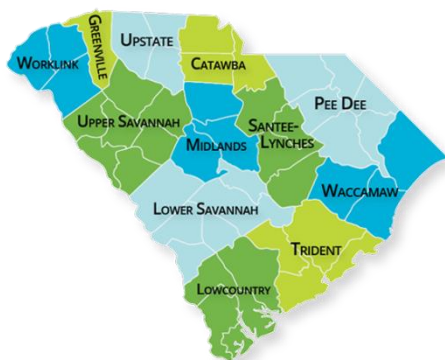# Hot Jobs – South Carolina

S.C. Department of Employment and Workforce

A Growing Workforce

South Carolina is expected to add more than 263,000 jobs between 2020-2030, according to employment projections by the South Carolina Department of Employment and Workforce. That is a projected rate of 11.97% percent over the 10-year period.

Based on the results of this forecast, "Hot Jobs" have been identified as in-demand jobs for this time period by demonstrating above average State growth, above average state wages, and greater than 100 annual position openings. This list is useful to educators, career counselors, students and others making career plans.

Jobs requiring No Formal Education/High School Diploma or Equivalent		
Occupation	**2021 Avg. Wage per Hr.**	**Growth %**
Industry Machinery Mechanics	$26.18	29.99
Self-Enrichment Education Teachers	$22.92	27.81
Chefs and Head Cooks	$22.97	26.17
Multiple Machine Tool Setters, Operators, and Tender, Metal and Plastic	$23.22	21.24

Jobs requiring a Postsecondary Non-Degree Award/Associate's Degree		
Occupation	**2021 Avg. Wage per Hr.**	**Growth %**
Physical Therapist Assistants	$29.32	35.32
Respiratory Therapists	$29.54	22.64
Aircraft Mechanics and Service Technicians	$28.33	19.07
Dental Hygienists	$31.46	17.63

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Jobs requiring a Bachelor's Degree, Master's Degree and/or a Doctorate		
Occupation	**2021 Avg. Wage per Hr.**	**Growth%**
Nurse Practitioners	$49.95	55.16
Physician Assistants	$46.81	38.22
Information Security Analysts	$46.31	38.09
Logisticians	$34.96	37.62

For more information, please visit
www.scWorkforceInfo.com

SOUTH CAROLINA
DEPARTMENT OF EMPLOYMENT AND WORKFORCE

SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce
"The Workforce Agency"

LABOR MARKET INFORMATION

SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce
"The Workforce Agency"

OUR SERVICES

INFORMATION:
•LABOR MARKET INFORMATION:
LMICUSTOMERSERVICE@DEW.SC.GOV

•DATA DASHBOARD:
HTTPS://DEW.SC.GOV/DATA-AND-
STATISTICS/DATA-DASHBOARD

JOB JOURNEY

O8NET

SCOIS

CAREERONSTOP

LMI/OCCUPATION GAMES

DOL

LONG TERM PROJECTIONS

MY NEXT MOVE

BARRIERS TO ENTRY – OVERALL

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

BRINGING PEOPLE BACK

Category	Percentage
High Paying Jobs	51%
Flexible Working Conditions	49%
Location Close to Home	48%
Flexible Hours	44%
Reduction in Current Income	6%
Lose Current Benefits	4%
Get a Job Offer	3%
Care for Others	2
Other	2
Health Improves	2
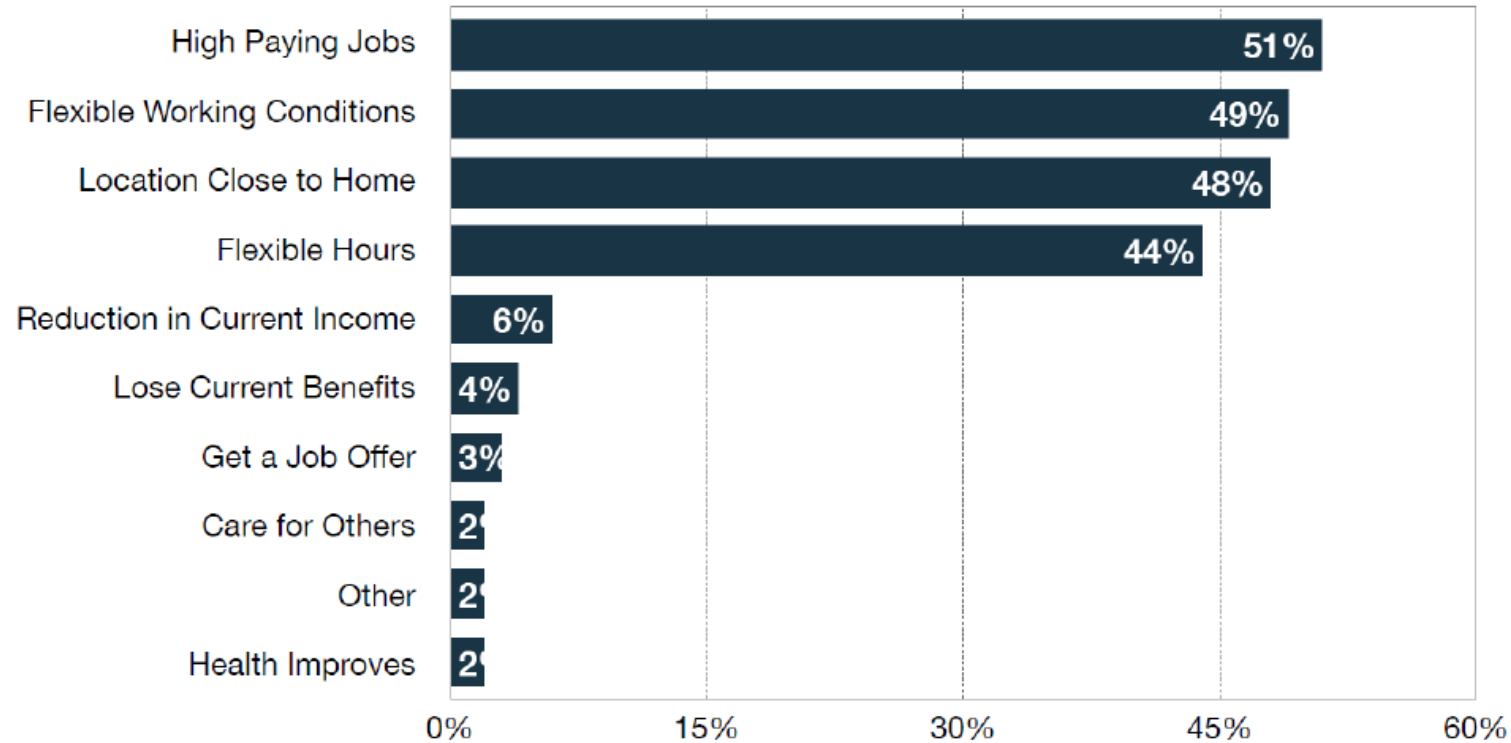
When asked what would attract someone not currently in the labor force to look for work, the four clear responses largely corresponded with the barriers that people identified.

KEY TAKEAWAYS

▶ Results suggest that there may be several policy levers to improve the labor force participation rate:

- Improved communication about relevant job opportunities
- Increased availability of childcare and rural transportation
- Enhanced accommodations for persons with health issues
- Facilitating more flexible working conditions where possible

▶ It is concerning that, in a time of high wage growth, "sideliners" see low pay as an obstacle to employment. Do people have unrealistic expectations, or will businesses need to pay more? Further research (e.g., a focus group) may be necessary.

POSSIBLE POLICY RECOMMENDATIONS

▸ Providing higher paying jobs will likely improve labor force participation across regions and demographic groups.

▸ Older Workers:
- Develop job placement programs design for this population
- Dedicate staff at workforce centers to assist these workers
- Encourage self-employment and update skills to transfer to new jobs

▸ Workers with Disabilities:
- Adopt framework of employment as first and preferred option
- Incentivize private sector employment for businesses employing or owned by workers with disabilities

SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce
"The Workforce Agency"

Labor Market
Information

POSSIBLE POLICY RECOMMENDATIONS

▶ Workers in Declining Industries:
- Build programs to help workers transfer skills to growing industries
- Attract employers to an area based on skill availability of residents

▶ Caregivers:
- Encourage private sector employers to offer more family friendly policies:
  - ▶ Flexible work schedules
  - ▶ Paid family leave
  - ▶ Childcare vouchers

# Advantages of Using SC Works and SC Works Online System (SCWOS)

1. SC's largest job search database, free!

2. Job Matching

3. Distribution of notices of new postings (partners, Hot Jobs, SCWOS msgs)

4. Ability to conduct your own job seeker searches

Getting the most from the system:

1. Try listing wage ranges instead of "DOE."

2. Think about simplifying listings and removing acronyms.

3. Tell people why they should work for you!

4. Consider having a local contact instead of 3rd party.

5. Make SC Works a part of your strategy. Eg: Self Regional events with paid advertising, catchy theme, SC Works targeted messaging and Career Coach visit.

Upper Savannah Expenditures
Jan-Mar 2023
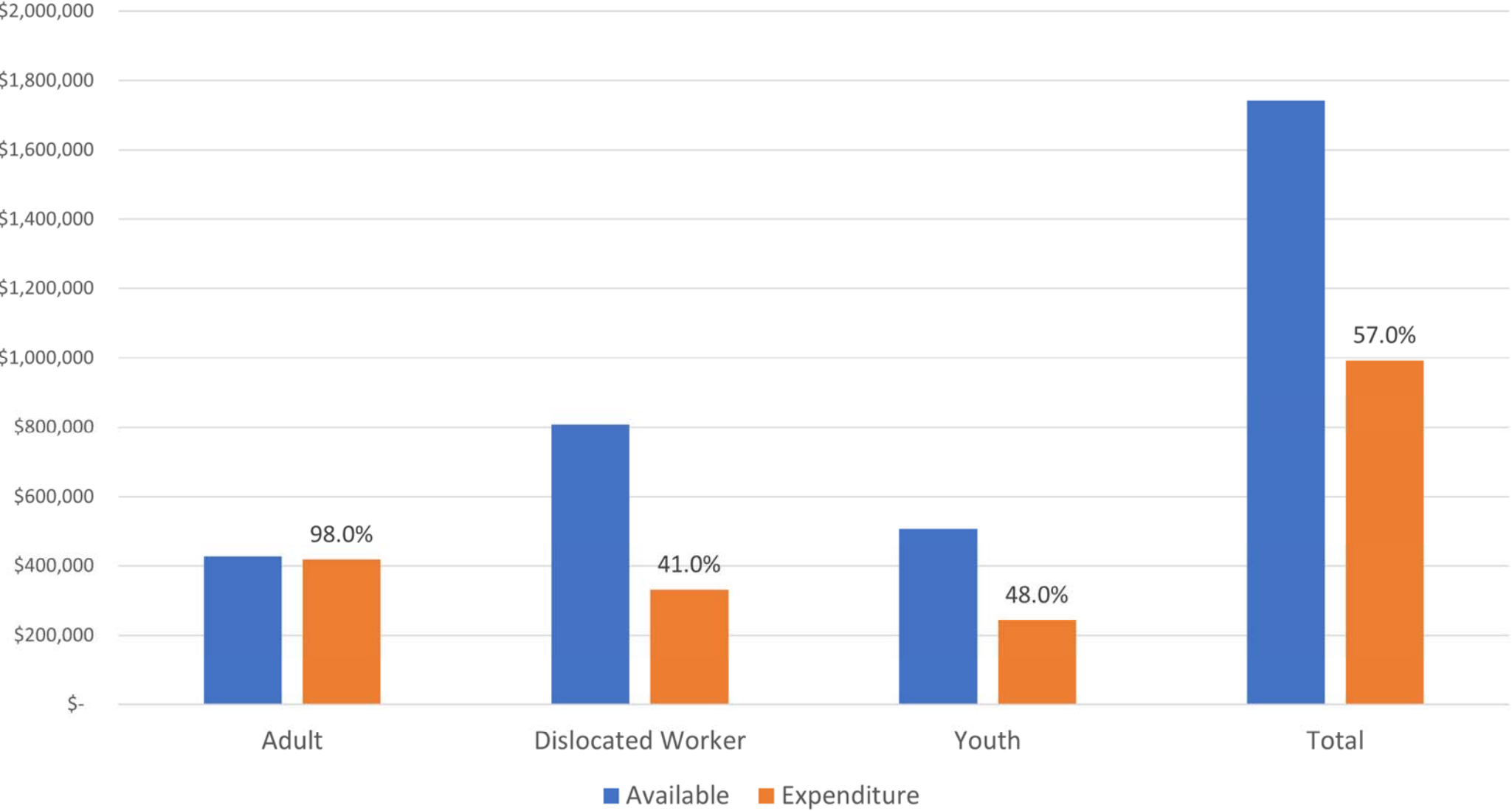
New Enrollments Since February 1, 2023

Seven Adults
Six Youth

Enrolled clients in: GED, Truck Driver Training and Welding

Upper Savannah SC Works
Adult & Dislocated Worker Career Services
OSO & Business Services

Presenter(s):

- Kal Kunkel, VP of Operations
- John Parnell, Area Manager

Eckerd.org

| 1

Contract Update

1. *Contracts are complete and in route for signatures.*

2. *Training Provider Meetings*

    a.   *Area Manager has reached out to all the local training providers and scheduled meetings to get set up as vendors.*

Financial Update

1. *All projects and internal accounts set up.*

2. *Local Data Integrity Specialist Charlotte McDonald in place and prepared to set up training vendors and process training vouchers.*

3. *Scheduling a call with the Eckerd Fiscal Team and Upper Savannah to get initial April 2023 invoices submitted.*

Performance & Quality Update

1. *Eckerd Leadership is running reports in SC Works and evaluating the current caseloads.*

2. *Eckerd is assessing all case files for clean up on documentation.*

Staffing Update

1. Area Manager, John Parnell onboard sense 4/1/2023
2. Data Integrity Specialist, Charlotte McDonald 4/1/23
3. One-Stop Manager (Offer made, not accepted 5/16/23)
    1. Business Services Rep. (Still screening candidates)
    2. Business Services Rep. (Still screening candidates)
4. Career Services Manager (Offer extended internal candidate 5/16/23)
    1. Career Coach (Offer extended waiting on clearance for 5/1/23)
    2. Career Coach (Offer extended waiting on clearance for 5/1/23)
    3. Career Coach (Offer extended starting on 5/16/23)
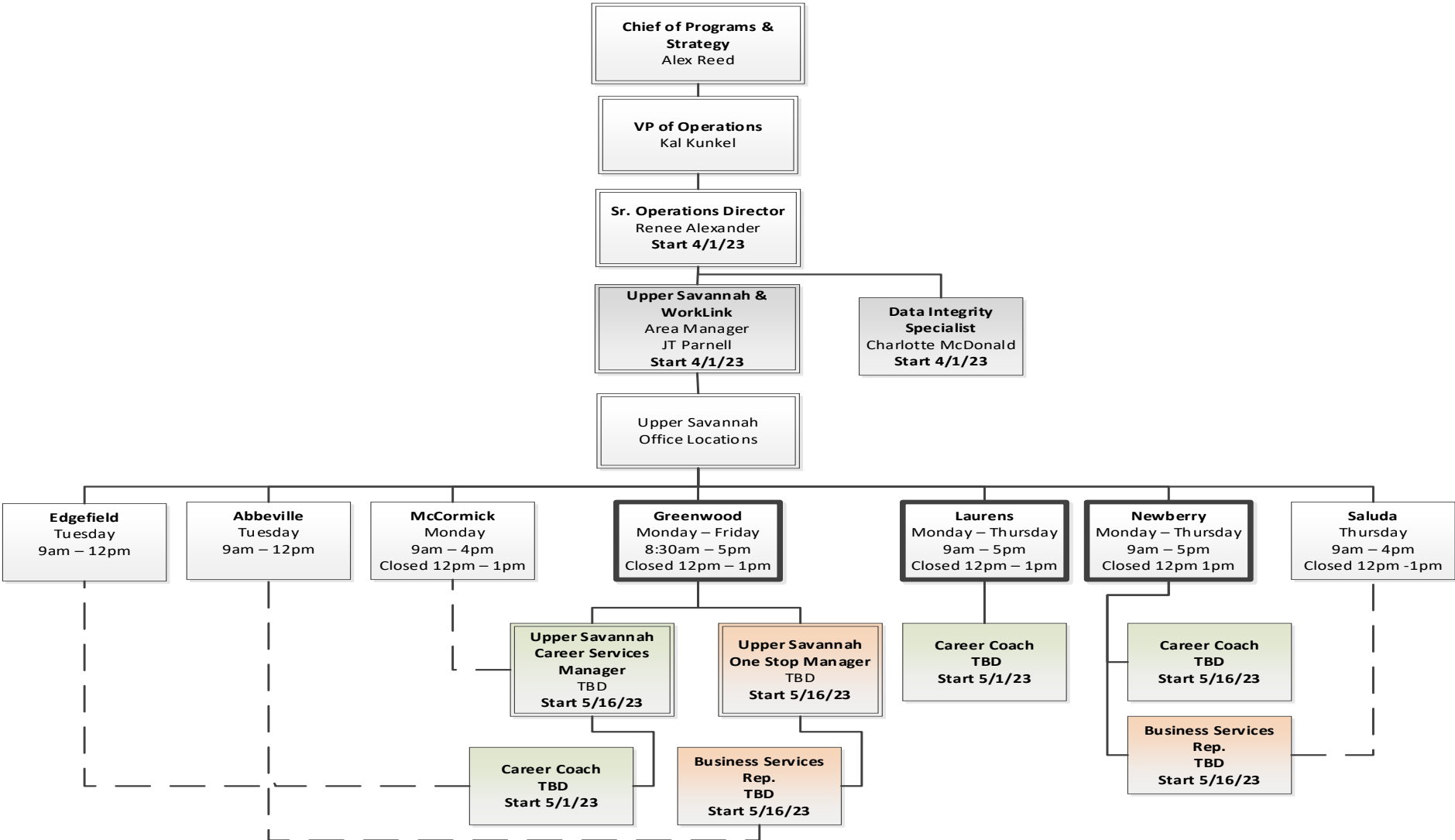
Questions & Answers

Youth Request for Proposals - Due June 1, 2023
On COG website; in SC Business Opportunities (SCBO)
Two Year Grant ($300,000 to $400,000)

I.   SELECTION CRITERIA/SELECTION PROCESS

Proposals must have an average rating of 70 to be funded. The highest average score will be selected for contract negotiation.

Evaluation Item and narrative page limit (response may be shorter)	Range	Maximum
Qualifications of the Proposed Service Provider – <u>two pages</u>. Past history in managing employment and training programs for youth. Providers who have not offered services in the Upper Savannah area within the last five years should provide at least two references and attach past monitoring reports from similar state and federal grants. If the offeror has more than four similar grants/contracts the four which are closest to the Upper Savannah area should be included. (Monitoring reports do not count toward page limit.)	0 – 10	10
Recruitment and Enrollment Strategy - <u>four pages</u>. Approach to finding and doing all eligibility determination and intake paperwork to reach enrollment goals. Include outreach plans for at-risk youth. Include strategies for serving all seven counties.	0 – 10	10
Youth Case Management – <u>twelve pages</u>. Ability to use existing community resources and offer services through WIOA to fill in gaps. The case management section should show the process from taking a client from assessment to follow-up. All 14 youth program elements should be addressed telling if they will be directly provided or if existing community resources will be used. The proposal should include the process which will be used to to ensure that all clients receive quality services.	0 – 40	40
Innovation – <u>three pages</u>. Application shows a new approach to helping at-risk youth to be on track to obtain and retain long-term self-sufficiency employment. Innovation may include utilizing technology, partnering with groups outside of the traditional workforce system,	0 – 10	10
Deliverables – <u>three pages</u> of narrative describing program outcomes and a one-page attachment showing dashboard that will be presented to the board quarterly. The deliverable section must include number of clients served in GED/adult education, those co-enrolled In work-based learning, number of credential attainments and measurable skills gains.	0-10	0-10

Budgets – Narrative is limited to <u>six pages</u> (spreadsheets do not count towards page limits) The budget should include adequate resources to serve the number of youth proposed and to meet the deliverables proposed. For example, if it is proposed that 30 GEDs will be attained the budget should address testing fees for at least 30 students. Budget should include staffing and all client costs (other than work-based learning). Incentives for client skill attainment may be proposed. Staff may be housed at SC Works centers at no cost to the grantee, but budgets should include funds for supplies, staff computers, cell phones and travel. Budgets will show line-item detail and allow for a post per client analysis. Staffing plans will include job titles and duties. If it is proposed that staff will be shared with other grants/projects a planned time allocation should be included. The narrative should include the process which will be used to review expenditures. If the proposal includes profit an additional attachment should be included which shows how the profit will be calculated and the risks and efforts involved in the project. Two of the 20 points are reserved for proposals which leverage at least 10% of budget with non-WOIA fund sources.	0 – 20	20
Totals		100