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

Workforce Forecast

Executive Director William Floyd
dew.sc.gov

EMPLOYMENT SITUATION

Month	Employed	Unemployed	Unemployment Rate
February 2020	2,249,353	67,120	2.9%
April 2020	2,042,032 (-207,321)	268,537 (+201,417)	11.6% (+8.7 percentage pts)
March 2023 (preliminary)	2,316,712	76,435	3.2%
NET CHANGE <small>(March 2023 vs February 2020)</small>	+67,359	+9,315	+0.3 percentage pts

Post Pandemic Employer Demand		Location	Unemployment Rate
Jobs: +67,359	Postings: +41,278	United States	3.5%
	Feb 2020: 64,000	Georgia	3.1%
	Mar 2023: 105,278	North Carolina	3.6%
Total Change in Demand: +108,637			

1. Household Survey: Nationally, there is a monthly Current Population Survey of about 60,000 households conducted by the Census Bureau for the Bureau of Labor Statistics (BLS) to determine employment status of the civilian population. This information, along with other inputs, are used by DEW to operate the Local Area Unemployment Statistics program, which estimates the number of individuals employed and those not employed, but actively seeking employment for statewide and a variety of substate geographies.
2. Approximation of early jobs posted in SC Workforce Services Database.

LABOR FORCE PARTICIPATION

What is it? An estimate of an economy's active workforce.

Number of Employed

+

Number of Unemployed but Looking for Work

=

Adult Civilian Population

=

Labor Force Participation Rate

2,316,712

+

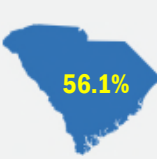
76,435

=

4,269,381

=

56.1%



LABOR FORCE PARTICIPATION

Why is it important?

If we increase labor force participation by **1 percentage point** in South Carolina, it means **\$1.4 billion** in additional payroll.



LABOR FORCE PARTICIPATION

The survey gathered:
Information from individuals who worked in South Carolina in 2019, filed for unemployment in 2020 or were not found in wage records in the state.

Individuals were asked:

- Current work status.
- Demographics.
- Work history.
- Actual or perceived barriers to employment.
- How they might be convinced to return to the workforce.

Respondents:
More than 6,116 people responded (out of 150,392.)



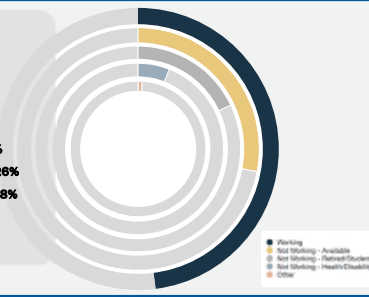
dew.sc.gov/taskforce

LABOR FORCE PARTICIPATION

TASK FORCE SURVEY

Key Findings:

Working..... **46%**
 Not working, not available to work... **26%**
 Not working but could work..... **28%**




TASK FORCE SURVEY

The most frequently identified barriers to work are:

- Lack of good paying jobs.
- Gaps in employment history.
- More optimal working hours.
- Lack of transportation.
- Disabilities.

Four primary factors that would get people back to work are:

- Better paying jobs.
- Work closer to home.
- More flexible jobs hours.
- More flexible job conditions (i.e. work from home.)



AGENCY INFORMATION NOW

620+ SCDEW Employees

48 SC Works Centers

14 Comprehensive SC Works Centers

150+ Connection Points around the state

Workforce Development

- Partners with education and economic development to anticipate skills needs.
- Provide a skilled workforce.
- Develop funded initiatives to address the barriers that prohibit individuals from obtaining employment in high-growth, high-demand occupations.

Employment Services

- Assists individuals with finding employment by providing job search assistance, career guidance, workshops, and assessments.
- Helping businesses find qualified applicants for open positions by screening for skills and qualifications, interviewing, and testing.

Unemployment Insurance

- Responsible for operating the statewide Unemployment Insurance (UI) program.
- Responsible for employer tax liability determination, records maintenance.
- Processes payment and recovery of claims for unemployment benefits.

Labor Market Information


- One-stop-shop for information and analysis on South Carolina's population, labor market, and more.
- Conducts labor force research to give insight to employers and jobseekers to make informed workforce-related decisions.

HOW DOES DEW HELP?

WE ARE WORKING WITH YOU IN YOUR AREA

SC Works Centers

- Comprehensive Centers
- Affiliate Centers
- Connection Points



SERVICES AND PROGRAMS

South Carolina Department of Employment and Workforce
The Workforce Agency

CompTIA	Back to Work	Career Coach	Be Pro Be Proud Mobile Workshop	Labor Market Information
WIOA Training	GED Incentive	Employer Hiring Events	Veterans Employment and Training Programs	Community Job Fairs
Minority Taskforce Outreach	Virtual Engagement Center	Trade Adjustment Assistance Programs	Unemployment Compensation Programs	Youth Programs
Federal Bonding	Second Chance Programs	Work Opportunity Tax Credit	Individual Employer Plans	Workforce Reemployment Assistance Program

SERVICES AND PROGRAMS

South Carolina Department of Employment and Workforce
The Workforce Agency

Veteran Services

The Veterans Portal is a one-stop directory for South Carolina's veterans to search for jobs, locate nearby SC Works centers for resume and networking assistance, learn about training and education opportunities, and take advantage of many other resources.

Job Fairs

Multiple employers can participate at once and can be in-person, virtual, or hybrid events at absolutely no cost to employers or jobseekers.

Career Coach

A mobile unit equipped with workstations, including computers, WiFi, and printers, with on-site assistance from an SC Works representative to assist with resumes, submitting job applications, and more.



Hiring Events

Personalized events held for one specific company, usually to fill multiple positions. These events can be held on site at the business hiring or at one of our SC Works centers.

SERVICES AND PROGRAMS

South Carolina Department of Employment and Workforce
The Workforce Agency

Education and Training

We offer a vast array of education and training opportunities for jobseekers trying to improve their current skill set or start obtaining new skills for a new career all together.

Employer Marketing

DEW can work with employers hiring a large number of employees to advertise the jobs through social media, using specific demographics to reach potential candidates.

Tax and Insurance

WOTC is designed to provide an incentive for businesses to hire individuals with documented barriers to employment and Federal Bonding is provided for any worker that may be considered high risk.

Virtual Engagement Center

The Virtual Engagement Center (VEC) is an online SC Works Center and was launched in the spring of 2023.

Visit scworks.org/vec



SERVICES AND PROGRAMS



Job Matching

The skills, experience, and location of UI claimants and individuals with accounts in SC Works Online Services (SCWOS) are matched with businesses in their area looking for workers with their skills.

Labor Market Information

Information and analysis on South Carolina's population, labor market and more gives insight to employers to make informed workforce related decisions.




UI Target Marketing

We conduct target advertising of jobs, application deadlines, and training for unemployment insurance claimants through the claimant system known as the MyBenefits Portal and the SC Works Online Services (SCWOS) system.

SCWOS

SCWOS links all of South Carolina's state and local workforce services and resources into a one-stop shop for job seekers and employers.

SC@WORKS: ROAD TRIPS



Total Attendance

233 Job Seekers

40 Employers and Community Partners

Total Potential Hires




40

Events every two months until the end of the year



Total Follow Up Interviews

163

6 Locations

NEW WORKFORCE LAW

NEW WORKFORCE LAW

STATEWIDE EDUCATION AND WORKFORCE DEVELOPMENT ACT

Spring 2022
Rep. Smith is elected Speaker of the House
Makes economic development his top priority

September 2022
Speaker Smith forms a House panel to study multiple facets of economic development and make recommendations to the legislature.

September 2022 - January 2023
The Committee meets for several months
Receive information/testimony from... state agencies, industry associations, and individual businesses.

NEW WORKFORCE LAW

The purpose of the bill is to...

- Coordinate various workforce development services across the state,
 - (Dream Team playing together)
- Oversight of these entities, and
 - (Office of Statewide Workforce Development)
- Ensure an easy to access, customer-centric workforce system.
 - (Single portal, continuous collaboration with industries, etc.)

SPEAKER OF THE HOUSE

"The legislation filed this week will **streamline** the delivery of workforce development **efforts** in the state. Currently these responsibilities needlessly lie with too many different agencies that do not adequately coordinate. That approach must end. This bill will **eliminate duplication**, **improve efficiencies** and achieve a more coordinated effort in our workforce and education pipeline."
(emphasis added)

Smith: It's time to streamline SC's workforce development efforts to help grow economy

WHAT WILL THIS COORDINATION CREATE?



A CCWD, comprised of...

- More all-star agencies
- Each with their own strengths



HOW IS THE ACT GOING TO HELP US SUCCEED AS A STATE?



1 Unified plan

2 Accountability

3 Resources

HOW IS THE ACT GOING TO HELP US SUCCEED AS A STATE?



1 Unified plan

Current plans required or outlined in...

- Workforce Innovation and Opportunity Act
- Perkins V (related to career and technical education)
- Education and Economic Development Act
- Accountability Reports required for each individual agency

Unified plan will...

- Synchronize, not replace, existing plans
- Fill in gaps and identify duplication
- Ensure \$321 million dollars of combined state and federal funds for employment and training services* are working in the same direction

*Based on inventory initially completed in 2005 through a grant provided by the S.C. Chamber of Commerce.

HOW IS THE ACT GOING TO HELP US SUCCEED AS A STATE?

2 Accountability
Single office responsible for coordination

<p>Currently</p> <ul style="list-style-type: none"> 17 participating members of Coordinating Council of Workforce Development (CCWD) <ul style="list-style-type: none"> 5 agencies; 3 president or provost of colleges; superintendent, school counselor, CTE director; two appointees from governor, two from House, and two from Senate 	<p>New Act</p> <ul style="list-style-type: none"> 1 overseeing office <ul style="list-style-type: none"> New Office of Statewide Workforce Development (OSWD), hired by DEW 8 voting member executive committee <ul style="list-style-type: none"> New CCWD Executive Committee (5 agencies; OSWD Director, 1 from House, 1 from Senate) Enlarged participating member CCWD
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HOW IS THE ACT GOING TO HELP US SUCCEED AS A STATE?

2 Accountability
Transparency

- Dashboard to enable the public to monitor and track progress of the unified state plan
- Reporting to Governor, Senate, and House Leadership

HOW IS THE ACT GOING TO HELP US SUCCEED AS A STATE?

3 Resources
Supply Gap Analysis & Industry Collaboration

<p>What will it include?</p> <ul style="list-style-type: none"> Current and projected employer demands Growing industry and occupation clusters Supply of graduates by degree/certificate Trends in workforce and education pipeline 	<p>Why is it important?</p> <ul style="list-style-type: none"> Vital to decisions on training and investments in training
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HOW IS THE ACT GOING TO HELP US SUCCEED AS A STATE?

SC WORKS

3 Resources

Currently

Challenge of navigating the complex, confusing and tangled web of services offered across the numerous agencies and programs

HOW IS THE ACT GOING TO HELP US SUCCEED AS A STATE?

3 Resources

What is the Educational Program Alignment Toolkit?

- Audience: K-12, technical college, and higher education systems
- Provides: Information about...
 - workforce needs in the state and region (based on supply gap analysis)
 - compared to initiatives and programming
 - to allow education systems to determine changes needed
 - to ensure programming matches workforce needs

HOW IS THE ACT GOING TO HELP US SUCCEED AS A STATE?

3 Resources

What is the Career Pathways Tool?

- Audience: Students, parents, jobseekers, educators, and counselors
- Provides: Information about...
 - career pathways and various routes to meaningful employment
 - schools that offer the credentials needed
 - costs at each of the schools, and
 - potential salary and benefit within that occupation

HOW IS THE ACT GOING TO HELP US SUCCEED AS A STATE?



3 Resources

Labor Participation Barriers

- Affordable access to childcare
- Affordable access to transportation
- Support to those receiving government financial assistance
 - supports, skills, and credentials to gain and retain employment in in-demand occupations
 - ease "cliff effect" during transition to economic self-sufficiency
 - "SC Benefits calculator" to help families, case managers, and community providers understand the impact of earnings and assist families planning their exit from the use of these public benefits, with the goal of promoting self-sufficiency and maximizing use of available opportunities;

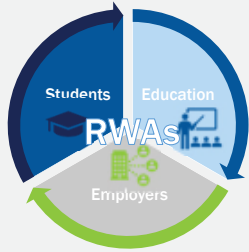
REGIONAL WORKFORCE ADVISORS



RWAs are an important connection between students, education, and employers.

Currently managed by the Department of Commerce.

DEW/OSWD will begin managing July 1, 2023.



Questions?



dew.sc.gov/
