

The more you learn, the more you earn!

How to help students find good-paying jobs in SC



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Education & Business Summit
June 2015 • Greenville, SC

On today's agenda...

- ❖ Wages
- ❖ Current Employment
- ❖ Jobs by Demand
- ❖ Workforce Supply
- ❖ Supply vs. Demand
- ❖ Reality Check and Financial Literacy
- ❖ Certificates and Soft Skills
- ❖ Cost of College
- ❖ Professional Athlete?
- ❖ Military
- ❖ The Future
- ❖ Tools and Resources



Definition of wages



A wage is money that is paid or received for work or services performed in a specified period.

Included:

Base rate pay
Cost-of-living allowances
Guaranteed pay
Hazardous-duty pay
Incentive pay
Commissions
Production bonuses
Tips
On-call pay

NOT Included:

Back pay
Jury duty pay
Overtime
Severance
Shift differentials
Nonproduction bonuses
Supplementary benefits
Tuition reimbursement

Definition of "**employed**": Persons 16 years old or older **who worked for pay** (at least one hour, **for at least \$1**) any time during the week that included the 12th of the month.

FYI...

Unemployed: Persons 16 years old or older who are not working but want a job, and are able and willing to work.

Labor Force: Employed plus unemployed.

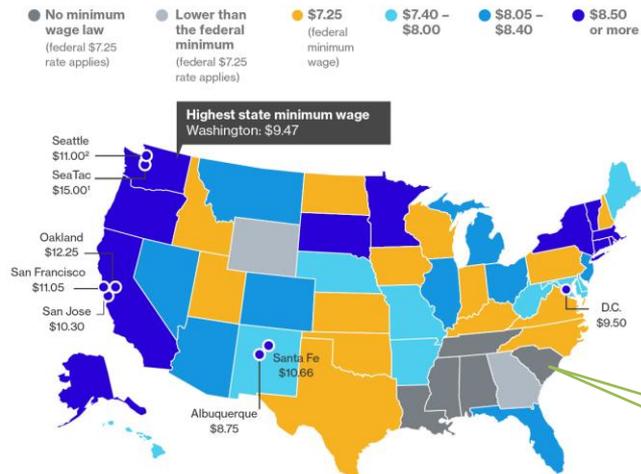
Unemployment Rate: Unemployment divided by labor force.

Minimum wage



State Minimum Wage Laws

(as of April 1, 2015)



According to the Center for Economic and Policy Research, of the 13 states that increased their minimum wage in early 2014, all but one (New Jersey) are seeing employment gains.

Other definitions of wages



Per Capita Income (PCI) average income in the past 12 months for every man, woman, and child in a geographic area.

- Formula: Total income of all people (15 yrs. and up) / Total population in that area
- In SC (2013) = \$28,155

Poverty standards are not specific to SC (although some states have created them).
Uses Federal poverty standards:

| 2014 | | # of children under 18 years old | | | | | | | |
|---|--------|----------------------------------|--------|--------|--------|--------|--------|--------|---------|
| # of people in family (under 65 yrs. old) | None | One | Two | Three | Four | Five | Six | Seven | Eight + |
| One | 12,316 | | | | | | | | |
| Two | 15,853 | | | | | | | | |
| Three | 18,518 | 19,055 | 19,073 | | | | | | |
| Four | 24,418 | 24,817 | 24,008 | 24,091 | | | | | |
| Five | 29,447 | 29,875 | 28,960 | 28,252 | 27,820 | | | | |
| Six | 33,869 | 34,004 | 33,303 | 32,631 | 31,633 | 31,041 | | | |
| Seven | 38,971 | 39,214 | 38,375 | 37,791 | 36,701 | 35,431 | 34,036 | | |
| Eight | 43,586 | 43,970 | 43,179 | 42,485 | 41,501 | 40,252 | 38,953 | 38,622 | |
| Nine + | 52,430 | 52,685 | 51,984 | 51,396 | 50,430 | 49,101 | 47,899 | 47,601 | 45,768 |

More definitions of wages



Low Income is a family income less than twice the federal poverty standard (*defined by the National Center for Children in Poverty*)

Living wage is the hourly rate that an individual must earn to support their family, if they are the sole provider and are working full-time (2,080 hours per year).

(SC: <http://livingwage.mit.edu/states/45/locations>, Massachusetts Institute of Technology)

Living Wage for South Carolina, 2014

| | 1 Adult | 1 Adult | 1 Adult | 2 Adults | 2 Adults | 2 Adults | 2 Adults | | 2 Adults | 2 Adults | 2 Adults | |
|--|---------|---------|------------|------------|---------------|---------------|---------------|---------|----------|------------|------------|---------|
| | 1 Adult | 1 Child | 2 Children | 3 Children | (One Working) | (One Working) | (One Working) | | 1 Child | 2 Children | 3 Children | |
| | \$10.49 | \$20.22 | \$23.30 | \$28.56 | \$16.70 | \$20.09 | \$22.67 | \$24.80 | \$8.35 | \$11.19 | \$13.00 | \$14.57 |

Annual Wages for One Adult

Per Capita Income = \$28,155 (\$13.54/hr.)

Low Income = \$24,632 (\$11.84/hr.)

Living Wage = \$21,819 (\$10.49/hr.)

Minimum wage: \$15,080 (\$7.25/hr.)

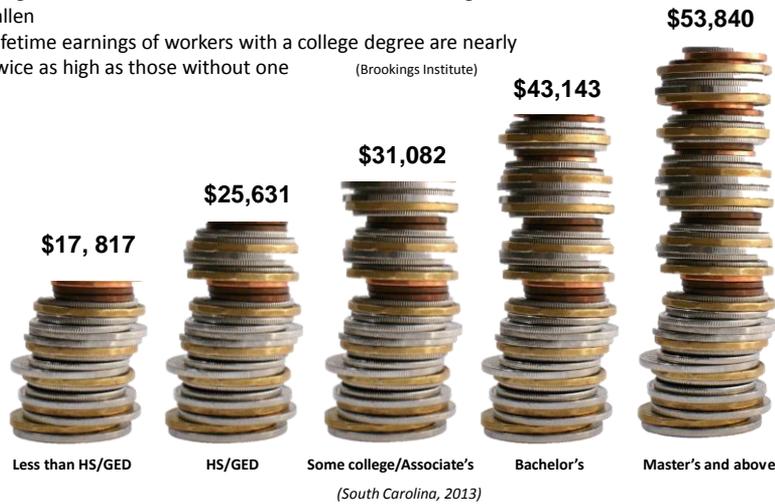
Federal Poverty Level = \$12,316 (\$5.92/hr.)

What effects salary?



Education

- Earnings of those with a college degree have risen steadily
- Wages of those with lower levels of education have stagnated or fallen
- Lifetime earnings of workers with a college degree are nearly twice as high as those without one (Brookings Institute)



What else effects salary?



Difference in Hourly Wages Based on Job Experience in SC, 2014

Largest Increase

| | |
|--|------|
| Judges, Magistrate Judges, and Magistrates | 389% |
| Physical Scientists, All Other | 301% |
| Optometrists | 289% |
| Motorboat Operators | 282% |
| Education Administrators, Preschool and Childcare Center/Program | 251% |
| Personal Financial Advisors | 250% |
| Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic | 250% |
| Orthotists and Prosthetists | 239% |
| General and Operations Managers | 238% |
| Tax Examiners and Collectors, and Revenue Agents | 238% |

Smallest Increase

| | |
|--|-----|
| Counter Attendants, Cafeteria, Food Concession, and Coffee Shop | 21% |
| Combined Food Preparation and Serving Workers, Including Fast Food | 20% |
| Graders and Sorters, Agricultural Products | 20% |
| Ushers, Lobby Attendants, and Ticket Takers | 19% |
| Cooks, Fast Food | 19% |
| Shampooers | 17% |
| Floor Layers, Except Carpet, Wood, and Hard Tiles | 17% |
| Transportation Security Screeners | 16% |
| Pump Operators, Except Wellhead Pumpers | 16% |
| Cooks, Private Household | 16% |

The Effect of a Recessed Economy

- Almost 7 million jobs lost during the recession were high- or mid-wage jobs
- Less than 5 million of these jobs were created/recreated from Feb. 2010 to Feb. 2014
- In their place, nearly 4 million low-wage jobs were created

Current Employment in SC



Top 20 Occupations in SC with Average Hourly Wage, 2014

| | |
|---|-------|
| General and Operations Managers | 45.65 |
| Sales Reps., Wholesale/Mfg., Exc. Technical/Scientific Products | 29.00 |
| Registered Nurses | 28.69 |
| Elementary School Teachers, Except Special Education | 23.26 |
| First-Line Supervisors of Office and Administrative Support Workers | 22.99 |
| Heavy and Tractor-Trailer Truck Drivers | 19.41 |
| First-Line Supervisors of Retail Sales Workers | 18.88 |
| Maintenance and Repair Workers, General | 17.51 |
| Bookkeeping, Accounting, and Auditing Clerks | 16.12 |
| Team Assemblers | 14.88 |
| Secretaries and Admin. Assts., Exc. Legal/Medical/Executive | 14.85 |
| Customer Service Representatives | 14.54 |
| Office Clerks, General | 13.03 |
| Laborers and Freight, Stock, and Material Movers, Hand | 12.28 |
| Retail Salespersons | 11.52 |
| Stock Clerks and Order Fillers | 10.95 |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 10.20 |
| Waiters and Waitresses | 9.09 |
| Cashiers | 8.92 |
| Combined Food Preparation and Serving Workers, Including Fast Food | 8.50 |

Education for the Top 20 Jobs

| | |
|----------------------------------|---|
| Less than HS/GED | 7 |
| HS/GED | 7 |
| HS+experience | 2 |
| Bachelor's Degree | 2 |
| Postsecondary technical training | 1 |
| Associate's Degree | 1 |

These 4 jobs pay less than a living wage.

Jobs by demand (*short-term*)



Online Job Advertisements

Looking at online job ads can tell us what employers are looking for NOW!

Top 10 Job Advertisements in South Carolina, May 2015

| |
|--|
| Heavy and Tractor-Trailer Truck Drivers |
| Registered Nurses |
| Retail Salespersons |
| First-Line Supervisors of Retail Sales Workers |
| Maintenance and Repair Workers, General |
| First-Line Supervisors of Food Preparation and Serving Workers |
| Landscaping and Groundskeeping Workers |
| Customer Service Representatives |
| Occupational Therapists |
| Physical Therapists |

Jobs by demand (long-term)



Occupational Projections: The Crystal Ball (even if it's cloudy!!)

Using a Federal software program with input from analysts and local users, DEW produces projections of occupation levels for 10-year time periods.

| Top 20 Projected Occupations in SC, 2012-22 |
|---|
| Registered Nurses |
| Retail Salespersons |
| Combined Food Preparation and Serving Workers, Including Fast Food |
| Laborers and Freight, Stock, and Material Movers, Hand |
| Customer Service Representatives |
| Home Health Aides |
| Team Assemblers |
| Personal Care Aides |
| Heavy and Tractor-Trailer Truck Drivers |
| Nursing Assistants |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners |
| Construction Laborers |
| General and Operations Managers |
| Bookkeeping, Accounting, and Auditing Clerks |
| Office Clerks, General |
| First-Line Supervisors of Office and Administrative Support Workers |
| Carpenters |
| Elementary School Teachers, Except Special Education |
| Maids and Housekeeping Cleaners |

Projections-The Long List



Top 50 Projected Occupations in South Carolina, 2012-2022

| Occupation | 2012 Est. Employment | 2022 Projected Employment | Total 2012-2022 Employment Change | 2013 Avg. | | Career Cluster |
|---|----------------------|---------------------------|-----------------------------------|------------------------|---------------------------|--|
| | | | | Hourly Wage in SC (\$) | Education/Experience/OJT* | |
| Registered Nurses | 43,687 | 51,936 | 8,249 | 28.69 | Associate's | Health Science |
| Retail Salespersons | 68,462 | 75,148 | 6,686 | 11.50 | < HS/GED+short OJT | Marketing |
| Combined Food Prep. & Serving Workers, Inc. Fast Food | 43,643 | 50,183 | 6,540 | 8.47 | < HS/GED+short OJT | Hospitality & Tourism |
| Laborers & Freight, Stock, & Material Movers, Hand | 37,503 | 43,338 | 5,835 | 12.08 | < HS/GED+short OJT | Transportation, Distribution & Logistics |
| Customer Service Representatives | 38,724 | 44,165 | 5,441 | 14.31 | HS/GED+short OJT | Business Management & Administration |
| Home Health Aides | 10,731 | 15,722 | 4,991 | 9.40 | < HS/GED+short OJT | Health Science |
| Team Assemblers | 40,282 | 45,142 | 4,860 | 15.06 | HS/GED+moderate OJT | Manufacturing |
| Personal Care Aides | 11,489 | 16,298 | 4,809 | 9.47 | < HS/GED+short OJT | Human Services |



Supply (short-term)



“When I grow up, I wanna be...”: Career Clusters of 12th Graders

We can also look at what is coming out of our public high schools to see what training the potential, immediate supply of workers could have.

| Cluster | # of 12 th graders | % of 12 th graders |
|---|-------------------------------|-------------------------------|
| Health Science | 9,397 | 22.5% |
| Arts, Audio-Video Technology, and Communications | 6,740 | 16.1% |
| Science, Technology, Engineering, and Mathematics | 5,073 | 12.1% |
| Business Management and Administration | 2,956 | 7.1% |
| Education and Training | 2,837 | 6.8% |
| Law, Public Safety, Corrections, and Security | 2,660 | 6.4% |
| Government and Public Administration | 2,061 | 4.9% |
| Human Services | 2,061 | 4.9% |
| Architecture & Construction | 1,298 | 3.1% |
| Transportation, Distribution, and Logistics | 1,286 | 3.1% |
| Information Technology | 1,255 | 3.0% |
| Agriculture, Food, and Natural Resources | 1,171 | 2.8% |
| Hospitality and Tourism | 1,139 | 2.7% |
| Manufacturing | 903 | 2.2% |
| Marketing | 540 | 1.3% |
| Finance | 403 | 1.0% |
| TOTAL | 41,780 | 100.0% |

#1 Pathways for the top 3 clusters:

- Health Science
- Performing Arts
- Engineering

Declared clusters for students declaring a specific cluster on their primary e-IGP for 2013-14 year; Does NOT include Greenville School District; Source: SC Department of Education

Note: Students may declare more than one cluster or pathway on an e-IGP; only the first cluster or pathway is used for reporting.

Supply (long-term)



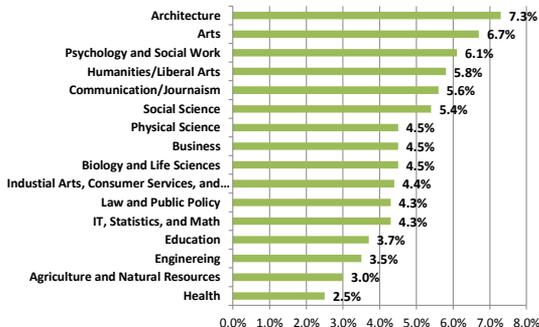
Pomp and Circumstance: Post-secondary Data

To determine what may happen further down the road, we analyze the degrees that are being conferred at our colleges and universities.

Top College Majors in SC, 2014

- Business and Management
- Healthcare
- Education
- Biology
- Library Sciences
- Engineering
- Sociology
- Public Administration
- Psychology
- Communication
- Arts
- Security
- Law
- Construction
- Information Technology

Unemployment Rates in the US by College Degree, 2012



Supply vs. Demand— Short-term



Short-term Supply vs. Demand in SC

| | Cluster | Job Ad | Difference |
|---|---------|--------|------------|
| Agriculture, Food, and Natural Resources | 2.8% | 2.1% | -0.7% |
| Architecture & Construction | 3.1% | 4.8% | 1.7% |
| Arts, Audio-Video Technology, and Communications | 16.1% | 1.7% | -14.4% |
| Business Management and Administration | 7.1% | 11.8% | 4.7% |
| Education and Training | 6.8% | 3.7% | -3.1% |
| Finance | 1.0% | 2.0% | 1.1% |
| Government and Public Administration | 4.9% | 0.0% | -4.9% |
| Health Science | 22.5% | 16.8% | -5.7% |
| Hospitality and Tourism | 2.7% | 9.7% | 6.9% |
| Human Services | 4.9% | 3.3% | -1.6% |
| Information Technology | 3.0% | 5.9% | 2.9% |
| Law, Public Safety, Corrections, and Security | 6.4% | 1.5% | -4.9% |
| Manufacturing | 2.2% | 7.4% | 5.2% |
| Marketing | 1.3% | 13.2% | 11.9% |
| Science, Technology, Engineering, and Mathematics | 12.1% | 3.8% | -8.3% |
| Transportation, Distribution, and Logistics | 3.1% | 12.4% | 9.3% |

Green means go!
(need more
students in these
clusters)

Yellow means
slow down!
(need fewer
students in these
clusters)

Orange means
maybe!
(STEM jobs are
needed in all
clusters!)

Supply vs. Demand— Long-term



Green means go!
(need more
degrees in these
clusters)

Yellow means
slow down!
(need fewer
degrees in these
clusters)

Orange means
maybe!
(STEM jobs are
needed in all
areas!)

Long-term Supply vs. Demand in SC

| | Degrees | 2022 Projections | Difference |
|---|---------|------------------|------------|
| Agriculture, Food and Natural Resources | 2.4% | 0.5% | -2.0% |
| Architecture and Construction | 0.5% | 8.1% | 7.6% |
| Arts, Audio/Video Technology and Communications | 0.6% | 0.9% | 0.3% |
| Business, Management and Administration | 13.3% | 14.8% | 1.5% |
| Education and Training | 0.7% | 6.1% | 5.4% |
| Finance | 0.2% | 2.4% | 2.3% |
| Government and Public Administration | 1.6% | 0.1% | -1.5% |
| Health Science | 22.3% | 18.9% | -3.4% |
| Hospitality and Tourism | 0.8% | 11.3% | 10.5% |
| Human Service | 12.8% | 6.1% | -6.8% |
| Information Technology | 0.8% | 2.9% | 2.1% |
| Law, Public Safety, Corrections and Security | 3.7% | 2.3% | -1.4% |
| Manufacturing | 2.8% | 6.7% | 3.9% |
| Marketing | 0.9% | 8.2% | 7.3% |
| STEM | 34.6% | 1.9% | -32.7% |
| Transportation, Distribution, and Logistics | 1.9% | 8.6% | 6.8% |

WorkKeys



WorkKeys Results for 11th Graders from Other States for 2014

| State | % Graduates Tested | Avg. Composite | Avg. English | Avg. Math | Avg. Reading | Avg. Science |
|----------------|--------------------|----------------|--------------|-----------|--------------|--------------|
| National | 57.0 | 21.0 | 20.3 | 20.9 | 21.3 | 20.8 |
| Colorado | 100.0 | 20.6 | 20.1 | 20.4 | 20.9 | 20.6 |
| Illinois | 100.0 | 20.7 | 20.3 | 20.7 | 20.8 | 20.5 |
| Kentucky | 100.0 | 19.9 | 19.4 | 19.4 | 20.3 | 20.0 |
| Louisiana | 100.0 | 19.2 | 18.9 | 18.9 | 19.5 | 19.1 |
| Michigan | 100.0 | 20.1 | 19.3 | 19.9 | 20.2 | 20.4 |
| Mississippi | 100.0 | 19.0 | 18.8 | 18.3 | 19.4 | 18.9 |
| Montana | 100.0 | 20.5 | 19.3 | 20.5 | 21.1 | 20.4 |
| North Carolina | 100.0 | 18.9 | 17.5 | 19.6 | 19.0 | 18.9 |
| North Dakota | 100.0 | 20.6 | 19.6 | 20.7 | 20.8 | 20.6 |
| Tennessee | 100.0 | 19.8 | 19.6 | 19.2 | 20.1 | 19.6 |
| Utah | 100.0 | 20.8 | 20.0 | 20.3 | 21.3 | 20.9 |
| Wyoming | 100.0 | 20.1 | 19.3 | 19.9 | 20.6 | 20.2 |

Results to all levels (student, school and district) no later than August 17, 2015.

Source: <http://www.act.org/newsroom/data/2014/states.html>

SCOIS



Reality check, part 1



1. [Go to www.scois.net](http://www.scois.net).
2. Log in.
3. Go to "Assessments."
4. Click on "Reality Check."
5. You are here →

Business Intelligence: HS Go To

Test Only Version | Test | Messages | Log Out

PLAN ASSESSMENTS OCCUPATIONS EDUCATION EMPLOYMENT MY PORTFOLIO Search

REALITY CHECK [Equalizer] [Start Over]

Where Do You Want to Live?

Living expenses vary by city size and region of the state. Larger cities tend to be more expensive than small towns and rural areas, however they may offer higher wages.

Select a City or Region

Columbia

GREENVILLE ANDERSON SPARTANBURG FLORENCE COLUMBIA SUMTER MYRTLE BEACH CONWAY MYRTLE BEACH CHARLESTON-NORTH CHARLESTON

Reality check, part 2



1. Select the area of the state you want to live.
2. Select how much you think you will **spend** →
3. Select how much **education** you want and in what career category you are interested.
4. You will get a list of **occupations** for the area you selected using the expenses, education, and cluster you picked.

| Your Monthly Expenses | Totals for Columbia |
|----------------------------|---------------------|
| Housing | \$700 |
| Utilities | \$135 |
| Communications | \$205 |
| Food | \$495 |
| Transportation | \$595 |
| Clothes | \$75 |
| Health Care | \$90 |
| Entertainment | \$125 |
| Personal Care | \$75 |
| Miscellaneous | \$250 |
| Student Loans | \$95 |
| Savings | \$56 |
| Monthly Expenses | \$2,896 |
| Annual Expenses | \$34,752 |
| Federal Taxes | \$5,733 |
| State Taxes | \$2,288 |
| Total Salary Needed | \$42,773 |

Reality check, part 3



| Arts, Audio/Visual Technology, and Communications | Education Level | Wages |
|---|-----------------|----------|
| <input type="checkbox"/> Communications Equipment Mechanics | 2 to 3 years | \$53,060 |
| <input type="checkbox"/> Fashion Designers ⚠ | 2 to 3 years | \$63,760 |
| <input type="checkbox"/> Professional Makeup Artists ⚠ | 2 to 3 years | \$47,210 |
| Business Management and Administration | Education Level | Wages |
| <input type="checkbox"/> Office Managers | 2 to 3 years | \$44,600 |
| <input type="checkbox"/> Sustainability Specialists | 2 to 3 years | \$53,770 |
| Health Science | Education Level | Wages |
| <input type="checkbox"/> Cardiovascular Technologists and Technicians ⚠ | 2 to 3 years | \$53,210 |
| <input type="checkbox"/> Dental Hygienists | 2 to 3 years | \$53,070 |
| <input type="checkbox"/> Medical Sonographers | 2 to 3 years | \$55,920 |
| <input type="checkbox"/> MRI Technologists | 2 to 3 years | \$62,420 |
| <input type="checkbox"/> Nuclear Medicine Technologists | 2 to 3 years | \$58,540 |

⚠ Indicates local data is not available so state or US data is shown.

Financial literacy @SCOIS



The latest version of the free Financial Football video game for your mobile device can be found at the iTunes store.

Lesson Modules

- Overview
- Teaching Goals And Objectives
- Teaching Notes
- Discussion
- Activity
- Lesson Downloads

For three distinct age levels

- Rookie (Ages 11-14)
- Pro (Ages 14-18)
- Hall of Fame (Ages 18+)

See the SCOIS display in the exhibit hall.

Certification Employers Want



Top 10 Certifications in SC, May 2015

- Driver's License
- Certified Registered Nurse
- Commercial Driver's License
- Basic Life Support
- Certification in Cardiopulmonary Resuscitation
- HAZMAT
- Occupational Safety & Health Administration Certification
- Food safety programs
- Licensed Practical Nurse
- Advanced Cardiac Life Support

5 of the top 10 requested certificates are healthcare-related



Soft Skills



Top 10 Soft Skills in SC, May 2015

- Oral and written communication skills
- Integrity
- Team-oriented, teamwork
- Detail oriented
- Customer service oriented
- Microsoft Office
- Marketing
- Problem solving
- Self-starting / Self-motivated
- Organizational skills

The cost of college



SCHOLARSHIP/FINANCIAL AID SORT - AWARDS LIST

0 checked awards:

| | Award Name ▼▲ | Type ▼▲ | Deadline ▼▲ |
|--------------------------|--|-------------|-------------|
| <input type="checkbox"/> | American Bullion, Inc.: Financial Education Scholarship | Scholarship | January |
| <input type="checkbox"/> | American Fire Sprinkler Association: High School Scholarship Contest | Scholarship | August |
| <input type="checkbox"/> | American Fire Sprinkler Association: Second Chance Scholarship Contest | Scholarship | April |
| <input type="checkbox"/> | American Military Retirees Association: Sergeant Major Drum Scholarship | Scholarship | March |
| <input type="checkbox"/> | Appalachian Center and Appalachian Studies Association: Ross Student Paper Award | Other | December |
| <input type="checkbox"/> | Ayn Rand Institute: The Fountainhead Essay Contest | Other | April |
| <input type="checkbox"/> | Ayn Rand Institute: We the Living Essay Contest | Scholarship | May |
| <input type="checkbox"/> | Baptist Joint Committee for Religious Liberty: Essay Contest | Scholarship | March |
| <input type="checkbox"/> | Berkshire Hathaway HomeServices of Georgia: American Dream Scholarship | Scholarship | May |
| <input type="checkbox"/> | Bradley Corbett Law: Law Office of Bradley R. Corbett Scholarship | Scholarship | July |
| <input type="checkbox"/> | Central Carolina Community Foundation: Bobby J. Jacobs, Jr. Turn Your | Scholarship | March |

Build Your List

- ✓ Personal Characteristics
- ✓ Academics
- ✓ Postsecondary Plans
- ✓ Programs of Study
- ✓ Financial Need
- ✓ More About You

Refine Your List

Award Requirements

Deadline

Search Criteria

90 awards (2,717 off list)

1. Go to www.scois.net and login.
2. Select "Education."
3. Select "Where can I get help paying for school?"
4. Select "Scholarships/Financial Aid Sort."

Professional athlete?



Your chances of playing:

| Sport | College | Professional |
|------------------|---------|--------------|
| Football | 6.5 | 1.6 |
| Baseball | 6.9 | 8.6 |
| Basketball-Men | 3.4 | 1.2 |
| Basketball-Women | 3.8 | 0.9 |
| Soccer-Men | 5.7 | 1.4 |

What is your "Plan B"? Occupations related to sports:

Agents and Managers of Athletes
Athletic Trainer
Career Counselor (job coach)
Coaches and Scouts
College coach
High school athletic director/coach/teacher

Internet radio host
Physical Therapists
Public Address System Announcers
Public Relations Specialists
Radio and Television Announcers

How long do you think the average career of a professional athlete is?

- According to the NFL Players Association: 3.3 years.
- Basketball (NBA) = 4.8 years
- Baseball (MLB) = 6.0 years



What about the military?



Pay for an entry level soldier with no college: **\$22,968**
(includes pay plus housing and health services);
After 5 years = \$34,850

Pay for an entry level soldier with a college degree (4-year): **\$47,338** (includes pay plus housing and health services); After 5 years = \$76,719

from www.todaymilitary.com

Pros

- Everything is provided
- Promotions
- Great way to get skills
- Must stay in top physical shape



Cons

- Possible danger
- Long commitment
- Must follow commands
- Must stay in top physical shape

High-High-High (No, not that! 😊)



High Growth , High Demand, High Salary in SC, 2014

| Occupation | Avg. Hourly Wage |
|---|------------------|
| Accountants and Auditors | 28.48 |
| Civil Engineers | 38.18 |
| Computer Systems Analysts | 34.00 |
| Computer User Support Specialists | 21.42 |
| Electricians | 20.11 |
| Elementary School Teachers, Except Special Education | 23.26 |
| First-Line Supervisors of Office and Administrative Support Workers | 22.99 |
| General and Operations Managers | 45.65 |
| Heavy and Tractor-Trailer Truck Drivers | 19.41 |
| Industrial Machinery Mechanics | 23.73 |
| Management Analysts | 34.22 |
| Market Research Analysts and Marketing Specialists | 27.08 |
| Medical and Health Services Managers | 42.89 |
| Middle School Teachers, Except Special and Career/Technical Education | 23.71 |
| Plumbers, Pipefitters, and Steamfitters | 19.25 |
| Registered Nurses | 28.69 |
| Supervisors of Construction and Extraction Workers | 26.77 |

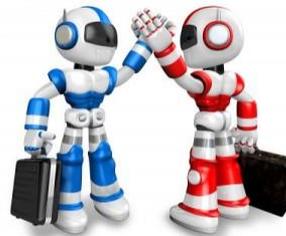
When all the planets align, these are the perfect jobs. They have high growth, are in high demand, and pay a higher than average wage.

- Growth of at least 12% in the 10-year period
- An increase of at least 1,000 jobs
- An average salary of at least \$19.05/hour or \$39,624/year.

Future: Best Bets in the US



- **Manufacturing**
- **Transportation (especially truck drivers)**
- **Healthcare**
- **IT (especially security, web design)**
- **Construction**



Future: Just watch the news!



- **IT and Manufacturing: Police cameras, self-driving cars, robots, “The Internet of Things”**
- **Geology and Construction: Earthquakes in Oklahoma (caused by fracking) and Nepal**
- **IT and Healthcare: Fitbit, virtual medical visits**
- **Science: Global warming, biofuel**
- **Agriculture: Farm-to-Table, eco and ag tourism**
- **Anything related to the “mature” population**

Future: Closer to home



Transportation, Distribution & Logistics

Widening of Panama Canal, deepening of Charleston Port, inland port in Greer

Auto Manufacturing

Volvo (!), Daimler-Mercedes Benz, BMW

Tire Manufacturing

Giti, Bridgestone, Michelin, Firestone

Aerospace Manufacturing

Boeing

Mining

Haile Gold Mine



Also...

Amazon, V. C. Summer Nuclear Station, chicken processing

Resources/Tools, Part I



The 20 Fastest Growing Jobs in South Carolina

Less Than High School

- Home Health Aides: +46.5%, \$9.48
- Construction Laborers: +25.0%, \$11.50
- Animal Caretakers (nonfarm): +21.0%, \$10.50
- Cooks (restaurant): +15.4%, \$9.55
- Food Prep & Serving Workers: +14.0%, \$10.50
- Retail Salespersons: +9.8%, \$11.50

High School/GED

- Customer Service Representatives: +12.0%, \$10.50
- Healthcare Social Workers: +11.0%, \$10.50
- Elementary School Teachers: +10.0%, \$10.50
- Registered Nurses: +18.9%, \$28.68

Estimated Probability of Competing in College Athletics

| State | High School Participants | NCAA Division I | Overall % HS to NCAA | % HS to NCAA | % HS to NCAA |
|----------------|--------------------------|-----------------|----------------------|--------------|--------------|
| Alabama | 452,028 | 10,471 | 2.3% | | |
| Alaska | 41,394 | 1,038 | 2.5% | | |
| Arizona | 252,047 | 14,218 | 5.6% | | |
| Arkansas | 208,284 | 7,241 | 3.5% | | |
| California | 102,047 | 4,854 | 4.7% | | |
| Colorado | 35,361 | 1,018 | 2.9% | | |
| Connecticut | 109,738 | 12,882 | 11.8% | | |
| Delaware | 474,249 | 12,882 | 2.7% | | |
| Florida | 129,073 | 4,838 | 3.7% | | |
| Georgia | 188,045 | 5,881 | 3.1% | | |
| Idaho | 168,322 | 27,014 | 16.1% | | |
| Illinois | 182,142 | 17,028 | 9.3% | | |
| Indiana | 213,481 | 12,881 | 6.0% | | |
| Iowa | 208,047 | 12,881 | 6.2% | | |
| Kentucky | 109,738 | 12,882 | 11.8% | | |
| Louisiana | 218,121 | 10,882 | 5.0% | | |
| Maine | 62,447 | 1,882 | 3.0% | | |
| Maryland | 72,132 | 3,881 | 5.4% | | |
| Massachusetts | 218,121 | 10,882 | 5.0% | | |
| Michigan | 371,881 | 10,882 | 2.9% | | |
| Minnesota | 188,045 | 12,881 | 6.8% | | |
| Mississippi | 109,738 | 12,882 | 11.8% | | |
| Missouri | 188,045 | 12,881 | 6.8% | | |
| Montana | 428,048 | 10,882 | 2.5% | | |
| Nebraska | 109,738 | 12,882 | 11.8% | | |
| Nevada | 109,738 | 12,882 | 11.8% | | |
| New Hampshire | 109,738 | 12,882 | 11.8% | | |
| New Jersey | 109,738 | 12,882 | 11.8% | | |
| New Mexico | 109,738 | 12,882 | 11.8% | | |
| New York | 109,738 | 12,882 | 11.8% | | |
| North Carolina | 109,738 | 12,882 | 11.8% | | |
| North Dakota | 109,738 | 12,882 | 11.8% | | |
| Ohio | 109,738 | 12,882 | 11.8% | | |
| Oklahoma | 109,738 | 12,882 | 11.8% | | |
| Oregon | 109,738 | 12,882 | 11.8% | | |
| Pennsylvania | 109,738 | 12,882 | 11.8% | | |
| Rhode Island | 109,738 | 12,882 | 11.8% | | |
| South Carolina | 109,738 | 12,882 | 11.8% | | |
| South Dakota | 109,738 | 12,882 | 11.8% | | |
| Tennessee | 109,738 | 12,882 | 11.8% | | |
| Texas | 109,738 | 12,882 | 11.8% | | |
| Utah | 109,738 | 12,882 | 11.8% | | |
| Vermont | 109,738 | 12,882 | 11.8% | | |
| Virginia | 109,738 | 12,882 | 11.8% | | |
| Washington | 109,738 | 12,882 | 11.8% | | |
| West Virginia | 109,738 | 12,882 | 11.8% | | |
| Wisconsin | 109,738 | 12,882 | 11.8% | | |
| Wyoming | 109,738 | 12,882 | 11.8% | | |

What does your child want to be when he/she grows up?

Plans of 2012 HS Graduates

Attend Rates, 4.8%

Other, 2.8%

Technical, 21.8%

2-4 College, 26.3%

4+ College, 44.3%

Retired, 2.8%

Other, 2.8%

Top college majors in SC: Economics, Management, Marketing and Finance; Health Professions and Health Sciences; Education; Liberal Arts and Humanities; Biological and Biomedical Sciences; Social Sciences; Engineering; Visual and Performing Arts; Agriculture, Mechanical and Repair; Technology/Technicians.

The more you LEARN, the more you EARN!!

Income by Education Level in SC, 2012

Less than HS/HS: \$17,817

Some college/Associate's: \$25,631

Bachelor's: \$31,082

Master's and above: \$43,143

\$53,840

A Financial Reality: Use in apartment (no commuted), use car, eat out, own car, own home, own/own rental, the lowest cell phone would need to bring home \$24.33/hour! (Example) Note: Advertising Manager (24 years of college)

Resources/Tools, Part II



There are 8 different Job Journeys:

1. Construction
2. Healthcare
3. Business/Admin./Office/Legal
4. Information technology
5. Manufacturing
6. Transportation/Distrib./Warehousing
7. Engineering
8. Installation/Maint./Repair

Community Profiles



Named one of the 10 most notable state government documents by the State Library for 2015!



scworkforceinfo.com
Labor Market Information at your fingertips

Employment statistics, job forecasts, wages, demographics, and other labor market information help public and private organizations, researchers, and others better understand today's complex workforce. The Labor Market Information (LMI) Department collects, analyzes, and disseminates this data in cooperation with the U.S. Department of Labor's Bureau of Labor Statistics (BLS).

The data helps monitor and forecast new statewide and local economic trends, helping employers and job seekers make career, education, and economic development decisions. Better understanding employment and statistical trends help promote stable employment and economic growth.

Monthly Reports

Community Profile Report
A comprehensive report with economic, demographic, industry, occupation and education statistics for counties, metropolitan and workforce areas.

Insights - monthly report from the SC Department of Employment & Workforce with employment and unemployment analysis and review of unemployment insurance claims data for the state, counties and workforce areas. (Insights Archive-Past 12 Months)

SC Nonfarm Employment
Seasonally Adjusted (Thousands)



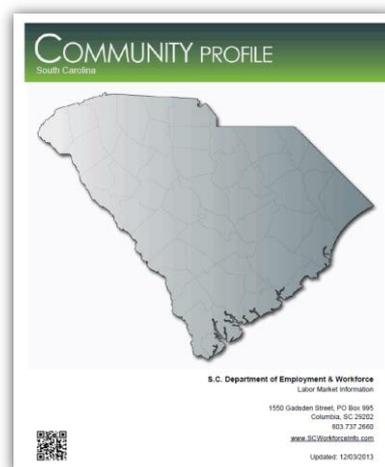
Community Profiles-Just 3 clicks!



1. Click on "Community Profile Report."
2. Select your geographic area.
3. Click on "View Report."

Comprehensive 20+page report contains:

- ▶ Economic Data
- ▶ Demographic Data
- ▶ Industry Data
- ▶ Occupational Projections Data
- ▶ Educational Data



Live and in person...



I am available for presentations to:

- Teachers
- Students
- Parents
- Administrators
- PTA or PTO groups
- Counselors



So today we learned...



- ❖ The differences between PCI, minimum, wage, and living wage
- ❖ Current employment and possible gaps between supply and demand
- ❖ How to use Reality Check and Financial Literacy tools on SCOIS
- ❖ What certificates and soft skills employers want
- ❖ How to find scholarships to help with the cost of college
- ❖ Chances of becoming a professional athlete
- ❖ Military options and pay
- ❖ The Future: In the US and SC
- ❖ Tools and resources to use to help students

QUESTIONS?

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www.scWorkforceInfo.com

