



Henry McMaster
Governor

SOUTH CAROLINA
DEPARTMENT OF COMMERCE

Harry M. Lightsey III
Secretary

July 1, 2021

Dear Governor McMaster,

In accordance with Act 252, Section 13-1-2030 (B)(1)(f), please find the annual Coordinating Council for Workforce Development (CCWD) Report for July 1, 2020 through June 30, 2021.

This year continued South Carolina's process of managing and overcoming COVID-19's impact on our citizens and on the workforce. The pandemic has shown the ingenuity and tireless efforts of team South Carolina as well as provided new lessons that will be incorporated in building a better workforce system.

Highlights from this year include presentations from CCWD membership documenting their actions to meet constituent needs during the pandemic as well as the development of the South Carolina Workforce Journeys pilot program.

In the next fiscal year, the CCWD will support the recovery from COVID-19 and engage all workers that need to find their place in a post-pandemic workforce.

Thank you, and please do not hesitate to contact me if I can be of further assistance.

Sincerely,

A handwritten signature in blue ink, appearing to read "Nelson Lindsay", written over a large, stylized blue scribble.

Nelson Lindsay
Deputy Secretary, South Carolina Department of Commerce

Enclosures

CC: South Carolina General Assembly

South Carolina Coordinating Council for Workforce Development

2021 Annual Report



South Carolina Department of Commerce

COORDINATING COUNCIL FOR WORKFORCE DEVELOPMENT

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COORDINATING COUNCIL FOR WORKFORCE DEVELOPMENT

Overview

The South Carolina Coordinating Council for Workforce Development (CCWD) was formed in response to a general need for improved coordination of efforts in the area of workforce development. The CCWD was established by the General Assembly in Act 252 of 2016 to “engage in discussions, collaboration and information sharing concerning the state’s ability to prepare and train workers to meet current and future workforce needs.”

The CCWD is chaired by the Secretary of Commerce with nine additional members drawn from state agencies or entities involved in education and training, including a representative of the business community appointed by the South Carolina Chamber of Commerce. Employees of the South Carolina Department of Commerce primarily staff the CCWD, with assistance from the Commission on Higher Education and the State Board for Technical and Comprehensive Education.

Council Responsibilities and Membership

The CCWD is charged with:

- Developing and implementing procedures for sharing information and coordinating efforts among stakeholders to prepare the state’s current and emerging workforce;
- Making recommendations to the General Assembly concerning matters related to workforce development that exceed the CCWD member agencies’ scope of authority to implement and legislation is required;
- Recommending programs intended to increase student access to and incentivize workforce training within state training programs offered by businesses through scholarships, grants, loans, tax credits or other programs documented to be effective in addressing current and future workforce needs;
- Developing a method for identifying and addressing long-term workforce needs;
- Conducting an ongoing inventory of existing workforce programs to identify duplications among and within the programs and identify ineffective programs.

Current Council Members

Bobby Hitt, Secretary of Commerce, Chairman, CCWD

Dr. Richard Cosentino, President, Lander University

Dr. Rusty Monhollon, President & Executive Director, South Carolina Commission on Higher Education

Dr. Tim Hardee, President, State Board for Technical and Comprehensive Education

Dr. Jim Clements, President, Clemson University

Dr. David Mathis, EEDA Representative, South Carolina Department of Education

Molly Spearman, Superintendent, South Carolina Department of Education

Dan Ellzey, Executive Director, South Carolina Department of Employment and Workforce

Andrea White*, Global SPS and Organizational Development Director, Sonoco Products

Erin Vincent+, Director, Global Talent Management, Sonoco Products

Dr. Greg Rutherford, President, York Technical College

**Served a partial term*

+ Serving remainder of term

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CCWD agency heads serve for the duration of their respective state appointments or elected term, as applicable. Other appointed members serve two (2) year terms to allow for rotation of representation among the research universities, four-year colleges and universities, the technical colleges, and other education, economic development and business interests.

As the CCWD is comprised of nine public sector representatives and one business representative, it was determined by the Chair that advisory groups needed to be established. This would allow for board chairs, other stakeholders and the business community to provide comments, guidance and concurrence with recommendations made to and from the CCWD. Therefore, two advisory groups were established: **Strategic Partners Group** and **Business Advisory Group**. All members of the Strategic Partners Group and Business Advisory Group will serve two-year terms and may return for subsequent terms with the CCWD.

Strategic Partners Group

The Strategic Partners Group includes representatives from state agencies and organizations committed to a diverse and successfully trained workforce. The Strategic Partners Group is tasked with vetting and providing guidance relating to CCWD recommendations, implementation of new programs/initiatives and/or changes to existing programs/initiatives.

Melanie Barton, Senior Education Advisor, Office of the Governor

Mike Brennan, Governors Appointee, South Carolina Department of Education Board

Wes Hayes, Chairman, South Carolina Commission of Higher Education Board

Don Tomlin*, Chairman, South Carolina Workforce Development Board

Gregory B. Askins, Chairman, South Carolina Board for Technical and Comprehensive Education

Frank Rainwater, Executive Director, South Carolina Revenue & Fiscal Affairs Office

Zelda Waymer, Executive Director, South Carolina Afterschool Alliance

Georgia Mjartan, Executive Director, South Carolina First Steps

James Rund, President, ECPI University

Morgan Browne, Workforce and Member Services, SC Hospital Association

**Served a partial term*

Business Advisory Group (Manufacturing, IT, Healthcare)

The Business Advisory Group includes representatives from small, medium and large businesses and associations from across the state in the manufacturing, healthcare and technology sectors. The Business Advisory Group is tasked with vetting and providing guidance relating to CCWD recommendations, implementation of new programs/initiatives and/or changes to existing programs/initiatives.

Erin Vincent, Chair, Business Advisory Group

Jeff Bushardt, Senior Vice President of Human Resources, Comporium

Sarah Hazard, President and CEO, South Carolina Manufacturers Association

Susie Shannon, President and CEO, South Carolina Council on Competitiveness

Cynthia Bennett, Vice President of Education, South Carolina Chamber of Commerce

Ben Rex, Chief Executive Officer, Cyberwoven

Elayne Sheridan, Retired Industry Human Resources Representative

Laura Hewitt, Vice President, Education and Member Services, South Carolina Hospital Association

Angela Long, Human Resources Business Partner, Sandvik Coromant

Robyn Knox, Retired Industry Human Resources Representative

COORDINATING COUNCIL FOR WORKFORCE DEVELOPMENT

Standing Committees for the CCWD

The below committees were formed to perform assigned work for the CCWD on an ongoing and as-needed basis.

Data Sharing Committee

Workforce Development Programs Mapping

Workforce Definitions Committee

Coordinating Council Staff and Assistance

Elisabeth Kovacs, Deputy Director-Workforce Development, South Carolina Department of Commerce

Robert Davis, Workforce Development Coordinator, South Carolina Department of Commerce

Research Division, South Carolina Department of Commerce

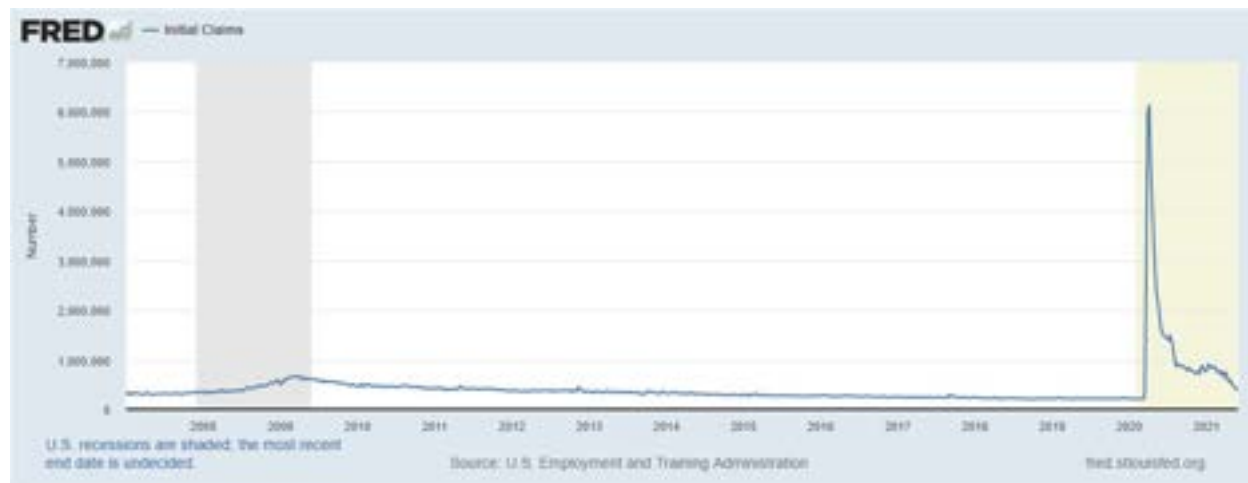
2020-2021 Activities

Focus of the CCWD

A year and a half since COVID-19's effect began in South Carolina and the virus has impacted every job, person and aspect of daily life. Documenting the efforts of the CCWD membership, requires a step back to grasp the nearly unprecedented challenges confronted. The 2021 annual report aims to document this unique time and apply context to the historical magnitude of constituent need and assistance provided.

Systems, such as South Carolina's workforce ecosystem, have grown and changed to serve their constituents within an expected range of conditions. The workforce system handles the strains of economic downturns by moving resources to financially support those laid-off and provide needed assistance to reskill and re-employ. In good economic times, the workforce system strives to upskill individuals, improving their opportunities in life and reaches out to assist the new or displaced jobseeker find a path to employment. The Great Recession of 2007 to 2009 pressed the workforce ecosystem to the extreme, but the flexibility of the system allowed for the imaginable and difficult circumstances to be managed.

It is the unimageable circumstance, a situation so sudden and overwhelming, that presses the system to extremes that can not be tolerated. The system will then either collapse under the immense sudden pressure or adapt in new and unexpected ways to find a manageable equilibrium.



Weekly Initial Unemployment claims, Seasonally Adjusted, United States from January 2007 to May 2021

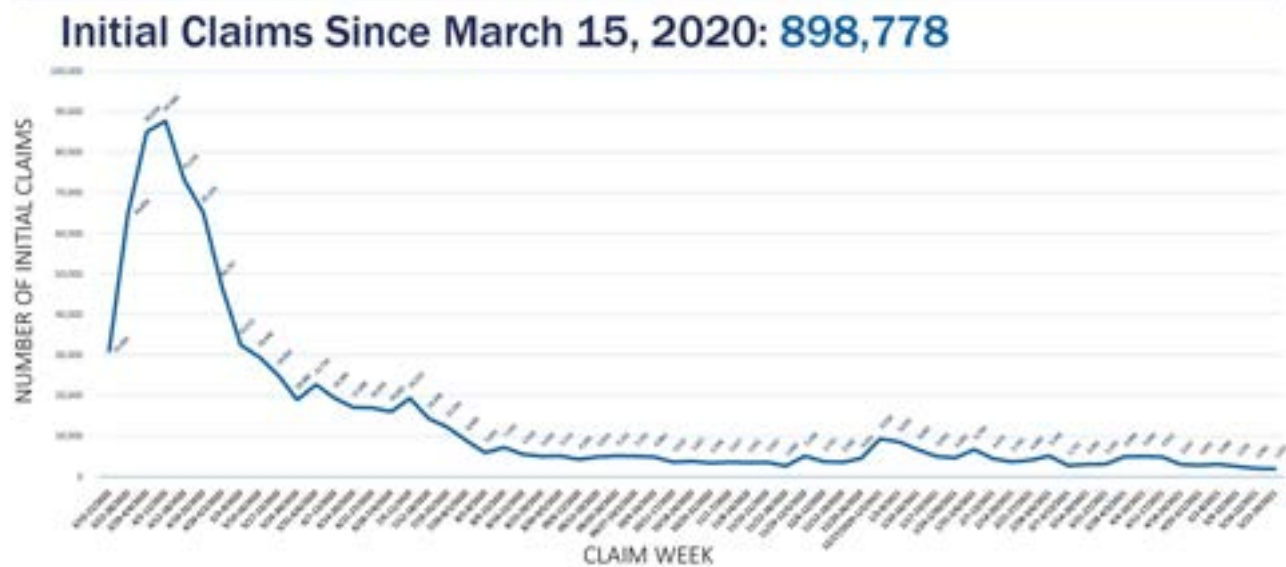
The Great Recession, shown in grey from late 2007 to early 2009, was a difficult economic period in which millions lost their jobs and faced economic hardship. Yet, it pales in comparison to the size and abrupt impact of COVID-19 on the United States. South Carolina responded similarly to the rest of the country when you see how initial unemployment claims moved at an unmanageable rate.

COVID-19 impacted each state at different times with South Carolina truly entering the pandemic about the second week of March. Through January and February of 2020, South Carolina saw record low unemployment of around 2.5%. Less than 57,000 total people in the state were receiving unemployment, and the topic of concern was how to draw more people into the labor market to fill the open positions.

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Within four weeks, South Carolina saw single week initial unemployment claims of 31,054; 64,856; 85,018; and 87,686 respectively. For context, the peak of the Great Recession South Carolina saw weekly initial unemployment claims of about 10,000.

Schools, from kindergarten to college, closed and the service industry as a whole came to a stop. Every agency and entity in South Carolina's workforce system saw constituents' needs change in a matter of weeks, with almost no modern experience to guide next steps.



South Carolina Initial Unemployment Claims from March 15, 2020 to May 2021, SCDEW

Capturing the reaction of the South Carolina workforce system to COVID-19 requires an understanding of the unique responses by each of the entities involved. While the CCWD aims to collectively address the long-term workforce needs, the immediate needs of constituents are answered through the actions of the CCWD membership. The CCWD captures these actions in the 2021 annual report with submissions documenting the actions of a number of the CCWD members.

Through these individual lessons, the CCWD and South Carolina retain a better understanding of how to address constituents' needs which can become the cornerstone of a post-COVID South Carolina workforce ecosystem.

2020-2021 Updates

Comprehensive Workforce Plan

The Comprehensive Workforce Plan was paused due to COVID and will be approached again once the workforce system returns to a calmer state.

The concept for the Comprehensive Workforce plan began after the success of the 2019 WorkforceONE Summit. The CCWD agreed to take the priorities and themes gathered and turn them into a plan that would fulfill the council's legislative mandate, 13-1-2030(B)(1)(d), to develop a method for identifying and addressing long-term workforce needs. Crafting such an in-depth blue print required assistance from an entity with tangible

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experience in project management. The South Carolina Council on Competitiveness was engaged and asked to draft a proposed scope of work for the development of a comprehensive statewide workforce plan.

Workforce Dictionary

A Workforce Definitions Committee was established and tasked with creating a statewide Workforce Dictionary. This dictionary, like the traditional Webster's Dictionary, identifies and defines various education, workforce and economic development terminology and lingo. The 11-member committee, a cross-representation of CCWD member staff, worked October 2019 through February 2020 and created a document of terms, acronyms and definitions.

The first edition of the South Carolina Workforce Dictionary was approved by the CCWD at the March 11, 2021 meeting. The newly approved dictionary contains 374 terms and 179 acronyms compiled by 11 separate agencies and entities. South Carolina's Workforce Dictionary will be used as a living document, updated as necessary and published with new editions.

Regional Workforce Snapshots

The Regional Workforce Snapshots were produced for calendar year Q3 2020, Q4 2020 and Q1 2021. Each quarter saw incremental updates to the information included when new data became publicly available. The CCWD approved the Regional Workforce Snapshots as a council publication at the March 11, 2021 meeting.

In the coming year, a new South Carolina "state" snapshot incorporating all the regional data into one will be drafted and made available for the quarterly production.

Data Sharing/Longitudinal Data

The Workforce and Education Data Oversight Committee (WEDOC) was initially filed in the House by Speaker Jay Lucas in January 2019. It passed the House with a 92-8 vote and was submitted to the Senate before the end of the 2019 session. In 2020, H.3757 received its first hearing in the Senate but received no further hearings due to COVID's impact on the legislative session.

The WEDOC was refiled as H.3611, for the new two-year session, in 2021 but did not receive a hearing due to the long legislative calendar of priorities.

CCWD Meeting – March 11, 2021

Coming into the new calendar year, the CCWD looked for an opportunity to meet remotely as a group and discuss the work completed over the last calendar year and how to move forward collectively.

The CCWD convened on March 11, 2021 with a quorum present. The meeting commenced with the approval of minutes and the introduction Ms. Erin Vincent with Sonoco, who replaced Ms. Andrea White. Staff then presented on several items requiring the CCWD's attention.

Robert Davis, with the South Carolina Department of Commerce, spoke briefly on the annual report that was submitted in July 2020. He then introduced the final draft of the Workforce Dictionary, summarizing the work completed by the Workforce Definitions Committee. Secretary Hitt asked for a motion for the CCWD to approve the Workforce Dictionary with the understanding it would be updated on an on-going basis. The motion was approved unanimously.

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Robert then provided information on the Regional Workforce Snapshots that were created in 2020 through extensive work by State Department of Education, Commission on Higher Education and the Technical College System. Secretary Hitt asked for a motion for the CCWD to approve the Regional Workforce Snapshots as a quarterly publication from the CCWD. The motion was approved unanimously.

Robert then provided a summary of the Federal Funding Inventory being worked on by Apprenticeship Carolina, the Comprehensive Workforce Plan and the Workforce and Education Data Oversight Committee (WEDOC) legislation H. 3611.

Next, CCWD members present for the meeting provided a PowerPoint slide and gave an overview of the actions taken by their organization to serve their constituents during COVID-19. Each presentation focused on priorities and organizational evolution during COVID-19, new/expanded actions taken to address customer/employee needs and COVID-19 lessons and actions that will be incorporated into future agency work.

In closing, Elisabeth Kovacs celebrated Dr. Rutherford's retirement and all the work he has done to improve South Carolina. Elisabeth also provided a brief overview of the SC Workforce Journey, an upcoming two-year pilot initiative.

With no other business to address, Secretary Hitt adjourned the meeting.

Next Steps

Individually, CCWD members will continue to address their customer and employer needs. Collectively, the CCWD has the opportunity to highlight the skills and abilities needed to be successful today and, in the future, while also highlighting the current and future careers available within the Palmetto State.

As the impact of COVID-19 on South Carolina eases, the questions that remain to be answered include: how do we engage citizens to enter into or improve their return to the workforce; how have the needs of business changed; and what solutions are available to address these demands?

In order to address these questions, CCWD will need to implement an innovative workforce development game plan that expands career exploration and successful preparation for young adults and individuals between the ages of 16 and 24. This includes a multi-pronged strategy impacting the worker/supply perspective, the South Carolina Workforce Journeys and the demand/employer perspective to address machine learning and artificial intelligence that will change the future of work. This will develop a prototype to include a focused career pathway and workforce review in secondary and post-secondary curriculum, courses and work-based opportunities in machine learning and artificial intelligence.

In April of 2021, Governor Henry McMaster awarded \$1.5 million in GEER Funds to the S.C. Department of Commerce for the CCWD for a two-year pilot program to undertake these initiatives.

South Carolina Workforce Journeys

The South Carolina Workforce Journey's initiative will include a two-pronged approach that will employ new technology to highlight current and prospective career opportunities and will target high schools, career and

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technical education centers, technical colleges and employers. Additionally, funds will be used for assessments to measure soft skills and core competencies for entry and mid-skill jobs.

This pilot program likens to an awareness campaign that will include video and digital content that shares workforce stories from in-demand careers in South Carolina and will highlight real-life testimonies of the paths taken.

RoadTrip Nation, an Emmy Award winning media and career guidance non-profit, with a mission to empower people to define their own roads in life, is the partner for the video platform. RoadTrip Nation will conduct the interviews and produce videos of career testimonials, and these assets will be available to state agency partners and also leveraged in conjunction with SCETV and PBS.

Tallo, a South Carolina-based company that runs an online platform that connects individuals with occupational information, matchmaking and scholarship opportunities along with providing job seekers with job opportunities, will facilitate the talent fit assessment measures core competencies like knowledge, skills, abilities and behaviors (many of the very characteristics included in the Profile of the South Carolina Graduate) for entry- and mid-skill workers across diverse jobs, and which employers have indicated are critical for their workforce.

This assessment will help ensure young workers between the ages of 16 and 24 choose occupations in which they can be successful, while also helping businesses find quality candidates, retain strong employees and maintain a good team environment. A process will be established to engage high school seniors, unemployed and under-employed individuals to take advantage of this assessment.

Additionally, there is an artificial intelligence prototype focus within the overall initiative. This includes the creation of a statewide sub-committee; an analysis of the demand and trends within the job market related to Artificial Intelligence (AI) careers; and an inventory of current secondary and post-secondary course offerings related to an AI pathway that can be used for dual-enrollment purposes or used as building blocks in high school and in both two- and four-year programs.

Innovative projects, such as the South Carolina Workforce Journey's initiative, will engage the current and emerging workforce, so that they may better find a path to match for their ambitions and skills. Even after finding a good match for their skills, the changing requirements of work will require an individual continually modernize their skills to keep pace. Technology, as rapidly as it has changed in the last 20 years, stands ready to revolutionize the skills and occupations demanded for the next 20 years. The nature of work and the skills required will be redefined by technology and change the human experience.

The Future of Work

The impact of COVID-19 on South Carolina was sudden and far-reaching, but with increased vaccinations, the state is returning to a general level of normalcy. Some jobs will change due to the pandemic, requiring new or different tasks and skills, but a worker will return to a fundamentally familiar work experience. While this return to normalcy provides an opportunity for the workforce system to catch its breath, it is only a pause in the coming changes to the workforce.

Technological innovation remains the greatest driver of “creative destruction” within manufacturing and business. “Creative destruction refers to the incessant product and process innovation mechanism by which

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new production units replace outdated ones.”¹ In simpler terms, creative destruction means new products replace older products because the new products are valued more by consumers.

The horse drawn carriage represented the premium means of travel for centuries until the automobile was created and mass produced. The automobile was one of the foundations of 20th century development, impacting how cities grew, how families traveled and, ultimately, where and how people worked. The automotive manufacturing industry helped to create the American middle class, creating tens of thousands of good paying jobs. As we enter the 2020s, the nature of work stands at yet another inflection point with new technology bringing changes that will be ubiquitous and, most importantly, permanent.

- Artificial Intelligence (AI) stands to revolutionize all industries impacting the demand of all job types, employment levels and the necessary skills.
- Electric Vehicles (EVs) are quickly becoming a reality with Volvo going fully electric by 2030² and Mercedes Benz Vans announcing \$350 million in the new electric sprinter van.³ Mass adoption of the electric vehicle will enormously impact the automotive manufacturing, automotive repair and secondary automotive markets.
- Drones provide tremendous value to consumers already, assisting in realtors, farmers and maintaining multiple military applications. Yet, drones have yet to make a true impact on the Transportation, Distribution and Logistics (TDL) industry. Drones represent the future for short distance delivery of packages, documents and eventually people.
- Robotics are destined to further replace the manual labor of manufacturing, requiring a new workforce capable of collecting and analyzing data to make repairs and maximize productivity.

These new technologies will elicit large capital investment from companies in South Carolina, but may not create new jobs. In fact, there is a probability that these new technologies could replace current jobs at risk.

As examples: The employee who has spent 10 years building the combustion engine would need to learn about the electric vehicle battery; and the automotive radiator supplier would have to pivot to new parts requiring a new workforce, and some component expert roles may no longer be necessary.

Companies large and small grapple with the same question – how to manage and retrain a substantial portion of their workforce for what may be an entirely new assignment. Larger corporations will have difficulty keeping pace with the necessary employee training, as considerable investment will be needed to upskill a sizeable number of employees. Small- to medium-sized manufactures will have to find a way to keep pace with limited resources.

This new reality of work will require more direct support from South Carolina, assisting companies meet the burden of rapidly changing workforce skills. Consistent engagement, new funds and a flexible system will be necessary to support existing industries and help South Carolina’s dynamic workforce obtain and maintain the skills required for the future of work.

¹ <https://economics.mit.edu/files/1785>

² <https://www.media.volvocars.com/us/en-us/media/pressreleases/277409/volvo-cars-to-be-fully-electric-by-2030>

³ https://www.postandcourier.com/business/with-demand-on-the-rise-north-charleston-sprinter-factory-to-build-electric-van/article_7768d4b8-9169-11eb-a18c-aba18f48f315.html

APPENDIX



Henry McMaster
Governor

SOUTH CAROLINA
DEPARTMENT OF COMMERCE

Robert M. Hitt III
Secretary

June 24, 2021

Dear CCWD Membership,

As South Carolina's lead economic development agency, the S.C. Department of Commerce is steadfast in our commitment to providing businesses the assistance and resources needed. The coronavirus (COVID-19) upended the way we work, conduct business and interact. The uncertainty and unpredictability brought by COVID-19 tested not just S.C. Commerce but the Palmetto State as a whole, challenging us to be more flexible, more creative and more innovative than ever.

Businesses, big and small, adjusted their daily operations to follow the most up-to-date recommendations from health officials while working to lessen disruptions to supply chains, staffing and demand. South Carolina manufacturers and companies stepped up and answered the call to help. Last April, more than 135 companies adjusted their operations to produce a variety of materials and goods used in life-saving medical equipment or donated these critical items.

S.C. companies demonstrated an unwavering commitment to not only overcoming the obstacles associated with COVID-19, but doing it with an emphasis on safety.

As part of the Governor McMaster's accelerateSC Task Force, S.C. Commerce was charged with response efforts, which included identifying challenges involving workforce capacity; workforce re-entry; critical industries; capital requirements; regulatory issues; and supply chains and logistics.

In response, S.C. Commerce created the COVID-19 Business Resources Center with the most timely and critical information for the business community. This online tool contains pertinent information including tax support, financial assistance resources, employment benefits and much more.

COVID-19 business support extended further, assisting our state's businesses through a variety of resources:

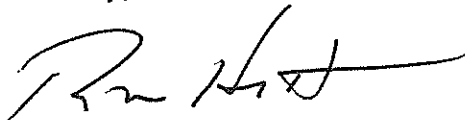
- The Essential Business Designation Clarification process assisted 6,700 businesses.
- The Mass Gathering Exception Process reviewed, in consultation with DHEC, 1,690 applications allowing safe gatherings of the community.

- Supplier/PPE Sourcing assisted 130 businesses in finding the necessary resources to stay open safely.
- Small business general support provided over 350 businesses the necessary help to better traverse uncertain times.

Even while navigating a global pandemic that transformed the business landscape, S.C. Commerce, through collaboration with many partners across this state, worked to fulfill our core mission. From January to December of 2020, the state won 126 economic development projects, accounting for \$4 billion in capital investment and more than 11,100 new jobs.

Team South Carolina repeatedly proved our ability to overcome adversity in times of crisis and emerge stronger and more united than before. The past year and a half showed underscored our steadfast commitment is to helping friends, family, neighbors and fellow South Carolinians.

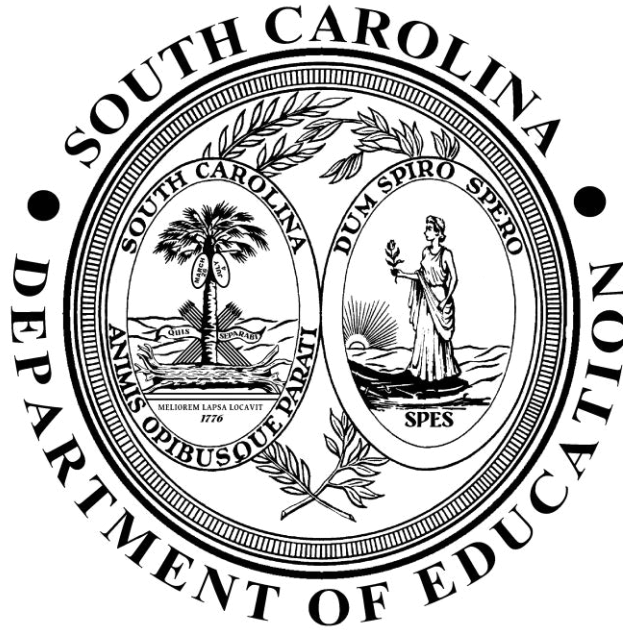
Sincerely,

A handwritten signature in black ink, appearing to read "R. M. Hitt III", with a long horizontal flourish extending to the right.

Robert M. Hitt III
RMH/vw

STATE OF SOUTH CAROLINA
DEPARTMENT OF EDUCATION

MOLLY M. SPEARMAN
STATE SUPERINTENDENT OF EDUCATION



South Carolina COVID-19 Response

Coordinating Council for Workforce Development Annual Reporting

June 2021

The South Carolina Department of Education does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, veteran status, or disability in admission to, treatment in, or employment in its programs and activities. Inquiries regarding the nondiscrimination policies should be made to the Employee Relations Manager, 1429 Senate Street, Columbia, South Carolina 29201, 803-734-8781. For further information on federal non-discrimination regulations, including Title IX, contact the Assistant Secretary for Civil Rights at OCR.DC@ed.gov or call 1-800-421-3481.

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Coronavirus (COVID-19) and South Carolina Schools

In response to the COVID-19 pandemic, South Carolina school facilities closed for in-person instruction from March 16, 2020, to the end of the 2019–20 school year. Throughout the remainder of 2020 and well into the 2020–21 school year, the South Carolina Department of Education (SCDE) is continually updating resources, materials, and responses to the COVID-19 pandemic. Across the state, our education system continues to face extraordinary, new challenges that require unprecedented levels of cooperation and coordination among students, families, staff, and school communities. The SCDE has worked tirelessly to support schools and districts with the challenges of COVID-19. The focus, and every priority, are directed toward protecting the health, safety, and wellness of students and staff while giving students the best possible learning experience that is as close to normal as health and safety allow.

Priorities and organizational evolution during COVID-19

To assist schools and districts with the unfolding challenges presented by the pandemic, State Superintendent of Education Molly Spearman convened AccelerateED in April 2020. The task force, composed of educators and administrators representing all aspects of the K–12 public education system, were charged with studying barriers to school operations and student learning and provide recommendations to meet the needs of the state’s public education system. The AccelerateED members addressed school operations in the pandemic environment with the guiding principles of protecting the health and safety of our students, staff, and families and fostering teaching and learning in an environment that is as close to normal as possible.

In addition to the AccelerateED taskforce, the SCDE coordinated efforts with the South Carolina Department of Health and Environmental Control (DHEC) to provide guidance and best practices to districts to inform their decision making for reopening schools and ensuring a successful 2020–21 school year. Districts and schools were encouraged to communicate with local authorities and adhere to the most recent recommendations from the Centers for Disease Control and Prevention (CDC) and DHEC. Local school districts were provided the authority and flexibility to address their individual needs and be responsive to their local communities.

Further coordinated efforts focused on the health and safety of the students and staff in regards to the physical infrastructure of the campuses as well as the statewide purchase of Personal Protective Equipment (PPE). Beyond the physical health and safety of the students and staff, the SCDE developed triage protocols to address and prepare for the social, emotional, and mental health needs.

The COVID-19 pandemic brought into clarity the significance of the digital divide across the state. The SCDE placed a priority to use available resources to provide digital access (devices and broadband) for as many students and staff as possible by the start of the 2020–21 school year. Furthermore, the SCDE developed a pilot with the South Carolina Educational Television (SCETV) to use existing technology to increase the availability of digital access further throughout the state. Through the collaborative efforts of the Online Learning Initiative, the SCDE and the partnering organizations were able to bring broadband access to more than 100,000 households. In order to address the access and equity to all educational resources as well

as concerns on learning loss, the SCDE developed a statewide Learning Management System (LMS), as well as, an immense library of free virtual resources, lesson plans, and educational support materials.

Beyond providing the technological support, the SCDE focused tremendous resources to ensure every student was provided access to the continuing wraparound supports of school meals and counseling. Across the state, every district coordinated efforts to safeguard every child 18 and younger having access to breakfast and lunch from the spring of 2020 throughout the summer and into the following school year. Through the agency provided meal program, hot spots, LMS, summer academic recovery camps, and PPE supplies, the SCDE was able to address resource gaps and assist districts in the re-opening process.

New/Expanded actions taken to address customer/employee needs

In response to the extraordinary public health threat posed by COVID-19, states were provided the opportunity to apply for waivers and to request funding. As such, the SCDE requested a waiver for the Every Student Succeeds Act (ESSA) federal fund carry-over restrictions, period of availability of funds, Title IV requirements, and the definition of professional development. The waiver was approved on April 21, 2020. In addition to the waiver for the federal ESSA funding, the SCDE submitted a request for the waiver from assessment, accountability, and reporting for the 2019–20 school year. The waiver was approved on March 27, 2020.

Once the immediate concerns for the physical needs and wraparound services for all students were addressed, the SCDE focused on the impact of COVID-19 on learning and strategies to accelerate unfinished learning. Utilizing the increased access to the digital resources and broadband availability, the agency worked on the development of a statewide Learning Object Repository (LOR). Through a \$15M grant from the United States Department of Education (USED) the agency developed a statewide data tool and teacher training resource to support the social and emotional needs of every student.

With the acknowledgement that there was no way students could gain back everything lost during the final months of the 2019–20 school year, the SCDE took steps to ensure students would be as prepared as possible for the 2020–21 school year. The agency asked districts to focus on increasing learning rather than making up lost days. To address this mindset, districts were required to develop Academic Recovery Plans (annual growth and catch-up growth), as well as, Virtual Instruction Plans. In addition to developing these required planning resources, many districts began to look at the “school year” and began preparation for transitioning into year-round academic term. Through a year round calendar, districts were able to further develop the virtual and distance programs and resources for their students.

The unique challenges posed by COVID-19 presented unique opportunities to develop new-normal school operations. These new opportunities included re-evaluating the distance learning and attendance procedures. In addition, through the support of the Coronavirus Aid, Relief, and Economic Security (CARES) Act’s Elementary and Secondary School Emergency Relief (ESSER I) Fund, the Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act’s Elementary and Secondary School Emergency Relief (ESSER II) Fund, and the American

Rescue Plan (ARP) Act's Elementary and Secondary School Emergency Relief (ESSER III) Fund the SCDE has been able to provide significant resources for the revitalization of every district and state wide educational infrastructure.

Furthermore, districts were challenged to reevaluate and adjust the traditional planning routines for the opening of the school year, as well as, the best way to prepare and provide instruction. In addition to the planning routines, districts were faced with ever increasing staffing shortages across all positions as a result of a variety of COVID-19 related factors. These positions were not simply the classroom educator, but also finding sufficient numbers of schools nurses, school counselors, special education personnel, and others who may provide essential student services. The SCDE worked with the state partners to address these staffing shortages through various mechanisms. These support mechanisms include removing the cap on earnings for retirees, offering a grace period for new teacher certification, as well as, the development of an alternative pathway for certification and opportunities for a salary incentive program.

COVID-19 lessons and actions to incorporate into future work

In the ever-changing environment of education during the COVID-19 pandemic, flexibility and adaptability have been our greatest resource. The SCDE continues to help guide districts and support our students through the uncertain challenges ahead. Our course of action, to best prepare students for post-secondary transition into workforce and additional education has not waived. Simply our reaction to how we face the challenge as this pandemic continues to change shape. Across the nation, learning at the status quo has been disrupted. We have all had to adapt. The SCDE is focused on putting all of our efforts and priorities toward protecting the health, safety and wellness of students and staff – all while providing the best possible education to our students.

Through the COVID-19 pandemic we have been given the opportunity to reimagine the new possibilities of our state's K-12 education system. A system focused on ensuring access and equity to dynamic learning resources for all students across the state. The increased connectivity and collaboration across the state allows for the implantation of a growth and change. The ability to build capacity through stakeholders' support and community engagement to prepare students for the changing workforce. The lessons of the pandemic illustrated the renewed need for career paths that focus on emerging technologies in STEM. Careers in logistics, health science, engineering, information technology, and cyber security are at the forefront of the conversation. The SCDE is ready to embrace and develop these new and changing career paths for the future of our students and the workforce of South Carolina.

S.C. DEPARTMENT OF EMPLOYMENT & WORKFORCE

SOUTH CAROLINA COVID-19 RESPONSE

VIRTUAL AND IN-PERSON SERVICE MODEL

Like education, the workforce system transitioned to a virtual service model by the end of March 2020. The majority of staff continued to work from the centers even while they were closed, assisting businesses and job seekers.

Recognizing that job seekers needed in-person access to employment and training services due to limited access to broadband services,

the SC Works centers were reopened. In order to reopen safely, the State Workforce Development Board provided funds for Personal Protective Equipment and security staff. Masks and hand sanitizer were provided at SC Works centers statewide for in-person services, and security was hired to help with safety protocol and crowd control.

PILOT PROGRAMS TO DIRECTLY ASSIST THE DIFFERENT NEEDS OF CLAIMANTS

The purpose and strategy of programs varied throughout the pandemic in order for the agency to react with information and services that best fit the current COVID protocol and the state and federal responses. Some examples of these programs include:

- *Weekly Job Match:* Every Monday, we conduct weekly job matching with our claimant database. Then, we send job referrals to individuals that match their skills and are in their region.
- *Weekly Job Search:* As of April 18, 2021, claimants have to do two online job searches per week through SC Works Online Services (SCWOS).
 - If the work searches are not conducted, the claimant will not be paid for the week.
 - Extensive communications go out weekly to claimants.
 - Employers are encouraged to post their open jobs on SCWOS.
- *Enhanced Referral:* This program is a variation of the weekly job match program. With Enhanced Referral, we identify claimants with work experiences required by employers with posted positions. We send individual emails or text messages to these claimants with specific employers that they must contact and apply for a job with.
- *GED:* In partnership with Adult Education, DEW built an awareness campaign, composed of emails, social media posts and robocalls, aimed at UI claimants who do not have a high school diploma or equivalent to receive their GED for free while continuing to receive benefits.
- *Coursera:* DEW partnered with online learning platform, Coursera, to allow UI claimants access to thousands of virtual courses at no cost. While some provided credentials and certifications upon completion, all courses broadened their skill set and allowed claimants to keep their resumes fresh while unemployed.
- *Lifeboat Jobs:* Throughout the pandemic, DEW's Labor Market Information Division showcased in-demand jobs that served as a lifeboat to new career paths with an individual's existing skill set in mind.
- *Project Job One:* Starting in the fall of 2020, this project was one of the first reemployment campaigns. The purpose was to inform people of the thousands of available jobs, highlight in-demand industries, profile careers with growth opportunities and encourage people to jump on the opportunity to get the good jobs while they were available. Included in the campaign was the message that most of these jobs come with added bonuses, such as medical insurance and retirement benefits.
- *Lifeline Phones and Emergency Broadband:* Because smartphones and broadband are the best way to connect every individual with unemployment and reemployment resources, DEW is promoting the services offered for discounted phone and internet for claimants as they get back to work.
- *Virtual Job Fairs and In-person Hiring Events:* Expanding the way individuals connect with employment, virtual job fairs and hiring events allowed people and businesses to connect and support South Carolina's workforce while adhering to pandemic protocols.
 - There were nearly 600 virtual or in-person hiring events between May 2020 and May 2021 with nearly 19,000 employers participating.
 - The first virtual job fair took place May 20, 2021 in conjunction with the SC Restaurant and Lodging Association.
- *Recall Taskforce:* Webpage where employers can report their former employees that do not respond to a recall notice for a suitable offer of work. If a claimant refuses a suitable recall offer, benefits will be cut off.
- *Funding:* The State Workforce Development Board invested nearly \$5 million to increase program funding to assist and train unemployed job seekers, to improve SC Works technological infrastructure, and to provide Incumbent Worker Training for businesses needing to retrain their existing workforce.

R. Wes Hayes, Jr.
Chairman

Rusty L. Monhollon, Ph.D.
President & Executive Director



During the COVID-19 pandemic the Commission on Higher Education's (CHE) focused on three priorities: assuring the health and well-being of students, faculty, and staff; assisting the state's institutions of higher learning in transitioning to remote learning and monitoring their financial health; and ensuring continuity of operations within the agency to fulfill our mission and statutory responsibilities. The shared experience of the pandemic contributed to improved relationships with our many constituents, mainly college and university executive leadership and students. Internally the pandemic provided an opportunity to examine both staffing and physical space needs. Finally, the pandemic exposed a host of issues with which higher education must address, such as shifting demographics and declining enrollments. The pandemic did not create these problems but has forced higher education as an industry to examine them.

Soon after the pandemic began all CHE staff, with a few exceptions, transitioned to remote work. An initial challenge was providing them with the resources they needed to work remotely, such as laptops and access to internet service. Two to three senior staff were in the office to answer the front desk phone, collect mail, and receive packages. On a limited basis non-essential staff were approved to work in the office for short periods of time. Staff responded with great patience and professionalism. We held weekly teleconference/videoconferences with Senior Staff, and I spoke individually with many—if not all of them—almost every day. Directors have been doing the same with their teams. We held several All-Staff Town Hall meetings via Zoom to provide updates and respond to their questions and concerns. We reoriented our efforts and prioritizing our resources to respond to the crisis.

Throughout the pandemic the CHE remained focused on its priority constituents, students and the state's institutions of higher learning. Because no one had had previous experience with a pandemic of this scale the need to find and share information, and seek common solutions to common problems, necessarily brought the entire higher education system closer together. The strengthened relationships built out of crisis will endure and have a positive impact moving forward. In collaboration with the institutions, the CHE:

- Developed guidance for remitting student fees (housing, dining, parking, etc.) after the institutions transitioned to remote instruction.
- Frequently briefed leaders from the General Assembly.
- Collected and reported demographic and financial data on the impact of the pandemic on higher education.
- Lobbied state and federal elected officials to provide assistance to students and South Carolina's institutions of higher education.
- Coordinated a multi-sector Resource Committee to share best practices on how to bring students, faculty, and staff back safely to campuses.



803-737-2260

1122 Lady St, Ste 400
Columbia, SC 29201

www.che.sc.gov



- Hosted several Zoom “townhalls” for HE staff and personnel, on topics such as legal and safety issues.

A positive result for the agency was increased visibility of the CHE and, I believe, greater trust in the value of our work and leadership. This will be of immense help to the CHE as we work to increase educational attainment statewide and help meet the state’s needs.

As a practical matter, the pandemic led directly to significantly cost savings for the agency. COVID-19 hit while the CHE was in the midst of negotiating a lease for new office space. As our staff was already working remotely because of the pandemic it afforded us the opportunity to rethink our workspace needs. By creating flexible, hybrid work schedules for staff we reduced our space requirements from more than 23,000 square feet of rentable space to just over 13,000 square feet. We also reduced other monthly expenses such as rented parking spaces. While we’ve had to return staff physically to the office we are preparing to return to hybrid schedules soon.

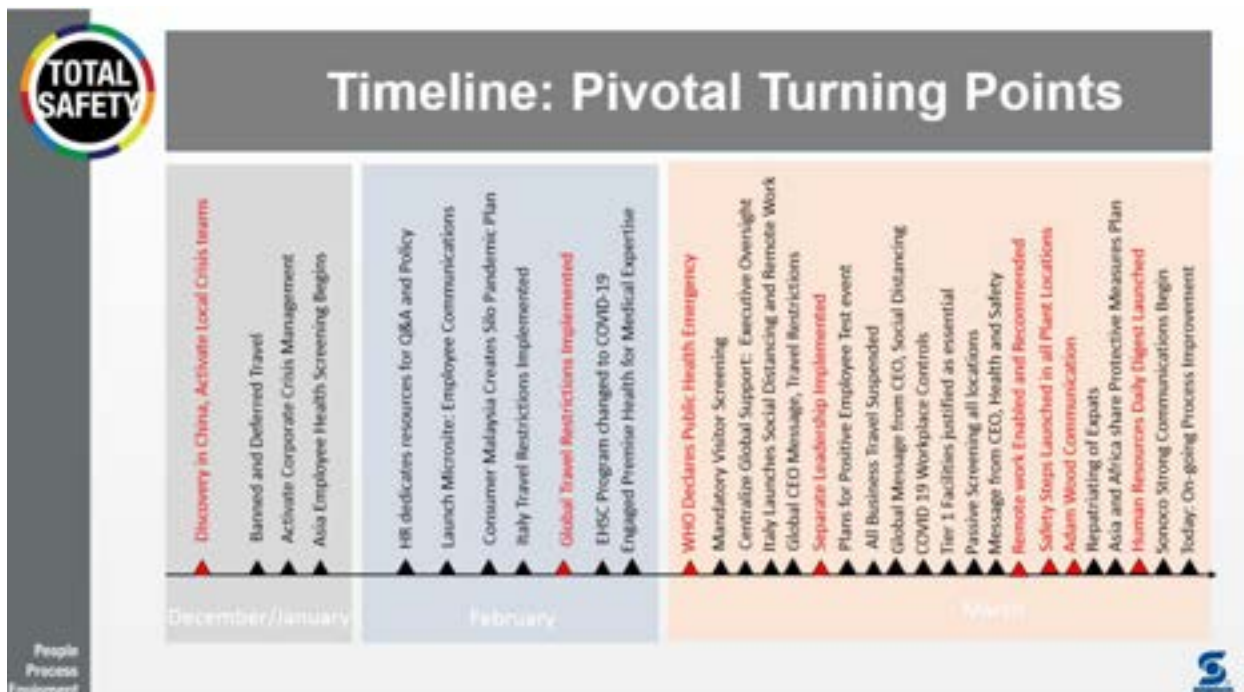
The primary lessons of the COVID-19 experience have been the value of collaboration, especially in times of crisis, and developing the ability as an agency to be resilient, to rethink and adapt to unforeseen or unique circumstance. The pandemic forced the agency to work remotely but it also demonstrated to us it was a viable means of conducting our work and will be incorporated permanently into our work plan.

How It Started

On Friday, March 6, 2020, Sonoco's Corporate Communications group issued the first of what would prove to be a long series of COVID-19 update emails for the general employee population. This first communication outlined the risk factors and actions Sonoco was taking to protect associates.

Following the initial communication, several measures were put into place to ensure consistency and access to information for all employees and leaders, including the creation of a microsite with both general health and virus information, as well as business-specific communications and the establishment of a dedicated coronavirusinfo@sonoco.com inbox for employee and family questions and concerns.

However, prior to any of these actions, the Crisis Response Team had been monitoring and preparing a response.



Approach and Milestones

Sonoco's approach throughout the pandemic response was 3-tiered:

1. Safety
2. Communications & Morale
3. Learn & Adjust

First, safety always. Sonoco implemented the following workplace controls, all of which are still in place as of May 25, 2021.

- Dedicated, full-time COVID-19 coordinator at each site

- Health screening for all personnel entering facilities
- Cleaning routines for all high-touch surfaces
- Eliminate/Control of visitor access
- Social distancing
 - Cancelling in-person meetings
 - Closing or limiting use of breakrooms and cafeterias
 - Modified work areas
 - Shift/alter schedules
 - Implement remote work policy
- Global travel restrictions implemented (2/25/20)

Second, communication and morale, because all the plans, processes, and information are useless if people don't hear the messages. Frequent, consistent communication was critical and that underscores the need for centralized communication vehicles. We found corporate-wide emails to be most effective for broad communication. Leadership needed additional opportunities to collaborate both in real-time and on delay and we found MS Teams to be the best tool for this. We learned not to underestimate how much employee want to hear from their leadership and how important crafting actionable and inspiring messages are. Some examples of activities we undertook in this space were:

- Company-wide email announcements
- Dedicated MS Teams sites based on role
- COVID-19 Microsite
- Talking points for managers and HR on COVID-related time and pay policies
- Safety posters
- Email and video messages from our CEO, Howard Coker
- Digital signage on location where available
- Daily operational and executive meetings to update status
- Employee Resources Site for support of remote working technology
- Refreshed local action and response plans by site
- Daily COVID-19 Digest for HR and Plant Managers

Finally, learn and adjust. In the daily status and operations meetings, we were able to quickly understand what was and what was not working so that we could quickly pivot. Some examples of learnings we made in real time were:

- Introduction of a daily plant manager digest to provide more detail to site leaders
- An active FAQ site on the microsite to reflect the frequent changes in CDC or WHO information
- Understanding that employees often see us as their most trusted news source
- More frequent education around Crisis Response plans in non-crisis times
- Increased coordination of communication, particularly cross-region
- More centralized and accessible global data on employees, suppliers, and customers
- Updates expatriate guidance and policies
- Importance of building regional PPE supplies

Throughout this, Sonoco leaders and employees continued to find ways to serve the larger communities where we work and live.



Where to Next

As this report was prepared, the CDC has twice issued new guidance on the treatment of fully vaccinated employees as it relates to workplace safety. States where we operate are moving at varying speeds in response to the declining numbers of cases and deaths and the rate of vaccinations. As Sonoco weighs these changes and how it may impact the overall safety of our people, we continue to encourage and support vaccination opportunities and reinforce the behaviors around masking, social distancing, and health screening that have allowed us to continue operating in these most challenging of conditions.

South Carolina COVID-19 Response (Expanded)

LANDER UNIVERSITY

Priorities and organizational evolution during COVID-19?

- Continuity of instruction and operations to accommodate:
 - New, high-impact COVID-19 safety protocols supporting the safe return of all students and employees to campus in the fall, and
 - The largest student cohort in Lander University's history due to record-breaking enrollment and retention initiatives.
- Training and support for faculty and students to teach and learn in different modalities.
- Policy and infrastructure support for employees and students who were required (or opted) to work/teach/learn remotely on a flexible schedule.
- Frequent, clear, and consistent communication to the campus community with updates related to safety protocols from the CDC, South Carolina, Greenwood County, City of Greenwood, and Lander University's pandemic response team.

New/Expanded actions taken to address customer/employee needs?

- Pandemic team established to ensure health, safety and educational best practices are followed.
- Published dedicated web page to pandemic-related information.
- Developed and deployed technology, policies, and procedures to accommodate teaching and learning operations and activities during a pandemic.
- Implemented CDC safety measures.
- Procured sufficient number of personal protection equipment for students, faculty, and staff to comply with COVID-related protection measures.
- Built infrastructure and training support for remote-instruction and remote-work.
- Employed health professional to manage contact-tracing responsibilities of the university.
- Developed and deployed a contact-tracing database to efficiently manage case management and reporting.
- Students who were asked to quarantine or isolate due to infection or exposure to COVID-19 were encouraged to return home to help mitigate spread.
- Enabled student services to move most of their operations online to better serve needs of students during a pandemic.
- Increased network bandwidth by 200%.
- Expanded outdoor wireless infrastructure and capacity.
- Upgraded telephone switchboard protocols to accommodate increase in incoming calls.
- Reconfigured dining room capacity and queues to accommodate safe distance requirements.

- Expanded outdoor seating capacity to better accommodate safe distance requirements during a pandemic.
- Opened a Chick-fil-a restaurant on campus to expand dining options for increase in students.
- Doubled Starbucks server operations capacity and significantly expanded the dining area to accommodate more study and collaboration space for students.
- Increased the number of online and hybrid class offerings from 10% in the Fall of 2019 to 34% in the Fall of 2020 to accommodate necessary safety accommodation of students and faculty.
- Created donation-stocked food pantry to help students and employees in time of need.
- Strong focus on morale and employee buy-in:
 - Lander did not facilitate a furlough or reduction in force during the COVID pandemic.
- Developed and executed safe-distance graduation ceremonies.
- Established and executed NCAA-compliant student athlete testing procedures for COVID-19.
- Developed and approved 14 new high-demand, market-driven programs.

COVID-19 lessons and actions that you will incorporate into future work?

- Enhanced communication: How, what, when, and how much to communicate.
- Importance of different modalities (online, hybrid, in-person, synchronous/asynchronous) of services.
- Value of having the right team in place to delegate duties and stay focused on the mission.
- Significance of ensuring that strong continuity and contingency plans are in place.

Tim Hardee
System President

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Ex Officio



May 28, 2021

Robert M. Hitt, III
Chair
Coordinating Council for Workforce Development
1201 Main Street, Suite 1600
Columbia, SC 29201

Dear Bobby:

SC Technical College System's COVID-19 Response

Comprised of 16 colleges located strategically across the state and two internationally renowned statewide programs: readySC™ and Apprenticeship Carolina™, the SC Technical College System is dedicated to furthering economic and workforce development in South Carolina. The SC Technical College System's priority continues to be providing high-quality post-secondary education and training that is affordable, accessible, and relevant.

As the fastest, most flexible path to the workforce, the System's mission became even more critical during the pandemic. Our state's technical colleges found themselves uniquely positioned to respond and adapt to the challenges presented by COVID swiftly. In March 2020, our colleges pivoted to online offerings that continued to meet industry certification needs. Our smaller class sizes and smaller campuses provided our technical colleges the opportunity to offer a quality education at an affordable price and be a safe, stable alternative for those considering their college options in unprecedented times.

Specifically, our colleges:

- Transitioned seamlessly to online in March 2020.
- Arranged for small socially distanced labs to meet graduation requirements for our students in high-demand areas.
- Implemented CDC safety measures.
- Incorporated a blended learning approach in Fall 2020 to meet education and training needs while adhering to necessary safety requirements.

The pandemic did not change what we as a System do for the people of South Carolina. No matter how impossible the challenges, we've always been there to support the dreams and goals of our students. From high school graduates looking for an affordable start to a degree to working parents hoping to elevate their careers, our colleges have helped them get where they needed to go. Our colleges have also been instrumental in quickly getting people negatively impacted by the pandemic back on their feet – training them in new fields and building more stability for their lives amid this economic downturn.

Coordinating Council for Workforce Development

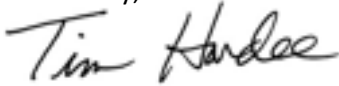
May 28, 2021

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I believe that every experience provides a learning opportunity. The recent pandemic is no exception. There are many components of blended learning that our colleges will take forward to reinforce and enhance face-to-face learning. The pandemic also allowed the colleges to enhance communications strategies and provided an occasion to maximize partnerships across the state to meet workforce needs.

As our state continues to recover and build on the lessons learned during COVID-19, access to reliable, high-speed Wi-Fi across all of South Carolina should be a top priority. Working together with the right resources, our state and its citizens can rise to any challenge.

Sincerely,

A handwritten signature in black ink that reads "Tim Hardee". The signature is written in a cursive style with a large, prominent "T" and "H".

Tim Hardee

System President

Catawba Regional Workforce Snapshot (Q3 2020)

Chester, Lancaster and York Counties

| | |
|--|----------------|
| Total Employment | 183,077 |
| Unemployment Rate (September 2020) | 5.3% |
| Adults 18-64 Years | 230,944 |
| 2018-2019 Public High School Enrollment | 18,077 |
| 2018 Postsecondary Total Enrollment | 11,589 |



Top Industries (Q2 2020)

| Industry | Employed | % of Total Employment |
|---|----------|-----------------------|
| Manufacturing | 18,653 | 13% |
| Retail Trade | 16,997 | 12% |
| Health Care & Social Assistance | 13,646 | 9% |
| Accommodation & Food Services | 12,469 | 9% |
| Educational Services | 12,181 | 8% |
| Admin Support, Waste Mgmt & Remediation | 8,466 | 6% |

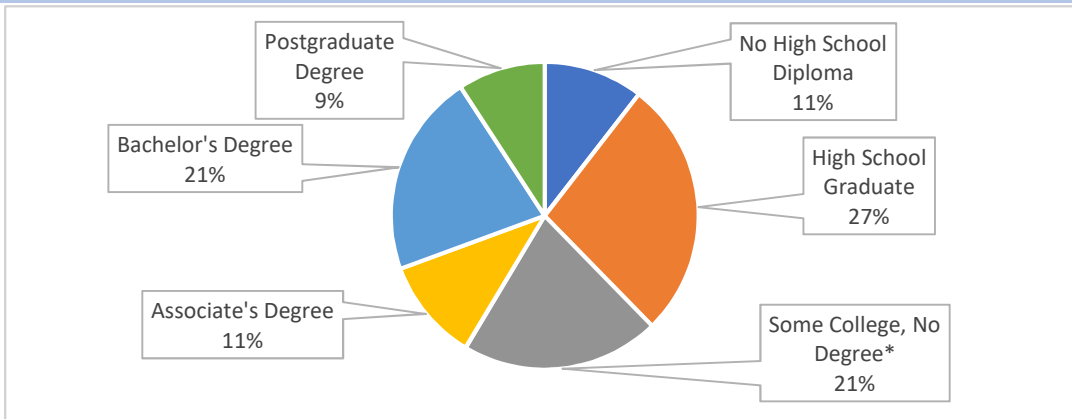
Industry Announced Investment 2015-2019

| | |
|-----------------------------------|-----------------------|
| Total Announced Investment | Jobs Announced |
| \$1,293,379,000 | 11,421 |

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Office, HQ, & R&D (Service) | 7,140 | 63% |
| Manufacturing | 3,650 | 32% |
| Warehousing & Distribution | 541 | 5% |
| Engineering & Design | 90 | 1% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials

Catawba Region Education Snapshot (2018-2019)

Universities/Colleges

Fall 2018 Enrollment (7,336)

| Institution | Total Enrollment |
|----------------------|------------------|
| Winthrop University | 5,813 |
| U. S. C. - Lancaster | 1,523 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (1,474)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Business, Management, Marketing & Related | 267 | 18% |
| Education | 267 | 18% |
| Public Administration & Social Service | 109 | 7% |
| Parks, Rec., Leisure, Fitness & Kinesiology | 98 | 7% |
| Visual & Performing Arts | 96 | 7% |
| Psychology | 93 | 6% |

Technical College(s)

Fall 2018 Enrollment - Credit (4,253) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|------------------------|-------------------|---------------------------------|
| York Technical College | 4,253 | 2,890 |

2018-2019 Technical Colleges Program Completions (1,250 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Liberal A/S, General Studies & Humanities | 398 | 32% |
| Health Professions & Related Programs | 198 | 16% |
| Business, Management, Marketing & Related | 130 | 10% |
| Mechanic & Repair Technologies/Technicians | 127 | 10% |
| Multi/Interdisciplinary Studies | 71 | 6% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (18,644)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|---|------------|----------------------------|
| Business, Management & Admin. | 3,766 | 20% |
| Health Science | 2,516 | 13% |
| Human Services/Family & Consumer Sciences | 2,205 | 12% |
| Information Technology | 1,671 | 9% |
| Arts, Audio, Video Tech & Coms. | 1,274 | 7% |

High School CTE Certifications Awarded* (4,096)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Finance | 1,307 | 32% |
| Health Science | 957 | 23% |
| Transportation, Distribution & Logistics (TDL) | 619 | 15% |
| OSHA-10** | 372 | 9% |
| ServSafe® ** | 152 | 4% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Greenville Regional Workforce Snapshot (Q3 2020)

Greenville County

| | |
|--|----------------|
| Total Employment | 252,565 |
| Unemployment Rate (September 2020) | 4.0% |
| Adults 18-64 Years | 307,343 |
| 2018-2019 Public High School Enrollment | 20,214 |
| 2018 Postsecondary Total Enrollment | 19,789 |



Top Industries (Q2 2020)

| Industry | Employed | % of Total Employment |
|--|----------|-----------------------|
| Health Care & Social Assistance | 40,637 | 14% |
| Admin Support, Waste Mgmt & Remediation | 35,429 | 12% |
| Retail Trade | 30,343 | 10% |
| Manufacturing | 29,878 | 10% |
| Accommodation & Food Services | 24,294 | 8% |
| Professional, Scientific, & Technical Services | 19,405 | 7% |

Industry Announced Investment 2015-2019

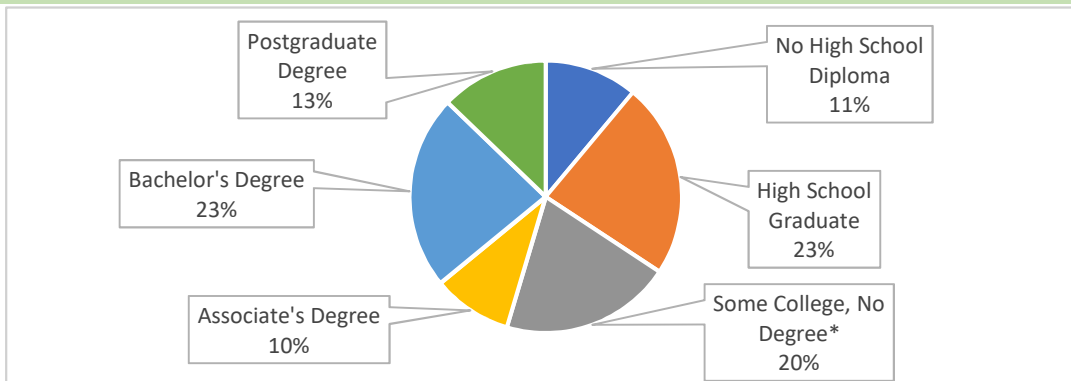
Total Announced Investment
\$857,195,000

Jobs Announced
7,741

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Office, HQ, & R&D (Service) | 3,912 | 51% |
| Manufacturing | 3,217 | 42% |
| Warehousing & Distribution | 454 | 6% |
| Research & Development | 98 | 1% |
| Engineering & Design | 60 | 1% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials

Greenville Region Education Snapshot (2018-2019)

Universities/Colleges

Fall 2018 Enrollment (8,527)

| Institution | Total Enrollment |
|-----------------------------|------------------|
| Furman University | 2,947 |
| North Greenville University | 2,578 |
| Bob Jones University | 3,002 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (1,868)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Business, Management, Marketing & Related | 319 | 17% |
| Education | 298 | 16% |
| Health Professions & Related Programs | 188 | 10% |
| Theology and Religious Vocations | 124 | 7% |
| Visual & Performing Arts | 119 | 6% |
| Communication & Media Studies | 113 | 6% |

Technical College(s)

Fall 2018 Enrollment - Credit (10,864) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|------------------------------|-------------------|---------------------------------|
| Greenville Technical College | 10,864 | 9,577 |

2018-2019 Technical Colleges Program Completions (2,190 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Health Professions & Related Programs | 590 | 27% |
| Liberal A/S, General Studies & Humanities | 411 | 19% |
| Engineering Tech. & Engineering-Related | 277 | 13% |
| Business, Management, Marketing & Related | 219 | 10% |
| Mechanic & Repair Technologies/Technicians | 165 | 8% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (13,149)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|-------------------------------|------------|----------------------------|
| Business, Management & Admin. | 4,162 | 32% |
| Health Science | 2,089 | 16% |
| Ag., Food & Natural Resources | 1,119 | 9% |
| Finance | 1,095 | 8% |
| S.T.E.M. | 938 | 7% |

High School CTE Certifications Awarded* (1,196)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| OSHA** | 278 | 23% |
| Health Science & Related | 156 | 13% |
| ServSafe® ** | 146 | 12% |
| Transportation, Distribution & Logistics (TDL) | 118 | 10% |
| Human Services/Family & Consumer Sciences | 111 | 9% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Lowcountry Regional Workforce Snapshot (Q3 2020)

Beaufort, Colleton, Hampton and Jasper Counties

| | |
|--|----------------|
| Total Employment | 111,790 |
| Unemployment Rate (September 2020) | 3.9% |
| Adults 18-64 Years | 151,517 |
| 2018-2019 Public High School Enrollment | 9,010 |
| 2018 Postsecondary Total Enrollment | 4,363 |



Top Industries (Q2 2020)

| Industry | Employed | % of Total Employment |
|---|----------|-----------------------|
| Accommodation & Food Services | 15,375 | 15% |
| Retail Trade | 14,742 | 15% |
| Health Care & Social Assistance | 13,164 | 13% |
| Construction | 7,632 | 8% |
| Educational Services | 7,180 | 7% |
| Admin Support, Waste Mgmt & Remediation | 7,074 | 7% |

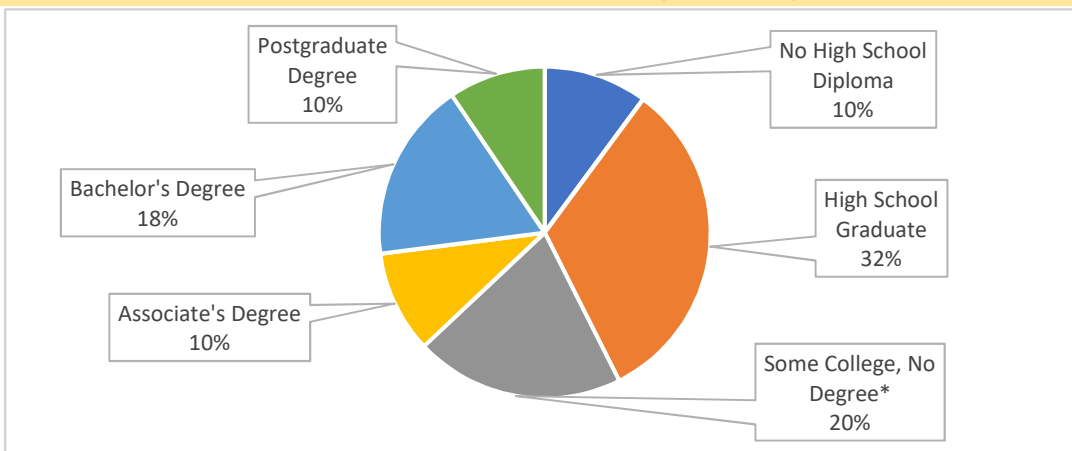
Industry Announced Investment 2015-2019

| | |
|-----------------------------------|-----------------------|
| Total Announced Investment | Jobs Announced |
| \$367,850,000 | 1,268 |

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 1,037 | 82% |
| Office, HQ, & R&D (Service) | 171 | 13% |
| Warehousing & Distribution | 60 | 5% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials

Lowcountry Region Education Snapshot (2018-2019)

Universities/Colleges

Fall 2018 Enrollment (2,116)

| Institution | Total Enrollment |
|---------------------|------------------|
| U. S. C. - Beaufort | 2,116 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (355)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Business, Management, Marketing & Related | 107 | 30% |
| Social Sciences | 47 | 13% |
| Health Professions & Related Programs | 43 | 12% |
| Biological and Biomedical Sciences | 42 | 12% |
| Psychology | 34 | 10% |

Technical College(s)

Fall 2018 Enrollment - Credit (2,247) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|-------------------------------------|-------------------|---------------------------------|
| Technical College of The Lowcountry | 2,247 | 982 |

2018-2019 Technical Colleges Program Completions (332 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Health Professions & Related Programs | 97 | 29% |
| Liberal A/S, General Studies & Humanities | 82 | 25% |
| Business, Management, Marketing & Related | 47 | 14% |
| Mechanic & Repair Technologies/Technicians | 22 | 7% |
| Multi/Interdisciplinary Studies | 19 | 6% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (9,039)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|-------------------------------|------------|----------------------------|
| Business, Management & Admin. | 2,299 | 25% |
| Health Science | 1,265 | 14% |
| Information Technology | 1,235 | 14% |
| Finance | 661 | 7% |
| S.T.E.M. | 570 | 6% |

High School CTE Certifications Awarded* (1,548)

| Certification Focus | Total Certs Earned | % of Awarded |
|---|--------------------|--------------|
| Health Science | 627 | 41% |
| OSHA-10** | 285 | 18% |
| ServSafe® ** | 264 | 17% |
| Microburst EmployABILITY Soft Skills** | 91 | 6% |
| Human Services/Family & Consumer Sciences | 69 | 4% |

*Students may earn multiple certifications within and across certification focus areas.

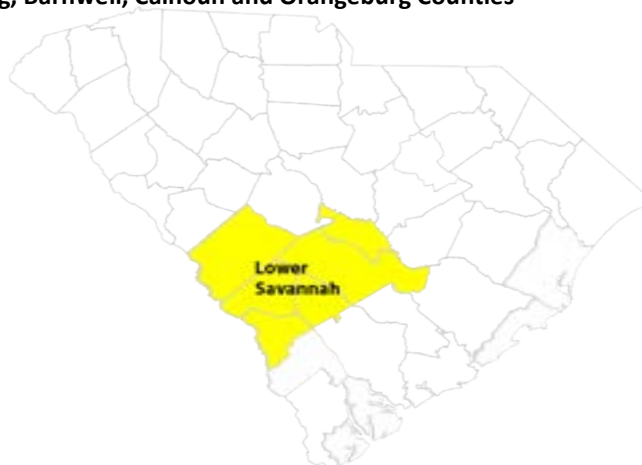
**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Lower Savannah Regional Workforce Snapshot (Q3 2020)

Aiken, Allendale, Bamberg, Barnwell, Calhoun and Orangeburg Counties

| | |
|--|----------------|
| Total Employment | 125,238 |
| Unemployment Rate (September 2020) | 5.0% |
| Adults 18-64 Years | 187,911 |
| 2018-2019 Public High School Enrollment | 12,206 |
| 2018 Postsecondary Total Enrollment | 15,317 |



Top Industries (Q2 2020)

| Industry | Employed | % of Total Employment |
|---|----------|-----------------------|
| Manufacturing | 18,871 | 16% |
| Health Care & Social Assistance | 13,420 | 12% |
| Retail Trade | 12,888 | 11% |
| Admin Support, Waste Mgmt & Remediation | 11,584 | 10% |
| Educational Services | 9,657 | 8% |
| Accommodation & Food Services | 9,340 | 8% |

Industry Announced Investment 2015-2019

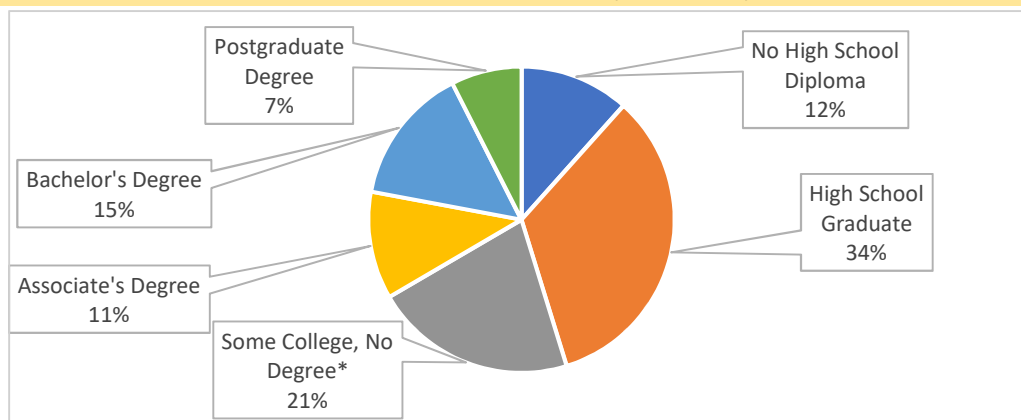
Total Announced Investment
\$1,675,830,000

Jobs Announced
2,705

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|----------------------------|----------------|-------------------------|
| Manufacturing | 2,652 | 98% |
| Warehousing & Distribution | 53 | 2% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials

Lower Savannah Region Education Snapshot (2018-2019)

Universities/Colleges

Fall 2018 Enrollment (10,174)

| Institution | Total Enrollment |
|---------------------------------|------------------|
| South Carolina State University | 3,022 |
| U. S. C. - Aiken | 3,562 |
| U. S. C. - Salkehatchie | 927 |
| Claflin University | 2,172 |
| Voorhees College | 491 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (1,647)

| Program (CIP Code) | Degrees | % of Awarded |
|--|---------|--------------|
| Business, Management, Marketing, & Related | 301 | 18% |
| Education | 185 | 11% |
| Health Professions & Related Programs | 172 | 10% |
| Liberal A/S, General Studies & Humanities | 164 | 10% |
| Biological & Biomedical Sciences | 130 | 8% |

Technical College(s)

Fall 2018 Enrollment - Credit (5,143) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|--------------------------------------|-------------------|---------------------------------|
| Aiken Technical College | 2,267 | 2,616 |
| Orangeburg-Calhoun Technical College | 2,387 | 743 |
| Denmark Technical College | 489 | 38 |

2018-2019 Technical Colleges Program Completions (1,266 -Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|---|------------------|--------------|
| Health Professions & Related Programs | 404 | 32% |
| Liberal A/S, General Studies & Humanities | 277 | 22% |
| Computer & Information Sciences | 93 | 7% |
| Engineering Tech. & Engineering-Related | 92 | 7% |
| Business, Management, Marketing & Related | 83 | 7% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (9,760)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|---|------------|----------------------------|
| Business, Management & Admin. | 2,298 | 24% |
| Information Technology | 1,218 | 12% |
| Health Science | 1,092 | 11% |
| Ag., Food & Natural Resources | 755 | 8% |
| Human Services/Family & Consumer Sciences | 715 | 7% |

High School CTE Certifications Awarded* (983)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Health Science | 378 | 38% |
| OSHA-10** | 160 | 16% |
| Microburst EmployABILITY Soft Skills** | 82 | 8% |
| Manufacturing | 80 | 8% |

*Students may earn multiple certifications within and across certification focus areas.

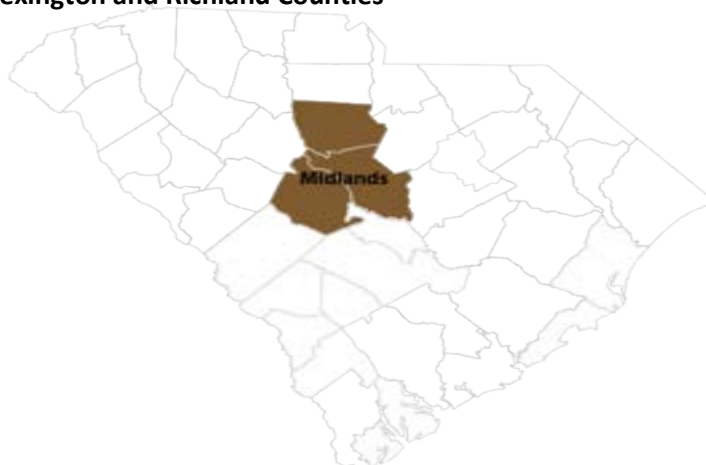
**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Midlands Regional Workforce Snapshot (Q3 2020)

Fairfield, Lexington and Richland Counties

| | |
|--|----------------|
| Total Employment | 346,177 |
| Unemployment Rate (September 2020) | 4.3% |
| Adults 18-64 Years | 461,318 |
| 2018-2019 Public High School Enrollment | 31,610 |
| 2018 Postsecondary Total Enrollment | 49,835 |



Top Industries (Q2 2020)

| Industry | Employed | % of Total Employment |
|---|----------|-----------------------|
| Health Care & Social Assistance | 52,018 | 14% |
| Retail Trade | 39,378 | 11% |
| Accommodation & Food Services | 33,104 | 9% |
| Public Administration | 32,192 | 9% |
| Educational Services | 30,638 | 8% |
| Admin Support, Waste Mgmt & Remediation | 27,594 | 7% |

Industry Announced Investment 2015-2019

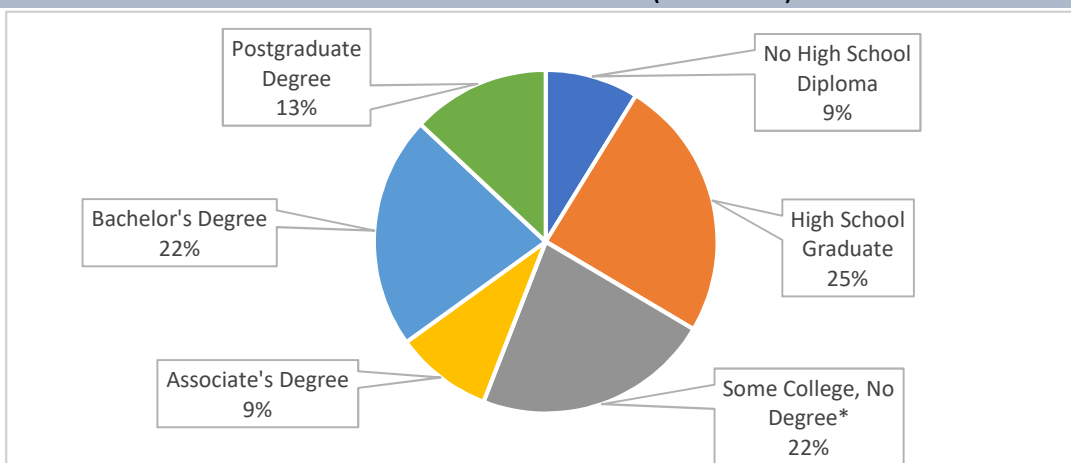
Total Announced Investment
\$1,068,065,000

Jobs Announced
4,974

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 2,873 | 58% |
| Warehousing & Distribution | 1,600 | 32% |
| Office, HQ, & R&D (Service) | 501 | 10% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials

Midlands Region Education Snapshot (2018-2019)

Universities/Colleges

Fall 2018 Enrollment (40,930)

| Institution | Total Enrollment |
|-------------------------------------|------------------|
| U. S. C. - Columbia | 34,795 |
| Allen University & Benedict College | 2,846 |
| Columbia College | 1,252 |
| Columbia International University | 1,050 |
| South University | 987 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (10,201)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Business, Management, Marketing & Related | 2,407 | 24% |
| Health Professions & Related Programs | 1,487 | 15% |
| Education | 744 | 7% |
| Engineering | 598 | 6% |
| Computer & Information Sciences | 526 | 5% |

Technical College(s)

Fall 2018 Enrollment - Credit (9,892) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|----------------------------|-------------------|---------------------------------|
| Midlands Technical College | 9,892 | 11,985 |

2018-2019 Technical Colleges Program Completions (2,125 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Health Professions & Related Programs | 724 | 34% |
| Liberal A/S, General Studies & Humanities | 628 | 30% |
| Mechanic & Repair Technologies/Technicians | 158 | 7% |
| Family & Consumer Sciences/Human Sciences | 123 | 6% |
| Engineering Tech. & Engineering-Related | 89 | 4% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (24,224)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|-------------------------------|------------|----------------------------|
| Business, Management & Admin. | 7,314 | 30% |
| Health Science | 4,235 | 17% |
| S.T.E.M. | 2,258 | 9% |
| Information Technology | 1,967 | 8% |
| Finance | 1,539 | 6% |

High School CTE Certifications Awarded* (5,513)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Finance | 1,545 | 28% |
| Health Science | 1,453 | 26% |
| OSHA-10** | 940 | 17% |
| Transportation, Distribution & Logistics (TDL) | 432 | 8% |
| Business, Management & Admin. | 266 | 5% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Pee Dee Regional Workforce Snapshot (Q3 2020)

Chesterfield, Darlington, Dillon, Florence, Marion and Marlboro Counties

| | |
|--|----------------|
| Total Employment | 149,739 |
| Unemployment Rate (September 2020) | 5.2% |
| Adults 18-64 Years | 204,815 |
| 2018-2019 Public High School Enrollment | 14,445 |
| 2018 Postsecondary Total Enrollment | 10,672 |



Top Industries (Q2 2020)

| Industry | Employed | % of Total Employment |
|---------------------------------|----------|-----------------------|
| Health Care & Social Assistance | 20,781 | 16% |
| Manufacturing | 19,836 | 15% |
| Retail Trade | 15,036 | 11% |
| Accommodation & Food Services | 11,866 | 9% |
| Educational Services | 10,611 | 8% |
| Transportation & Warehousing | 8,121 | 6% |

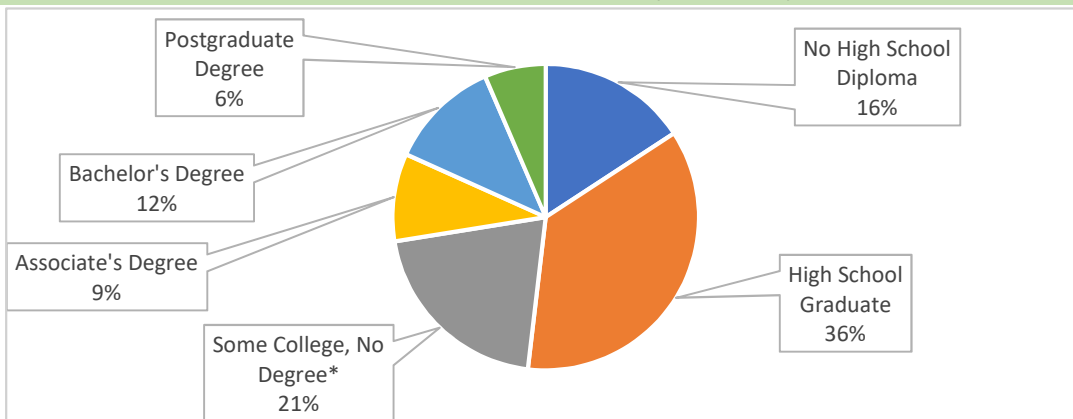
Industry Announced Investment 2015-2019

| | |
|-----------------------------------|-----------------------|
| Total Announced Investment | Jobs Announced |
| \$1,847,650,000 | 3,842 |

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 2,670 | 69% |
| Warehousing & Distribution | 800 | 21% |
| Office, HQ, & R&D (Service) | 247 | 6% |
| Agriculture | 125 | 3% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials

Pee Dee Region Education Snapshot (2018-2019)

Universities/Colleges

Fall 2018 Enrollment (5,215)

| Institution | Total Enrollment |
|---------------------------|------------------|
| Francis Marion University | 3,940 |
| Coker College | 1,275 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (965)

| Program | Degrees | % of Awarded |
|--|---------|--------------|
| Health Professions & Related Programs | 212 | 22% |
| Business, Management, Marketing, & Related | 199 | 21% |
| Education | 113 | 12% |
| Psychology | 101 | 10% |
| Biological & Biomedical Sciences | 90 | 9% |

Technical College(s)

Fall 2018 Enrollment - Credit (5,457) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|---------------------------------------|-------------------|---------------------------------|
| Florence-Darlington Technical College | 4,182 | 2,592 |
| Northeastern Technical College | 1,275 | 552 |

2018-2019 Technical Colleges Program Completions (949 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Health Professions & Related Programs | 242 | 26% |
| Precision Production | 139 | 15% |
| Business, Management, Marketing & Related | 137 | 14% |
| Mechanic & Repair Technologies/Technicians | 129 | 14% |
| Liberal A/S, General Studies & Humanities | 98 | 10% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (12,014)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|---|------------|----------------------------|
| Business, Management & Admin. | 3,485 | 29% |
| Health Science | 1,520 | 13% |
| Information Technology | 1,159 | 10% |
| Ag., Food & Natural Resources | 828 | 7% |
| Human Services/Family & Consumer Sciences | 659 | 5% |

High School CTE Certifications Awarded* (2,056)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Health Science | 549 | 27% |
| OSHA-10** | 522 | 25% |
| Law, Public Safety, Corrections & Security | 369 | 18% |
| Transportation, Distribution & Logistics (TDL) | 147 | 7% |
| Finance | 86 | 4% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Santee-Lynches Regional Workforce Snapshot (Q3 2020)

Clarendon, Kershaw, Lee and Sumter Counties

| | |
|--|----------------|
| Total Employment | 87,504 |
| Unemployment Rate (September 2020) | 5.1% |
| Adults 18-64 Years | 133,178 |
| 2018-2019 Public High School Enrollment | 9,241 |
| 2018 Postsecondary Total Enrollment | 5,309 |



Top Industries (Q2 2020)

| Industry | Employed | % of Total Employment |
|---------------------------------|----------|-----------------------|
| Health Care & Social Assistance | 11,110 | 16% |
| Manufacturing | 10,477 | 15% |
| Retail Trade | 9,499 | 13% |
| Accommodation & Food Services | 6,166 | 9% |
| Educational Services | 5,841 | 8% |
| Public Administration | 4,943 | 7% |

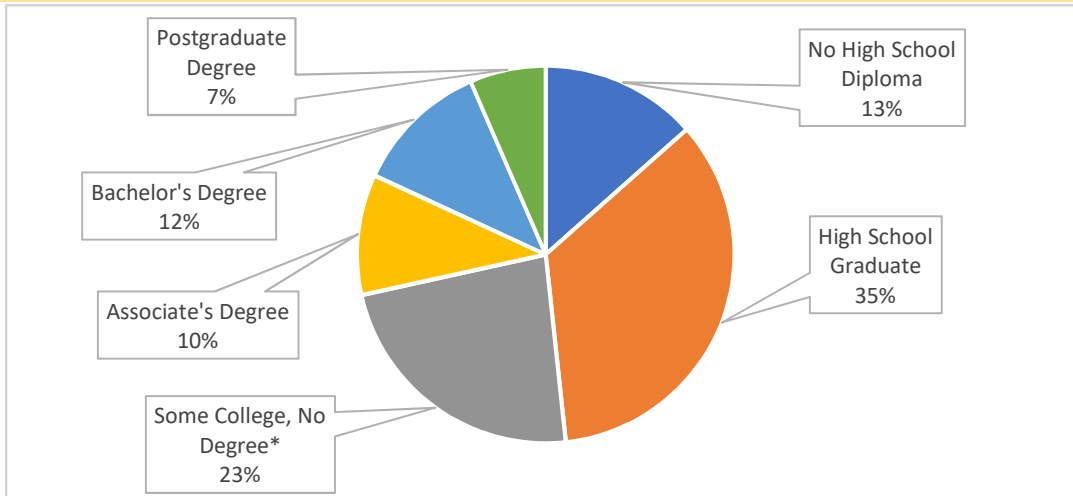
Industry Announced Investment 2015-2019

| | |
|-----------------------------------|-----------------------|
| Total Announced Investment | Jobs Announced |
| \$802,600,000 | 1,014 |

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 909 | 90% |
| Office, HQ, & R&D (Service) | 105 | 10% |

Educational Attainment Adults 18-64)



*Includes Certificate level credentials

Santee-Lynches Region Education Snapshot (2018-2019)

Universities/Colleges

Fall 2018 Enrollment (1,759)

| Institution | Total Enrollment |
|-------------------|------------------|
| U. S. C. - Sumter | 1,110 |
| Morris College | 649 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (232)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Liberal A/S, General Studies & Humanities | 136 | 59% |
| Law Enforcement, Firefighting & Related | 18 | 8% |
| Business, Management, Marketing & Related | 16 | 7% |
| Social Sciences | 16 | 7% |

Technical College(s)

Fall 2018 Enrollment - Credit (3,550) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|------------------------------------|-------------------|---------------------------------|
| Central Carolina Technical College | 3,550 | 1,958 |

2018-2019 Technical Colleges Program Completions (672 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|---|------------------|--------------|
| Health Professions & Related Programs | 156 | 23% |
| Liberal A/S, General Studies & Humanities | 130 | 19% |
| Engineering Tech. & Engineering-Related | 96 | 14% |
| Business, Management, Marketing & Related | 71 | 11% |
| Precision Production | 51 | 8% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (7,810)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|-------------------------------|------------|----------------------------|
| Business, Management & Admin. | 2,087 | 27% |
| Information Technology | 1,149 | 15% |
| Health Science | 743 | 10% |
| Ag., Food & Natural Resources | 691 | 9% |
| Finance | 627 | 8% |

High School CTE Certifications Awarded* (1,777)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| OSHA-10** | 469 | 26% |
| Health Science | 390 | 22% |
| Microburst EmployABILITY Soft Skills** | 232 | 13% |
| ServSafe® ** | 183 | 10% |
| Transportation, Distribution & Logistics (TDL) | 111 | 6% |

*Students may earn multiple certifications within and across certification focus areas.

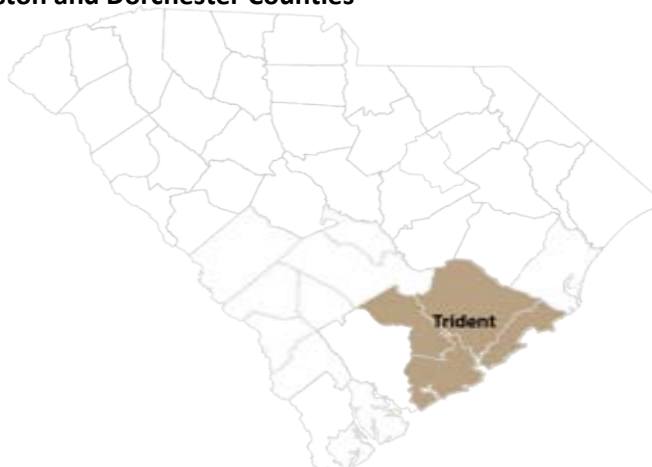
**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Trident Regional Workforce Snapshot (Q3 2020)

Berkeley, Charleston and Dorchester Counties

| | |
|--|----------------|
| Total Employment | 373,187 |
| Unemployment Rate (September 2020) | 4.8% |
| Adults 18-64 Years | 482,949 |
| 2018-2019 Public High School | 29,796 |
| 2018 Postsecondary Total Enrollment | 33,059 |



Top Industries (Q2 2020)

| Industry | Employed | % of Total Employment |
|--|----------|-----------------------|
| Health Care & Social Assistance | 47,731 | 13% |
| Retail Trade | 43,727 | 12% |
| Accommodation & Food Services | 40,337 | 11% |
| Manufacturing | 30,097 | 8% |
| Educational Services | 29,912 | 8% |
| Professional, Scientific, & Technical Services | 29,121 | 8% |

Industry Announced Investment 2015-2019

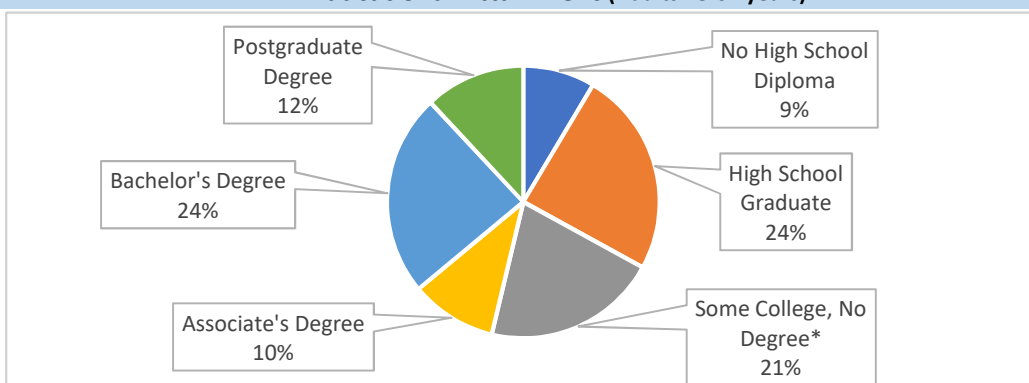
Total Announced Investment
\$3,835,340,000

Jobs Announced
14,363

Jobs Announced by Industry

| Industry | Number of Jobs | % of Total Jobs Announced |
|-----------------------------|----------------|---------------------------|
| Manufacturing | 10,376 | 72% |
| Office, HQ, & R&D (Service) | 2,530 | 18% |
| Warehousing & Distribution | 947 | 7% |
| Research & Development | 110 | 1% |
| Customer Service Center | 400 | 3% |

Educational Attainment (Adults 18-64 years)



*Includes Certificate level credentials

Trident Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (17,851)

| Institution | Total Enrollment |
|--------------------------------------|------------------|
| Medical University of South Carolina | 2,944 |
| The Citadel | 3,784 |
| College of Charleston | 10,783 |
| Charleston Southern University | 340 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (5,266)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Health Professions & Related Programs | 1,203 | 23% |
| Business, Management, Marketing & Related | 1,083 | 21% |
| Biological and Biomedical Sciences | 446 | 8% |
| Education | 407 | 8% |
| Socail Science | 310 | 6% |
| Computer & Information Sciences | 155 | 3% |

Technical Colleges

Fall 2018 Enrollment - Credit (12,148) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|---------------------------|-------------------|---------------------------------|
| Trident Technical College | 12,148 | 8,234 |

2018-2019 Technical Colleges Program Completions (2,073 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|---|------------------|--------------|
| Liberal A/S, General Studies & Humanities | 460 | 22% |
| Health Professions & Related Programs | 451 | 22% |
| Business, Management, Marketing & Related | 280 | 14% |
| Computer & Information Sciences | 175 | 8% |
| Personal & Culinary Services | 151 | 7% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (24,270)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|-------------------------------|------------|----------------------------|
| Information Technology | 4,976 | 21% |
| Health Science | 4,889 | 20% |
| Business, Management & Admin. | 4,125 | 17% |
| S.T.E.M. | 2,622 | 11% |
| Hospitality & Tourism | 1,543 | 6% |

High School CTE Certifications Awarded* (3,391)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Business, Management & Admin. | 806 | 24% |
| Health Science | 692 | 20% |
| Microburst EmployABILITY Soft Skills** | 603 | 18% |
| Finance | 532 | 16% |
| ServSafe® ** | 183 | 5% |

*Students may earn multiple certifications within and across certification focus areas.

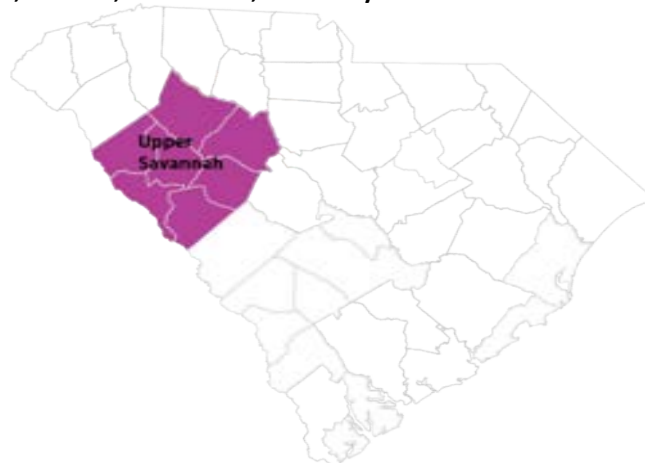
**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Upper Savannah Regional Workforce Snapshot (Q3 2020)

Abbeville, Edgefield, Greenwood, Laurens, McCormick, Newberry and Saluda Counties

| | |
|--|----------------|
| Total Employment | 109,352 |
| Unemployment Rate (September 2020) | 4.4% |
| Adults 18-64 Years | 153,269 |
| 2018-2019 Public High School Enrollment | 9,036 |
| 2018 Postsecondary Total Enrollment | 10,642 |



Top Industries (Q2 2020)

| Industry | Employed | % of Total Employment |
|---------------------------------|----------|-----------------------|
| Manufacturing | 23,173 | 26% |
| Health Care & Social Assistance | 12,275 | 14% |
| Retail Trade | 8,023 | 9% |
| Educational Services | 6,851 | 8% |
| Accommodation & Food Services | 5,549 | 6% |
| Public Administration | 5,499 | 6% |

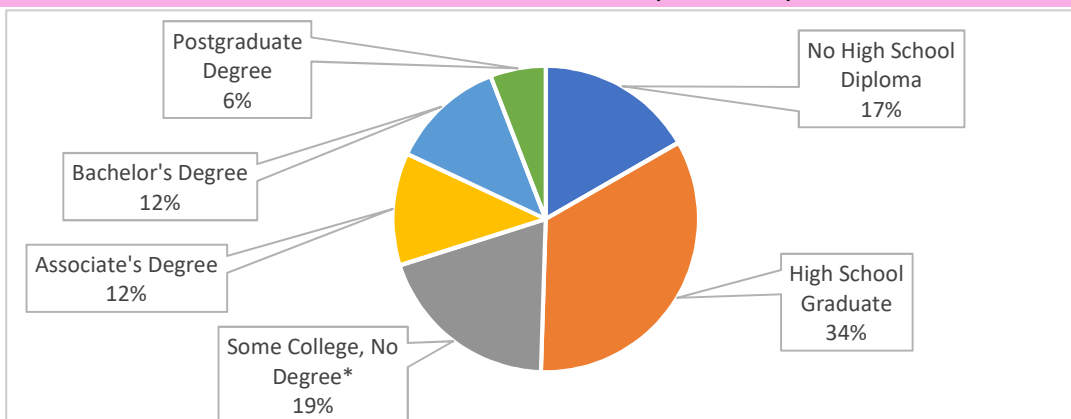
Industry Announced Investment 2015-2019

| | |
|-----------------------------------|-----------------------|
| Total Announced Investment | Jobs Announced |
| \$1,519,972,043 | 3,312 |

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|----------------------------|----------------|-------------------------|
| Manufacturing | 3,243 | 98% |
| Research & Development | 52 | 2% |
| Warehousing & Distribution | 17 | 1% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials

Upper Savannah Region Education Snapshot (2018-2019)

Universities/Colleges Fall 2018 Enrollment (6,151)

| Institution | Total Enrollment |
|----------------------|------------------|
| Lander University | 3,044 |
| Erskine College | 572 |
| Newberry College | 1,208 |
| Presbyterian College | 1,327 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (1,181)

| Program (CIP Code) | Degrees | % of Awarded |
|--|---------|--------------|
| Business, Management, Marketing, & Related | 269 | 23% |
| Health Professions & Related Programs | 189 | 16% |
| Education | 114 | 10% |
| Biological & Biomedical Sciences | 95 | 8% |
| Psychology | 88 | 7% |

Technical College(s)

Fall 2018 Enrollment - Credit & Corporate (4,491) and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|----------------------------|-------------------|---------------------------------|
| Piedmont Technical College | 4,491 | 4,147 |

2018-2019 Technical Colleges Program Completions (1,100 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Health Professions & Related Programs | 318 | 29% |
| Business, Management, Marketing & Related | 169 | 15% |
| Mechanic & Repair Technologies/Technicians | 129 | 12% |
| Liberal A/S, General Studies & Humanities | 110 | 10% |
| Engineering Tech. & Engineering-Related | 109 | 10% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (8,605)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|-------------------------------|------------|----------------------------|
| Business, Management & Admin. | 2,392 | 28% |
| Health Science | 1,369 | 16% |
| Ag., Food & Natural Resources | 971 | 11% |
| Finance | 795 | 9% |
| S.T.E.M. | 516 | 6% |

High School CTE Certifications Awarded* (1,033)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Health Science | 320 | 31% |
| Transportation, Distribution & Logistics (TDL) | 149 | 14% |
| Microburst EmployABILITY Soft Skills** | 137 | 13% |
| OSHA-10** | 116 | 11% |
| ServSafe® ** | 65 | 6% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Upstate Regional Workforce Snapshot (Q3 2020)

Cherokee, Spartanburg and Union Counties

| | |
|--|----------------|
| Total Employment | 181,122 |
| Unemployment Rate (September 2020) | 5.4% |
| Adults 18-64 Years | 234,973 |
| 2018-2019 Public High School Enrollment | 16,944 |
| 2018 Postsecondary Total Enrollment | 15,703 |



Top Industries (Q2 2020)

| Industry | Employed | % of Total Employment |
|--|----------|-----------------------|
| Manufacturing | 43,032 | 23% |
| Health Care & Social Assistance | 20,883 | 11% |
| Retail Trade | 18,446 | 10% |
| Admin Support, Waste Mgmt & Remediation Services | 14,641 | 8% |
| Accommodation & Food Services | 14,071 | 8% |
| Educational Services | 13,138 | 7% |

Industry Announced Investment 2015-2019

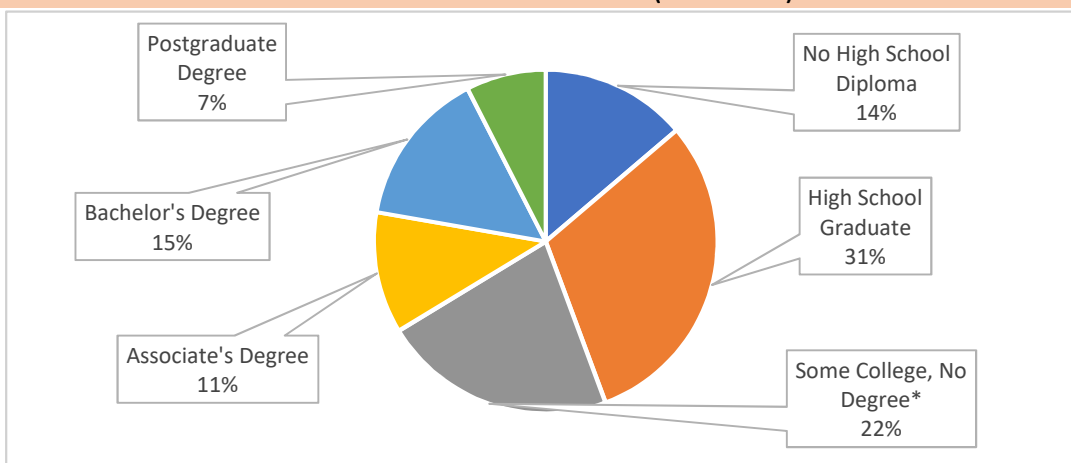
Total Announced Investment
\$2,394,430,000

Jobs Announced
7,284

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 5,167 | 71% |
| Warehousing & Distribution | 1,616 | 22% |
| Office, HQ, & R&D (Service) | 501 | 7% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials

Upstate Region Education Snapshot (2018-2019)

Universities/Colleges

Fall 2018 Enrollment (13,579)

| Institution | Total Enrollment |
|-------------------------------|------------------|
| U. S. C. - Upstate | 6,175 |
| U. S. C. - Union | 1,093 |
| Wofford College | 1,666 |
| Converse college | 1,371 |
| Limestone College | 2,410 |
| Spartanburg Methodist College | 864 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (2,783)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Business, Management, Marketing & Related | 519 | 19% |
| Health Professions & Related Programs | 397 | 14% |
| Liberal A/S, General Studies & Humanities | 362 | 13% |
| Education | 281 | 10% |

Technical College(s)

Fall 2018 Enrollment - Credit (4,534) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|-------------------------------|-------------------|---------------------------------|
| Spartanburg Community College | 4,534 | 1,551 |

2018-2019 Technical Colleges Program Completions (660 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|---|------------------|--------------|
| Liberal A/S, General Studies & Humanities | 175 | 27% |
| Health Professions & Related Programs | 134 | 20% |
| Engineering Tech. & Engineering-Related | 87 | 13% |
| Business, Management, Marketing & Related | 85 | 13% |
| Multi/Interdisciplinary Studies | 54 | 8% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (13,947)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|---|------------|----------------------------|
| Business, Management & Admin. | 4,709 | 34% |
| Health Science | 1,898 | 14% |
| Arts, Audio, Video Tech & Coms. | 856 | 6% |
| Human Services/Family & Consumer Sciences | 806 | 6% |
| Ag., Food & Natural Resources | 784 | 6% |

High School CTE Certifications Awarded* (3,424)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Health Science | 937 | 27% |
| Transportation, Distribution & Logistics (TDL) | 686 | 20% |
| OSHA-10** | 441 | 13% |
| Finance | 407 | 12% |
| Microburst EmployABILITY Soft Skills** | 326 | 10% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Waccamaw Regional Workforce Snapshot (Q3 2020)

Georgetown, Horry and Williamsburg Counties

| | |
|--|----------------|
| Total Employment | 169,967 |
| Unemployment Rate (September 2020) | 6.0% |
| Adults 18-64 Years | 242,316 |
| 2018-2019 Public High School Enrollment | 16,153 |
| 2018 Postsecondary Total Enrollment | 18,166 |



Top Industries (Q2 2020)

| Industry | Employed | % of Total Employment |
|---|----------|-----------------------|
| Accommodation & Food Services | 32,857 | 19% |
| Retail Trade | 28,186 | 16% |
| Health Care & Social Assistance | 20,802 | 12% |
| Construction | 11,990 | 7% |
| Admin Support, Waste Mgmt & Remediation | 11,471 | 7% |
| Educational Services | 11,085 | 6% |

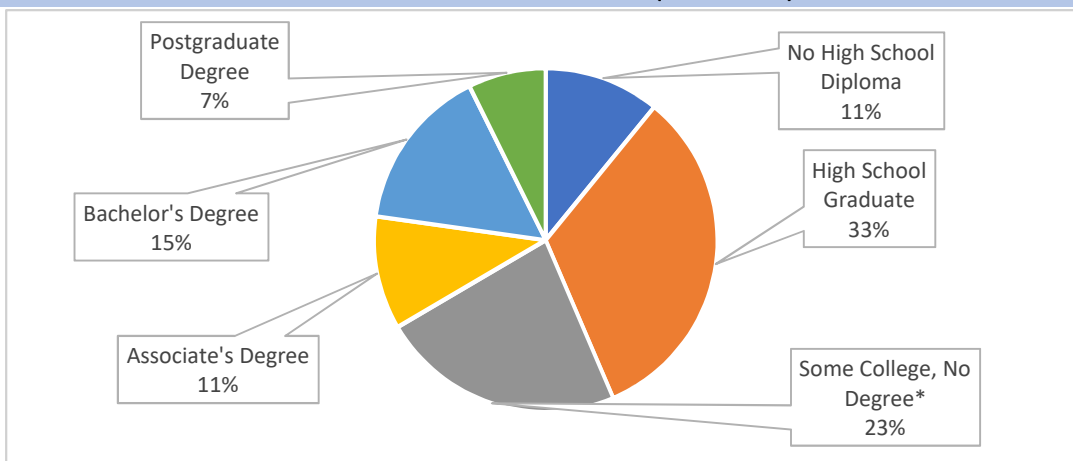
Industry Announced Investment 2015-2019

| | |
|-----------------------------------|-----------------------|
| Total Announced Investment | Jobs Announced |
| \$77,950,000 | 969 |

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 562 | 58% |
| Office, HQ, & R&D (Service) | 407 | 42% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials

Waccamaw Region Education Snapshot (2018-2019)

Universities/Colleges Fall 2018 Enrollment (10,641)

| Institution | Total Enrollment |
|-----------------------------|------------------|
| Coastal Carolina University | 10,641 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (2,211)

| Program | # of Credentials | % of Awarded |
|---|------------------|--------------|
| Business, Management, Marketing & Related | 488 | 22% |
| Education | 333 | 15% |
| Biological & Biomedical Sciences | 228 | 10% |
| Parks, Recreation, Leisure, & Fitness Studies | 228 | 10% |
| Communication & Media Studies | 164 | 7% |

Technical College(s)

Fall 2018 Enrollment - Credit (7,525) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|------------------------------------|-------------------|---------------------------------|
| Horry-Georgetown Technical College | 6,788 | 2,349 |
| Williamsburg Technical College | 737 | 134 |

2018-2019 Technical Colleges Program Completions (1,624 - Credit Awards Only)

| Program | Credentials | % of Awarded |
|---|-------------|--------------|
| Health Professions & Related Programs | 505 | 31% |
| Liberal A/S, General Studies & Humanities | 425 | 26% |
| Business, Management, Marketing & Related | 130 | 8% |
| Culinary, Entertainment and Personal Services | 97 | 6% |
| Computer & Information Sciences | 71 | 4% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (11,818)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|---|------------|----------------------------|
| Business, Management & Admin. | 3,759 | 32% |
| Health Science | 1,483 | 13% |
| Ag., Food and Natural Resources | 1,094 | 9% |
| Human Services/Family & Consumer Sciences | 996 | 8% |
| Information Technology | 968 | 8% |

High School CTE Certifications Awarded* (1,070)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Health Science | 493 | 46% |
| OSHA-10** | 217 | 20% |
| Microburst EmployABILITY Soft Skills** | 210 | 20% |

*Students may earn multiple certifications within and across certification focus areas.

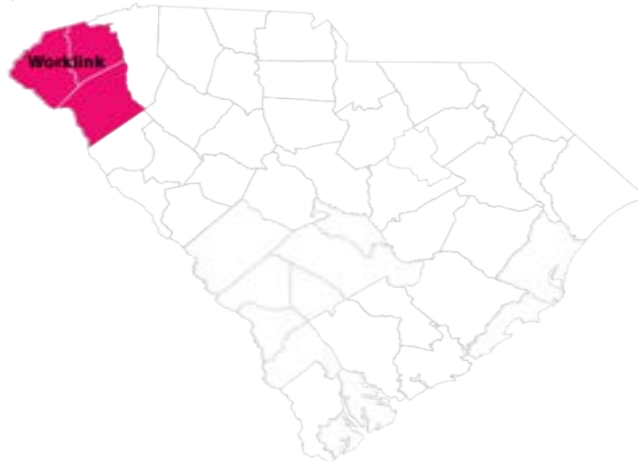
**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Worklink Regional Workforce Snapshot (Q3 2020)

Anderson, Oconee and Pickens Counties

| | |
|--|----------------|
| Total Employment | 181,008 |
| Unemployment Rate (September 2020) | 3.8% |
| Adults 18-64 Years | 240,058 |
| 2018-2019 Public High School Enrollment | 16,400 |
| 2018 Postsecondary Total Enrollment | 36,013 |



Top Industries (Q2 2020)

| Industry | Employed | % of Total Employment |
|---------------------------------|----------|-----------------------|
| Manufacturing | 26,354 | 19% |
| Retail Trade | 18,159 | 13% |
| Health Care & Social Assistance | 16,926 | 12% |
| Educational Services | 15,763 | 11% |
| Accommodation & Food Services | 14,303 | 10% |
| Construction | 7,263 | 5% |

Industry Announced Investment 2015-2019

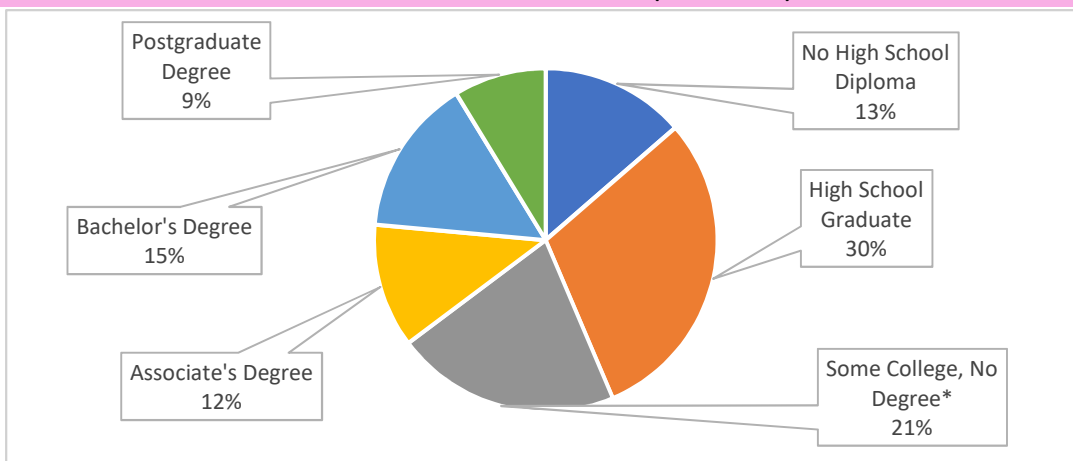
Total Announced Investment
\$1,058,130,000

Jobs Announced
3,285

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 2,763 | 84% |
| Office, HQ, & R&D (Service) | 306 | 9% |
| Warehousing & Distribution | 216 | 7% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials

Worklink Region Education Snapshot (2018-2019)

Universities/Colleges

Fall 2018 Enrollment (29,931)

| Institution | Total Enrollment |
|------------------------------|------------------|
| Clemson University | 24,951 |
| Anderson University | 3,429 |
| Southern Wesleyan University | 1,551 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (7,977)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Business, Management, Marketing & Related | 1,738 | 22% |
| Engineering | 1,456 | 18% |
| Education | 750 | 9% |
| Biological & Biomedical Sciences | 610 | 8% |
| Health Professions & Related Programs | 508 | 6% |
| Computer & Information Sciences | 236 | 3% |

Technical College(s)

Fall 2018 Enrollment - Credit (6,082) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|------------------------------|-------------------|---------------------------------|
| Tri-County Technical College | 6,082 | 3,613 |

2018-2019 Technical Colleges Program Completions (2,252 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Liberal A/S, General Studies & Humanities | 1,211 | 54% |
| Health Professions & Related Programs | 258 | 11% |
| Precision Production | 196 | 9% |
| Mechanic & Repair Technologies/Technicians | 146 | 6% |
| Multi/Interdisciplinary Studies | 107 | 5% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (13,165)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|---|------------|----------------------------|
| Business, Management & Admin. | 3,374 | 26% |
| Ag., Food and Natural Resources | 1,551 | 12% |
| Health Science | 1,502 | 11% |
| Human Services/Family & Consumer Sciences | 1,488 | 11% |
| Information Technology | 902 | 7% |

High School CTE Certifications Awarded* (1,393)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Health Science | 406 | 29% |
| Transportation, Distribution & Logistics (TDL) | 218 | 16% |
| Finance | 141 | 10% |
| OSHA-10** | 120 | 9% |
| Finance | 104 | 7% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Catawba Regional Workforce Snapshot (Q4 2020)

Chester, Lancaster and York Counties

| | |
|--|----------------|
| Total Employment | 180,268 |
| Unemployment Rate (December 2020) | 4.7% |
| Adults 18-64 Years | 230,944 |
| 2018-2019 Public High School Enrollment | 18,077 |
| 2018 Fall Postsecondary Credit Enrollment | 11,589 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---|----------|-----------------------|
| Manufacturing | 17,802 | 12% |
| Retail Trade | 17,149 | 12% |
| Health Care & Social Assistance | 13,661 | 10% |
| Accommodation & Food Services | 12,835 | 9% |
| Educational Services | 11,976 | 8% |
| Admin Support, Waste Mgmt & Remediation | 8,396 | 6% |

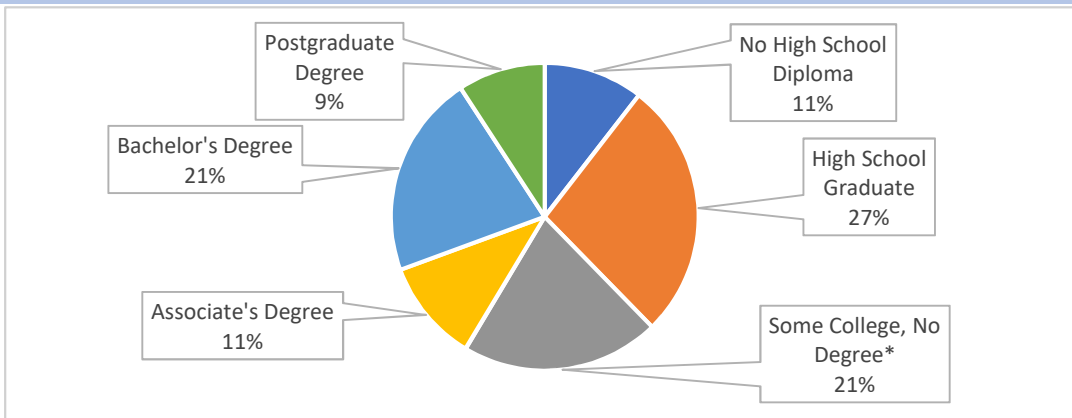
Industry Announced Investment 2016-2020

| | |
|-----------------------------------|-----------------------|
| Total Announced Investment | Jobs Announced |
| \$857,629,000 | 9,793 |

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Office, HQ, & R&D (Service) | 5,060 | 52% |
| Manufacturing | 3,657 | 37% |
| Warehousing & Distribution | 986 | 10% |
| Engineering & Design | 90 | 1% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2014-2018)

Catawba Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (7,336)

| Institution | Credit Enrollment |
|----------------------|-------------------|
| Winthrop University | 5,813 |
| U. S. C. - Lancaster | 1,523 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (1,474)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Business, Management, Marketing & Related | 267 | 18% |
| Education | 267 | 18% |
| Public Administration & Social Service | 109 | 7% |
| Parks, Rec., Leisure, Fitness & Kinesiology | 98 | 7% |
| Visual & Performing Arts | 96 | 7% |
| Psychology | 93 | 6% |

Technical College(s)

Fall 2018 Enrollment - Credit (4,253) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|------------------------|-------------------|---------------------------------|
| York Technical College | 4,253 | 2,890 |

2018-2019 Technical Colleges Program Completions (1,250 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Liberal A/S, General Studies & Humanities | 398 | 32% |
| Health Professions & Related Programs | 198 | 16% |
| Business, Management, Marketing & Related | 130 | 10% |
| Mechanic & Repair Technologies/Technicians | 127 | 10% |
| Multi/Interdisciplinary Studies | 71 | 6% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (18,644)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|---|------------|----------------------------|
| Business, Management & Admin. | 3,766 | 20% |
| Health Science | 2,516 | 13% |
| Human Services/Family & Consumer Sciences | 2,205 | 12% |
| Information Technology | 1,671 | 9% |
| Arts, Audio, Video Tech & Coms. | 1,274 | 7% |

High School CTE Certifications Awarded* (4,096)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Finance | 1,307 | 32% |
| Health Science | 957 | 23% |
| Transportation, Distribution & Logistics (TDL) | 619 | 15% |
| OSHA-10** | 372 | 9% |
| ServSafe® ** | 152 | 4% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Greenville Regional Workforce Snapshot (Q4 2020)

Greenville County

| | |
|--|----------------|
| Total Employment | 245,227 |
| Unemployment Rate (December 2020) | 3.9% |
| Adults 18-64 Years | 307,343 |
| 2018-2019 Public High School Enrollment | 20,214 |
| 2018 Fall Postsecondary Credit Enrollment | 19,391 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|--|----------|-----------------------|
| Health Care & Social Assistance | 39,985 | 14% |
| Admin Support, Waste Mgmt & Remediation | 33,895 | 12% |
| Retail Trade | 29,692 | 10% |
| Manufacturing | 29,360 | 10% |
| Accommodation & Food Services | 22,744 | 8% |
| Professional, Scientific, & Technical Services | 19,254 | 7% |

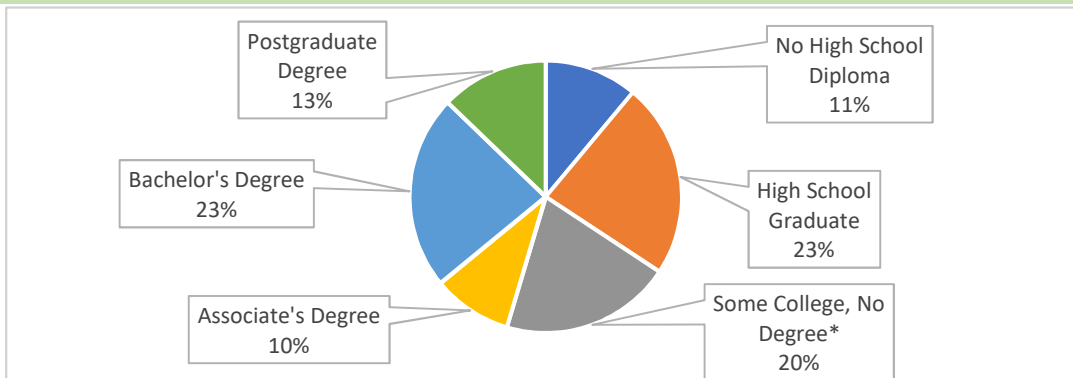
Industry Announced Investment 2016-2020

| | |
|--|--------------------------------|
| Total Announced Investment \$809,565,000 | Jobs Announced 7,152 |
|--|--------------------------------|

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Office, HQ, & R&D (Service) | 3,891 | 54% |
| Manufacturing | 3,101 | 43% |
| Warehousing & Distribution | 160 | 2% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2014-2018)

Greenville Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (8,527)

| Institution | Credit Enrollment |
|-----------------------------|-------------------|
| Furman University | 2,947 |
| North Greenville University | 2,578 |
| Bob Jones University | 3,002 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (1,868)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Business, Management, Marketing & Related | 319 | 17% |
| Education | 298 | 16% |
| Health Professions & Related Programs | 188 | 10% |
| Theology and Religious Vocations | 124 | 7% |
| Visual & Performing Arts | 119 | 6% |
| Communication & Media Studies | 113 | 6% |

Technical College(s)

Fall 2018 Enrollment - Credit (10,864) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|------------------------------|-------------------|---------------------------------|
| Greenville Technical College | 10,864 | 9,577 |

2018-2019 Technical Colleges Program Completions (2,190 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Health Professions & Related Programs | 590 | 27% |
| Liberal A/S, General Studies & Humanities | 411 | 19% |
| Engineering Tech. & Engineering-Related | 277 | 13% |
| Business, Management, Marketing & Related | 219 | 10% |
| Mechanic & Repair Technologies/Technicians | 165 | 8% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (13,149)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|-------------------------------|------------|----------------------------|
| Business, Management & Admin. | 4,162 | 32% |
| Health Science | 2,089 | 16% |
| Ag., Food & Natural Resources | 1,119 | 9% |
| Finance | 1,095 | 8% |
| S.T.E.M. | 938 | 7% |

High School CTE Certifications Awarded* (1,196)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| OSHA** | 278 | 23% |
| Health Science & Related | 156 | 13% |
| ServSafe® ** | 146 | 12% |
| Transportation, Distribution & Logistics (TDL) | 118 | 10% |
| Human Services/Family & Consumer Sciences | 111 | 9% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Lowcountry Regional Workforce Snapshot (Q4 2020)

Beaufort, Colleton, Hampton and Jasper Counties

| | |
|--|----------------|
| Total Employment | 110,372 |
| Unemployment Rate (December 2020) | 4.0% |
| Adults 18-64 Years | 151,517 |
| 2018-2019 Public High School Enrollment | 9,010 |
| 2018 Fall Postsecondary Credit Enrollment | 4,363 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---|----------|-----------------------|
| Retail Trade | 14,941 | 15% |
| Accommodation & Food Services | 14,233 | 14% |
| Health Care & Social Assistance | 13,097 | 13% |
| Construction | 7,587 | 8% |
| Educational Services | 7,102 | 7% |
| Admin Support, Waste Mgmt & Remediation | 6,992 | 7% |

Industry Announced Investment 2016-2020

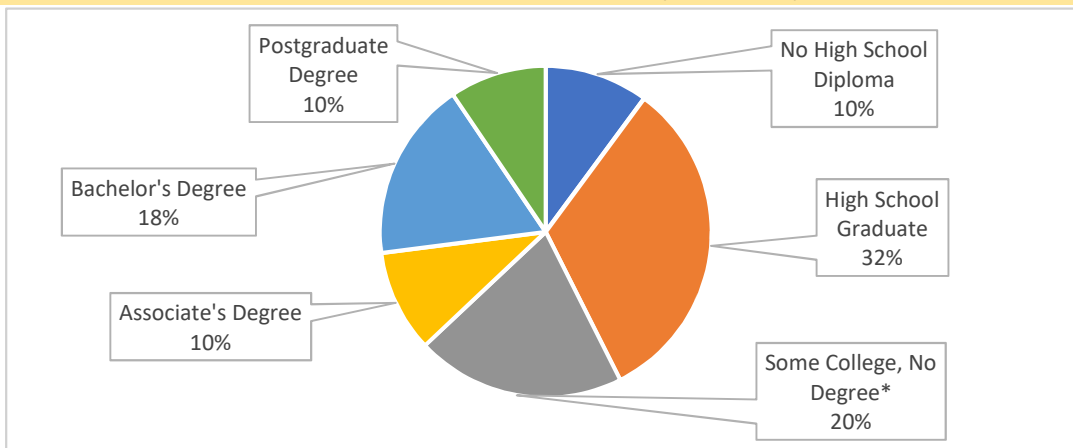
Total Announced Investment
\$521,450,000

Jobs Announced
2,856

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 2,625 | 92% |
| Office, HQ, & R&D (Service) | 171 | 6% |
| Warehousing & Distribution | 60 | 2% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2014-2018)

Lowcountry Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (2,116)

| Institution | Credit Enrollment |
|---------------------|-------------------|
| U. S. C. - Beaufort | 2,116 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (355)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Business, Management, Marketing & Related | 107 | 30% |
| Social Sciences | 47 | 13% |
| Health Professions & Related Programs | 43 | 12% |
| Biological and Biomedical Sciences | 42 | 12% |
| Psychology | 34 | 10% |

Technical College(s)

Fall 2018 Enrollment - Credit (2,247) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|-------------------------------------|-------------------|---------------------------------|
| Technical College of The Lowcountry | 2,247 | 982 |

2018-2019 Technical Colleges Program Completions (332 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Health Professions & Related Programs | 97 | 29% |
| Liberal A/S, General Studies & Humanities | 82 | 25% |
| Business, Management, Marketing & Related | 47 | 14% |
| Mechanic & Repair Technologies/Technicians | 22 | 7% |
| Multi/Interdisciplinary Studies | 19 | 6% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (9,039)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|-------------------------------|------------|----------------------------|
| Business, Management & Admin. | 2,299 | 25% |
| Health Science | 1,265 | 14% |
| Information Technology | 1,235 | 14% |
| Finance | 661 | 7% |
| S.T.E.M. | 570 | 6% |

High School CTE Certifications Awarded* (1,548)

| Certification Focus | Total Certs Earned | % of Awarded |
|---|--------------------|--------------|
| Health Science | 627 | 41% |
| OSHA-10** | 285 | 18% |
| ServSafe® ** | 264 | 17% |
| Microburst EmployABILITY Soft Skills** | 91 | 6% |
| Human Services/Family & Consumer Sciences | 69 | 4% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Lower Savannah Regional Workforce Snapshot (Q4 2020)

Aiken, Allendale, Bamberg, Barnwell, Calhoun and Orangeburg Counties

| | |
|--|----------------|
| Total Employment | 122,250 |
| Unemployment Rate (December 2020) | 5.2% |
| Adults 18-64 Years | 187,911 |
| 2018-2019 Public High School Enrollment | 12,026 |
| 2018 Fall Postsecondary Credit Enrollment | 15,317 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---|----------|-----------------------|
| Manufacturing | 17,598 | 16% |
| Health Care & Social Assistance | 13,424 | 12% |
| Retail Trade | 12,900 | 11% |
| Admin Support, Waste Mgmt & Remediation | 11,538 | 10% |
| Accommodation & Food Services | 9,516 | 8% |
| Educational Services | 9,445 | 8% |

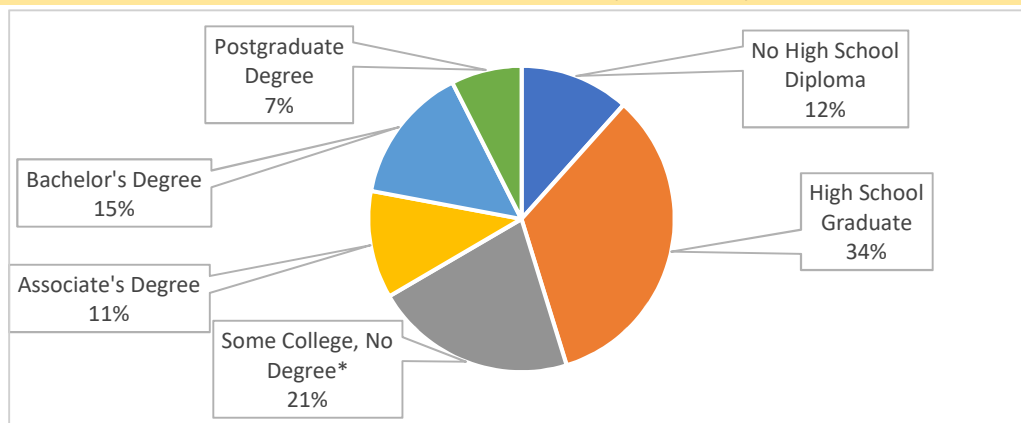
Industry Announced Investment 2016-2020

| | |
|-----------------------------------|-----------------------|
| Total Announced Investment | Jobs Announced |
| \$432,030,000 | 2,278 |

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|----------------------------|----------------|-------------------------|
| Manufacturing | 2,225 | 98% |
| Warehousing & Distribution | 53 | 2% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2014-2018)

Lower Savannah Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (10,174)

| Institution | Credit Enrollment |
|---------------------------------|-------------------|
| South Carolina State University | 3,022 |
| U. S. C. - Aiken | 3,562 |
| U. S. C. - Salkehatchie | 927 |
| Claflin University | 2,172 |
| Voorhees College | 491 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (1,647)

| Program (CIP Code) | Degrees | % of Awarded |
|--|---------|--------------|
| Business, Management, Marketing, & Related | 301 | 18% |
| Education | 185 | 11% |
| Health Professions & Related Programs | 172 | 10% |
| Liberal A/S, General Studies & Humanities | 164 | 10% |
| Biological & Biomedical Sciences | 130 | 8% |

Technical College(s)

Fall 2018 Enrollment - Credit (5,143) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|--------------------------------------|-------------------|---------------------------------|
| Aiken Technical College | 2,267 | 2,616 |
| Orangeburg-Calhoun Technical College | 2,387 | 743 |
| Denmark Technical College | 489 | 38 |

2018-2019 Technical Colleges Program Completions (1,266 -Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|---|------------------|--------------|
| Health Professions & Related Programs | 404 | 32% |
| Liberal A/S, General Studies & Humanities | 277 | 22% |
| Computer & Information Sciences | 93 | 7% |
| Engineering Tech. & Engineering-Related | 92 | 7% |
| Business, Management, Marketing & Related | 83 | 7% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (9,760)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|---|------------|----------------------------|
| Business, Management & Admin. | 2,298 | 24% |
| Information Technology | 1,218 | 12% |
| Health Science | 1,092 | 11% |
| Ag., Food & Natural Resources | 755 | 8% |
| Human Services/Family & Consumer Sciences | 715 | 7% |

High School CTE Certifications Awarded* (983)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Health Science | 378 | 38% |
| OSHA-10** | 160 | 16% |
| Microburst EmployABILITY Soft Skills** | 82 | 8% |
| Manufacturing | 80 | 8% |

*Students may earn multiple certifications within and across certification focus areas.

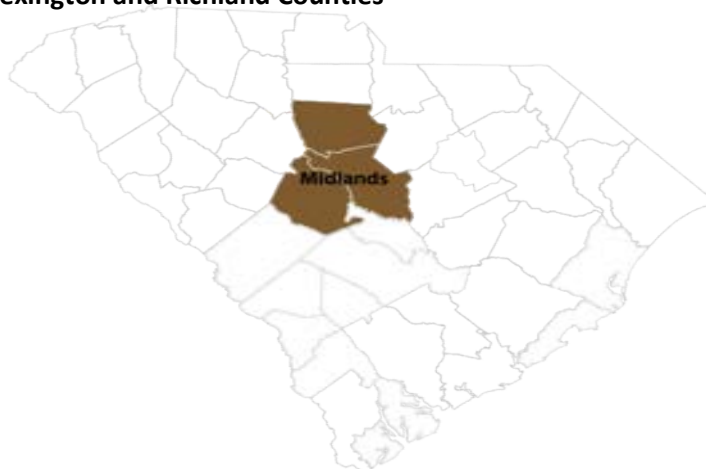
**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Midlands Regional Workforce Snapshot (Q4 2020)

Fairfield, Lexington and Richland Counties

| | |
|--|----------------|
| Total Employment | 337,399 |
| Unemployment Rate (December 2020) | 4.3% |
| Adults 18-64 Years | 461,318 |
| 2018-2019 Public High School Enrollment | 31,610 |
| 2018 Fall Postsecondary Credit Enrollment | 50,822 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---|----------|-----------------------|
| Health Care & Social Assistance | 51,753 | 14% |
| Retail Trade | 38,904 | 11% |
| Public Administration | 32,167 | 9% |
| Accommodation & Food Services | 31,321 | 9% |
| Educational Services | 29,880 | 8% |
| Admin Support, Waste Mgmt & Remediation | 28,083 | 8% |

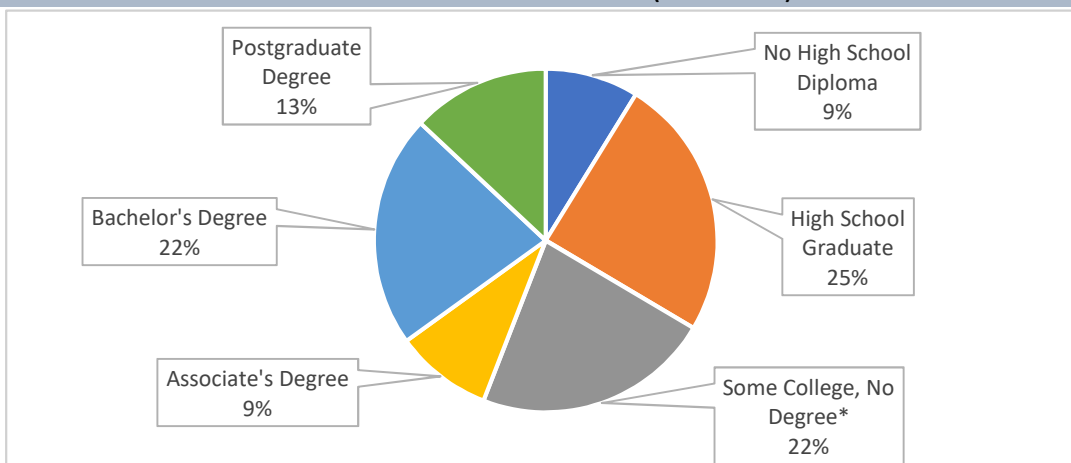
Industry Announced Investment 2016-2020

| | |
|-----------------------------------|-----------------------|
| Total Announced Investment | Jobs Announced |
| \$1,365,500,000 | 4,677 |

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 3,086 | 66% |
| Warehousing & Distribution | 1,000 | 21% |
| Office, HQ, & R&D (Service) | 591 | 13% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2014-2018)

Midlands Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (40,930)

| Institution | Credit Enrollment |
|-------------------------------------|-------------------|
| U. S. C. - Columbia | 34,795 |
| Allen University & Benedict College | 2,846 |
| Columbia College | 1,252 |
| Columbia International University | 1,050 |
| South University | 987 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (10,201)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Business, Management, Marketing & Related | 2,407 | 24% |
| Health Professions & Related Programs | 1,487 | 15% |
| Education | 744 | 7% |
| Engineering | 598 | 6% |
| Computer & Information Sciences | 526 | 5% |

Technical College(s)

Fall 2018 Enrollment - Credit (9,892) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|----------------------------|-------------------|---------------------------------|
| Midlands Technical College | 9,892 | 11,985 |

2018-2019 Technical Colleges Program Completions (2,125 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Health Professions & Related Programs | 724 | 34% |
| Liberal A/S, General Studies & Humanities | 628 | 30% |
| Mechanic & Repair Technologies/Technicians | 158 | 7% |
| Family & Consumer Sciences/Human Sciences | 123 | 6% |
| Engineering Tech. & Engineering-Related | 89 | 4% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (24,224)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|-------------------------------|------------|----------------------------|
| Business, Management & Admin. | 7,314 | 30% |
| Health Science | 4,235 | 17% |
| S.T.E.M. | 2,258 | 9% |
| Information Technology | 1,967 | 8% |
| Finance | 1,539 | 6% |

High School CTE Certifications Awarded* (5,513)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Finance | 1,545 | 28% |
| Health Science | 1,453 | 26% |
| OSHA-10** | 940 | 17% |
| Transportation, Distribution & Logistics (TDL) | 432 | 8% |
| Business, Management & Admin. | 266 | 5% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Pee Dee Regional Workforce Snapshot (Q4 2020)

Chesterfield, Darlington, Dillon, Florence, Marion and Marlboro Counties

| | |
|--|----------------|
| Total Employment | 145,789 |
| Unemployment Rate (December 2020) | 5.2% |
| Adults 18-64 Years | 204,815 |
| 2018-2019 Public High School Enrollment | 14,445 |
| 2018 Fall Postsecondary Credit Enrollment | 10,672 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---------------------------------|----------|-----------------------|
| Health Care & Social Assistance | 20,622 | 16% |
| Manufacturing | 19,436 | 15% |
| Retail Trade | 15,341 | 12% |
| Accommodation & Food Services | 11,523 | 9% |
| Educational Services | 10,718 | 8% |
| Transportation & Warehousing | 8,134 | 6% |

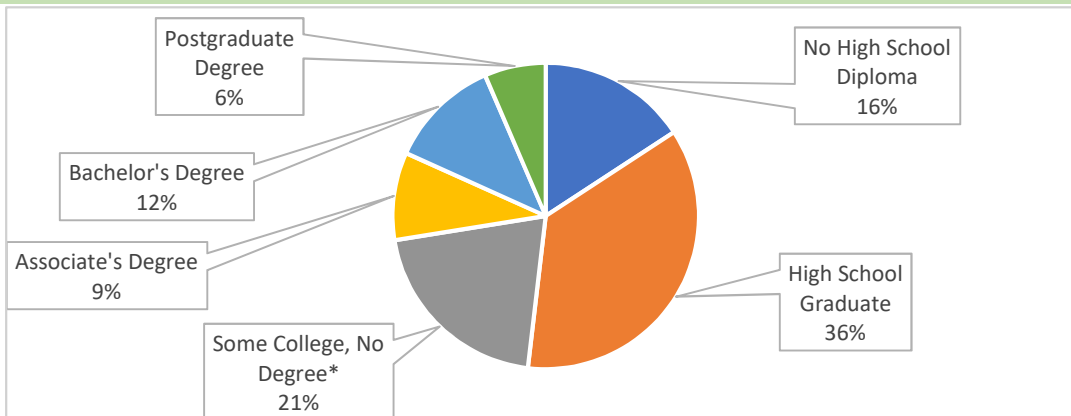
Industry Announced Investment 2016-2020

| | |
|-----------------------------------|-----------------------|
| Total Announced Investment | Jobs Announced |
| \$647,000,000 | 3,654 |

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 2,645 | 72% |
| Warehousing & Distribution | 830 | 23% |
| Agriculture | 125 | 3% |
| Office, HQ, & R&D (Service) | 54 | 1% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2014-2018)

Pee Dee Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (5,215)

| Institution | Credit Enrollment |
|---------------------------|-------------------|
| Francis Marion University | 3,940 |
| Coker College | 1,275 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (965)

| Program | Degrees | % of Awarded |
|--|---------|--------------|
| Health Professions & Related Programs | 212 | 22% |
| Business, Management, Marketing, & Related | 199 | 21% |
| Education | 113 | 12% |
| Psychology | 101 | 10% |
| Biological & Biomedical Sciences | 90 | 9% |

Technical College(s)

Fall 2018 Enrollment - Credit (5,457) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|---------------------------------------|-------------------|---------------------------------|
| Florence-Darlington Technical College | 4,182 | 2,592 |
| Northeastern Technical College | 1,275 | 552 |

2018-2019 Technical Colleges Program Completions (949 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Health Professions & Related Programs | 242 | 26% |
| Precision Production | 139 | 15% |
| Business, Management, Marketing & Related | 137 | 14% |
| Mechanic & Repair Technologies/Technicians | 129 | 14% |
| Liberal A/S, General Studies & Humanities | 98 | 10% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (12,014)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|---|------------|----------------------------|
| Business, Management & Admin. | 3,485 | 29% |
| Health Science | 1,520 | 13% |
| Information Technology | 1,159 | 10% |
| Ag., Food & Natural Resources | 828 | 7% |
| Human Services/Family & Consumer Sciences | 659 | 5% |

High School CTE Certifications Awarded* (2,056)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Health Science | 549 | 27% |
| OSHA-10** | 522 | 25% |
| Law, Public Safety, Corrections & Security | 369 | 18% |
| Transportation, Distribution & Logistics (TDL) | 147 | 7% |
| Finance | 86 | 4% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Santee-Lynches Regional Workforce Snapshot (Q4 2020)

Clarendon, Kershaw, Lee and Sumter Counties

| | |
|--|----------------|
| Total Employment | 85,091 |
| Unemployment Rate (December 2020) | 5.1% |
| Adults 18-64 Years | 133,178 |
| 2018-2019 Public High School Enrollment | 9,241 |
| 2018 Fall Postsecondary Credit Enrollment | 5,309 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---------------------------------|----------|-----------------------|
| Health Care & Social Assistance | 11,014 | 16% |
| Manufacturing | 9,990 | 14% |
| Retail Trade | 9,579 | 14% |
| Accommodation & Food Services | 6,101 | 9% |
| Educational Services | 5,660 | 8% |
| Public Administration | 4,928 | 7% |

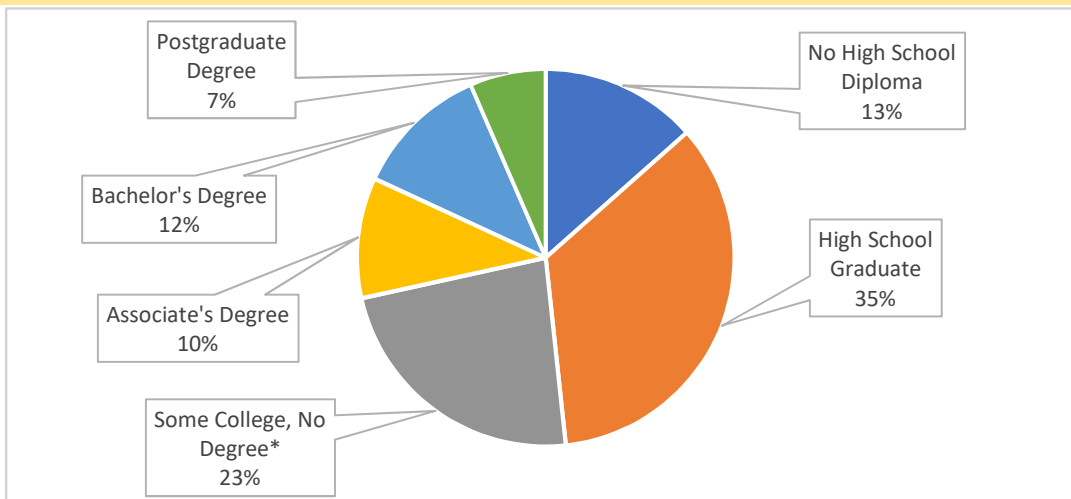
Industry Announced Investment 2016-2020

| | |
|-----------------------------------|-----------------------|
| Total Announced Investment | Jobs Announced |
| \$410,400,000 | 1,157 |

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 1,042 | 90% |
| Office, HQ, & R&D (Service) | 105 | 9% |
| Warehousing & Distribution | 10 | 1% |

Educational Attainment Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2014-2018)

Santee-Lynches Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (1,759)

| Institution | Credit Enrollment |
|-------------------|-------------------|
| U. S. C. - Sumter | 1,110 |
| Morris College | 649 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (232)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Liberal A/S, General Studies & Humanities | 136 | 59% |
| Law Enforcement, Firefighting & Related | 18 | 8% |
| Business, Management, Marketing & Related | 16 | 7% |
| Social Sciences | 16 | 7% |

Technical College(s)

Fall 2018 Enrollment - Credit (3,550) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|------------------------------------|-------------------|---------------------------------|
| Central Carolina Technical College | 3,550 | 1,958 |

2018-2019 Technical Colleges Program Completions (672 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|---|------------------|--------------|
| Health Professions & Related Programs | 156 | 23% |
| Liberal A/S, General Studies & Humanities | 130 | 19% |
| Engineering Tech. & Engineering-Related | 96 | 14% |
| Business, Management, Marketing & Related | 71 | 11% |
| Precision Production | 51 | 8% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (7,810)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|-------------------------------|------------|----------------------------|
| Business, Management & Admin. | 2,087 | 27% |
| Information Technology | 1,149 | 15% |
| Health Science | 743 | 10% |
| Ag., Food & Natural Resources | 691 | 9% |
| Finance | 627 | 8% |

High School CTE Certifications Awarded* (1,777)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| OSHA-10** | 469 | 26% |
| Health Science | 390 | 22% |
| Microburst EmployABILITY Soft Skills** | 232 | 13% |
| ServSafe® ** | 183 | 10% |
| Transportation, Distribution & Logistics (TDL) | 111 | 6% |

*Students may earn multiple certifications within and across certification focus areas.

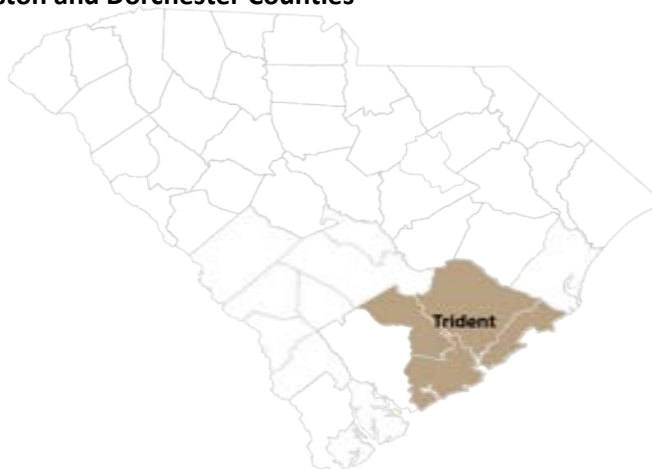
**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Trident Regional Workforce Snapshot (Q4 2020)

Berkeley, Charleston and Dorchester Counties

| | |
|--|----------------|
| Total Employment | 365,144 |
| Unemployment Rate (December 2020) | 4.3% |
| Adults 18-64 Years | 482,949 |
| 2018-2019 Public High School | 29,796 |
| 2018 Fall Postsecondary Credit Enrollment | 29,999 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|--|----------|-----------------------|
| Health Care & Social Assistance | 47,529 | 13% |
| Retail Trade | 42,983 | 12% |
| Accommodation & Food Services | 38,099 | 10% |
| Educational Services | 29,670 | 8% |
| Manufacturing | 29,081 | 8% |
| Professional, Scientific, & Technical Services | 28,953 | 8% |

Industry Announced Investment 2016-2020

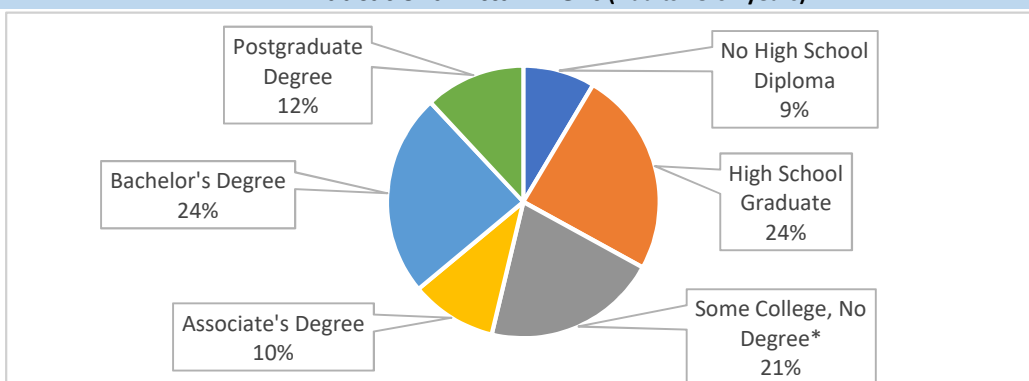
Total Announced Investment
\$2,583,380,000

Jobs Announced
12,118

Jobs Announced by Industry

| Industry | Number of Jobs | % of Total Jobs Announced |
|-----------------------------|----------------|---------------------------|
| Manufacturing | 6,922 | 57% |
| Office, HQ, & R&D (Service) | 3,085 | 25% |
| Warehousing & Distribution | 2,111 | 17% |

Educational Attainment (Adults 18-64 years)



*Includes Certificate level credentials (American Community Survey 2014-2018)

Trident Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (17,851)

| Institution | Credit Enrollment |
|--------------------------------------|-------------------|
| Medical University of South Carolina | 2,944 |
| The Citadel | 3,784 |
| College of Charleston | 10,783 |
| Charleston Southern University | 340 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (5,266)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Health Professions & Related Programs | 1,203 | 23% |
| Business, Management, Marketing & Related | 1,083 | 21% |
| Biological and Biomedical Sciences | 446 | 8% |
| Education | 407 | 8% |
| Socail Science | 310 | 6% |
| Computer & Information Sciences | 155 | 3% |

Technical College(s)

Fall 2018 Enrollment - Credit (12,148) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|---------------------------|-------------------|---------------------------------|
| Trident Technical College | 12,148 | 8,234 |

2018-2019 Technical Colleges Program Completions (2,073 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|---|------------------|--------------|
| Liberal A/S, General Studies & Humanities | 460 | 22% |
| Health Professions & Related Programs | 451 | 22% |
| Business, Management, Marketing & Related | 280 | 14% |
| Computer & Information Sciences | 175 | 8% |
| Personal & Culinary Services | 151 | 7% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (24,270)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|-------------------------------|------------|----------------------------|
| Information Technology | 4,976 | 21% |
| Health Science | 4,889 | 20% |
| Business, Management & Admin. | 4,125 | 17% |
| S.T.E.M. | 2,622 | 11% |
| Hospitality & Tourism | 1,543 | 6% |

High School CTE Certifications Awarded* (3,391)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Business, Management & Admin. | 806 | 24% |
| Health Science | 692 | 20% |
| Microburst EmployABILITY Soft Skills** | 603 | 18% |
| Finance | 532 | 16% |
| ServSafe® ** | 183 | 5% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Upper Savannah Regional Workforce Snapshot (Q4 2020)

Abbeville, Edgefield, Greenwood, Laurens, McCormick, Newberry and Saluda Counties

| | |
|--|----------------|
| Total Employment | 106,629 |
| Unemployment Rate (December 2020) | 4.6% |
| Adults 18-64 Years | 153,269 |
| 2018-2019 Public High School Enrollment | 9,036 |
| 2018 Fall Postsecondary Credit Enrollment | 10,642 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---------------------------------|----------|-----------------------|
| Manufacturing | 22,143 | 25% |
| Health Care & Social Assistance | 12,112 | 14% |
| Retail Trade | 8,320 | 10% |
| Educational Services | 6,853 | 8% |
| Accommodation & Food Services | 5,735 | 7% |
| Public Administration | 5,527 | 6% |

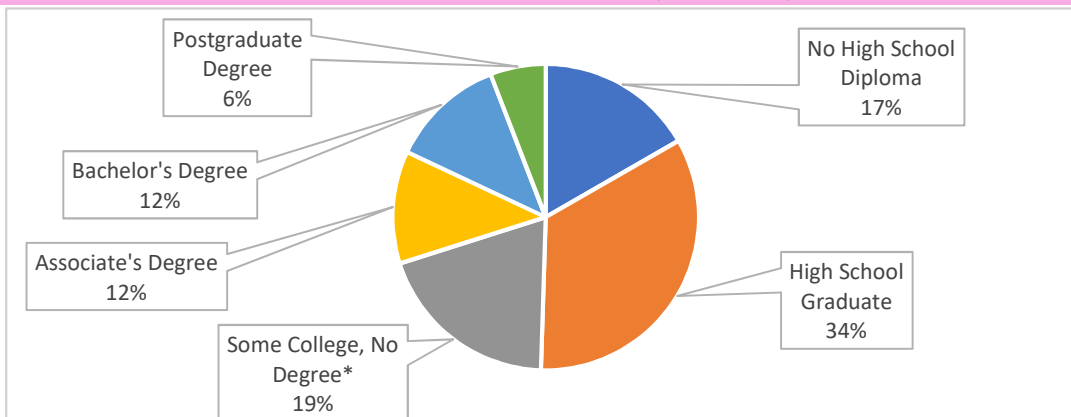
Industry Announced Investment 2016-2020

| | |
|--|--------------------------------|
| Total Announced Investment \$1,372,470,000 | Jobs Announced 2,536 |
|--|--------------------------------|

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 2,467 | 97% |
| Warehousing & Distribution | 52 | 2% |
| Office, HQ, & R&D (Service) | 17 | 1% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2014-2018)

Upper Savannah Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (6,151)

| Institution | Credit Enrollment |
|----------------------|-------------------|
| Lander University | 3,044 |
| Erskine College | 572 |
| Newberry College | 1,208 |
| Presbyterian College | 1,327 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (1,181)

| Program (CIP Code) | Degrees | % of Awarded |
|--|---------|--------------|
| Business, Management, Marketing, & Related | 269 | 23% |
| Health Professions & Related Programs | 189 | 16% |
| Education | 114 | 10% |
| Biological & Biomedical Sciences | 95 | 8% |
| Psychology | 88 | 7% |

Technical College(s)

Fall 2018 Enrollment - Credit & Corporate (4,491) and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|----------------------------|-------------------|---------------------------------|
| Piedmont Technical College | 4,491 | 4,147 |

2018-2019 Technical Colleges Program Completions (1,100 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Health Professions & Related Programs | 318 | 29% |
| Business, Management, Marketing & Related | 169 | 15% |
| Mechanic & Repair Technologies/Technicians | 129 | 12% |
| Liberal A/S, General Studies & Humanities | 110 | 10% |
| Engineering Tech. & Engineering-Related | 109 | 10% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (8,605)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|-------------------------------|------------|----------------------------|
| Business, Management & Admin. | 2,392 | 28% |
| Health Science | 1,369 | 16% |
| Ag., Food & Natural Resources | 971 | 11% |
| Finance | 795 | 9% |
| S.T.E.M. | 516 | 6% |

High School CTE Certifications Awarded* (1,033)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Health Science | 320 | 31% |
| Transportation, Distribution & Logistics (TDL) | 149 | 14% |
| Microburst EmployABILITY Soft Skills** | 137 | 13% |
| OSHA-10** | 116 | 11% |
| ServSafe® ** | 65 | 6% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Upstate Regional Workforce Snapshot (Q4 2020)

Cherokee, Spartanburg and Union Counties

| | |
|--|----------------|
| Total Employment | 176,925 |
| Unemployment Rate (December 2020) | 4.9% |
| Adults 18-64 Years | 234,973 |
| 2018-2019 Public High School Enrollment | 16,944 |
| 2018 Fall Postsecondary Credit Enrollment | 18,113 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---|----------|-----------------------|
| Manufacturing | 42,389 | 23% |
| Health Care & Social Assistance | 22,317 | 12% |
| Retail Trade | 18,828 | 10% |
| Accommodation & Food Services | 13,943 | 8% |
| Admin Support, Waste Mgmt & Remediation | 13,064 | 7% |
| Educational Services | 12,634 | 7% |

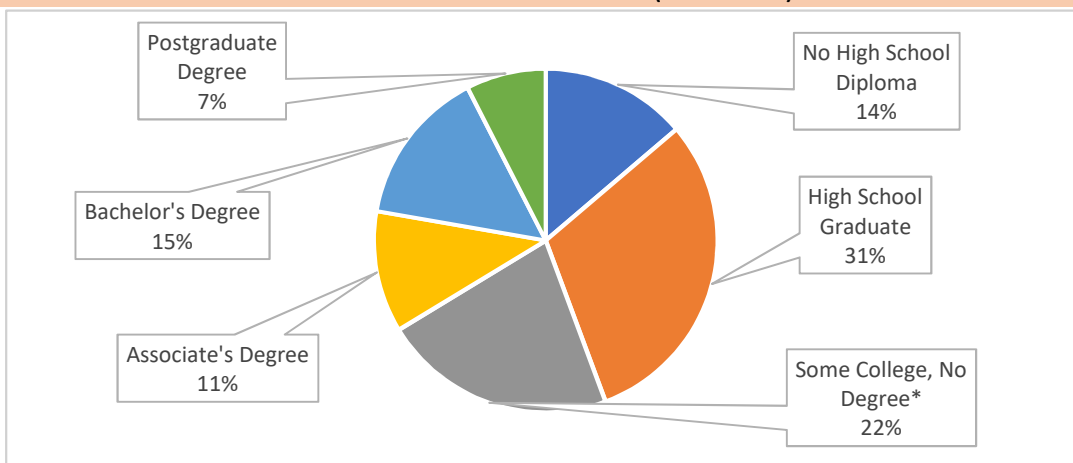
Industry Announced Investment 2016-2020

| | |
|-----------------------------------|-----------------------|
| Total Announced Investment | Jobs Announced |
| \$1,966,730,000 | 5,726 |

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 4,869 | 85% |
| Warehousing & Distribution | 616 | 11% |
| Office, HQ, & R&D (Service) | 421 | 7% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2014-2018)

Upstate Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (13,579)

| Institution | Credit Enrollment |
|-------------------------------|-------------------|
| U. S. C. - Upstate | 6,175 |
| U. S. C. - Union | 1,093 |
| Wofford College | 1,666 |
| Converse college | 1,371 |
| Limestone College | 2,410 |
| Spartanburg Methodist College | 864 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (2,783)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Business, Management, Marketing & Related | 519 | 19% |
| Health Professions & Related Programs | 397 | 14% |
| Liberal A/S, General Studies & Humanities | 362 | 13% |
| Education | 281 | 10% |

Technical College(s)

Fall 2018 Enrollment - Credit (4,534) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|-------------------------------|-------------------|---------------------------------|
| Spartanburg Community College | 4,534 | 1,551 |

2018-2019 Technical Colleges Program Completions (660 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|---|------------------|--------------|
| Liberal A/S, General Studies & Humanities | 175 | 27% |
| Health Professions & Related Programs | 134 | 20% |
| Engineering Tech. & Engineering-Related | 87 | 13% |
| Business, Management, Marketing & Related | 85 | 13% |
| Multi/Interdisciplinary Studies | 54 | 8% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (13,947)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|---|------------|----------------------------|
| Business, Management & Admin. | 4,709 | 34% |
| Health Science | 1,898 | 14% |
| Arts, Audio, Video Tech & Coms. | 856 | 6% |
| Human Services/Family & Consumer Sciences | 806 | 6% |
| Ag., Food & Natural Resources | 784 | 6% |

High School CTE Certifications Awarded* (3,424)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Health Science | 937 | 27% |
| Transportation, Distribution & Logistics (TDL) | 686 | 20% |
| OSHA-10** | 441 | 13% |
| Finance | 407 | 12% |
| Microburst EmployABILITY Soft Skills** | 326 | 10% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Waccamaw Regional Workforce Snapshot (Q4 2020)

Georgetown, Horry and Williamsburg Counties

| | |
|--|----------------|
| Total Employment | 163,581 |
| Unemployment Rate (December 2020) | 6.1% |
| Adults 18-64 Years | 242,316 |
| 2018-2019 Public High School Enrollment | 16,153 |
| 2018 Fall Postsecondary Credit Enrollment | 18,166 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---|----------|-----------------------|
| Accommodation & Food Services | 31,479 | 18% |
| Retail Trade | 27,470 | 16% |
| Health Care & Social Assistance | 20,957 | 12% |
| Construction | 11,766 | 7% |
| Admin Support, Waste Mgmt & Remediation | 10,908 | 6% |
| Educational Services | 10,785 | 6% |

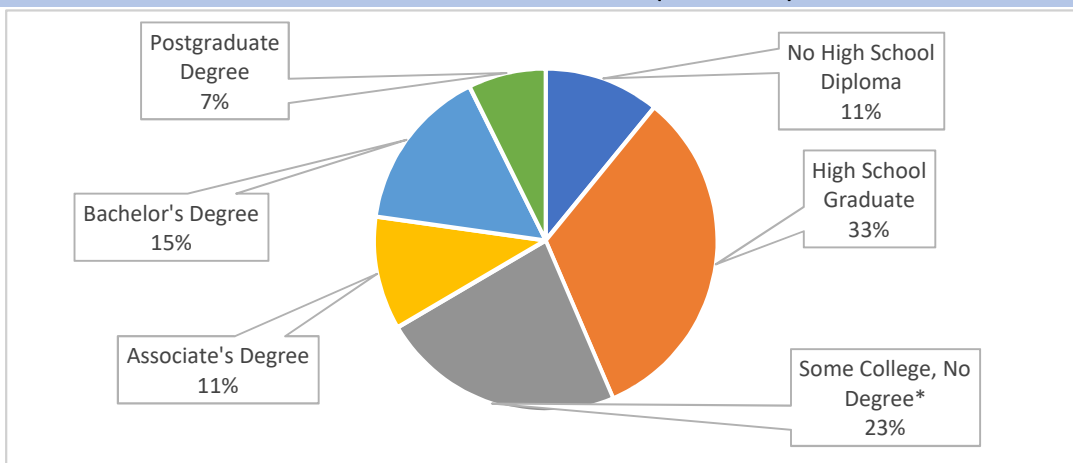
Industry Announced Investment 2016-2020

| | |
|-----------------------------------|-----------------------|
| Total Announced Investment | Jobs Announced |
| \$68,800,000 | 932 |

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 475 | 51% |
| Office, HQ, & R&D (Service) | 407 | 44% |
| Warehousing & Distribution | 50 | 5% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2014-2018)

Waccamaw Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (10,641)

| Institution | Credit Enrollment |
|-----------------------------|-------------------|
| Coastal Carolina University | 10,641 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (2,211)

| Program | # of Credentials | % of Awarded |
|---|------------------|--------------|
| Business, Management, Marketing & Related | 488 | 22% |
| Education | 333 | 15% |
| Biological & Biomedical Sciences | 228 | 10% |
| Parks, Recreation, Leisure, & Fitness Studies | 228 | 10% |
| Communication & Media Studies | 164 | 7% |

Technical College(s)

Fall 2018 Enrollment - Credit (7,525) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|------------------------------------|-------------------|---------------------------------|
| Horry-Georgetown Technical College | 6,788 | 2,349 |
| Williamsburg Technical College | 737 | 134 |

2018-2019 Technical Colleges Program Completions (1,624 - Credit Awards Only)

| Program | Credentials | % of Awarded |
|---|-------------|--------------|
| Health Professions & Related Programs | 505 | 31% |
| Liberal A/S, General Studies & Humanities | 425 | 26% |
| Business, Management, Marketing & Related | 130 | 8% |
| Culinary, Entertainment and Personal Services | 97 | 6% |
| Computer & Information Sciences | 71 | 4% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (11,818)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|---|------------|----------------------------|
| Business, Management & Admin. | 3,759 | 32% |
| Health Science | 1,483 | 13% |
| Ag., Food and Natural Resources | 1,094 | 9% |
| Human Services/Family & Consumer Sciences | 996 | 8% |
| Information Technology | 968 | 8% |

High School CTE Certifications Awarded* (1,070)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Health Science | 493 | 46% |
| OSHA-10** | 217 | 20% |
| Microburst EmployABILITY Soft Skills** | 210 | 20% |

*Students may earn multiple certifications within and across certification focus areas.

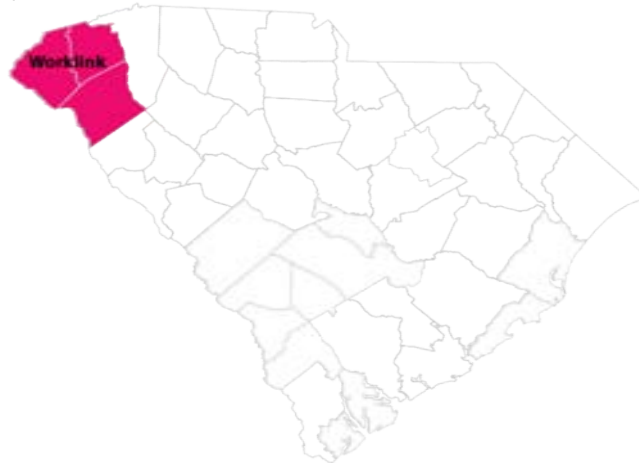
**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Worklink Regional Workforce Snapshot (Q4 2020)

Anderson, Oconee and Pickens Counties

| | |
|--|----------------|
| Total Employment | 175,965 |
| Unemployment Rate (December 2020) | 3.9% |
| Adults 18-64 Years | 240,058 |
| 2018-2019 Public High School Enrollment | 16,400 |
| 2018 Fall Postsecondary Credit Enrollment | 36,013 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---------------------------------|----------|-----------------------|
| Manufacturing | 25,588 | 19% |
| Retail Trade | 18,121 | 13% |
| Health Care & Social Assistance | 17,003 | 12% |
| Educational Services | 15,749 | 12% |
| Accommodation & Food Services | 13,941 | 10% |
| Construction | 7,216 | 5% |

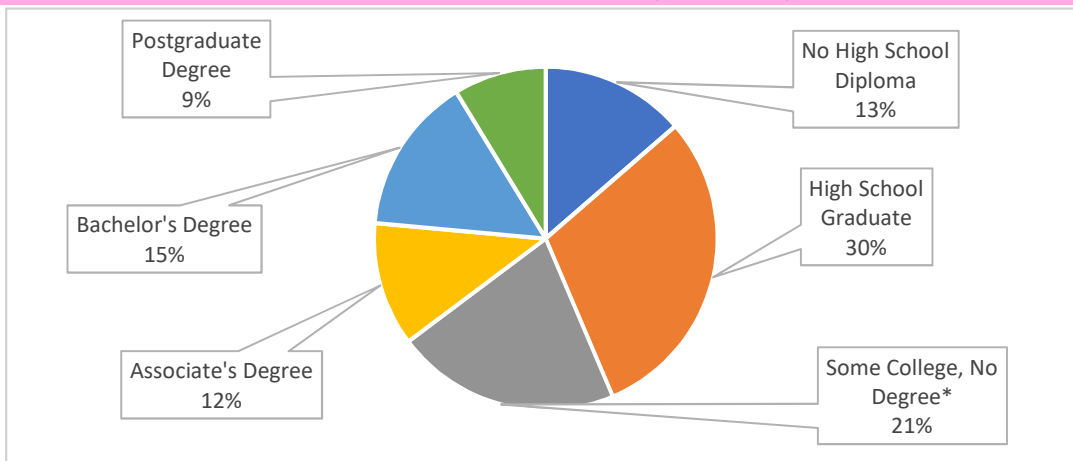
Industry Announced Investment 2016-2020

| | |
|--|--------------------------------|
| Total Announced Investment \$710,900,000 | Jobs Announced 3,499 |
|--|--------------------------------|

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 3,197 | 91% |
| Office, HQ, & R&D (Service) | 302 | 9% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2014-2018)

Worklink Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (29,931)

| Institution | Credit Enrollment |
|------------------------------|-------------------|
| Clemson University | 24,951 |
| Anderson University | 3,429 |
| Southern Wesleyan University | 1,551 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (7,977)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Business, Management, Marketing & Related | 1,738 | 22% |
| Engineering | 1,456 | 18% |
| Education | 750 | 9% |
| Biological & Biomedical Sciences | 610 | 8% |
| Health Professions & Related Programs | 508 | 6% |
| Computer & Information Sciences | 236 | 3% |

Technical College(s)

Fall 2018 Enrollment - Credit (6,082) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|------------------------------|-------------------|---------------------------------|
| Tri-County Technical College | 6,082 | 3,613 |

2018-2019 Technical Colleges Program Completions (2,252 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Liberal A/S, General Studies & Humanities | 1,211 | 54% |
| Health Professions & Related Programs | 258 | 11% |
| Precision Production | 196 | 9% |
| Mechanic & Repair Technologies/Technicians | 146 | 6% |
| Multi/Interdisciplinary Studies | 107 | 5% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (13,165)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|---|------------|----------------------------|
| Business, Management & Admin. | 3,374 | 26% |
| Ag., Food and Natural Resources | 1,551 | 12% |
| Health Science | 1,502 | 11% |
| Human Services/Family & Consumer Sciences | 1,488 | 11% |
| Information Technology | 902 | 7% |

High School CTE Certifications Awarded* (1,393)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Health Science | 406 | 29% |
| Transportation, Distribution & Logistics (TDL) | 218 | 16% |
| Finance | 141 | 10% |
| OSHA-10** | 120 | 9% |
| Finance | 104 | 7% |

*Students may earn multiple certifications within and across certification focus areas.

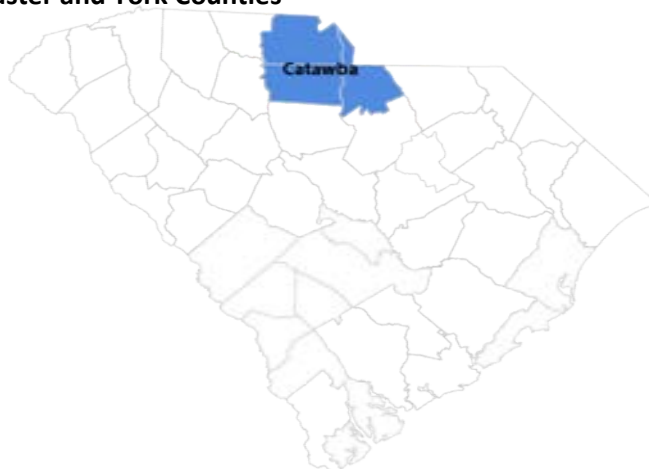
**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Catawba Regional Workforce Snapshot (Q1 2021)

Chester, Lancaster and York Counties

| | |
|--|----------------|
| Total Employment | 191,186 |
| Unemployment Rate (March 2021) | 4.8% |
| Adults 18-64 Years | 230,944 |
| 2018-2019 Public High School Enrollment | 18,077 |
| 2018 Fall Postsecondary Credit Enrollment | 11,589 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---|----------|-----------------------|
| Manufacturing | 17,802 | 12% |
| Retail Trade | 17,149 | 12% |
| Health Care & Social Assistance | 13,661 | 10% |
| Accommodation & Food Services | 12,835 | 9% |
| Educational Services | 11,976 | 8% |
| Admin Support, Waste Mgmt & Remediation | 8,396 | 6% |

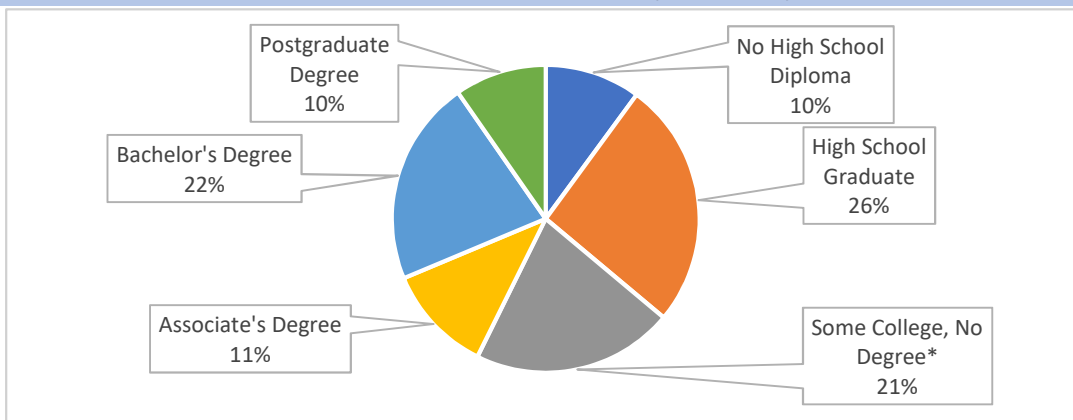
Industry Announced Investment 2016-2020

| | |
|-----------------------------------|-----------------------|
| Total Announced Investment | Jobs Announced |
| \$857,629,000 | 9,793 |

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Office, HQ, & R&D (Service) | 5,060 | 52% |
| Manufacturing | 3,657 | 37% |
| Warehousing & Distribution | 986 | 10% |
| Engineering & Design | 90 | 1% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2015-2019)

Catawba Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (7,336)

| Institution | Credit Enrollment |
|----------------------|-------------------|
| Winthrop University | 5,813 |
| U. S. C. - Lancaster | 1,523 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (1,474)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Business, Management, Marketing & Related | 267 | 18% |
| Education | 267 | 18% |
| Public Administration & Social Service | 109 | 7% |
| Parks, Rec., Leisure, Fitness & Kinesiology | 98 | 7% |
| Visual & Performing Arts | 96 | 7% |
| Psychology | 93 | 6% |

Technical College(s)

Fall 2018 Enrollment - Credit (4,253) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|------------------------|-------------------|---------------------------------|
| York Technical College | 4,253 | 2,890 |

2018-2019 Technical Colleges Program Completions (1,250 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Liberal A/S, General Studies & Humanities | 398 | 32% |
| Health Professions & Related Programs | 198 | 16% |
| Business, Management, Marketing & Related | 130 | 10% |
| Mechanic & Repair Technologies/Technicians | 127 | 10% |
| Multi/Interdisciplinary Studies | 71 | 6% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (18,644)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|---|------------|----------------------------|
| Business, Management & Admin. | 3,766 | 20% |
| Health Science | 2,516 | 13% |
| Human Services/Family & Consumer Sciences | 2,205 | 12% |
| Information Technology | 1,671 | 9% |
| Arts, Audio, Video Tech & Coms. | 1,274 | 7% |

High School CTE Certifications Awarded* (4,096)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Finance | 1,307 | 32% |
| Health Science | 957 | 23% |
| Transportation, Distribution & Logistics (TDL) | 619 | 15% |
| OSHA-10** | 372 | 9% |
| ServSafe® ** | 152 | 4% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Greenville Regional Workforce Snapshot (Q1 2021)

Greenville County

| | |
|--|----------------|
| Total Employment | 246,763 |
| Unemployment Rate (March 2021) | 4.2% |
| Adults 18-64 Years | 307,343 |
| 2018-2019 Public High School Enrollment | 20,214 |
| 2018 Fall Postsecondary Credit Enrollment | 19,391 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|--|----------|-----------------------|
| Health Care & Social Assistance | 39,985 | 14% |
| Admin Support, Waste Mgmt & Remediation | 33,895 | 12% |
| Retail Trade | 29,692 | 10% |
| Manufacturing | 29,360 | 10% |
| Accommodation & Food Services | 22,744 | 8% |
| Professional, Scientific, & Technical Services | 19,254 | 7% |

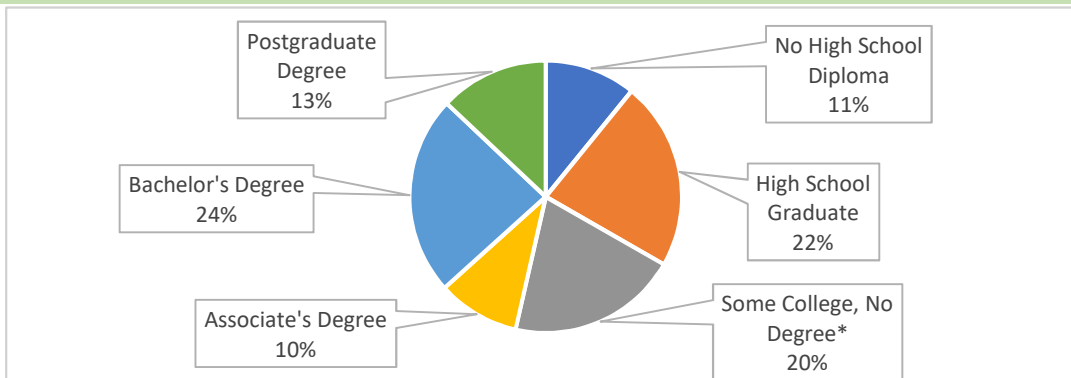
Industry Announced Investment 2016-2020

| | |
|--|--------------------------------|
| Total Announced Investment \$809,565,000 | Jobs Announced 7,152 |
|--|--------------------------------|

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Office, HQ, & R&D (Service) | 3,891 | 54% |
| Manufacturing | 3,101 | 43% |
| Warehousing & Distribution | 160 | 2% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2015-2019)

Greenville Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (8,527)

| Institution | Credit Enrollment |
|-----------------------------|-------------------|
| Furman University | 2,947 |
| North Greenville University | 2,578 |
| Bob Jones University | 3,002 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (1,868)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Business, Management, Marketing & Related | 319 | 17% |
| Education | 298 | 16% |
| Health Professions & Related Programs | 188 | 10% |
| Theology and Religious Vocations | 124 | 7% |
| Visual & Performing Arts | 119 | 6% |
| Communication & Media Studies | 113 | 6% |

Technical College(s)

Fall 2018 Enrollment - Credit (10,864) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|------------------------------|-------------------|---------------------------------|
| Greenville Technical College | 10,864 | 9,577 |

2018-2019 Technical Colleges Program Completions (2,190 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Health Professions & Related Programs | 590 | 27% |
| Liberal A/S, General Studies & Humanities | 411 | 19% |
| Engineering Tech. & Engineering-Related | 277 | 13% |
| Business, Management, Marketing & Related | 219 | 10% |
| Mechanic & Repair Technologies/Technicians | 165 | 8% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (13,149)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|-------------------------------|------------|----------------------------|
| Business, Management & Admin. | 4,162 | 32% |
| Health Science | 2,089 | 16% |
| Ag., Food & Natural Resources | 1,119 | 9% |
| Finance | 1,095 | 8% |
| S.T.E.M. | 938 | 7% |

High School CTE Certifications Awarded* (1,196)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| OSHA** | 278 | 23% |
| Health Science & Related | 156 | 13% |
| ServSafe® ** | 146 | 12% |
| Transportation, Distribution & Logistics (TDL) | 118 | 10% |
| Human Services/Family & Consumer Sciences | 111 | 9% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Lowcountry Regional Workforce Snapshot (Q1 2021)

Beaufort, Colleton, Hampton and Jasper Counties

| | |
|--|----------------|
| Total Employment | 111,434 |
| Unemployment Rate (March 2021) | 4.3% |
| Adults 18-64 Years | 151,517 |
| 2018-2019 Public High School Enrollment | 9,010 |
| 2018 Fall Postsecondary Credit Enrollment | 4,363 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---|----------|-----------------------|
| Retail Trade | 14,941 | 15% |
| Accommodation & Food Services | 14,233 | 14% |
| Health Care & Social Assistance | 13,097 | 13% |
| Construction | 7,587 | 8% |
| Educational Services | 7,102 | 7% |
| Admin Support, Waste Mgmt & Remediation | 6,992 | 7% |

Industry Announced Investment 2016-2020

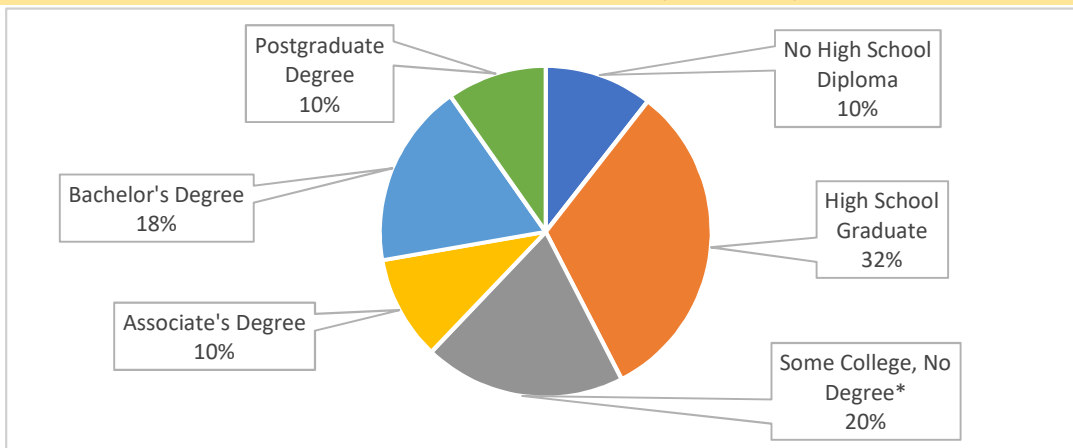
Total Announced Investment
\$521,450,000

Jobs Announced
2,856

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 2,625 | 92% |
| Office, HQ, & R&D (Service) | 171 | 6% |
| Warehousing & Distribution | 60 | 2% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2015-2019)

Lowcountry Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (2,116)

| Institution | Credit Enrollment |
|---------------------|-------------------|
| U. S. C. - Beaufort | 2,116 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (355)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Business, Management, Marketing & Related | 107 | 30% |
| Social Sciences | 47 | 13% |
| Health Professions & Related Programs | 43 | 12% |
| Biological and Biomedical Sciences | 42 | 12% |
| Psychology | 34 | 10% |

Technical College(s)

Fall 2018 Enrollment - Credit (2,247) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|-------------------------------------|-------------------|---------------------------------|
| Technical College of The Lowcountry | 2,247 | 982 |

2018-2019 Technical Colleges Program Completions (332 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Health Professions & Related Programs | 97 | 29% |
| Liberal A/S, General Studies & Humanities | 82 | 25% |
| Business, Management, Marketing & Related | 47 | 14% |
| Mechanic & Repair Technologies/Technicians | 22 | 7% |
| Multi/Interdisciplinary Studies | 19 | 6% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (9,039)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|-------------------------------|------------|----------------------------|
| Business, Management & Admin. | 2,299 | 25% |
| Health Science | 1,265 | 14% |
| Information Technology | 1,235 | 14% |
| Finance | 661 | 7% |
| S.T.E.M. | 570 | 6% |

High School CTE Certifications Awarded* (1,548)

| Certification Focus | Total Certs Earned | % of Awarded |
|---|--------------------|--------------|
| Health Science | 627 | 41% |
| OSHA-10** | 285 | 18% |
| ServSafe® ** | 264 | 17% |
| Microburst EmployABILITY Soft Skills** | 91 | 6% |
| Human Services/Family & Consumer Sciences | 69 | 4% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Lower Savannah Regional Workforce Snapshot (Q1 2021)

Aiken, Allendale, Bamberg, Barnwell, Calhoun and Orangeburg Counties

| | |
|--|----------------|
| Total Employment | 125,434 |
| Unemployment Rate (March 2021) | 5.6% |
| Adults 18-64 Years | 187,911 |
| 2018-2019 Public High School Enrollment | 12,026 |
| 2018 Fall Postsecondary Credit Enrollment | 15,317 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---|----------|-----------------------|
| Manufacturing | 17,598 | 16% |
| Health Care & Social Assistance | 13,424 | 12% |
| Retail Trade | 12,900 | 11% |
| Admin Support, Waste Mgmt & Remediation | 11,538 | 10% |
| Accommodation & Food Services | 9,516 | 8% |
| Educational Services | 9,445 | 8% |

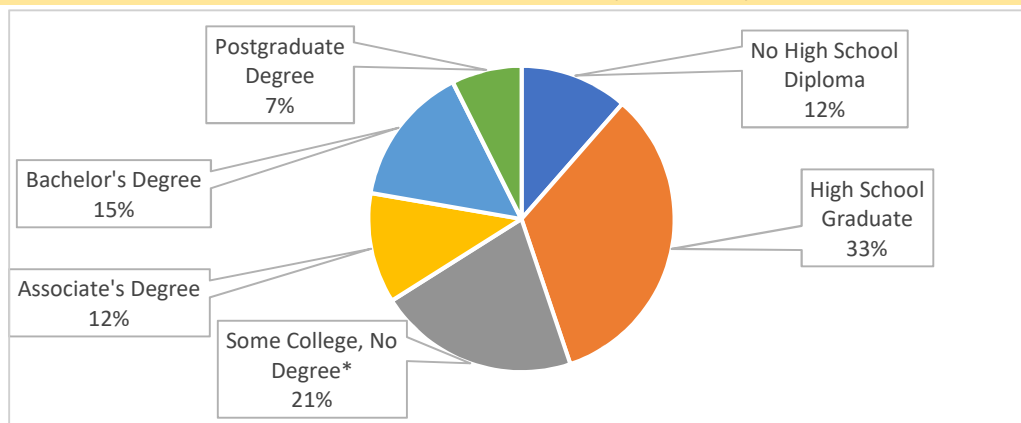
Industry Announced Investment 2016-2020

| | |
|--|--------------------------------|
| Total Announced Investment \$432,030,000 | Jobs Announced 2,278 |
|--|--------------------------------|

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|----------------------------|----------------|-------------------------|
| Manufacturing | 2,225 | 98% |
| Warehousing & Distribution | 53 | 2% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2015-2019)

Lower Savannah Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (10,174)

| Institution | Credit Enrollment |
|---------------------------------|-------------------|
| South Carolina State University | 3,022 |
| U. S. C. - Aiken | 3,562 |
| U. S. C. - Salkehatchie | 927 |
| Clayton University | 2,172 |
| Voorhees College | 491 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (1,647)

| Program (CIP Code) | Degrees | % of Awarded |
|--|---------|--------------|
| Business, Management, Marketing, & Related | 301 | 18% |
| Education | 185 | 11% |
| Health Professions & Related Programs | 172 | 10% |
| Liberal A/S, General Studies & Humanities | 164 | 10% |
| Biological & Biomedical Sciences | 130 | 8% |

Technical College(s)

Fall 2018 Enrollment - Credit (5,143) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|--------------------------------------|-------------------|---------------------------------|
| Aiken Technical College | 2,267 | 2,616 |
| Orangeburg-Calhoun Technical College | 2,387 | 743 |
| Denmark Technical College | 489 | 38 |

2018-2019 Technical Colleges Program Completions (1,266 -Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|---|------------------|--------------|
| Health Professions & Related Programs | 404 | 32% |
| Liberal A/S, General Studies & Humanities | 277 | 22% |
| Computer & Information Sciences | 93 | 7% |
| Engineering Tech. & Engineering-Related | 92 | 7% |
| Business, Management, Marketing & Related | 83 | 7% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (9,760)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|---|------------|----------------------------|
| Business, Management & Admin. | 2,298 | 24% |
| Information Technology | 1,218 | 12% |
| Health Science | 1,092 | 11% |
| Ag., Food & Natural Resources | 755 | 8% |
| Human Services/Family & Consumer Sciences | 715 | 7% |

High School CTE Certifications Awarded* (983)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Health Science | 378 | 38% |
| OSHA-10** | 160 | 16% |
| Microburst EmployABILITY Soft Skills** | 82 | 8% |
| Manufacturing | 80 | 8% |

*Students may earn multiple certifications within and across certification focus areas.

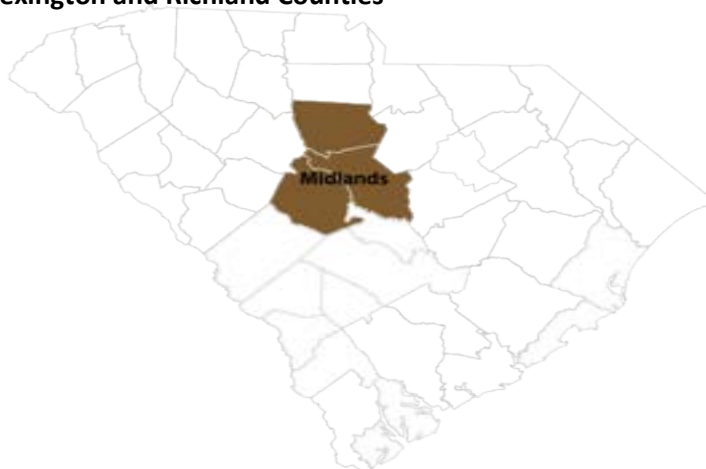
**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Midlands Regional Workforce Snapshot (Q1 2021)

Fairfield, Lexington and Richland Counties

| | |
|--|----------------|
| Total Employment | 343,877 |
| Unemployment Rate (March 2021) | 4.5% |
| Adults 18-64 Years | 461,318 |
| 2018-2019 Public High School Enrollment | 31,610 |
| 2018 Fall Postsecondary Credit Enrollment | 50,822 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---|----------|-----------------------|
| Health Care & Social Assistance | 51,753 | 14% |
| Retail Trade | 38,904 | 11% |
| Public Administration | 32,167 | 9% |
| Accommodation & Food Services | 31,321 | 9% |
| Educational Services | 29,880 | 8% |
| Admin Support, Waste Mgmt & Remediation | 28,083 | 8% |

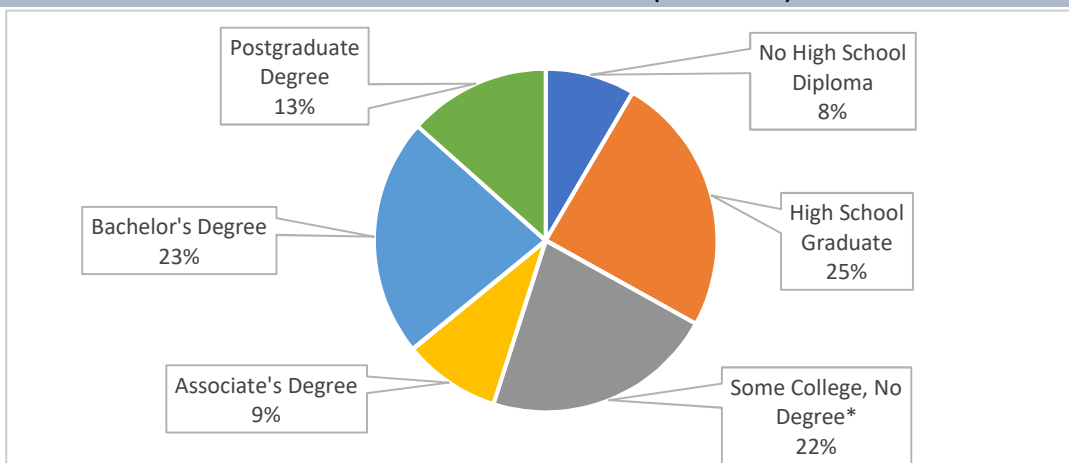
Industry Announced Investment 2016-2020

| | |
|--|--------------------------------|
| Total Announced Investment \$1,365,500,000 | Jobs Announced 4,677 |
|--|--------------------------------|

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 3,086 | 66% |
| Warehousing & Distribution | 1,000 | 21% |
| Office, HQ, & R&D (Service) | 591 | 13% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2015-2019)

Midlands Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (40,930)

| Institution | Credit Enrollment |
|-------------------------------------|-------------------|
| U. S. C. - Columbia | 34,795 |
| Allen University & Benedict College | 2,846 |
| Columbia College | 1,252 |
| Columbia International University | 1,050 |
| South University | 987 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (10,201)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Business, Management, Marketing & Related | 2,407 | 24% |
| Health Professions & Related Programs | 1,487 | 15% |
| Education | 744 | 7% |
| Engineering | 598 | 6% |
| Computer & Information Sciences | 526 | 5% |

Technical College(s)

Fall 2018 Enrollment - Credit (9,892) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|----------------------------|-------------------|---------------------------------|
| Midlands Technical College | 9,892 | 11,985 |

2018-2019 Technical Colleges Program Completions (2,125 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Health Professions & Related Programs | 724 | 34% |
| Liberal A/S, General Studies & Humanities | 628 | 30% |
| Mechanic & Repair Technologies/Technicians | 158 | 7% |
| Family & Consumer Sciences/Human Sciences | 123 | 6% |
| Engineering Tech. & Engineering-Related | 89 | 4% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (24,224)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|-------------------------------|------------|----------------------------|
| Business, Management & Admin. | 7,314 | 30% |
| Health Science | 4,235 | 17% |
| S.T.E.M. | 2,258 | 9% |
| Information Technology | 1,967 | 8% |
| Finance | 1,539 | 6% |

High School CTE Certifications Awarded* (5,513)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Finance | 1,545 | 28% |
| Health Science | 1,453 | 26% |
| OSHA-10** | 940 | 17% |
| Transportation, Distribution & Logistics (TDL) | 432 | 8% |
| Business, Management & Admin. | 266 | 5% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Pee Dee Regional Workforce Snapshot (Q1 2021)

Chesterfield, Darlington, Dillon, Florence, Marion and Marlboro Counties

| | |
|--|----------------|
| Total Employment | 147,036 |
| Unemployment Rate (March 2021) | 5.6% |
| Adults 18-64 Years | 204,815 |
| 2018-2019 Public High School Enrollment | 14,445 |
| 2018 Fall Postsecondary Credit Enrollment | 10,672 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---------------------------------|----------|-----------------------|
| Health Care & Social Assistance | 20,622 | 16% |
| Manufacturing | 19,436 | 15% |
| Retail Trade | 15,341 | 12% |
| Accommodation & Food Services | 11,523 | 9% |
| Educational Services | 10,718 | 8% |
| Transportation & Warehousing | 8,134 | 6% |

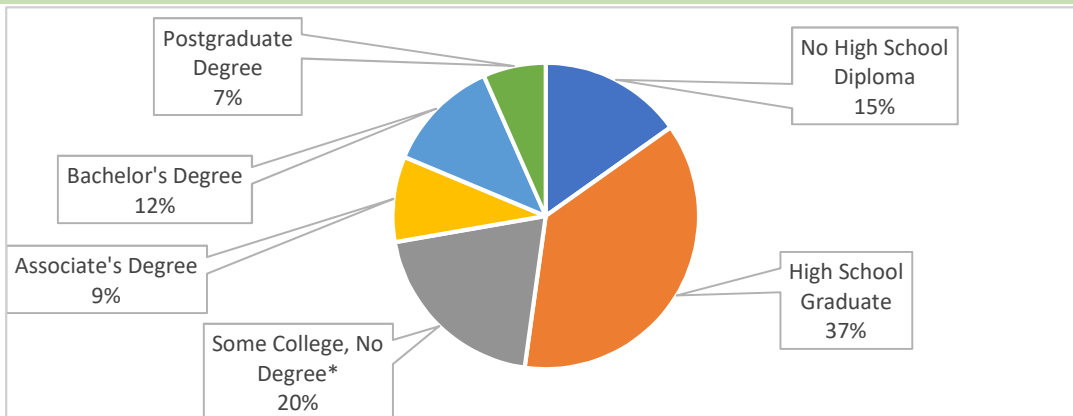
Industry Announced Investment 2016-2020

| | |
|--|--------------------------------|
| Total Announced Investment \$647,000,000 | Jobs Announced 3,654 |
|--|--------------------------------|

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 2,645 | 72% |
| Warehousing & Distribution | 830 | 23% |
| Agriculture | 125 | 3% |
| Office, HQ, & R&D (Service) | 54 | 1% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2015-2019)

Pee Dee Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (5,215)

| Institution | Credit Enrollment |
|---------------------------|-------------------|
| Francis Marion University | 3,940 |
| Coker College | 1,275 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (965)

| Program | Degrees | % of Awarded |
|--|---------|--------------|
| Health Professions & Related Programs | 212 | 22% |
| Business, Management, Marketing, & Related | 199 | 21% |
| Education | 113 | 12% |
| Psychology | 101 | 10% |
| Biological & Biomedical Sciences | 90 | 9% |

Technical College(s)

Fall 2018 Enrollment - Credit (5,457) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|---------------------------------------|-------------------|---------------------------------|
| Florence-Darlington Technical College | 4,182 | 2,592 |
| Northeastern Technical College | 1,275 | 552 |

2018-2019 Technical Colleges Program Completions (949 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Health Professions & Related Programs | 242 | 26% |
| Precision Production | 139 | 15% |
| Business, Management, Marketing & Related | 137 | 14% |
| Mechanic & Repair Technologies/Technicians | 129 | 14% |
| Liberal A/S, General Studies & Humanities | 98 | 10% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (12,014)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|---|------------|----------------------------|
| Business, Management & Admin. | 3,485 | 29% |
| Health Science | 1,520 | 13% |
| Information Technology | 1,159 | 10% |
| Ag., Food & Natural Resources | 828 | 7% |
| Human Services/Family & Consumer Sciences | 659 | 5% |

High School CTE Certifications Awarded* (2,056)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Health Science | 549 | 27% |
| OSHA-10** | 522 | 25% |
| Law, Public Safety, Corrections & Security | 369 | 18% |
| Transportation, Distribution & Logistics (TDL) | 147 | 7% |
| Finance | 86 | 4% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Santee-Lynches Regional Workforce Snapshot (Q1 2021)

Clarendon, Kershaw, Lee and Sumter Counties

| | |
|--|----------------|
| Total Employment | 87,845 |
| Unemployment Rate (March 2021) | 5.3% |
| Adults 18-64 Years | 133,178 |
| 2018-2019 Public High School Enrollment | 9,241 |
| 2018 Fall Postsecondary Credit Enrollment | 5,309 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---------------------------------|----------|-----------------------|
| Health Care & Social Assistance | 11,014 | 16% |
| Manufacturing | 9,990 | 14% |
| Retail Trade | 9,579 | 14% |
| Accommodation & Food Services | 6,101 | 9% |
| Educational Services | 5,660 | 8% |
| Public Administration | 4,928 | 7% |

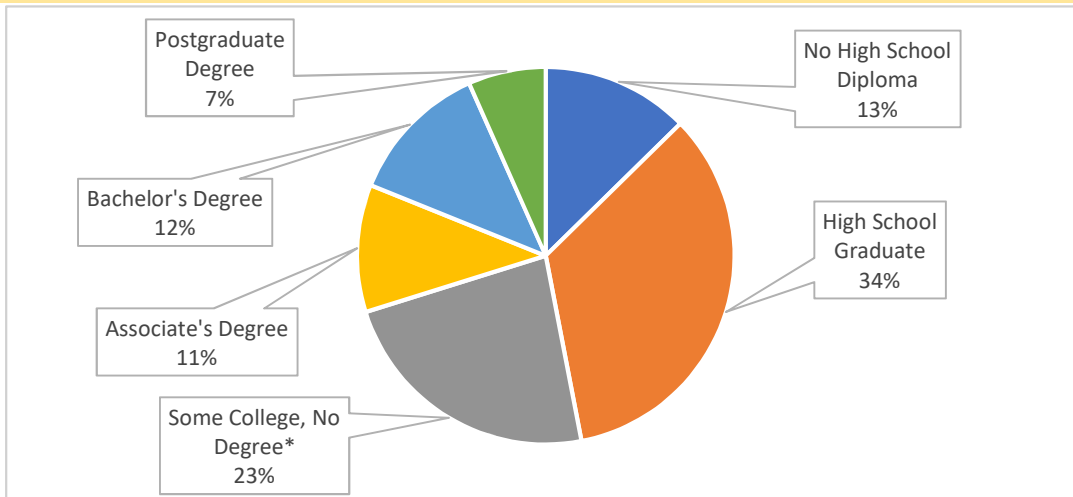
Industry Announced Investment 2016-2020

| | |
|-----------------------------------|-----------------------|
| Total Announced Investment | Jobs Announced |
| \$410,400,000 | 1,157 |

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 1,042 | 90% |
| Office, HQ, & R&D (Service) | 105 | 9% |
| Warehousing & Distribution | 10 | 1% |

Educational Attainment Adults (18-64)



*Includes Certificate level credentials (American Community Survey 2015-2019)

Santee-Lynches Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (1,759)

| Institution | Credit Enrollment |
|-------------------|-------------------|
| U. S. C. - Sumter | 1,110 |
| Morris College | 649 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (232)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Liberal A/S, General Studies & Humanities | 136 | 59% |
| Law Enforcement, Firefighting & Related | 18 | 8% |
| Business, Management, Marketing & Related | 16 | 7% |
| Social Sciences | 16 | 7% |

Technical College(s)

Fall 2018 Enrollment - Credit (3,550) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|------------------------------------|-------------------|---------------------------------|
| Central Carolina Technical College | 3,550 | 1,958 |

2018-2019 Technical Colleges Program Completions (672 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|---|------------------|--------------|
| Health Professions & Related Programs | 156 | 23% |
| Liberal A/S, General Studies & Humanities | 130 | 19% |
| Engineering Tech. & Engineering-Related | 96 | 14% |
| Business, Management, Marketing & Related | 71 | 11% |
| Precision Production | 51 | 8% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (7,810)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|-------------------------------|------------|----------------------------|
| Business, Management & Admin. | 2,087 | 27% |
| Information Technology | 1,149 | 15% |
| Health Science | 743 | 10% |
| Ag., Food & Natural Resources | 691 | 9% |
| Finance | 627 | 8% |

High School CTE Certifications Awarded* (1,777)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| OSHA-10** | 469 | 26% |
| Health Science | 390 | 22% |
| Microburst EmployABILITY Soft Skills** | 232 | 13% |
| ServSafe® ** | 183 | 10% |
| Transportation, Distribution & Logistics (TDL) | 111 | 6% |

*Students may earn multiple certifications within and across certification focus areas.

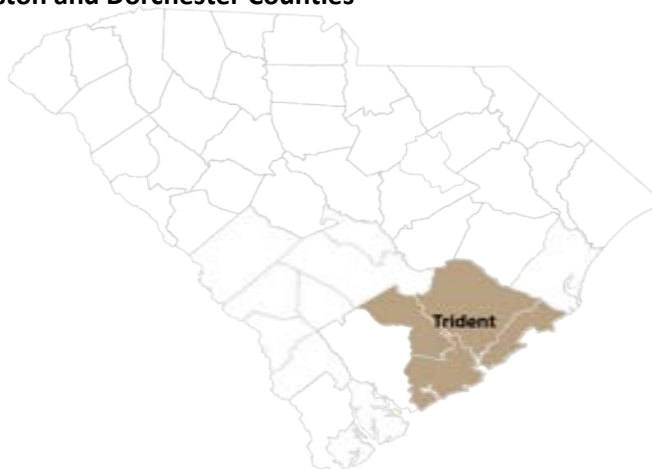
**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Trident Regional Workforce Snapshot (Q1 2021)

Berkeley, Charleston and Dorchester Counties

| | |
|--|----------------|
| Total Employment | 378,730 |
| Unemployment Rate (March 2021) | 4.4% |
| Adults 18-64 Years | 482,949 |
| 2018-2019 Public High School | 29,796 |
| 2018 Fall Postsecondary Credit Enrollment | 29,999 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|--|----------|-----------------------|
| Health Care & Social Assistance | 47,529 | 13% |
| Retail Trade | 42,983 | 12% |
| Accommodation & Food Services | 38,099 | 10% |
| Educational Services | 29,670 | 8% |
| Manufacturing | 29,081 | 8% |
| Professional, Scientific, & Technical Services | 28,953 | 8% |

Industry Announced Investment 2016-2020

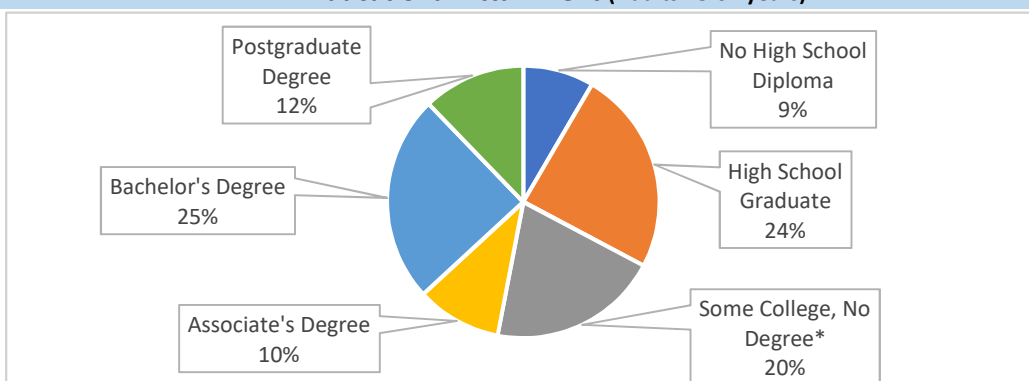
Total Announced Investment
\$2,583,380,000

Jobs Announced
12,118

Jobs Announced by Industry

| Industry | Number of Jobs | % of Total Jobs Announced |
|-----------------------------|----------------|---------------------------|
| Manufacturing | 6,922 | 57% |
| Office, HQ, & R&D (Service) | 3,085 | 25% |
| Warehousing & Distribution | 2,111 | 17% |

Educational Attainment (Adults 18-64 years)



*Includes Certificate level credentials (American Community Survey 2015-2019)

Trident Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (17,851)

| Institution | Credit Enrollment |
|--------------------------------------|-------------------|
| Medical University of South Carolina | 2,944 |
| The Citadel | 3,784 |
| College of Charleston | 10,783 |
| Charleston Southern University | 340 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (5,266)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Health Professions & Related Programs | 1,203 | 23% |
| Business, Management, Marketing & Related | 1,083 | 21% |
| Biological and Biomedical Sciences | 446 | 8% |
| Education | 407 | 8% |
| Socail Science | 310 | 6% |
| Computer & Information Sciences | 155 | 3% |

Technical College(s)

Fall 2018 Enrollment - Credit (12,148) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|---------------------------|-------------------|---------------------------------|
| Trident Technical College | 12,148 | 8,234 |

2018-2019 Technical Colleges Program Completions (2,073 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|---|------------------|--------------|
| Liberal A/S, General Studies & Humanities | 460 | 22% |
| Health Professions & Related Programs | 451 | 22% |
| Business, Management, Marketing & Related | 280 | 14% |
| Computer & Information Sciences | 175 | 8% |
| Personal & Culinary Services | 151 | 7% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (24,270)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|-------------------------------|------------|----------------------------|
| Information Technology | 4,976 | 21% |
| Health Science | 4,889 | 20% |
| Business, Management & Admin. | 4,125 | 17% |
| S.T.E.M. | 2,622 | 11% |
| Hospitality & Tourism | 1,543 | 6% |

High School CTE Certifications Awarded* (3,391)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Business, Management & Admin. | 806 | 24% |
| Health Science | 692 | 20% |
| Microburst EmployABILITY Soft Skills** | 603 | 18% |
| Finance | 532 | 16% |
| ServSafe® ** | 183 | 5% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Upper Savannah Regional Workforce Snapshot (Q1 2021)

Abbeville, Edgefield, Greenwood, Laurens, McCormick, Newberry and Saluda Counties

Total Employment **108,742**

Unemployment Rate **4.9%**
(March 2021)

Adults 18-64 Years **153,269**

2018-2019 Public High School Enrollment **9,036**

2018 Fall Postsecondary Credit Enrollment **10,642**



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---------------------------------|----------|-----------------------|
| Manufacturing | 22,143 | 25% |
| Health Care & Social Assistance | 12,112 | 14% |
| Retail Trade | 8,320 | 10% |
| Educational Services | 6,853 | 8% |
| Accommodation & Food Services | 5,735 | 7% |
| Public Administration | 5,527 | 6% |

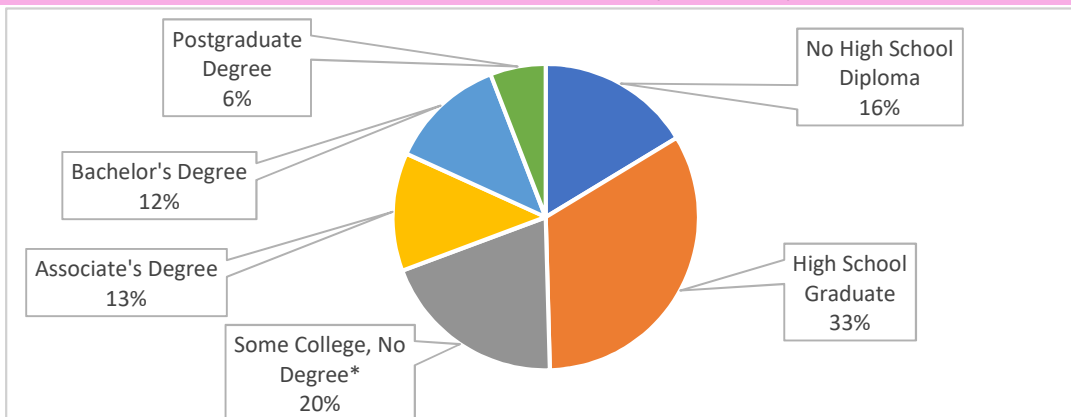
Industry Announced Investment 2016-2020

| | |
|--|--------------------------------|
| Total Announced Investment \$1,372,470,000 | Jobs Announced 2,536 |
|--|--------------------------------|

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 2,467 | 97% |
| Warehousing & Distribution | 52 | 2% |
| Office, HQ, & R&D (Service) | 17 | 1% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2015-2019)

Upper Savannah Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (6,151)

| Institution | Credit Enrollment |
|----------------------|-------------------|
| Lander University | 3,044 |
| Erskine College | 572 |
| Newberry College | 1,208 |
| Presbyterian College | 1,327 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (1,181)

| Program (CIP Code) | Degrees | % of Awarded |
|--|---------|--------------|
| Business, Management, Marketing, & Related | 269 | 23% |
| Health Professions & Related Programs | 189 | 16% |
| Education | 114 | 10% |
| Biological & Biomedical Sciences | 95 | 8% |
| Psychology | 88 | 7% |

Technical College(s)

Fall 2018 Enrollment - Credit & Corporate (4,491) and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|----------------------------|-------------------|---------------------------------|
| Piedmont Technical College | 4,491 | 4,147 |

2018-2019 Technical Colleges Program Completions (1,100 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Health Professions & Related Programs | 318 | 29% |
| Business, Management, Marketing & Related | 169 | 15% |
| Mechanic & Repair Technologies/Technicians | 129 | 12% |
| Liberal A/S, General Studies & Humanities | 110 | 10% |
| Engineering Tech. & Engineering-Related | 109 | 10% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (8,605)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|-------------------------------|------------|----------------------------|
| Business, Management & Admin. | 2,392 | 28% |
| Health Science | 1,369 | 16% |
| Ag., Food & Natural Resources | 971 | 11% |
| Finance | 795 | 9% |
| S.T.E.M. | 516 | 6% |

High School CTE Certifications Awarded* (1,033)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Health Science | 320 | 31% |
| Transportation, Distribution & Logistics (TDL) | 149 | 14% |
| Microburst EmployABILITY Soft Skills** | 137 | 13% |
| OSHA-10** | 116 | 11% |
| ServSafe® ** | 65 | 6% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Upstate Regional Workforce Snapshot (Q1 2021)

Cherokee, Spartanburg and Union Counties

| | |
|--|----------------|
| Total Employment | 186,755 |
| Unemployment Rate (March 2021) | 5.0% |
| Adults 18-64 Years | 234,973 |
| 2018-2019 Public High School Enrollment | 16,944 |
| 2018 Fall Postsecondary Credit Enrollment | 18,113 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---|----------|-----------------------|
| Manufacturing | 42,389 | 23% |
| Health Care & Social Assistance | 22,317 | 12% |
| Retail Trade | 18,828 | 10% |
| Accommodation & Food Services | 13,943 | 8% |
| Admin Support, Waste Mgmt & Remediation | 13,064 | 7% |
| Educational Services | 12,634 | 7% |

Industry Announced Investment 2016-2020

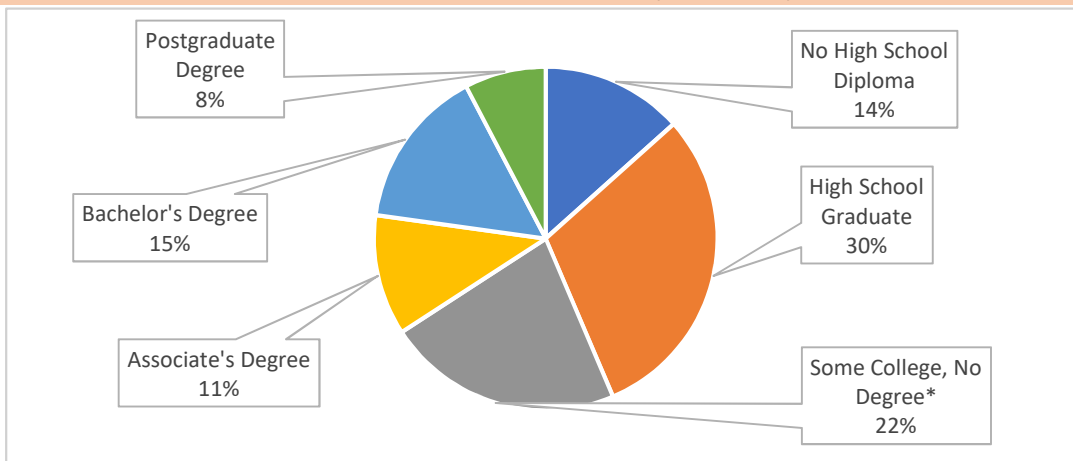
Total Announced Investment
\$1,966,730,000

Jobs Announced
5,726

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 4,869 | 85% |
| Warehousing & Distribution | 616 | 11% |
| Office, HQ, & R&D (Service) | 421 | 7% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2015-2019)

Upstate Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (13,579)

| Institution | Credit Enrollment |
|-------------------------------|-------------------|
| U. S. C. - Upstate | 6,175 |
| U. S. C. - Union | 1,093 |
| Wofford College | 1,666 |
| Converse college | 1,371 |
| Limestone College | 2,410 |
| Spartanburg Methodist College | 864 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (2,783)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Business, Management, Marketing & Related | 519 | 19% |
| Health Professions & Related Programs | 397 | 14% |
| Liberal A/S, General Studies & Humanities | 362 | 13% |
| Education | 281 | 10% |

Technical College(s)

Fall 2018 Enrollment - Credit (4,534) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|-------------------------------|-------------------|---------------------------------|
| Spartanburg Community College | 4,534 | 1,551 |

2018-2019 Technical Colleges Program Completions (660 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|---|------------------|--------------|
| Liberal A/S, General Studies & Humanities | 175 | 27% |
| Health Professions & Related Programs | 134 | 20% |
| Engineering Tech. & Engineering-Related | 87 | 13% |
| Business, Management, Marketing & Related | 85 | 13% |
| Multi/Interdisciplinary Studies | 54 | 8% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (13,947)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|---|------------|----------------------------|
| Business, Management & Admin. | 4,709 | 34% |
| Health Science | 1,898 | 14% |
| Arts, Audio, Video Tech & Coms. | 856 | 6% |
| Human Services/Family & Consumer Sciences | 806 | 6% |
| Ag., Food & Natural Resources | 784 | 6% |

High School CTE Certifications Awarded* (3,424)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Health Science | 937 | 27% |
| Transportation, Distribution & Logistics (TDL) | 686 | 20% |
| OSHA-10** | 441 | 13% |
| Finance | 407 | 12% |
| Microburst EmployABILITY Soft Skills** | 326 | 10% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Waccamaw Regional Workforce Snapshot (Q1 2021)

Georgetown, Horry and Williamsburg Counties

| | |
|--|----------------|
| Total Employment | 173,907 |
| Unemployment Rate (March 2021) | 6.3% |
| Adults 18-64 Years | 242,316 |
| 2018-2019 Public High School Enrollment | 16,153 |
| 2018 Fall Postsecondary Credit Enrollment | 18,166 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---|----------|-----------------------|
| Accommodation & Food Services | 31,479 | 18% |
| Retail Trade | 27,470 | 16% |
| Health Care & Social Assistance | 20,957 | 12% |
| Construction | 11,766 | 7% |
| Admin Support, Waste Mgmt & Remediation | 10,908 | 6% |
| Educational Services | 10,785 | 6% |

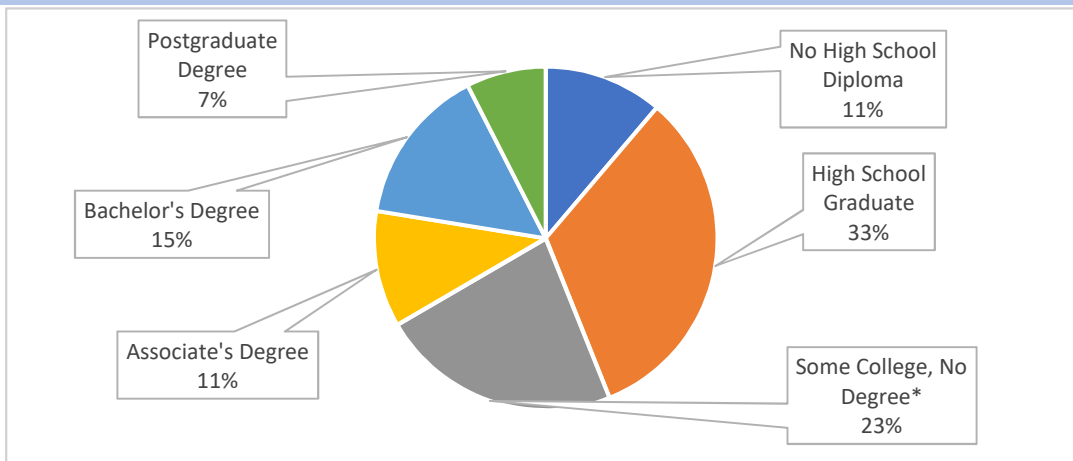
Industry Announced Investment 2016-2020

| | |
|-----------------------------------|-----------------------|
| Total Announced Investment | Jobs Announced |
| \$68,800,000 | 932 |

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 475 | 51% |
| Office, HQ, & R&D (Service) | 407 | 44% |
| Warehousing & Distribution | 50 | 5% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2015-2019)

Waccamaw Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (10,641)

| Institution | Credit Enrollment |
|-----------------------------|-------------------|
| Coastal Carolina University | 10,641 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (2,211)

| Program | # of Credentials | % of Awarded |
|---|------------------|--------------|
| Business, Management, Marketing & Related | 488 | 22% |
| Education | 333 | 15% |
| Biological & Biomedical Sciences | 228 | 10% |
| Parks, Recreation, Leisure, & Fitness Studies | 228 | 10% |
| Communication & Media Studies | 164 | 7% |

Technical College(s)

Fall 2018 Enrollment - Credit (7,525) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|------------------------------------|-------------------|---------------------------------|
| Horry-Georgetown Technical College | 6,788 | 2,349 |
| Williamsburg Technical College | 737 | 134 |

2018-2019 Technical Colleges Program Completions (1,624 - Credit Awards Only)

| Program | Credentials | % of Awarded |
|---|-------------|--------------|
| Health Professions & Related Programs | 505 | 31% |
| Liberal A/S, General Studies & Humanities | 425 | 26% |
| Business, Management, Marketing & Related | 130 | 8% |
| Culinary, Entertainment and Personal Services | 97 | 6% |
| Computer & Information Sciences | 71 | 4% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (11,818)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|---|------------|----------------------------|
| Business, Management & Admin. | 3,759 | 32% |
| Health Science | 1,483 | 13% |
| Ag., Food and Natural Resources | 1,094 | 9% |
| Human Services/Family & Consumer Sciences | 996 | 8% |
| Information Technology | 968 | 8% |

High School CTE Certifications Awarded* (1,070)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Health Science | 493 | 46% |
| OSHA-10** | 217 | 20% |
| Microburst EmployABILITY Soft Skills** | 210 | 20% |

*Students may earn multiple certifications within and across certification focus areas.

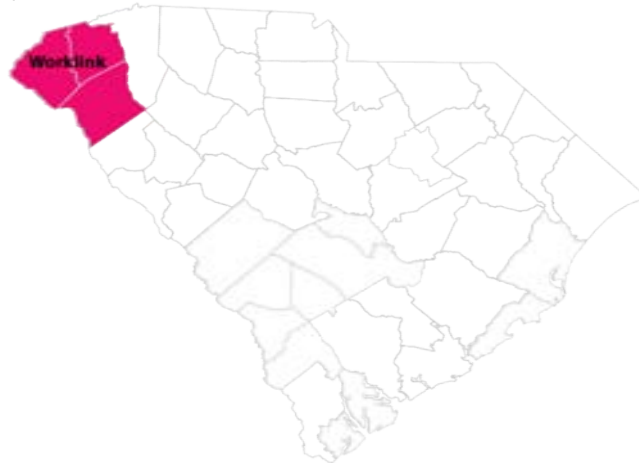
**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

Worklink Regional Workforce Snapshot (Q1 2021)

Anderson, Oconee and Pickens Counties

| | |
|--|----------------|
| Total Employment | 176,229 |
| Unemployment Rate (March 2021) | 4.4% |
| Adults 18-64 Years | 240,058 |
| 2018-2019 Public High School Enrollment | 16,400 |
| 2018 Fall Postsecondary Credit Enrollment | 36,013 |



Top Industries (Q3 2020)

| Industry | Employed | % of Total Employment |
|---------------------------------|----------|-----------------------|
| Manufacturing | 25,588 | 19% |
| Retail Trade | 18,121 | 13% |
| Health Care & Social Assistance | 17,003 | 12% |
| Educational Services | 15,749 | 12% |
| Accommodation & Food Services | 13,941 | 10% |
| Construction | 7,216 | 5% |

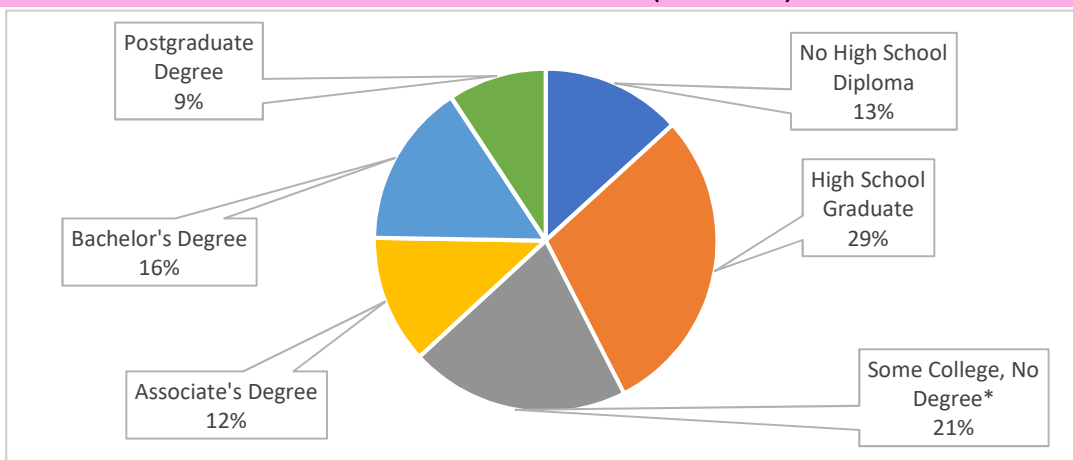
Industry Announced Investment 2016-2020

| | |
|-----------------------------------|-----------------------|
| Total Announced Investment | Jobs Announced |
| \$710,900,000 | 3,499 |

Jobs Announced by Industry

| Industry | Number of Jobs | % of Jobs Announcements |
|-----------------------------|----------------|-------------------------|
| Manufacturing | 3,197 | 91% |
| Office, HQ, & R&D (Service) | 302 | 9% |

Educational Attainment (Adults 18-64)



*Includes Certificate level credentials (American Community Survey 2015-2019)

Worklink Region Education Snapshot (2018-2019)

Public & Independent Universities and Colleges Enrollment

Fall 2018 Enrollment (29,931)

| Institution | Credit Enrollment |
|------------------------------|-------------------|
| Clemson University | 24,951 |
| Anderson University | 3,429 |
| Southern Wesleyan University | 1,551 |

2018-2019 Public/Independent Colleges and Universities Degrees Awarded (7,977)

| Program | Degrees | % of Awarded |
|---|---------|--------------|
| Business, Management, Marketing & Related | 1,738 | 22% |
| Engineering | 1,456 | 18% |
| Education | 750 | 9% |
| Biological & Biomedical Sciences | 610 | 8% |
| Health Professions & Related Programs | 508 | 6% |
| Computer & Information Sciences | 236 | 3% |

Technical College(s)

Fall 2018 Enrollment - Credit (6,082) & Corporate and Community Education (CE) Programs

| Institution | Credit Enrollment | CE Enrollment (2018 Annualized) |
|------------------------------|-------------------|---------------------------------|
| Tri-County Technical College | 6,082 | 3,613 |

2018-2019 Technical Colleges Program Completions (2,252 - Credit Awards Only)

| Program | # of Credentials | % of Awarded |
|--|------------------|--------------|
| Liberal A/S, General Studies & Humanities | 1,211 | 54% |
| Health Professions & Related Programs | 258 | 11% |
| Precision Production | 196 | 9% |
| Mechanic & Repair Technologies/Technicians | 146 | 6% |
| Multi/Interdisciplinary Studies | 107 | 5% |

Public High Schools

2018-2019 Career and Technical Education (CTE) Student Course Enrollment (13,165)

| CTE Student Cluster | Enrollment | % of CTE Students Enrolled |
|---|------------|----------------------------|
| Business, Management & Admin. | 3,374 | 26% |
| Ag., Food and Natural Resources | 1,551 | 12% |
| Health Science | 1,502 | 11% |
| Human Services/Family & Consumer Sciences | 1,488 | 11% |
| Information Technology | 902 | 7% |

High School CTE Certifications Awarded* (1,393)

| Certification Focus | Total Certs Earned | % of Awarded |
|--|--------------------|--------------|
| Health Science | 406 | 29% |
| Transportation, Distribution & Logistics (TDL) | 218 | 16% |
| Finance | 141 | 10% |
| OSHA-10** | 120 | 9% |
| Finance | 104 | 7% |

*Students may earn multiple certifications within and across certification focus areas.

**Certifications falling under multiple clusters are reported independently of career clusters.

Sources: SCDEW, US Census, JobsEQ, SC Commerce, SC Tech, SC Dept. of Education & SC Commission on Higher Education

**MINUTES OF THE
OF THE
SOUTH CAROLINA COORDINATING COUNCIL
FOR WORKFORCE DEVELOPMENT**

December 4, 2019

MEMBERS PRESENT:

Mr. Bobby Hitt
Dr. Rusty Monhollon
Dr. Richard Cosentino
Mr. Brad Neese (Proxy for Dr. Tim Hardee)
Dr. Greg Rutherford
Dr. David Mathis
Mr. Dan Ellzey
Ms. Angie Leidinger (Proxy for Dr. Jim Clements)
Ms. Andrea White

STAFF PRESENT:

Ms. Elisabeth Kovacs
Mr. Robert Davis
Mr. Michael McInerney

MEMBERS ABSENT:

Ms. Molly Spearman

STRATEGIC PARTNERS GROUPPRESENT:

Ms. Susie Shannon
Mr. Don Tomlin

Mr. Jim Rund

BUSINESS ADVISORY GROUP MEMBERS PRESENT:

Ms. Cynthia Bennett
Mr. Clint Hankinson
Ms. Morgan Browne
Mr. Jeff Bushardt

Ms. Sarah Hazard
Ms. Robyn Knox
Ms. Zelda Waymer
Ms. Debbie Locklair

NOTIFICATION OF MEDIA

The South Carolina Coordinating Council for Workforce Development (CCWD) has complied with the requirements of the Freedom of Information Act in notification of the media and posting of the agenda.

CALL TO ORDER AND WELCOME

Secretary Hitt welcomed the attendees and ensured a quorum. The meeting was then called to order at 2:03 p.m. **Secretary Hitt** welcomed all the new members of the CCWD and **Elisabeth Kovacs** provided a short background on each new council member.

APPROVAL OF MINUTES

Secretary Hitt asked for a motion to approve the minutes of the previous meeting. A motion was made and seconded, to approve the November 11, 2018 minutes. The minutes were approved with none opposed.

CCWD History

Elisabeth Kovacs provided a short history on the CCWD summarizing the founding legislation, the mission and the activities during the first two-year term of the council. Elisabeth closed by speaking on the momentum the CCWD currently has and how this sets up the next two years as an opportunity to move forward collectively.

WorkforceONE Summary

Candice Thompson, a former Georgetown County Economic Developer and small business owner, provided a summary of the April 2018 WorkforceONE Summit. Candice discussed the main lessons and communicated the vision for South Carolina's workforce future that was crafted by the WorkforceONE participants.

SC Comprehensive Workforce Plan

Peggy Torrey, with the South Carolina Council on Competitiveness, spoke on how to leverage the priorities and themes from the WorkforceOne summit to create South Carolina's first "Comprehensive Workforce Plan". After Peggy completed her presentation, the CCWD discussed the concept a comprehensive workforce plan and the priorities taken from the WorkforceONE summit.

Secretary Hitt asked for a motion for the CCWD to support the priorities taken from the WorkforceONE summit and use those to create a comprehensive workforce plan. Dr. Richard Cosentino made a motion and Dr. Greg Rutherford seconded. The motion was approved unanimously.

DATA SHARING – Legislation and Committee Update H.3757

Erica Von Nessen provided a history of work to-date for the H.3757 Workforce and Education Data Oversight Committee (WEDOC) legislation. The CCWD discussed the need for the H.3757 legislation and the impact it would have on our ability to study programmatic outcomes. After substantive discussion, the CCWD decided to have a meeting with staff to sort out any last questions regarding the H.3757 legislation.

Secretary Hitt made a motion and **Andrea White** seconded for state agency staff to convene to discuss H.3757 and, before the start of legislation session in January, the CCWD will meet to vote in support of the H.3757 legislation if necessary.

Workforce Definitions Committee Update

Robert Davis informed the CCWD of the work accomplished by the Workforce Definitions subcommittee and the current status of the workforce dictionary. The workforce dictionary will be provided to the CCWD for their review and approval in 2020.

OTHER BUSINESS

Closing discussions included **Dr. David Mathis** speaking on the Education and Economic Development Coordinating Council (EEDA) annual report that was submitted in December. **Dr. Rusty Monhollon** informed the CCWD of the work CHE is doing to update Public Agenda 2017 through the SC Higher Education Advisory Committee. There being no other business, Secretary Hitt adjourned the meeting at 2:56 p.m.

Minutes transcribed by: Robert Davis

Elisabeth Kovacs
Deputy Director-Workforce Development
Coordinating Council for Workforce Development



SOUTH CAROLINA WORKFORCE JOURNEYS STORYTELLING & ENGAGEMENT PROJECT

ABOUT ROADTRIP NATION

Roadtrip Nation (RTN) is an Emmy Award winning media and career guidance non-profit, whose mission is to empower people to define their own roads in life. Each year, Roadtrip Nation selects socially relevant topics upon which to focus its narrative-based storytelling projects. Content from these “roadtrips” is then disseminated across a wide range of education and media channels to inspire the next generation with a more inclusive view of the future of work. Core to RTN’s education model is the RTN Interview Archive, a database of 8,000+ video assets showcasing the career stories of a diverse set of individuals from all walks of life. Each roadtrip fuels new stories for this database, in addition to creating documentary content for PBS and other digital distribution channels. Past projects include:

Diversity in Computer Science Roadtrip

In partnership with the National Science Foundation

First-Generation College Student Roadtrip

In partnership with Michelle Obama & ACT

Women in STEM Roadtrip

In partnership with AT&T Foundation

Current projects scheduled for 2021 include the **Formerly Incarcerated Roadtrip** with the Chan Zuckerberg Initiative, the **Future of Health Care Roadtrip** with Blue Shield of California and the **Teachers Roadtrip** with *Education Week*.



FUTURE OF SOUTH CAROLINA WORKFORCE PARTNERSHIP

- The onset of the COVID-19 pandemic, coupled closely with heightened racial tension and the uncertain future of our country, has brought on an increased need for positive, forward societal momentum.
- But this does not overshadow an individual's need, especially one from an underrepresented background, to define their own road in life amidst uncertain times. In fact, it highlights its importance.
- The State of South Carolina has built strong partnerships and impactful resources that will help its residents during this difficult time, but increased engagement and additional tools will allow them to do even more.

Leveraging Roadtrip Nation’s storytelling model and digital infrastructure, in addition to South Carolina’s already fruitful partnership with Tallo, we have the opportunity to combine career exploration and corporate engagement tools with the resources needed by both the state’s talent (future workers) and its employers. RTN proposes a two-phase approach to support South Carolina’s progressive, innovative workforce development strategy.



ROADTRIP NATION

Measurable Impact

EPIC Evaluation

A study conducted by the Education Policy Improvement Center (EPIC) on Roadtrip Nation’s video-based curriculum, supported in part by the William and Flora Hewlett Foundation, revealed two key insights about student impact. First, participating students demonstrated a significant increase in self-efficacy, and second, they demonstrated a concrete increase in GPA. The full report can be found [here](#).

Stanford's John W. Gardner Center Study

In addition, a study conducted by the John W. Gardner Center for Youth and their Communities at Stanford University found that Roadtrip Nation content, “opened students’ eyes to futures they had not known about, or considered possible.” The study was conducted in six San Jose Unified District schools as part of the district’s Plus initiative, which offers programs focused on helping students explore career paths and recover credits as they work toward high school graduation. The full report can be found [here](#).

PHASE I: VIRTUAL SC STORYTELLING VIRTUAL INTERVIEWS WITH SOUTH CAROLINA LEADERS

RTN will develop and execute a Virtual SC Video Production Project, during which a small group of South Carolina young adults will conduct virtual interviews with up to eight individuals, selected in partnership with Tallo and the State of South Carolina. RTN has developed a model that allows for RTN-style interviews to be conducted virtually, creating content that can be post-produced into short-form, educational video content.

By interviewing eight South Carolina leaders, RTN will be able to post-produce over 30 short-form videos that can be integrated into the SC Future Makers site, helping to personalize the career exploration and job placement experience for South Carolina talent. Content will also be integrated into the Roadtrip Nation Interview Archive, which is accessible to 14 million students annually nationwide.

In addition, RTN will produce a 2-3 minute trailer to be used on SC Future Makers and other promotional platforms, and the State of South Carolina will have rights to use all content produced.

CROWDSOURCED STORIES OF SOUTH CAROLINA LEADERS

Roadtrip Nation will develop a customized South Carolina Share Your Road (SYR) platform, which can be promoted and linked to across various platforms, including Tallo, social media and targeted communications to South Carolina businesses and organizations. SYR is a digital platform made up of custom questions designed to gather the authentic stories of leaders from all different backgrounds, focusing on both the triumphs and challenges that helped them define their roads in life. Benefits of creating a custom South Carolina SYR platform include:

- **SC Business/Organization Call to Action:** SYR will be shareable across all businesses, workforce agencies and organizations, giving all business leaders in South Carolina the opportunity to share their stories.
- **SC Business/Organization Recognition:** SC organizations who commit to collecting an agreed upon number of stories will be recognized on the SYR platform and in communications related to the platform.
- **Documentary Leader Identification:** Because it will launch prior to production of the South Carolina Roadtrip documentary (more info in the next section), the leader stories collected from the SYR platform may act as a source for identifying the leaders who will be interviewed for the public television documentary.
- **Public Television Call to Action:** RTN will develop a custom call to action that will be included on all public television airings (40-60 million households nationally) for the South Carolina Roadtrip documentary (more info in the next section).

An example of a leader profile created from an SYR platform [can be found here](#).

PHASE II: SOUTH CAROLINA ROADTRIP THE FUTURE OF WORK IN THE PALMETTO STATE

In collaboration with the State of South Carolina and Tallo, RTN will develop a South Carolina Roadtrip (official title TBD) for three young adults from diverse backgrounds, all at important turning points in their career and life journeys. They will hit the road to interview leaders from all walks of life who have found unique ways to achieve success in the state of South Carolina. Through their eyes, we will tell the story of South Carolina’s innovation and its growing industries, and promote a deeper understanding of the career and education pathways available across the state, both today and in the future.

In addition, representation in roadtrippers, leaders and storylines from this project will take special note of underrepresented groups, including but not limited to women, BIPOC individuals, members of the LGBTQ community and those with special needs.

Aspects of the Roadtrip will include:

Roadtripper Recruiting – RTN will launch a digital application to recruit applicants. In addition, RTN and its partners will conduct promotional activities and outreach to encourage applicants to apply.

Roadtrip Hub – To serve as a resource, marketing tool and landing page, RTN will build and launch a hub dedicated to the Roadtrip, featuring dynamic elements that evolve throughout the partnership phases. Examples of features include: introducing the selected roadtripper team, showcasing the content once filmed and edited, partner logo attribution and links to associated resources.

Trip Building and Content Production – RTN will work with the selected team to plan their route, coach them in how to conduct the interviews and coordinate other factors necessary for managing the trip. In addition, an RTN camera crew will be along for the ride to mentor the roadtrippers, help facilitate the experience and capture high-definition footage to be produced for online, classroom and television purposes.

Content Distribution – Roadtrip Nation will then disseminate the content from this experience through a variety of channels, including RTN's public television reach (40-60 million households per project), RTN's education partnerships (14 million students annually) and SC Future Makers site. Distribution partnerships include:

- *Public Television* – Documentary will be released to public television stations, with expected reach of 40-60 million households, based on RTN's 15 seasons of broadcasts.
- *PSAT and SAT Score Report* – College Board's Career Finder exploration tool, powered by Roadtrip Nation, reaches 6 million+ students annually.
- *Naviance* – Half of America's high school guidance counselors will be able to access the content through their Career Exploration platform.
- *AVID* – Targeting first-generation college students, AVID leverages RTN content as part of its weekly focus on career exploration.
- *Boys & Girls Clubs of America* – All 4,000+ Clubs, reaching over 4 million young people annually, will have access to the video assets produced from this partnership.
- *Workforce Investment Boards* – A growing number of regional and local workforce investment boards have adopted Roadtrip Nation content because of its relevance to their target audience of Opportunity Youth (youth ages 16-24 who are not in school or employed), most notably in Chicago, Dallas and Houston.
- *Social Media* – RTN's budding partnership with YouTube Learning, as well as its traditional social media channels, provides a platform for documentary and short-form video promotion.
- *PBS Learning Media* – Content can be packaged for use as an additional resource for PBS Learning Media users.

On-Air Series Credit – Partners will be provided with on-air credit before and after each broadcast featuring this content, distributed to up to 40-60 million households. The creation of the documentary will be done consistently with the APT Funding Guidelines and APT Credit Guidelines.





Employers + Core Score

“Simply looking at a job application doesn’t give an employer enough information to adequately assess what a candidate might bring. Often good people are weeded out just because they don’t have a degree or meet some other generic metrics”

Tufts hired the **most diverse candidate pool** in their history using the Core Score Tool.

Sean Sullivan
VP of Human Resources



“In addition to the tools that the company has provided we are showcasing additional work, including Core Score, for competency-based targeting to help us attract and attain partners with a strategic focus to hire, train and develop for future growth, and to create opportunities for each individual.”

Mike Berlint
District Manager



PREDICTIVE CAREER PATHING TECHNOLOGY AN INTEGRATED SOLUTION ACROSS PHASE I & II

In addition to the distribution outlined above, content from the South Carolina Workforce Journeys Storytelling Project will be integrated into Tallo’s South Carolina platform -- a user experience that continues to improve.

Tallo, through its partner Innovate+Educate (I+E), recently acquired Core Score an innovative portfolio of cross sector assessments that measure core competencies (knowledge, skills, abilities, and behaviors) for entry and mid--skill workers and jobs. No assessment of this kind has ever been developed, measuring job competencies and predicting performance. The assessment can also be used to articulate the potential gaps in a worker’s experience and knowledge, assuring proper alignment to training opportunities.

Over the past eight years, I+E has documented the competencies articulated by employers from across the United States that are most critical to entry- and mid--skill job role success. These competencies have been cross-referenced with industry, labor, census, demand and other relevant data to develop the targeted list of critical competencies to be assessed. This assessment is relevant for 90% of all jobs in all careers.

Core Score was first piloted in 2016 as part of the Walmart Foundation-funded “Earn Dallas” initiative, additional pilots have been conducted as part of a DOL funded TechHire grant in New Mexico Workforce Connection workforce centers and Tufts Medical Center, among numerous others.

The Core Score project was intentionally designed to support the work being done by Tallo across South Carolina, and as a strategic complement to the storytelling work with Roadtrip Nation, creating a unique and trailblazing combination of career exploration resources, human-centered content and corporate engagement tools for both the talent (current and future workers) and South Carolina employers.



CORE SCORE SOUTH CAROLINA

Core Score and its supporting platform enable talent to connect to learning and work opportunities, while also supporting economic advancement. Talent learn about the skills and competencies they currently have and those they need for advancement, while also gaining access to South Carolina-based opportunities/careers that align with those skills competencies. Localized data and resources seamlessly integrate into the user experience.

SOUTH CAROLINA INDEX OF TOOLS & RESOURCES

- *Core Score:* Take your Core Score Assessment to see where you are and find what training may be beneficial.
- *Find Support:* Connect to community organizations who can help you with training, job search and many other critical resources.
- *Find Training:* Find the training right for you.
- *Explore SC:* Find the nearest childcare, one stop centers, schools and more.
- *Find Jobs:* Find jobs based on your profile, where you live and more. Displays jobs in Retail and adjacent sectors at the entry and advanced levels.

IDENTIFYING EMPLOYABILITY SKILLS

- Measures job competencies and predicts performance
- Validated against real-world job performance
- No adverse impact based on education, gender, age and ethnicity
- Decision-based simulations with real world examples
- Contextualized versions: Universal Employability, Advanced Manufacturing, Healthcare, IT, Student
- Entry and Advanced versions of the assessment for Universal Employability

FIT-GAP ANALYSIS AND REMOVING BARRIERS TO PLACEMENT AND RETENTION

- One interface to map jobs, training, workforce centers, childcare, transportation and more
- Local job matching based: Hobbies & activities, work history, educational attainment, credentials and certifications
- SC geospatial mapping of key resources
- Career Navigation
- Replaces the static 1957 Holland Code personality-based job match
- “What If” analysis allows users to see how education, hobbies, or jobs change work and opportunity + demand and salary data
- Training for entry, mid and advanced jobs



PARTNERSHIP DELIVERABLES



South Carolina Workforce Journeys

Virtual SC Interview Production + Share Your Road

- Selection of virtual roadtrippers, in partnership with State of South Carolina
- Coordination and filming of virtual interviews (8 leaders)
- Post-production of virtual interviews (30+ short-form videos, trailer)
- Integration of additional content into SC Future Makers
- Integration into RTN Interview Archive
- Development and launch of SC Share Your Road platform
- Content management and database tagging
- Project management

South Carolina Roadtrip + Documentary

- Application process for roadtripper selection
- Roadtrip planning, leader interview scheduling
- Roadtrip production, filming and execution
- Roadtrip post-production (documentary film, 60+ short-form videos, trailer)
- Distribution of documentary via public television
- Integration of additional content into SC Future Makers
- Integration of additional content into RTN Interview Archive
- Launch event, coordinated in partnership with the State of South Carolina (e.g., Darlington Raceway)

Predictive Career Pathing Technology

- Talent Fit Assessments: Up to 10K user assessments
 - * Universal Employability (90% of all jobs in all careers) Spanish
 - * Healthcare (Spanish also)
 - * IT/Tech (Spanish also)
 - * Advanced Manufacturing
 - * Student
- South Carolina Specific Job Opportunities/Resources (GeoSolutions, Indeed)
- South Carolina location specific wrap-around services
- Training providers/Workforce Centers
 - * Transportation routes to job
 - * Childcare
 - * Healthcare
 - * Schools
 - * Community based organizations
- Reporting
- Integration of RTN South Carolina Custom videos with skills tagging
- Project management