	30,768	342,237	22,099,887
25-29	21,391	305,167	21,243,365
30-34	21,838	293,464	20,467,912
35-39	22,135	291,183	19,876,161
40-44	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%

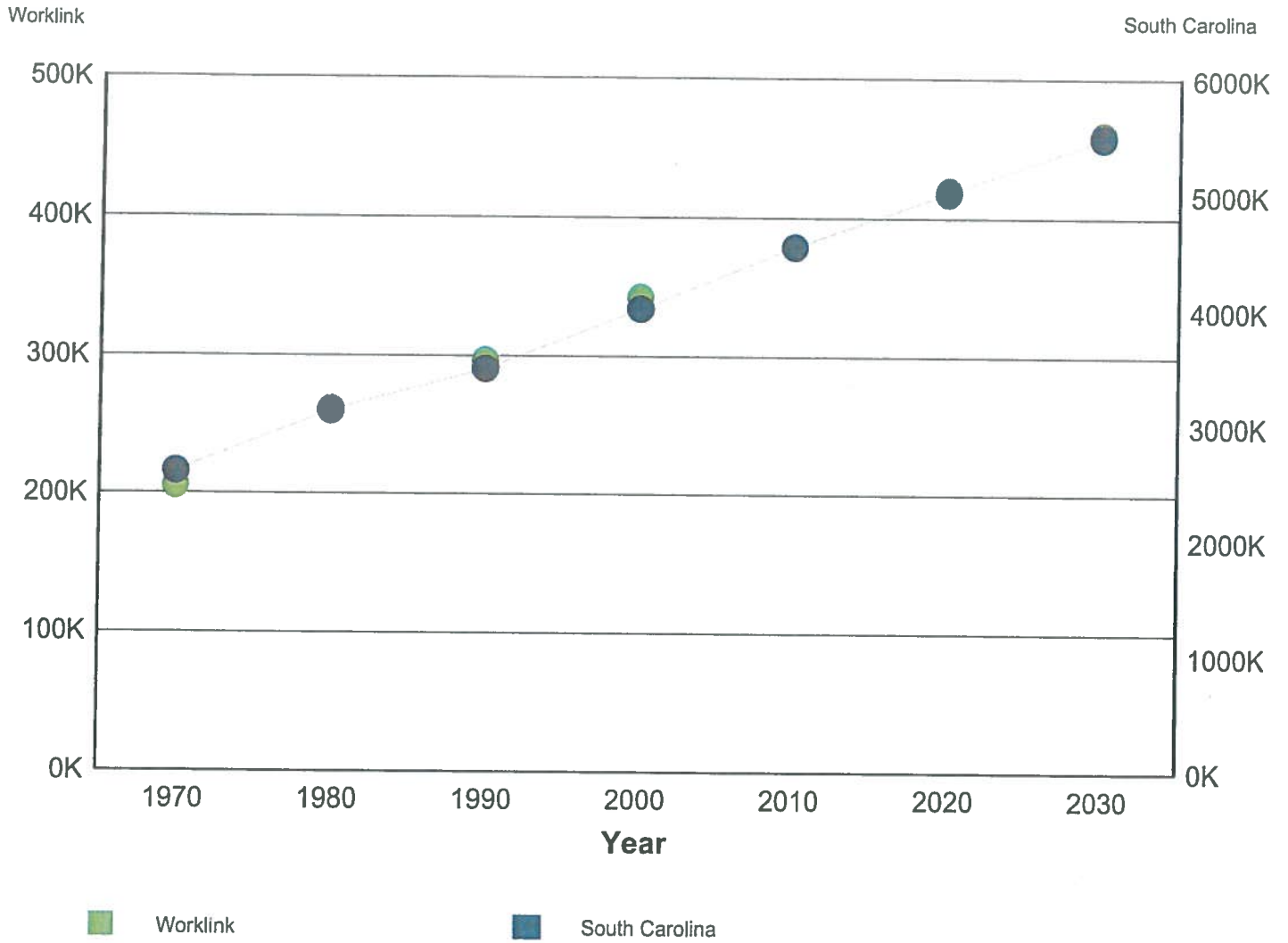
Population by Gender

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

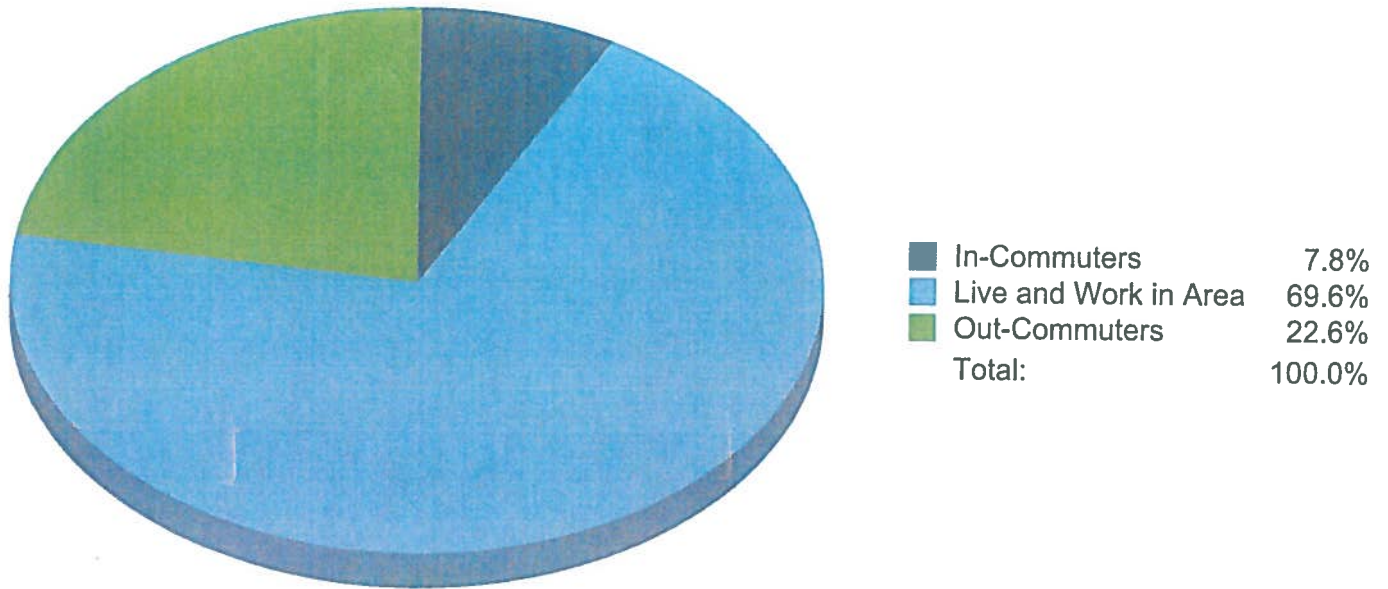
Historical and Projected



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	4,294	82,301
5 to 9	1,330	21,422
10 to 19	1,015	15,799
20 to 49	703	12,106
50 to 99	255	4,783
100 to 249	136	2,905
250 to 499	35	907
500 to 999	19	427
1000 +	8	294

Source: S.C. Department of Employment & Workforce - 2019 Q2
 - Indicates that the requested data is suppressed

Employment by Size of Establishment

Employees	Worklink	South Carolina
0 to 4	6,620	116,345
5 to 9	8,906	142,778
10 to 19	13,983	215,528
20 to 49	20,828	368,800
50 to 99	17,127	326,090
100 to 249	20,370	435,062
250 to 499	11,171	308,491
500 to 999	13,307	293,634
1000 +	27,643	769,376

Source: S.C. Department of Employment & Workforce - 2019 Q2
 - 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

BORGWARNER PDS USA INC

CLEMSON UNIVERSITY

DUKE ENERGY CORPORATION

ELECTROLUX HOME PRODUCTS INC

FIRST QUALITY TISSUE SE LLC

INGLES MARKET INC

JOHNSON CONTROLS BATTERY GROUP INC

MICHELIN NORTH AMERICA INC

OCONEE COUNTY SCHOOL DISTRICT

ONE WORLD TECHNOLOGIES INC

PLASTIC OMNIUM AUTO EXTERIORS LLC

ROBERT BOSCH CORPORATION

SCHOOL DISTRICT OF PICKENS COUNTY

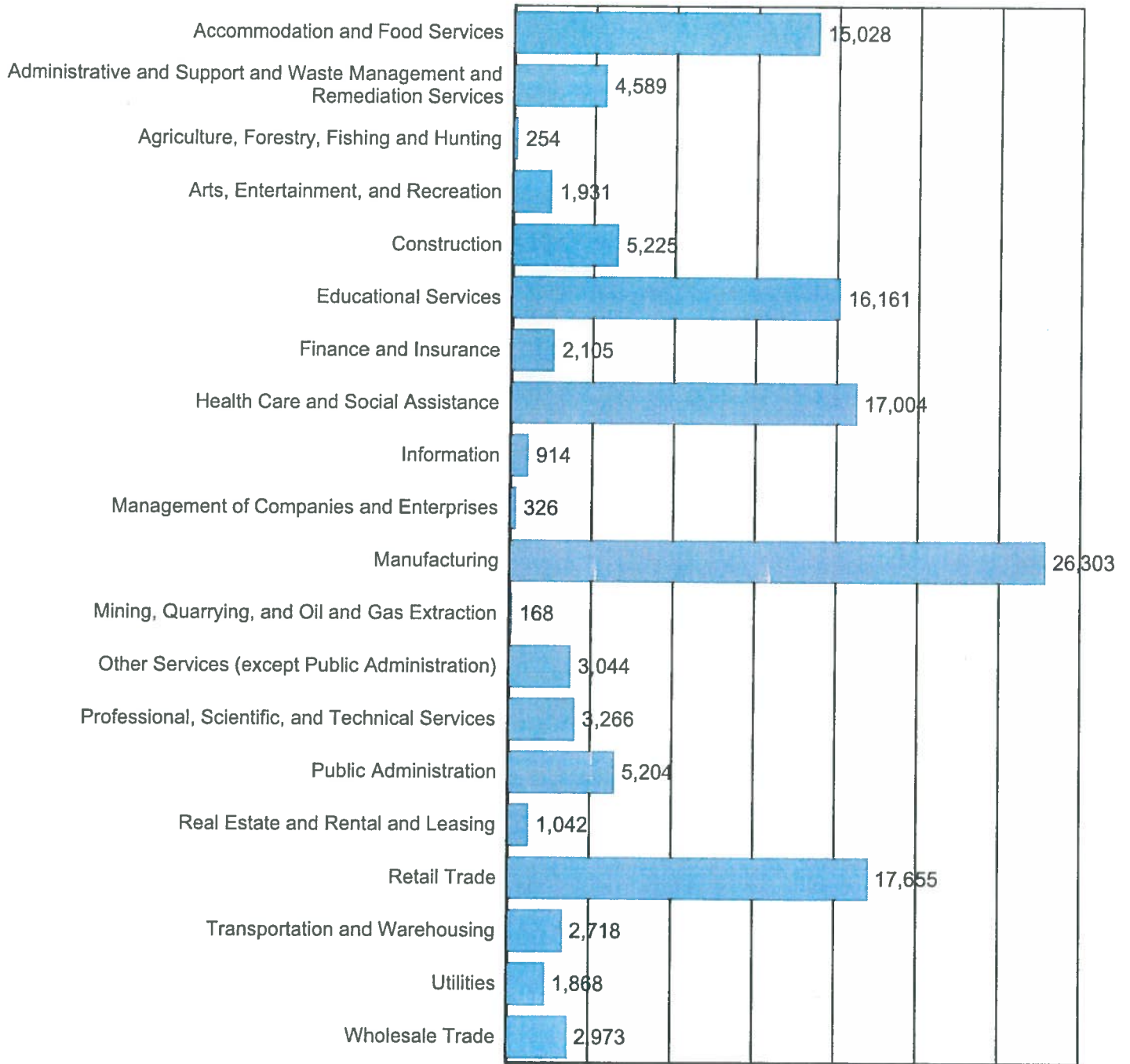
UPSTATE AFFILIATE ORGANIZATION

WAL-MART ASSOCIATES INC

WALGREEN CO

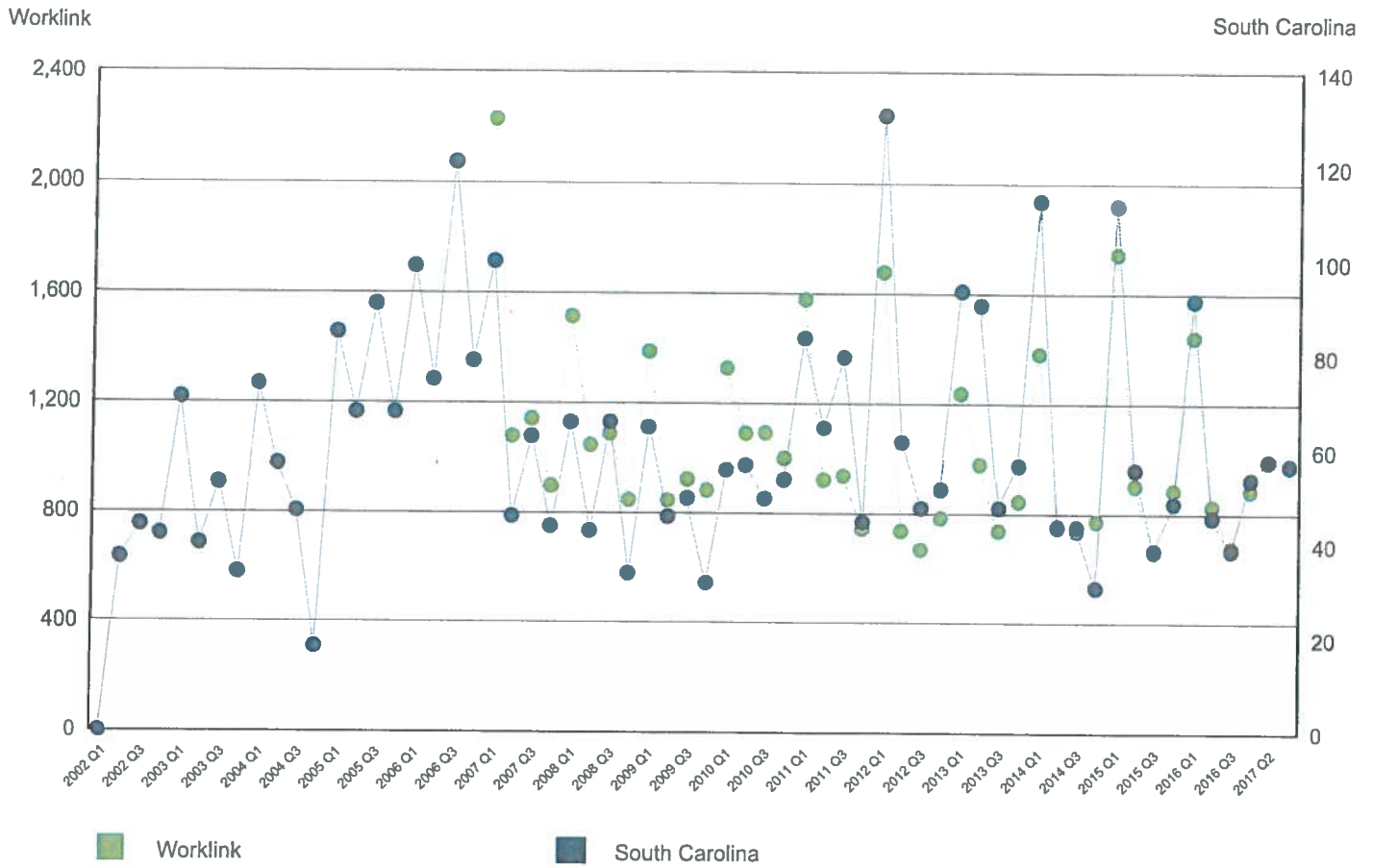
Source: S.C. Department of Employment & Workforce - 2019 Q2

Employment by Industry



Source: S.C. Department of Employment & Workforce
 Quarterly Census of Employment and Wages (QCEW) - 2019 Q2

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

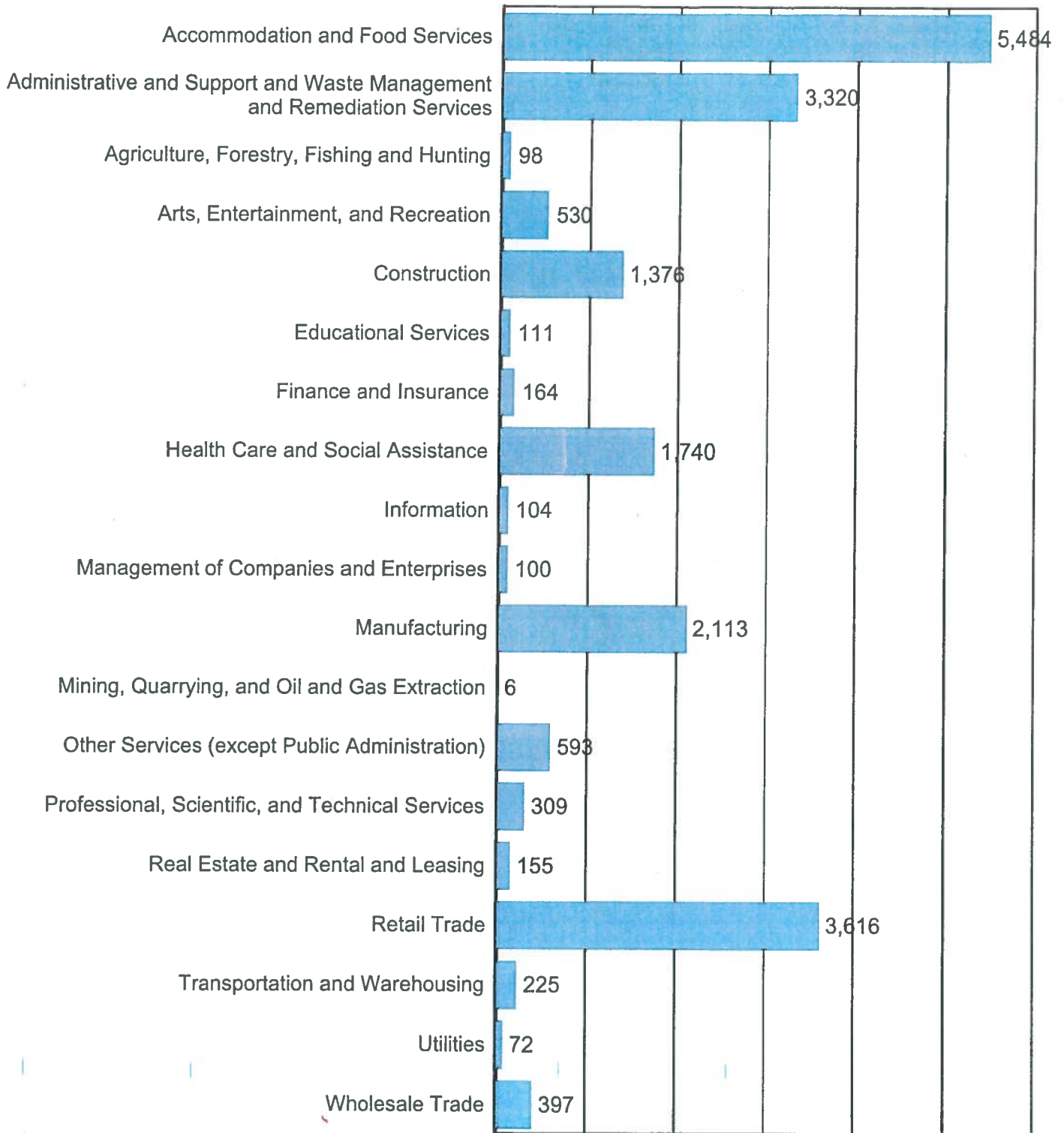
Top 20 Occupational Openings

Worklink
December-2019

Occupation Name (Soccode)	Job Openings
Managers, All Other (11-9199)	119
Registered Nurses (29-1141)	119
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (43-6014)	115
First-Line Supervisors of Office and Administrative Support Workers (43-1011)	84
Social and Human Service Assistants (21-1093)	76
Retail Salespersons (41-2031)	58
Postsecondary Teachers, All Other (25-1199)	47
First-Line Supervisors of Retail Sales Workers (41-1011)	44
Human Resources Specialists (13-1071)	41
Accountants and Auditors (13-2011)	40
Lawyers (23-1011)	40
Financial and Investment Analysts (13-2051)	39
Maintenance and Repair Workers, General (49-9071)	38
Medical and Health Services Managers (11-9111)	37
Customer Service Representatives (43-4051)	29
Food Service Managers (11-9051)	29
Financial Managers (11-3031)	26
Heavy and Tractor-Trailer Truck Drivers (53-3032)	25
Human Resources Managers (11-3121)	23
Education Administrators, Postsecondary (11-9033)	22

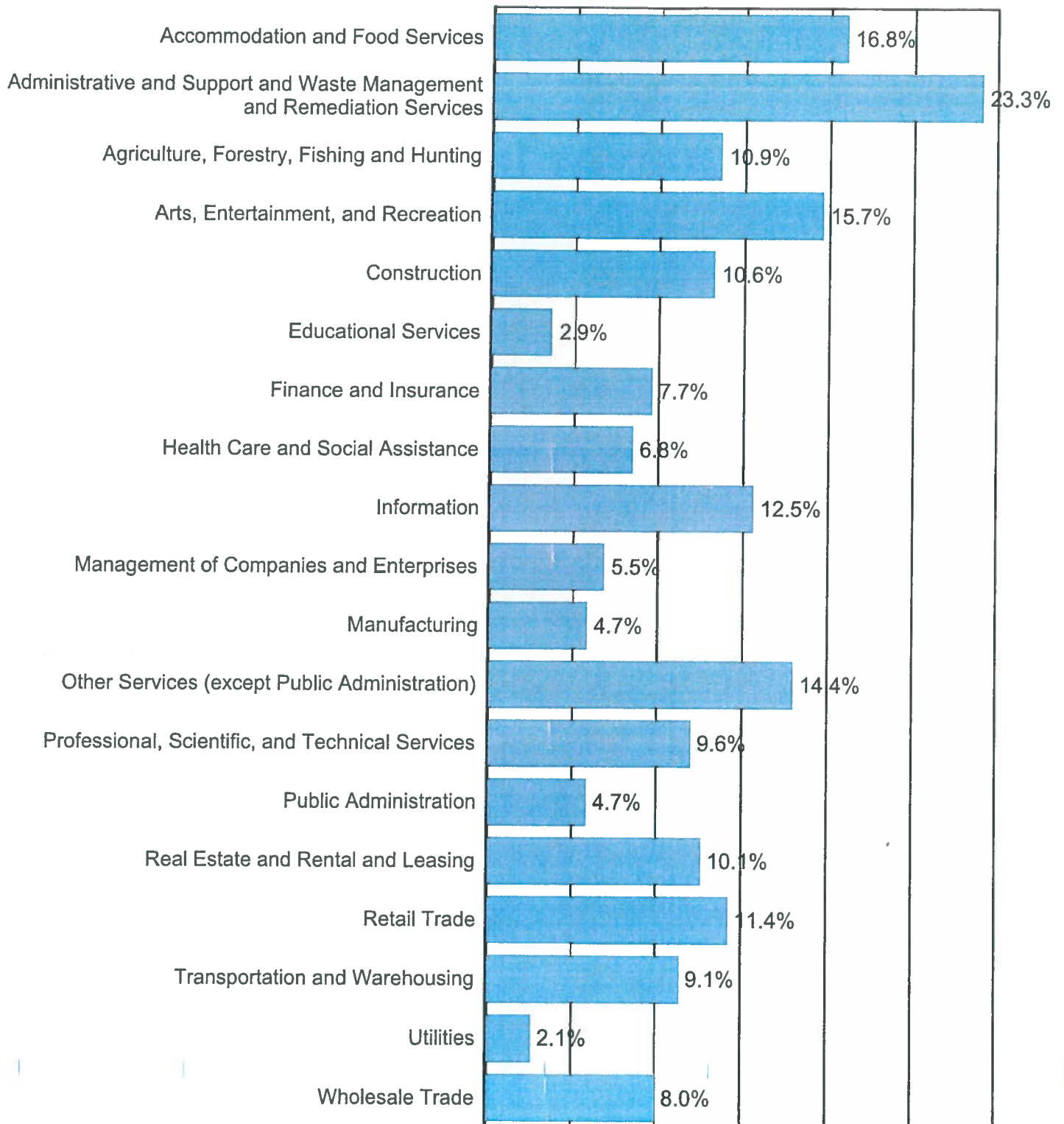
Source: S.C. Department of Employment & Workforce & The Conference Board's Help Wanted OnLine® data series

New Hires by Industry



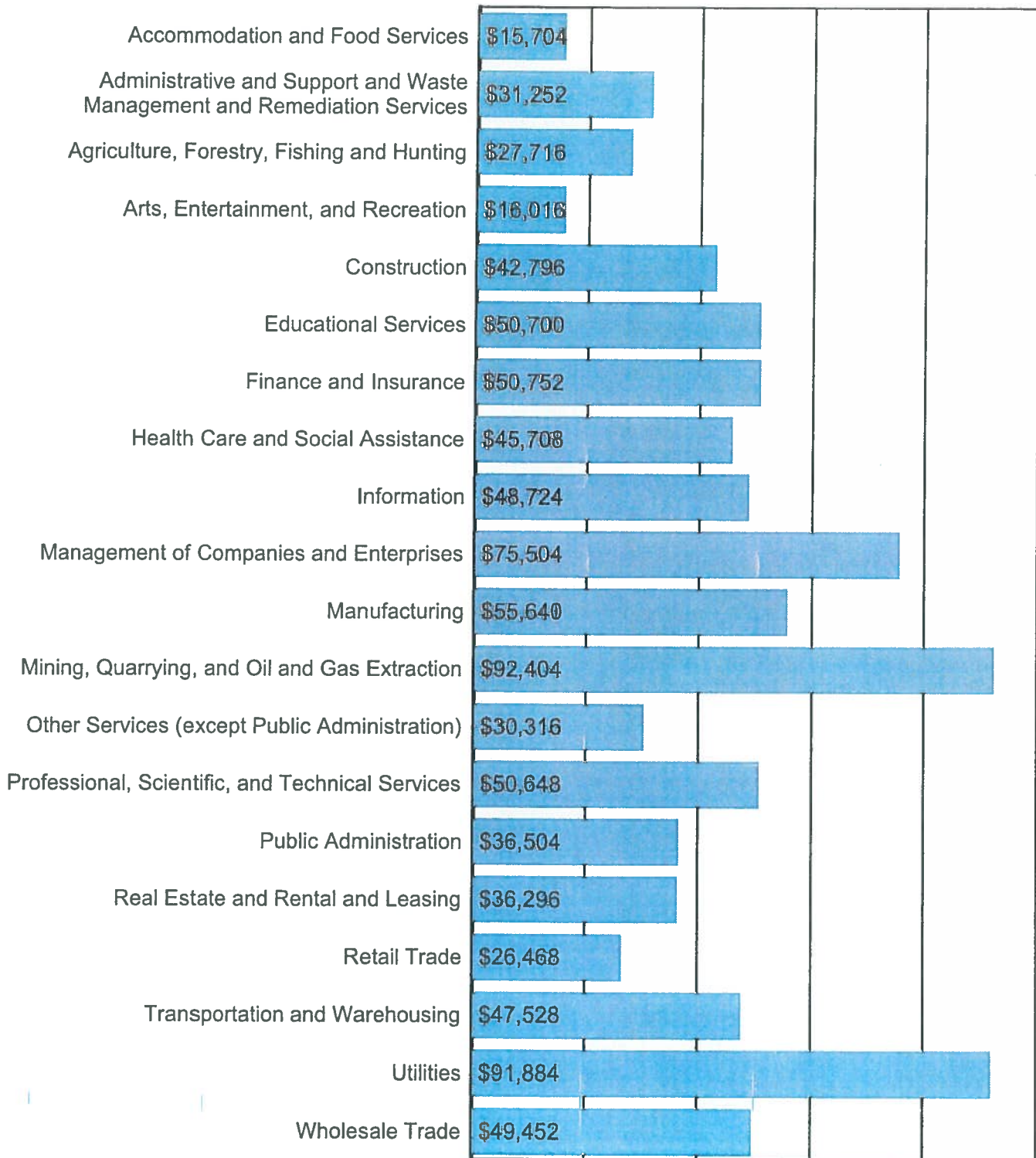
Source: U.S. Census Bureau, Local Employment Dynamics - 2016 Q2

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) - 2019 Q2

Age of Workers by Industry

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

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	2016 Estimated Employment	2026 Projected Employment	Change	Percent Change	Annual Percent
Total All Industries	139,785	153,986	14,201	10.16	0.97
Health Care and Social Assistance	15,713	18,808	3,095	19.70	1.81
Accommodation and Food Services	13,739	16,474	2,735	19.91	1.83
Educational Services	15,061	16,414	1,353	8.98	0.86
Manufacturing	24,975	26,327	1,352	5.41	0.53
Administrative and Support and Waste Management and Remediat	6,836	8,111	1,275	18.65	1.72
Retail Trade	17,147	18,386	1,239	7.23	0.70
Transportation and Warehousing	2,178	2,926	748	34.34	3.00
Construction	5,123	5,815	692	13.51	1.28
Wholesale Trade	3,252	3,672	420	12.92	1.22
Professional, Scientific, and Technical Services	2,624	2,972	348	13.26	1.25
Other Services (except Government)	6,928	7,250	322	4.65	0.46
Real Estate and Rental and Leasing	885	1,048	163	18.42	1.70
Finance and Insurance	2,211	2,365	154	6.97	0.68
Arts, Entertainment, and Recreation	1,438	1,539	101	7.02	0.68
Management of Companies and Enterprises	364	417	53	14.56	1.37
Information	1,010	1,053	43	4.26	0.42
Utilities	1,891	1,903	12	0.63	0.06
Mining	116	114	-2	-1.72	-0.17
Agriculture, Forestry, Fishing and Hunting	3,540	3,082	-458	-12.94	-1.38

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	2016 Estimated Employment	2026 Projected Employment	Openings (Replace)	Openings (Growth)	Annual Openings
Total, All Occupations	139,785	153,986			
Management Occupations	8,370	8,640			
Business and Financial Operations Occupations	3,491	3,915			
Computer and Mathematical Occupations	1,234	1,373			
Architecture and Engineering Occupations	2,632	2,972			
Life, Physical, and Social Science Occupations	688	730			
Community and Social Service Occupations	1,432	1,601			
Legal Occupations	745	849			
Education, Training, and Library Occupations	9,555	10,618			
Arts, Design, Entertainment, Sports, and Media Occupations	1,106	1,170			
Healthcare Practitioners and Technical Occupations	7,757	9,005			
Healthcare Support Occupations	4,115	5,125			
Protective Service Occupations	1,777	1,879			
Food Preparation and Serving Related Occupations	13,690	16,279			
Building and Grounds Cleaning and Maintenance Occupations	4,443	5,007			
Personal Care and Service Occupations	5,065	5,808			
Sales and Related Occupations	14,180	15,395			
Office and Administrative Support Occupations	16,754	17,398			
Farming, Fishing, and Forestry Occupations	2,170	1,896			
Construction and Extraction Occupations	4,842	5,408			
Installation, Maintenance, and Repair Occupations	6,948	7,756			
Production Occupations	19,729	20,726			
Transportation and Material Moving Occupations	9,062	10,436			

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	2016 Estimated Employment	2026 Projected Employment	Percent Change	Replace	Growth	Total	Average Salary
Nurse Practitioners	108	147	36				\$ 113,857
Personal Care Aides	1,248	1,683	35				\$ 22,202
Physical Therapist Aides	44	59	34				\$ 25,563
Combined Food Preparation and Serving Workers, Including Fas	3,889	5,030	29				\$ 17,895
Information Security Analysts	24	31	29				\$ 77,945
Security and Fire Alarm Systems Installers	75	96	28				\$ 38,077
Packers and Packagers, Hand	1,027	1,314	28				\$ 27,098
Medical Assistants	460	588	28				\$ 30,691
Veterinary Technologists and Technicians	103	129	25				\$ 31,650
Software Developers, Applications	197	246	25				\$ 72,493
Self-Enrichment Education Teachers	231	287	24				\$ 51,892
Cooks, Restaurant	1,385	1,715	24				\$ 22,956
Healthcare Social Workers	85	105	24				\$ 53,850
Logisticians	91	112	23				\$ 50,507
Market Research Analysts and Marketing Specialists	229	281	23				\$ 60,083
Occupational Therapists	53	65	23				\$ 79,135
Helpers--Production Workers	696	849	22				\$ 28,301
Medical Secretaries	270	329	22				\$ 32,323
Ambulance Drivers and Attendants, Except Emergency Medical T	175	213	22				\$ 24,820
Magnetic Resonance Imaging Technologists	14	17	21				\$ 59,076

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.

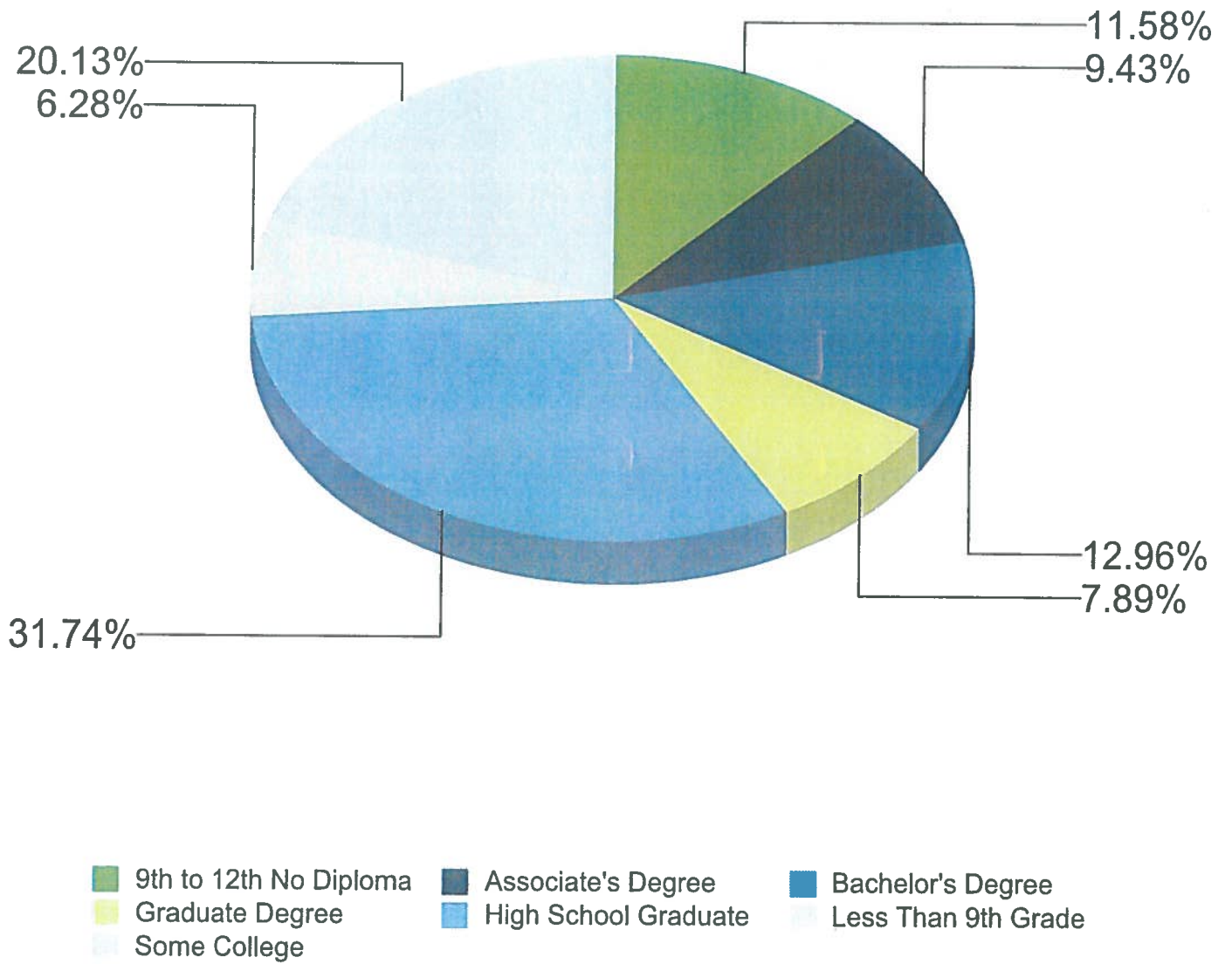
Worklink Occupation	2016 Estimated Employment	2026 Projected Employment	Percent Change	Replace	Growth	Total	Average Salary
Data Entry Keyers	212	172	-19				\$ 32,041
Logging Equipment Operators	54	46	-15				\$ 30,632
File Clerks	28	24	-14				\$ 32,842
Switchboard Operators, Including Answering Service	176	152	-14				\$ 26,248
Farmworkers, Farm, Ranch, and Aquacultural Animals	259	226	-13				\$ 28,638
Computer Operators	26	23	-12				\$ 40,951
Postmasters and Mail Superintendents	18	16	-11				\$ 80,677
Postal Service Mail Sorters, Processors, and Processing Mach	11	10	-9				\$ 48,203
Heat Treating Equipment Setters, Operators, and Tenders, Met	23	21	-9				\$ 38,991
Computer Programmers	148	136	-8				\$ 83,794
Editors	50	46	-8				\$ 53,077
Medical Transcriptionists	25	23	-8				\$ 36,074
Floral Designers	87	81	-7				\$ 24,934
Extruding and Forming Machine Setters, Operators, and Tender	90	84	-7				\$ 39,682
Printing Press Operators	236	222	-6				\$ 34,902
First-Line Supervisors of Correctional Officers	73	69	-5				\$ 42,466
Inspectors, Testers, Sorters, Samplers, and Weighers	1,300	1,240	-5				\$ 36,598
Correctional Officers and Jailers	109	104	-5				\$ 36,043
Plating and Coating Machine Setters, Operators, and Tenders,	69	66	-4				\$ 30,008
Secretaries and Administrative Assistants, Except Legal, Med	2,642	2,538	-4				\$ 34,665

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

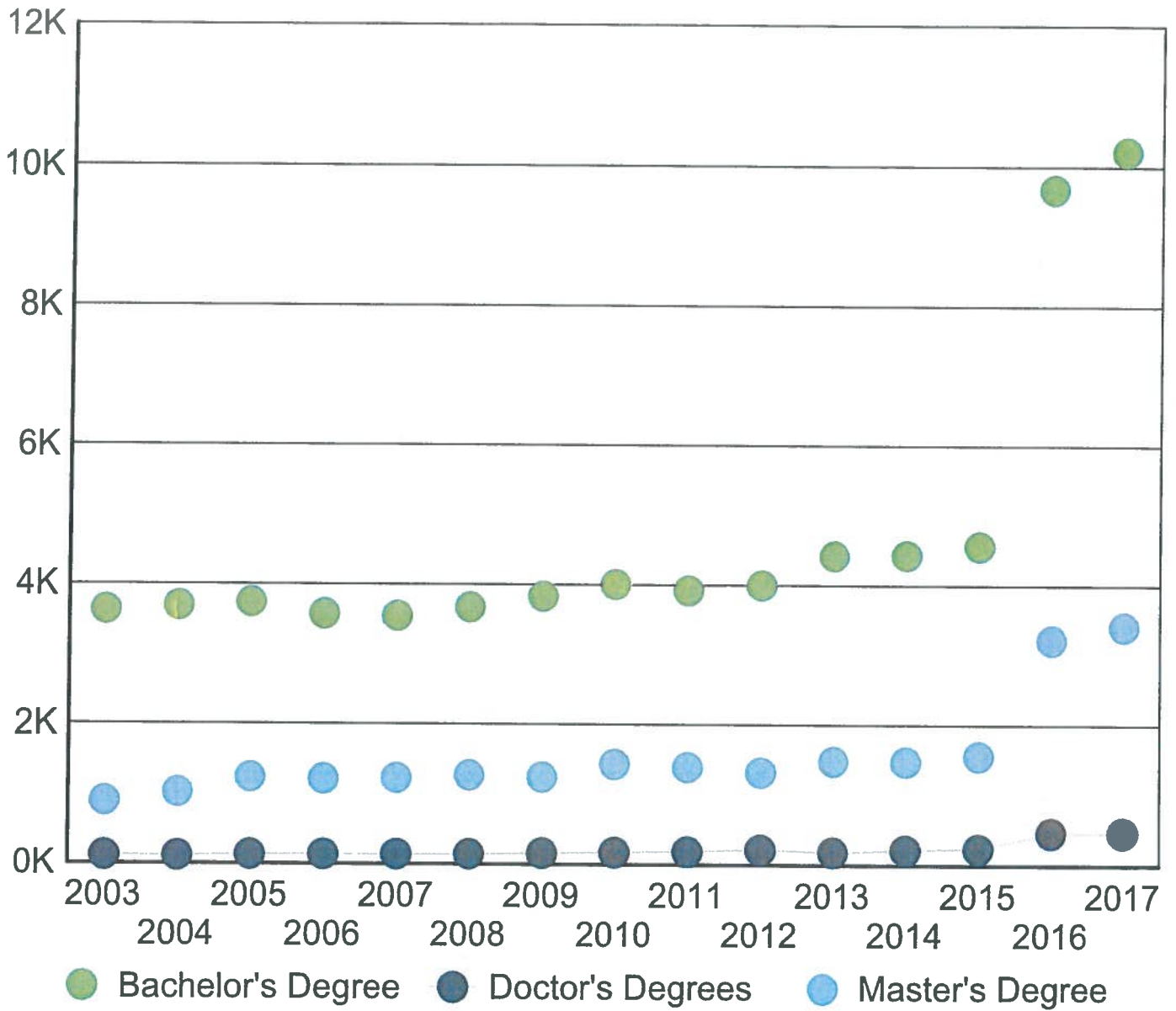
(Population 25 Years and Older)



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>
2017 Degrees Awarded: 1,514

Arclabs
2615 Highway 153
Piedmont, SC 29673
864.236.9995
<http://www.arclabs.com>
2017 Degrees Awarded: 310

Forrest College
601 E River Street
Anderson, SC 29624
864.225.7653
<http://www.forrestcollege.edu>
2017 Degrees Awarded: 112

Kenneth Shuler School of Cosmetology-Greenville
3528-A Earl E. Morris Jr. Highway
Greenville, SC 29611
864.269.6886
<http://kennethshuler.com>
2017 Degrees Awarded: 120

Tri-County Technical College
7900 U.S. Hwy 76
Pendleton, SC 29670
864.646.1500
<http://https://www.tctc.edu>
2017 Degrees Awarded: 3,824

Clemson University
201 Sikes Hall
Clemson, SC 29634
864.656.4636
<http://www.clemson.edu>
2017 Degrees Awarded: 12,164

Southern Wesleyan University
907 Wesleyan Drive
Central, SC 29630
864.644.5000
<http://www.swu.edu>
2017 Degrees Awarded: 1,158

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

Quick Facts December 2019

South Carolina:

Population: 4,625,364

Labor Force: 2,384,934

Employed: 2,329,639

Unemployed: 55,295

Unemployment Rate: 2.3% (Not Seasonally Adjusted) (The Unemployment Rate Is Lower Compared to November 2019 Rate Of: 2.4%)

Anderson:

Population: 187,126

Labor Force: 90,968

Employed: 88,954

Unemployed: 2,014

Unemployment Rate: 2.2% (The Unemployment Rate Is Higher Compared to November 2019 Rate Of: 2.1%)

Oconee:

Population: 74,273

Labor Force: 36,064

Employed: 35,294

Unemployed: 770

Unemployment Rate: 2.1% (The Unemployment Rate Is Higher Compared to November 2019 Rate Of: 2.0%)

Pickens:

Population: 119,224

Labor Force: 57,118

Employed: 55,804

Unemployed: 1,314

Unemployment Rate: 2.3% (The Unemployment Rate Is Higher Compared to November 2019 Rate Of: 2.2%)

<https://lmi.dew.sc.gov/lmi%20site/CommunityProfiles.html>

Disability Employment Statistics

January 2020

Ages 16 years and over

Labor Force Participation

- People with disabilities: 20.4%
- People without disabilities: 68.7%

Unemployment Rate

- People with disabilities: 7.8%
- People without disabilities: 3.8%

<https://www.dol.gov/odep/>