



**State Workforce Development Board Meeting
Wednesday, December 14, 2022, at 11:00 a.m.**

Virtual Access

Join on your computer or mobile app

[Click here to join the meeting](#)

Or call in (audio only)

+1 803-400-6195

Phone Conference ID: 791 727 62#

AGENDA

- I. Welcome and Opening Remarks Mr. Thomas Freeland, SWDB Chair
- II. Approval of Minutes from September 28, 2022*Mr. Freeland
- III. Director’s Report Director Dan Ellzey
- IV. Labor Force Participation Taskforce Dr. Bryan Grady/Dr. Erica Von Nessen
- V. Governmental AffairsMs. Ellen Andrews-Morgan
- VI. Other Business/Adjourn.....Mr. Freeland

*Denotes voting item

Governor’s State Workforce Development Board
September 28, 2022 State Workforce Development Board Meeting Minutes

MEMBERS PRESENT:

Mr. Thomas Freeland	Ms. Felicia Johnson
Ms. Valerie Richardson	Mr. Gregory Clark
Mr. Dan Ellzey	Mr. Warren Snead
Mr. Charles Brave, Jr.	Mr. Gregory Tinnell
COL. Craig Currey	Mr. H. Perry Shuping
Dr. Windsor Sherrill	Senator Ross Turner
Mr. Pat Michaels	Ms. Susan Cohen
Mr. Jay Holloway	Ms. Darline Graham
Mr. John Uprichard	

MEMBERS ABSENT:

Mr. Cliff Bourke, Jr.
Representative Joe Daning
Mr. Mike King
Mr. Michael Sexton

Welcome and Opening Remarks Mr. Thomas Freeland, SWDB Chair
Chairman Thomas Freeland called the meeting to order at 11:00 a.m. A quorum was present, with members participating in person and virtually. Mr. Freeland reflected on Workforce Development Month, packed with job fairs, workshops, and many other events, including a press conference on September 7, 2022, at Michelin in which Governor McMaster gave the official proclamation of September as Workforce Development Month. He thanked the local staff who contributed to the success of the month and the board members who attended events. Mr. Freeland announced Ms. Val Richardson's appointment as Vice-Chair of the State Workforce Development Board (SWDB).

Approval of Minutes from June 28, 2022* Mr. Freeland
COL. Craig Currey motioned to approve the June 28, 2022, meeting minutes. The motion was seconded by Mr. Jay Holloway and unanimously approved by the SWDB.

Director’s Report Director Dan Ellzey
Mr. Dan Ellzey, SC Department of Employment and Workforce Executive Director, delivered a presentation on the state’s employment situation including quit and hire rates and the labor force participation rate, and the Laurens Direct Connect initiative. His presentation covered the following points:

- South Carolina’s economy continues to be strong. UI claims are below pre-pandemic levels, with 1,800 individuals filing initial claims during the week ending September 19, 2022. The UI Trust Fund had a balance of nearly \$1.4B on September 19, 2022.
- There are 70,834 more people employed than in February 2020. The preliminary Unemployment Rate for August 2022 is 3.1%. This rate is lower than the US average unemployment rate of 3.7%. As of September 19, 2022, more than 111,387 jobs are posted in SCWOS, a net of 47,000 more jobs posted than pre-pandemic.
- Mr. Ellzey discussed “quiet quitting” or the “great resignation.” South Carolina’s quit rate is lower than other states at 3.6%. Many are quitting to move to higher-wage jobs. The demand has pushed hourly wages from \$25.50 in January 2020 to \$28.00 per hour as of August 2022.
- South Carolina’s labor force participation rate is 57%, the fifth lowest in the nation, compared to the national average of 62.4%. DEW convened the South Carolina Labor Force Participation (LFP) Task Force to evaluate SC’s labor force participation, research how to engage the

*Denotes voting item

Governor’s State Workforce Development Board
September 28, 2022 State Workforce Development Board Meeting Minutes

sideliners, and to survey companies to ensure the state will have the labor to meet business demand. The results of this research should be available in November 2022.

- The County Direct Connect, beginning in Laurens County, is an active initiative to address labor force participation.

Rural Workforce Analysis Dr. Joseph Von Nessen

Dr. Joseph Von Nessen reviewed the Workforce Analysis commissioned by the Board. The Analysis indicates the impact of rural residency on the likelihood of long-term unemployment in South Carolina.

Dr. Von Nessen noted the following key findings of the Analysis:

- Workers who were laid-off as a result of the pandemic-induced recession living in rural areas of South Carolina were more likely to still be unemployed one year later than those living in more urbanized regions.
- This increased likelihood of “long-term unemployment” holds even when accounting for differences in race, gender, age, income and education levels, prior industry of employment, and occupation. This implies that residing in a rural location should be considered a risk factor for long-term unemployment alongside these other worker characteristics.
- South Carolina’s rural workforce continues to face significant challenges, including higher unemployment compared to the state average. It is important to prioritize these communities in order to both improve employment opportunities for individuals and to increase long-run rates of economic growth across all of South Carolina’s 46 counties.

SC Works Virtual Engagement Center Demonstration.....Ms. Kelli Grant

Ms. Kelli Grant provided an update and overview of the Virtual Engagement Center (VEC). The VEC expands the reach of workforce services, including services to our rural communities, through an online platform in which employers and job seekers would receive virtual services.

SC Works Outstanding Employee RecognitionMr. Freeland

Mr. Freeland acknowledged that Workforce Development Month is a time to highlight the State’s workforce development activities and recognize the individuals that make those activities possible. Staff asked each of the Local Workforce Development Boards to nominate one high-performing workforce development professional from their local area for state recognition. Mr. Freeland and Ms. Richardson presented awards to the honorees, thanking each for their hard work, which is critical to ensuring a strong workforce system.

- **WorkLink:** Chipper Williams – Workforce Specialist
- **Upper Savannah:** Karen Lawson – Workforce Specialist
- **Upstate:** Johnnie–Lynn Crosby – Regional Business Solutions Director
- **Greenville:** Rose Cortes –Talent Development Specialist Lead
- **Midlands:** Tevin Spruill – Youth Career Advisor
- **Trident:** Corina Williams – Workforce Specialist
- **Pee Dee:** Sheila Glenn – Veterans Consultant, Disabled Veterans Outreach Program
- **Lower Savannah:** Sally Sharpe – Supervisor of Contracts & SC Works Center Activities, EO Coordinator

*Denotes voting item

Governor’s State Workforce Development Board
September 28, 2022 State Workforce Development Board Meeting Minutes

- **Catawba:** Elzanah Conradie – Re-Entry Navigator/Career Advisor
- **Waccamaw:** Eva Porchea – Youth Career Specialist
- **Lowcountry:** Tony Pollen – Business Services Coordinator

Other Business/Adjourn.....Mr. Freeland

Mr. Freeland reminded honorees and Board members of the opportunity take profession headshots after the meeting, as well as the opportunity to experience the virtual reality headsets used by the Upstate Local Area with both employers and youth.

Mr. Freeland adjourned the meeting at 12:31 p.m.

2nd Quarter SWDB Progress Report

October – December 2022

Board Development Committee

- The Board Development Committee discussed the status of PY'22 priorities:
 - Board members were asked to complete the Committee Interest Form, indicating which committee best aligns with their skills and interests.
 - Eight members expressed interest:
 - Two of which were new members choosing their first committee,
 - Five who were choosing committees as a result of Collaboration and Partnership sunseting, and
 - One who expressed interest in simply serving on a different committee.
 - The Board Development Committee now has four members, SC Works Management has eight members, and the Committee on Workforce Innovation has seven members.
 - A Board Roster web page was created on the SC Works website. The web page provides an overview of the Board's composition, the bylaws, membership of the Executive Committee, and a full membership roster.
- The average attendance rate for 2nd quarter committee meetings is 67%.

SC Works Management Committee

- The SC Works Management Committee finalized PY'22 priorities, which include:
 - Measuring outreach to employers through an Employer Services Dashboard
 - Enhancing system efficiency through regionalism
 - Assessing the SC Works Customer Experience through the Secret Shopper Initiative
 - Expanding virtual Services through the Virtual Engagement Center
- The Committee also received a report on PY'21 WIOA Annual Performance:
 - WIOA Negotiated Performance Measures:
 - The state met or exceeded all WIOA negotiated performance measures.
 - One local area did not meet the negotiated program measure for Credential Attainment.
 - State-specific Fiscal Performance Measures:
 - Five areas did not meet state-specific fiscal performance measures at the end of PY'21:
 - Three areas did not reach the 30% Participant Cost Rate
 - Two areas did not meet the Youth Program 70% Fund Utilization Rate
 - The six areas that did not meet negotiated or fiscal performance measures will be required to submit a Corrective Action Plan describing how it will improve and meet performance in PY'22.

- In support of outreach to employers, the Committee received an overview of how employer services are delivered and tracked and how Effectiveness in Serving Employers is measured.

Committee on Workforce Innovation

- The Innovation Committee reviewed the results of the Virtual Reality Survey, a statewide survey of current and projected use of virtual reality across education and workforce development partners.
 - Key findings were:
 - 73% of survey participants reported that their organization is not currently using Virtual Reality (VR). Budget restraints were listed as the primary limitation for not using VR.
 - Over 80% of all survey participants responded “very likely” or “somewhat likely” when asked how likely their organization is to implement or expand utilization of VR if limitations were overcome.
- During the 3rd quarter meeting, the committee will review options on how the board can further support/expand the use of VR in workforce development.

Executive Committee

- The Executive Committee reviewed the status of statewide program funds (also referred to as the Governor’s Reserve), including the total amount of statewide program funds available for allocation, a summary of prior year investments, and potential investments to consider this program year.
- A special meeting is scheduled for January 27, 2023, following the Annual Ethics Training, to discuss investment recommendations.

Upcoming Meetings

3rd Quarter (January 1 – March 31, 2023)		
Friday, January 27	9:30 a.m.	Annual Ethics Training
Friday, January 27	11:00 a.m.	Executive – Special Session
Thursday, February 2	11:00 a.m.	Board Development
Thursday, February 9	11:00 a.m.	SC Works Management
Thursday, February 16	11:00 a.m.	Workforce Innovation
Wednesday, March 8	11:00 a.m.	Executive
Wednesday, March 29	11:00 a.m.	State Workforce Development Board

State Workforce Development Board



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce

“The Workforce Agency”

Executive Director Dan Ellzey

December 14, 2022

EMPLOYMENT SITUATION

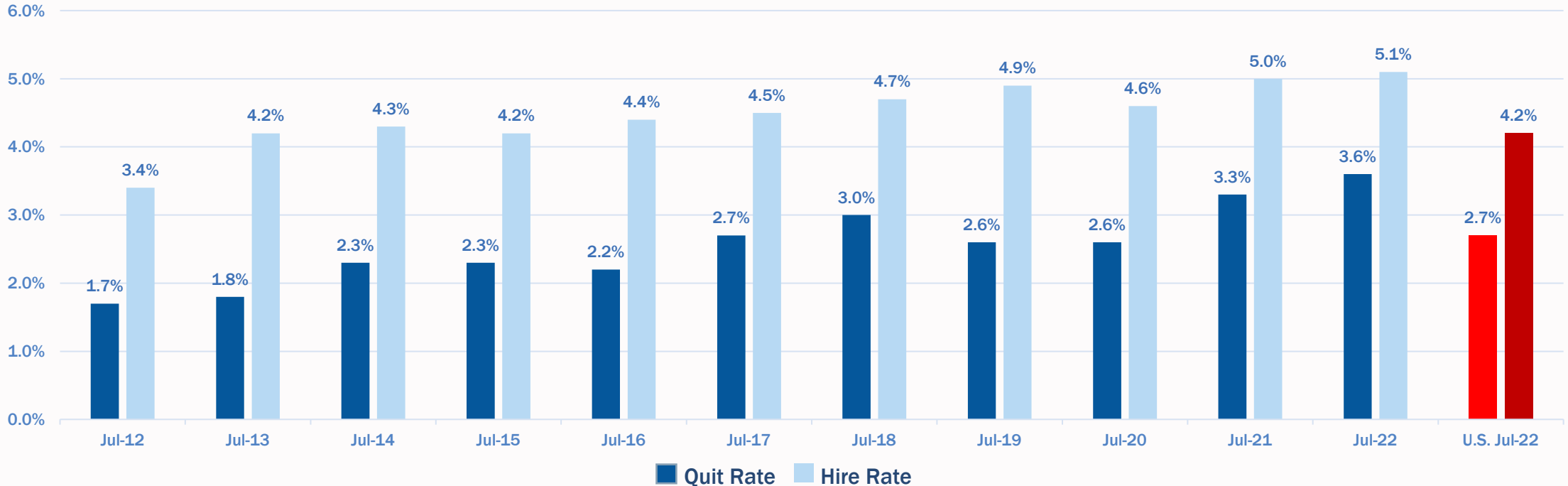
Month	Employed ¹	Unemployed ¹	Unemployment Rate
February 2020	2,249,353	67,120	2.9%
April 2020	2,042,032 (-207,321)	268,537 (+201,417)	11.6% (+8.7 percentage pts)
October 2022 (preliminary)	2,307,838	78,578	3.3%
NET CHANGE (October 2022 vs February 2020)	+58,485	+11,458	+0.4 percentage pts

Post Pandemic Employer Demand	
Jobs: +58,485	Postings: +36,699
	Feb 2020: 64,000 ²
	Oct 2022: 100,699
Total Change in Demand: +95,184	

Location	Unemployment Rate
United States	3.7%
Georgia	2.9%
North Carolina	3.8%

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

SOUTH CAROLINA QUIT AND HIRE RATES



- As economy surpassed “full employment” in the late years of the expansion, workers felt more comfortable quitting their jobs, with quit rates averaging nearly 3 percent in 2018 and 2019.
- After a brief drop in 2020, this acceleration resumed as the state’s economy accelerated.
- July 2022
 - 80,000 quits, fourth highest among states.
 - 115,000 hired, highest among states (<https://dew.sc.gov/news/2022-09/south-carolinas-labor-market-dynamism-continues>).

EMPLOYMENT SITUATION: MORE RECENT DEVELOPMENTS

Month	Employed	Unemployed ¹	Unemployment Rate	Labor Force Participation Rate
June 2022	2,326,257	77,941	3.2%	57.5%
July 2022	2,323,963	75,661	3.2%	57.3%
August 2022	2,320,199	74,521	3.1%	57.0%
September 2022	2,315,768	75,404	3.2%	56.9%
October 2022 (preliminary)	2,307,838	78,578	3.3%	56.7%

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

WHERE WE ARE NOW – OCCUPATIONAL GROWTH

Occupation Category	May 2016	May 2021	# Change	% Change
Management	87,700	113,230	+25,530	+29.1%
Business and Financial Operations	74,980	88,710	+13,730	+18.3%
Computer and Mathematical	37,660	41,420	+3,760	+10.0%
Architecture and Engineering	37,800	39,230	+1,430	+3.8%
Life, Physical, and Social Science	9,110	10,790	+1,680	+18.4%
Community and Social Service	24,850	31,010	+6,160	+24.8%
Legal	13,080	14,540	+1,460	+11.2%
Educational Instruction and Library	114,000	104,880	-9,120	-8.0%
Arts, Design, Entertainment, Sports, and Media	18,100	19,270	+1,170	+6.5%
Healthcare Practitioners and Technical	119,740	128,190	+8,450	+7.1%
Healthcare Support	55,380	75,280	+19,900	+35.9%
Protective Service	46,730	45,690	-1,040	-2.2%
Food Preparation and Serving Related	195,840	196,760	+920	+0.5%
Building and Grounds Cleaning and Maintenance	69,340	64,960	-4,380	-6.3%
Personal Care and Service	51,820	39,960	-11,860	-22.9%
Sales and Related	219,130	212,830	-6,300	-2.9%
Office and Administrative Support	297,900	287,600	-10,300	-3.5%
Farming, Fishing, and Forestry	4,000	3,530	-470	-11.8%
Construction and Extraction	73,560	80,820	+7,260	+9.9%
Installation, Maintenance, and Repair	90,490	89,240	-1,250	-1.4%
Production	195,120	178,130	-16,990	-8.7%
Transportation and Material Moving	143,480	201,250	+57,770	+40.3%

WHERE WE ARE NOW – OCCUPATIONAL PROJECTIONS

Occupation Category%	2020 Base	2030 Est.	# Change	% Change
Management	107,340	122,136	+14,796	13.8%
Business and Financial Operations	96,426	110,123	+13,697	14.2%
Computer and Mathematical	47,453	55,770	+8,317	17.5%
Architecture and Engineering	41,723	46,697	+4,974	11.9%
Life, Physical, and Social Science	12,820	14,076	+1,256	9.8%
Community and Social Service	30,255	34,153	+3,898	12.9%
Legal	16,048	18,125	+2,077	12.9%
Education, Training, and Library	108,158	120,313	+12,155	11.2%
Arts, Design, Entertainment, Sports, and Media	24,846	28,344	+3,498	14.1%
Healthcare Practitioners and Technical	131,074	149,535	+18,461	14.1%
Healthcare Support	78,846	97,002	+18,156	23.0%
Protective Service	48,424	56,171	+7,747	16.0%
Food Preparation and Serving Related	194,239	234,618	+40,379	20.8%
Building and Grounds Cleaning and Maintenance	83,393	95,118	+11,725	14.1%
Personal Care and Service	57,855	69,367	+11,512	19.9%
Sales and Related	241,778	259,857	+18,079	7.5%
Office and Administrative Support	291,901	300,198	+8,297	2.8%
Farming, Fishing, and Forestry	9,532	9,628	+96	1.0%
Construction and Extraction	99,532	106,676	+7,144	7.2%
Installation, Maintenance, and Repair	93,730	105,521	+11,791	12.6%
Production	189,685	201,541	+11,856	6.3%
Transportation and Material Moving	194,688	228,047	+33,359	17.1%+

SOURCE OF EMPLOYEES

APPROXIMATE ANNUAL ENTRY POPULATION:
132,500

APPROXIMATE ANNUAL EXIT POPULATION:
108,700

- HS and College Students seeking employment ¹ **41,000**
- Individuals released from prison seeking employment ² **5,000**
- Individuals moving to SC & seeking employment ³ **86,500**



- 33,300** Workers retiring ⁶
- 7,500** Individuals dying ⁷
- 4,400** Individuals going to prison ⁸
- 63,500** Individuals moving out-of-state ⁹

Individuals re-entering the labor force
UNKNOWN

Assumed Static	
Individuals residing elsewhere working in SC	Individuals residing in SC working elsewhere
121,700	181,100
October 2022	

Individuals voluntarily leaving labor force
UNKNOWN

POTENTIAL EMPLOYEES

	UI Claimants (Unemployed)	Unemployed and Looking for Work	Unemployed and Not Looking for Work	Employed
Number of South Carolinians	7,689	78,578	1,825,185	2,307,838
Programs	<ul style="list-style-type: none"> • WRAP • Weekly Job Match 	Recent Graduates Prison Release Moving to South Carolina <ul style="list-style-type: none"> • SC Works • Workforce Specialists 	Sideliners <ul style="list-style-type: none"> • Labor Force Participation Taskforce • Direct Connect • Statewide Program 	<ul style="list-style-type: none"> • Job Changes • Underemployed

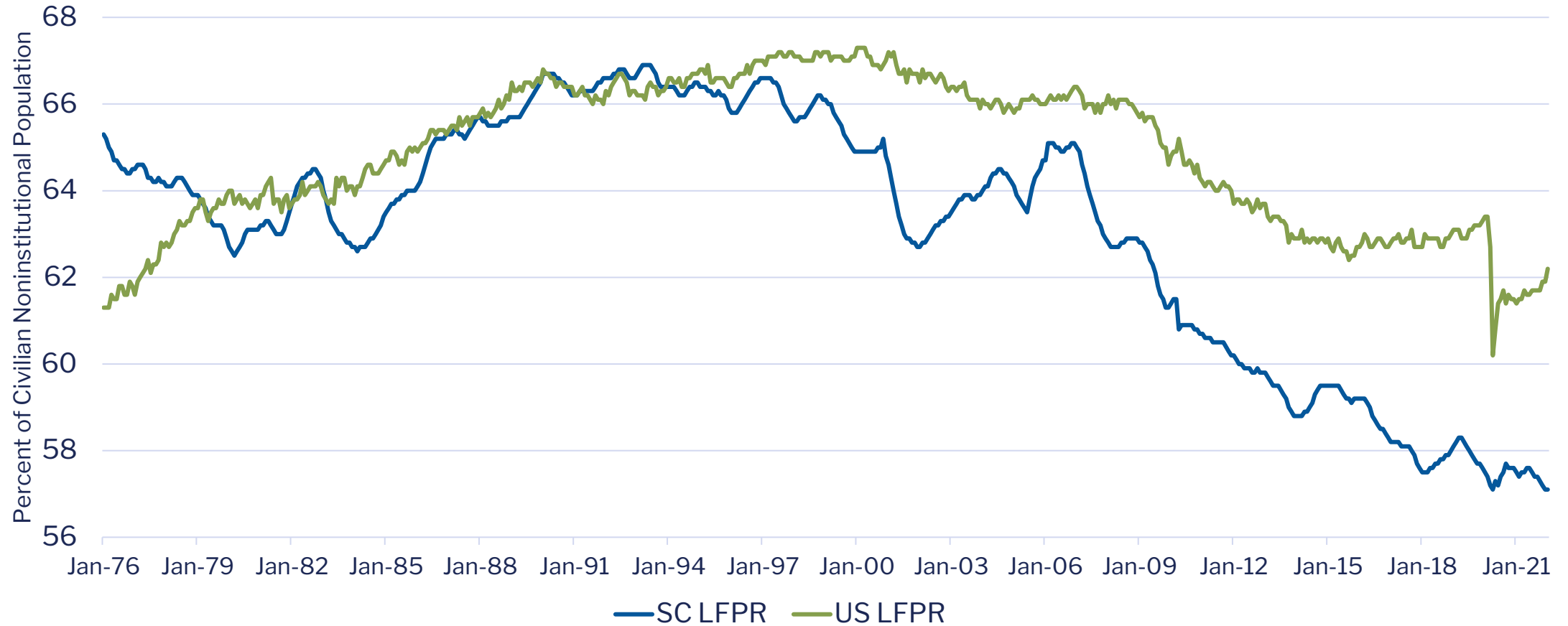
- Job Fairs: In-person and Virtual
- Social Media Research
- Military Programs: Seven
 - Virtual Job Fairs
- Prison Release Program: Virtual Job Fairs
- Individuals Employer Programs



SOUTH CAROLINA LABOR FORCE PARTICIPATION TASK FORCE



SOUTH CAROLINA AND U.S. LFP RATES, 1976-2021



STARTING THE PROCESS

- ▶ The task force was first convened on March 23.
 - Eleven people were asked to serve on the task force, which included leaders from across academia, government, and the private sector.
 - Erica and I also serve on the task force and developed an initial analysis and presented it to the group.
- ▶ Two further meetings followed to determine next steps.
- ▶ All materials are available online at <https://dew.sc.gov/taskforce>.

TWO-TRACK RESEARCH

- ▶ It was determined that, to better understand the labor market dynamics at play, two research products would be required.
- ▶ One would evaluate the question from a macro level, working to identify fundamental shifts in the state's demographic and economic characteristics correlated with trends in the LFPR.
- ▶ Another would evaluate the question from a micro level ...

METHODOLOGY

- ▶ The massive surge of unemployment filings during the initial wave of the pandemic provided a unique research opportunity.
- ▶ DEW was able to use its UI records to identify individuals who:
 - Were present in our wage data in 2019
 - Filed a UI claim in 2020, thereby providing contact information to DEW
 - Were not present in our wage data in 2021
- ▶ We wanted to ascertain how many of these people had dropped out of the labor force, their reasons for doing so, and how they might be convinced to return.

DEPLOYMENT

- ▶ The survey was deployed online, with emails sent to 150,392 people who fit the population parameters.
 - Of those, 6,116 responded to the survey (about a 4% response rate).
- ▶ The survey included items on current work status, perceived barriers to employment, work history, and demographics.
 - Average time to complete was slightly less than 5 minutes.
- ▶ So, what did we find out?

THE TOP LINE

- ▶ Approximately 46% of respondents indicated they are currently working in some form.
 - Note that UI wage records do not include contractors or sole proprietors.
- ▶ An additional 26% are individuals who are not available to work (i.e., students, retirees, those with disability or health issues).
- ▶ **This leaves roughly 28% of respondents who are not working but could work.**

WHERE ARE THE 28 PERCENT?

- ▶ Certain groups were more likely to report that they were not working but available to work:
 - ▶ Black/African American: 32 percent
 - ▶ Aged 54 or younger: 33 percent
 - ▶ Less than college degree: 31 percent
 - ▶ Living in Tier IV counties: 37 percent
- ▶ *WDAs with highest share: Lower Savannah and Midlands*

BARRIERS TO ENTRY – OVERALL

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

BARRIERS TO ENTRY – BY SEX

Barrier	Females	Males
Low pay jobs	23%	27%
Health	20%	19%
Gaps in employment history	20%	20%
Optimal hours not available	20%	9%
Lack of Transportation	19%	18%
Lack of child care	19%	
Stay with child	18%	
Disabilities	15%	19%
Age (too old)	12%	15%
Low self-esteem	10%	9%
Criminal record		19%
Lack of information about jobs		8%

BARRIERS TO ENTRY – BY RACE

Barrier	Black/African American	White
Low pay jobs	22%	24%
Health	18%	25%
Gaps in employment history	17%	23%
Optimal hours not available	17%	17%
Lack of Transportation	21%	18%
Lack of child care	16%	13%
Stay with child	11%	16%
Disabilities	14%	17%
Age (too old)		19%
Low self-esteem		14%
Criminal record	13%	
Lack of information about jobs		
Lack of training	8%	

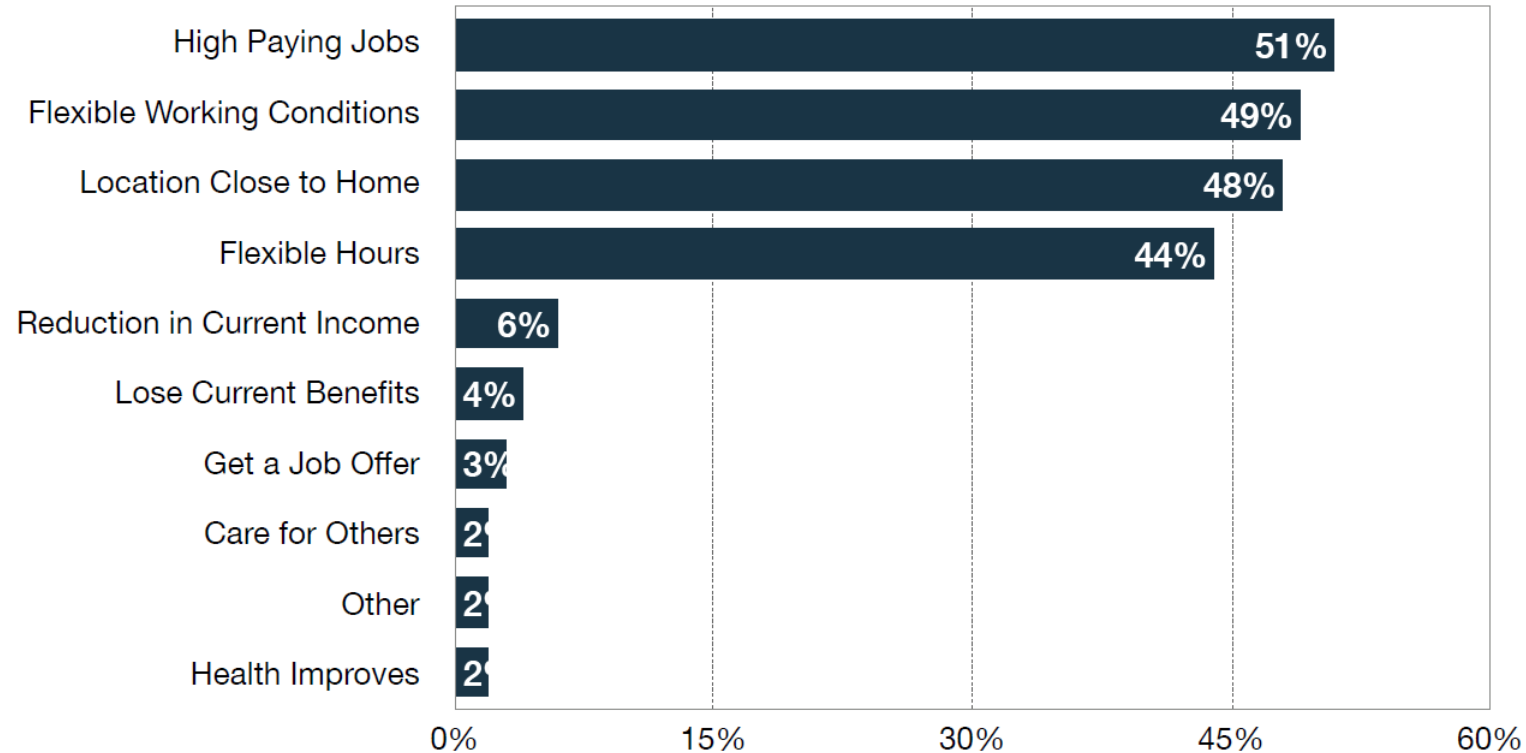
BARRIERS TO ENTRY – BY AGE

Barrier	24 years or younger	25-54 years	55 years or older
Low pay jobs	28%	24%	24%
Health		21%	27%
Gaps in employment history	20%	22%	14%
Optimal hours not available	14%	18%	14%
Lack of Transportation	23%	23%	7%
Lack of child care	23%	18%	
Stay with child	22%	18%	
Disabilities	11%	16%	17%
Age (too old)			36%
Low self-esteem	15%	10%	6%
Criminal record	11%	15%	
Lack of information about jobs			8%
Lack of training			
Family problems	12%		
Lack of computer skills			12%

BARRIERS TO ENTRY – BY TIER

Barrier	I	II	III	IV
Low pay jobs	22%	24%	25%	23%
Health	20%	22%	23%	17%
Gaps in employment history	19%	23%	18%	15%
Optimal hours not available	17%	17%	15%	12%
Disabilities	17%	13%	14%	19%
Lack of transportation	16%	18%	16%	27%
Lack of child care	14%	15%	11%	12%
Stay with child	14%	13%	13%	12%
Age (too old)	13%	11%	10%	11%
Criminal record	11%	12%	12%	11%

BRINGING PEOPLE BACK



When asked what would attract someone not currently in the labor force to look for work, the four clear responses largely corresponded with the barriers that people identified.

KEY TAKEAWAYS

- ▶ Results suggest that there may be several policy levers to improve the labor force participation rate:
 - Improved communication about relevant job opportunities
 - Increased availability of childcare and rural transportation
 - Enhanced accommodations for persons with health issues
 - Facilitating more flexible working conditions where possible
- ▶ It is concerning that, in a time of high wage growth, “sideliners” see low pay as an obstacle to employment. Do people have unrealistic expectations, or will businesses need to pay more? Further research (e.g., a focus group) may be necessary.

PIVOTING TO THE RESEARCH ...

▶ The Chmura study covered several dimensions:

- ❖ Literature Review
- ❖ Decomposition Analysis
- ❖ Regional and Industry Analysis
- ❖ Policy and Strategy Implications

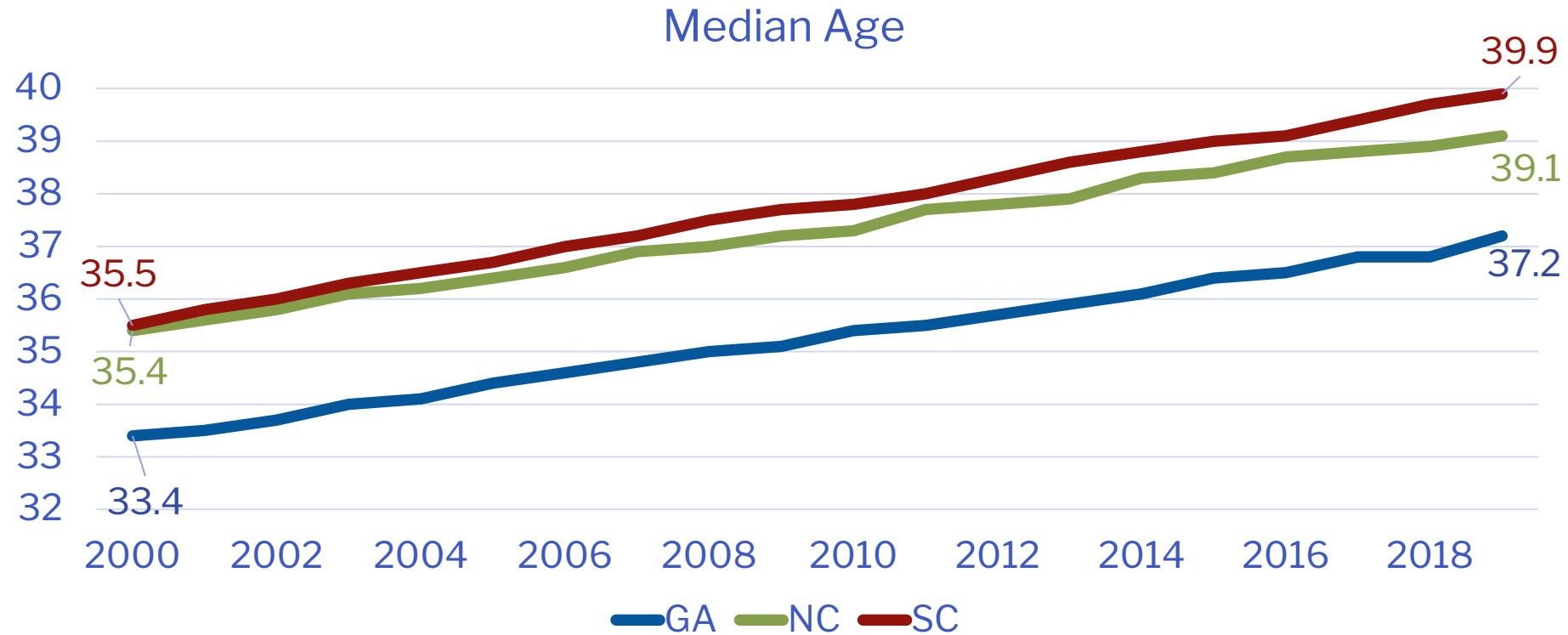
LITERATURE REVIEW

- ▶ Factors found to negatively impact labor force participation:
 - Aging population
 - Young adults spending more time on school and less time on non-school activities including work
 - Increased use of opioids and higher rates of disability
 - Increased globalization moving low-skilled manufacturing jobs overseas
 - Improvements in video game technology raising value of leisure over work

MACROECONOMIC FACTORS: AGING

- ▶ The primary cause of the state's labor force decline between 1994 and 2019 is attributable to an aging population
 - Share of the population 65+ nearly doubled from 11.9% to 23.3%.
- ▶ The increasing share of the population over the age of 65 accounted for 72.8% of the reduction in the state's LFPR.
 - By contrast, aging contributed less to similar but less severe declines in both Georgia (58.8%) and North Carolina (54.2%).

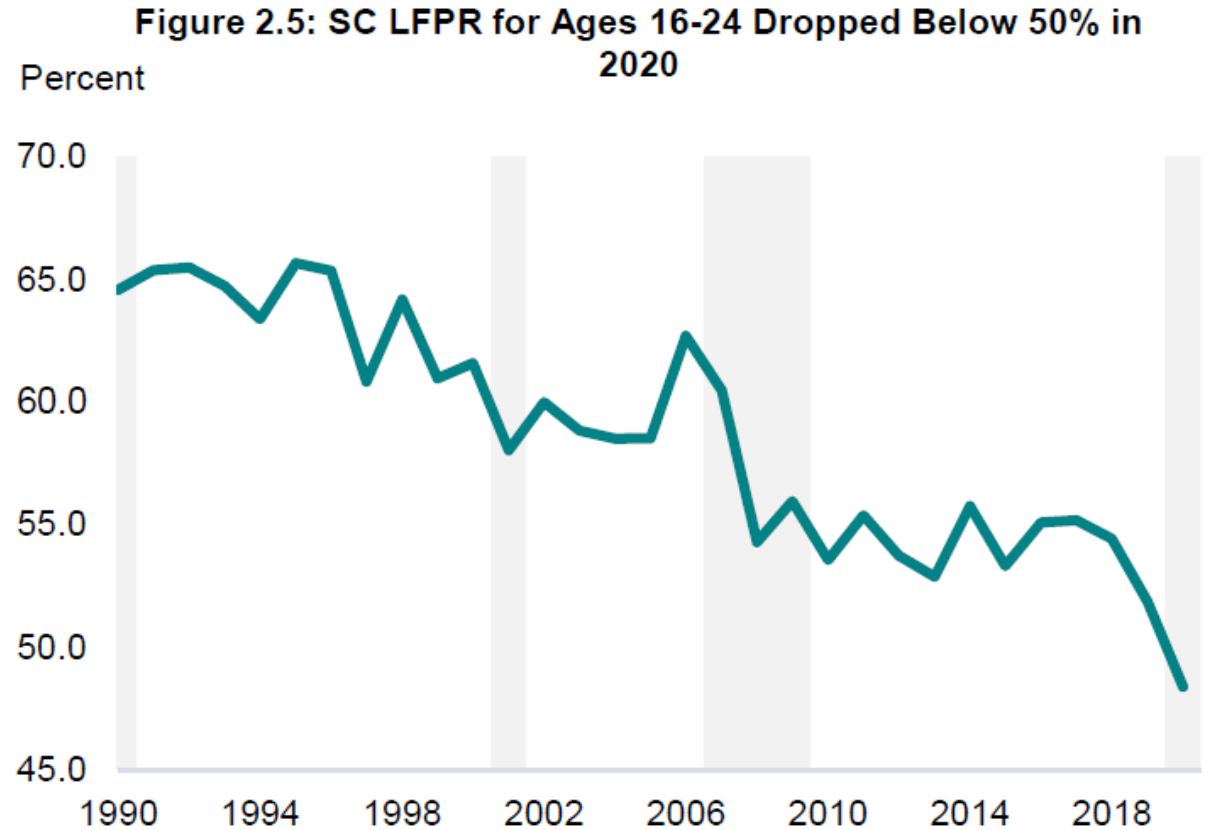
MACROECONOMIC FACTORS: AGING



- ▶ South Carolina's median age is older than surrounding states and has increased faster over the past two decades.

MACROECONOMIC FACTORS: EDUCATION FOCUS

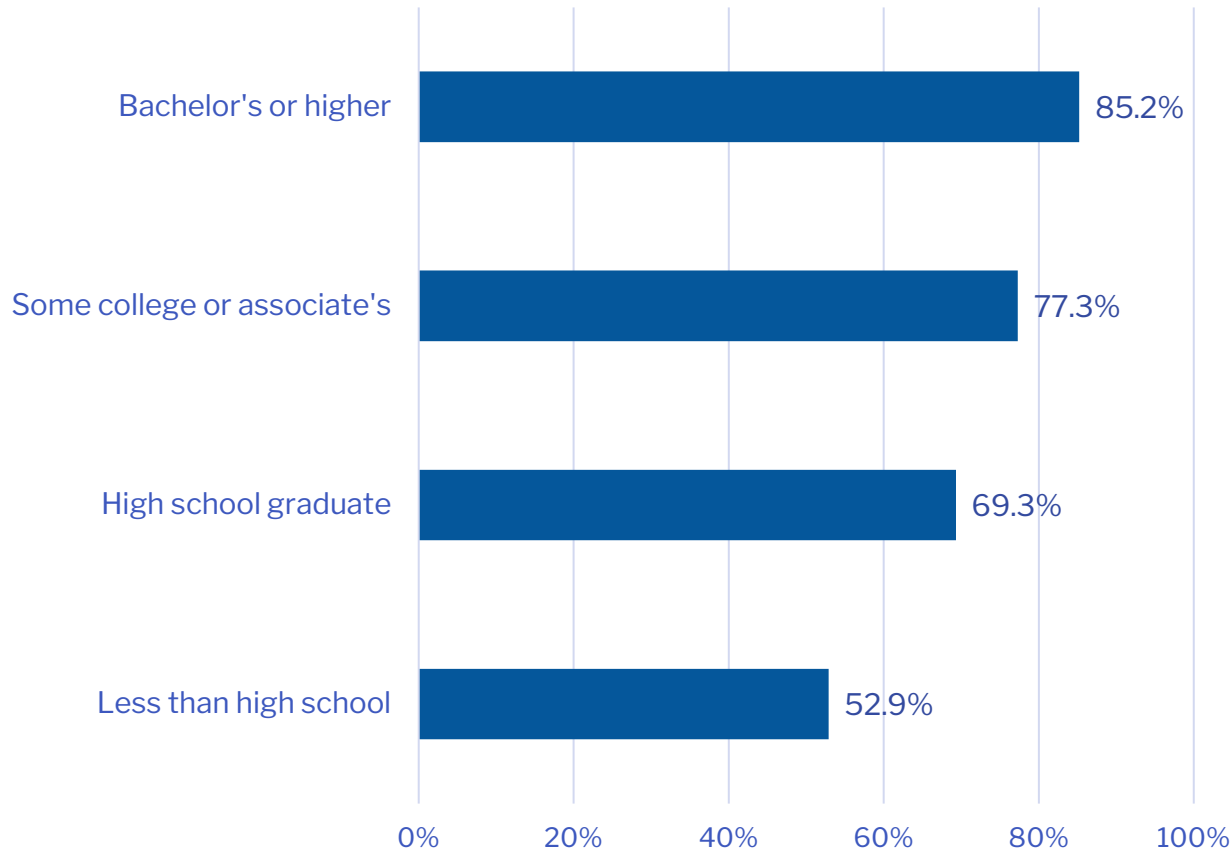
- ▶ Participation rates for youth (16-19) have fallen dramatically as more people focus on education rather than employment.
 - Encouraging labor force participation within this age group should not come at the expense of additional educational attainment.



Source: Chmura's calculations from BLS CPS microdata

MACROECONOMIC FACTORS: EDUCATIONAL ATTAINMENT

LFPR by Educational Attainment, 2021



Source: American Community Survey 2021 1-Year Estimates

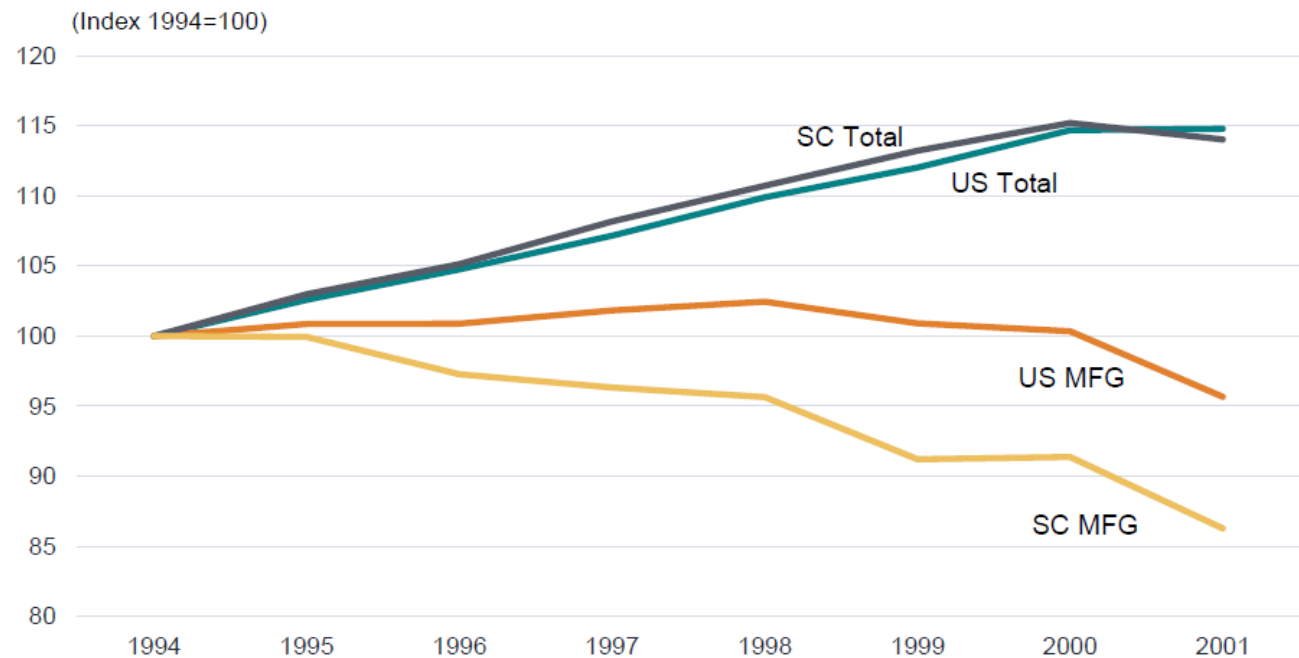
▶ South Carolina's labor force participation rate would have fallen more than it did if there had not been gains in educational attainment between 1994 and 2019.

- If educational attainment had stayed constant, 2019 LFPR would have been just 53.7% instead of 58.8%.

MACROECONOMIC FACTORS: INDUSTRY MIX

- ▶ South Carolina lost nearly 104,000 jobs between 1990 and 2010 in Textile Mills and Apparel Manufacturing.
 - These workers likely couldn't transfer skills to other industries due to limited job availability and skill mismatch.

Figure 4.2: Manufacturing Employment Dropped 14% in South Carolina From 1994-2001



Source: BEA and Chmura

POSSIBLE POLICY RECOMMENDATIONS

- ▶ Providing higher paying jobs will likely improve labor force participation across regions and demographic groups.
- ▶ Older Workers:
 - Develop job placement programs design for this population
 - Dedicate staff at workforce centers to assist these workers
 - Encourage self-employment and update skills to transfer to new jobs
- ▶ Workers with Disabilities:
 - Adopt framework of employment as first and preferred option
 - Incentivize private sector employment for businesses employing or owned by workers with disabilities

POSSIBLE POLICY RECOMMENDATIONS

▶ Young Adults:

- Strengthen career-related content in middle and high school
- Encourage employers to offer quality paid internships and job shadowing and support summer youth employment programs

▶ Formerly Incarcerated:

- Remove overly restrictive policies on hiring and occupational licensing
- Assist jobseekers with explaining gaps in employment history

▶ Rural Workers:

- Encourage programs such as organized carpooling and study feasibility of establishing additional public transit

POSSIBLE POLICY RECOMMENDATIONS

▶ Workers in Declining Industries:

- Build programs to help workers transfer skills to growing industries
- Attract employers to an area based on skill availability of residents

▶ Caregivers:

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



2023 LEGISLATIVE PREVIEW



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce
The Workforce Agency

Ellen Andrews-Morgan
Director of Governmental Affairs

OVERVIEW

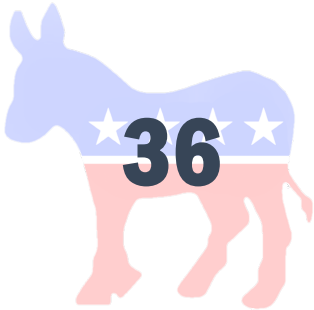
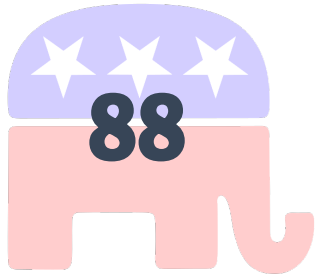


- **125th General Assembly convenes January 10**
- **New House members and leadership**
- **824 prefiled bills (so far)**
- **Renewed focus on workforce**



**HOUSE OF REPRESENTATIVES
MEMBERSHIP & LEADERSHIP**

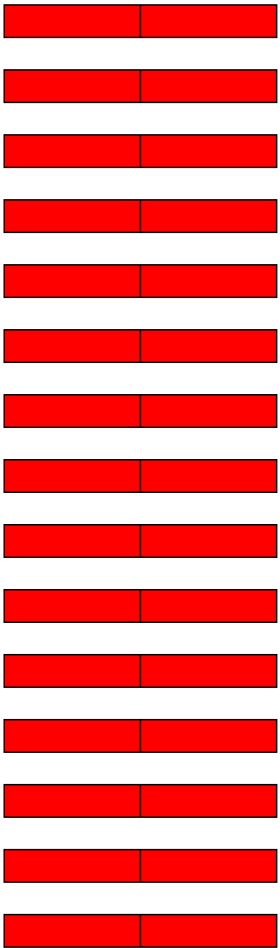
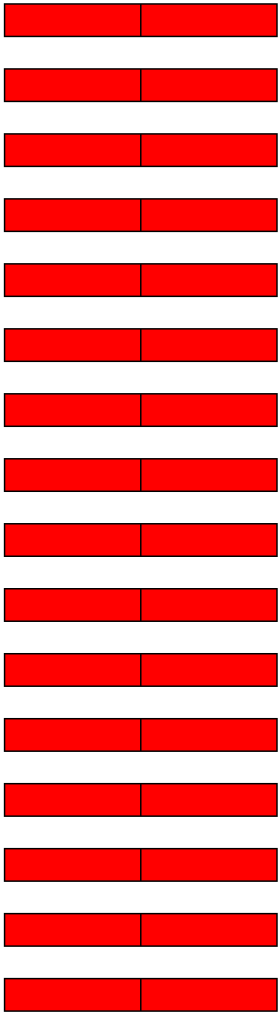
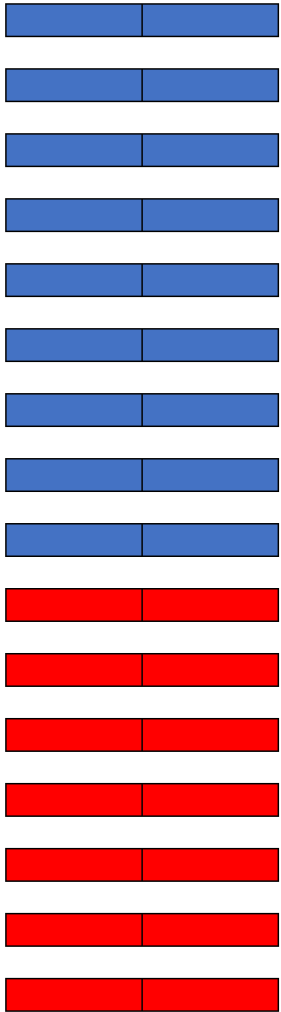
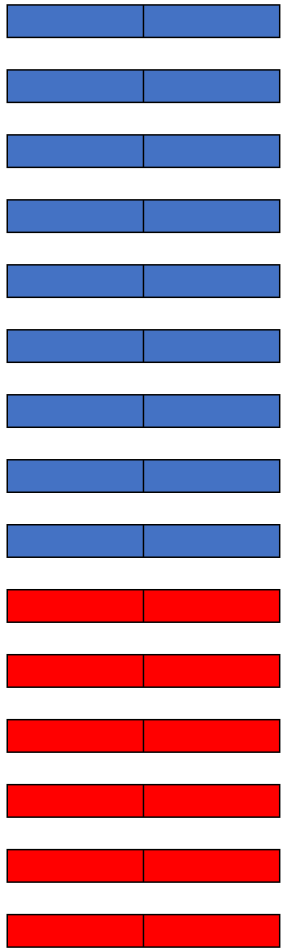
HOUSE MEMBERSHIP



- **GOP maintains Supermajority**

- **27 Freshmen**

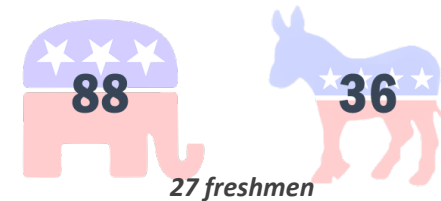
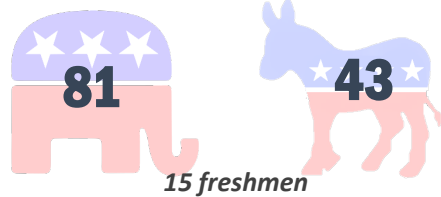
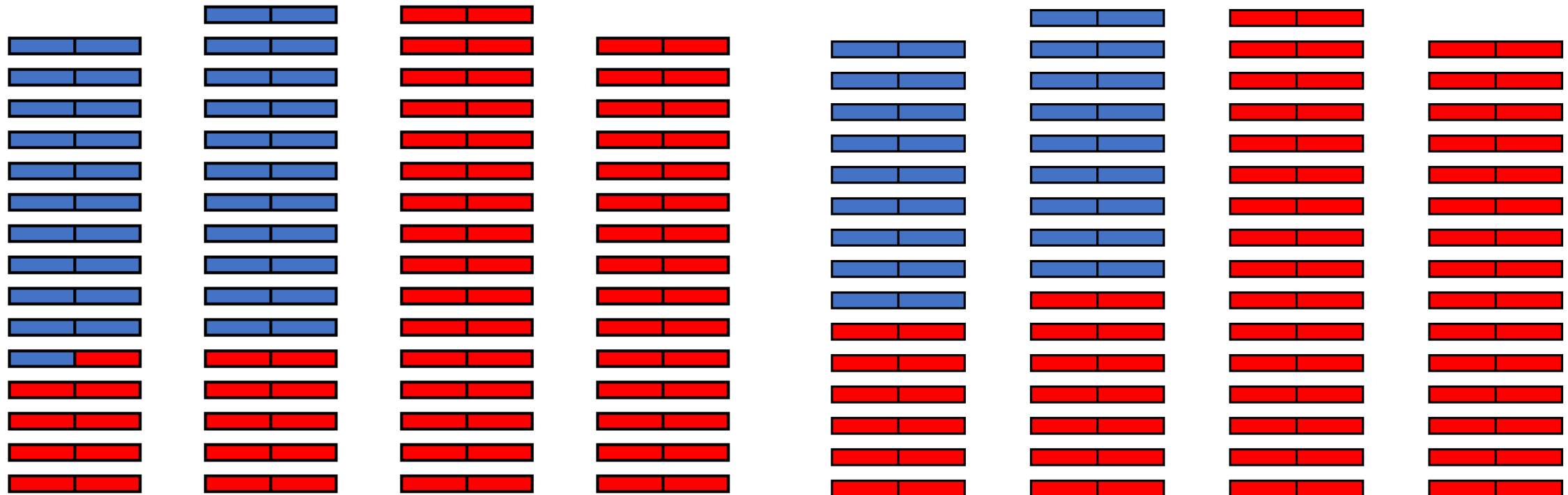
- **70 of 124 seats ran unopposed in General Election**



HOUSE MEMBERS : 2020 vs 2022

2020

2022



NEW HOUSE LEADERSHIP



MURRELL SMITH
Speaker of the House



DAVEY HIOTT
Majority Leader



ROGER KIRBY
Assistant Minority Leader

NEW COMMITTEE CHAIRMEN



BRUCE BANNISTER

Ways and Means



WESTON NEWTON

Judiciary



SHANNON ERICKSON

Education & Public Works



JEFF BRADLEY

Regulations & Admin.
Procedures



JEFF JOHNSON

Legislative Oversight



SYLLESTE DAVIS

Medical, Military, Public
& Municipal Affairs

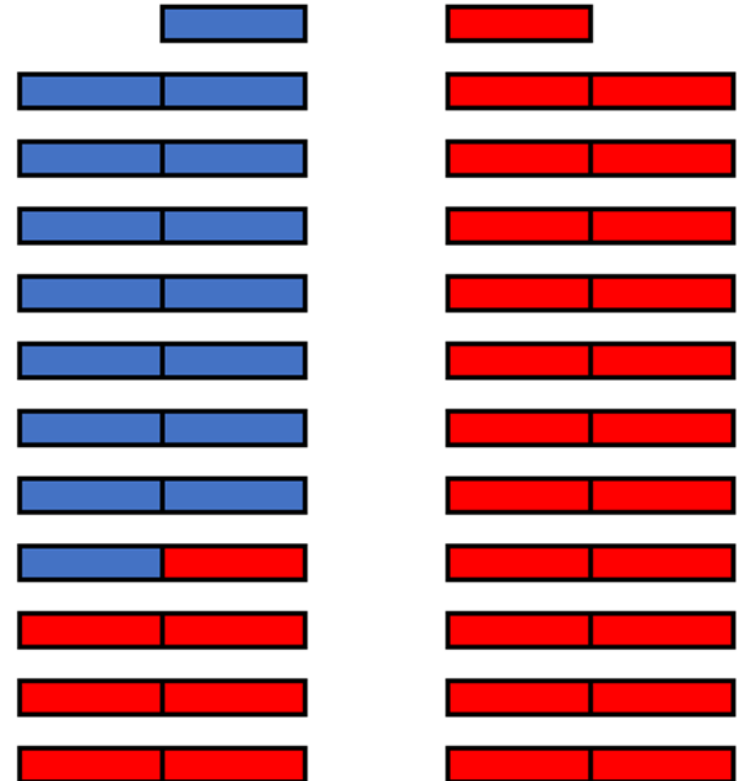
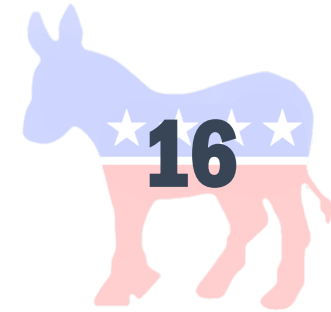
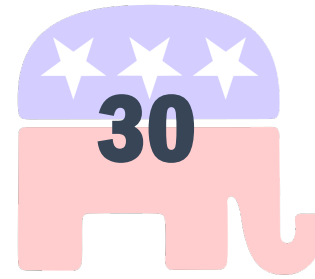


BILL HIXON

Agriculture, Natural Resources
& Environmental Affairs

SENATE MEMBERSHIP

- 4-year terms so membership remains the same from 2022
- GOP has supermajority (but Senate rules make the impact different than in the House)





HOT TOPICS

HOT TOPICS

1

WORKFORCE

Development & retention, enhanced coordination among partners, funding/research, EVs, etc.

2

TAX REFORMS

Additional cuts and changes to property tax

3

EDUCATION

Teacher recruitment and retention, school choice / vouchers, school year, funding, scholarships, etc.

4

TORT REFORM

Tort Claims Act caps, joint and several liability, etc.

5

THE OTHER PERENNIALS...

Abortion, medical cannabis, judicial elections, public safety reforms, etc.



PREFILED LEGISLATION

PREFILED LEGISLATION: BY THE NUMBERS

- **824** pieces of prefiled legislation so far (more House legislation coming tomorrow)
 - **317** in the Senate
 - **507** in the House
- Of the **824** so far:
 - **755** general bills
 - **49** joint resolutions
 - **16** concurrent resolutions
 - **4** resolutions

PREFILED LEGISLATION: WORKFORCE

- **Themes:**

- Addressing barriers to employment (e.g., disabilities, criminal history, credit, etc.)
 - Scholarship criteria
 - K-12 career counseling
 - Dual enrollment
 - Workforce housing
 - Student loan forgiveness for in-demand occupations (e.g., teachers, LEOs)
 - Unemployment reforms (# of weeks, weekly benefit amount, etc.)
- **Also expect:** workforce childcare and transportation, apprenticeship, enhanced coordination and data sharing among workforce partners, transportation electrification efforts, etc.

SUMMARY

- **New House members, leadership, and committee rosters will have impact**
- **Continued emphasis on attracting new business and capitalizing on federal funding accelerating infrastructure, transportation electrification, and establishment of domestic supply chain**
- **Workforce sure to be key priority in 2023, especially in the House**

QUESTIONS?



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce
The Workforce Agency

Ellen Andrews-Morgan
EAMorgan@dew.sc.gov