

# **WORKFORCE OCCUPATIONS AND SKILLS PROJECTIONS: UPPER SAVANNAH REGION 2006-2016**



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[www.clemson.edu/uced/workforce\\_projections/index.html](http://www.clemson.edu/uced/workforce_projections/index.html)

# Research Method

- Targeted Industries for Upper Savannah Region based on well-established method
  - Significant local presence
  - Regional & national growth
  - Projected growth
- Translated growth by targeted industries into occupation growth
- Translated growth across all industries into occupation growth (including projected retirement replacements)

# Research Method Continued

- Translated occupations growth across all industries into skills clusters (skills demand)
- Translated regional workers skills test scores into same skills clusters (skills supply)
- Skills gaps: skills demand vs. workforce skills set
- Also evaluated business workforce needs in a series of focus groups

# Target Industry Growth Clusters

- Significant local presence
- Employment growth in the region & the U.S.
- Projected national growth 2006-2016
- Industries:
  - Animal production
  - Heavy-civil engineering construction
  - Health-personal care stores
  - Warehousing-storage
  - Nursing-residential care
  - Religious, civil, professional-similar organizations

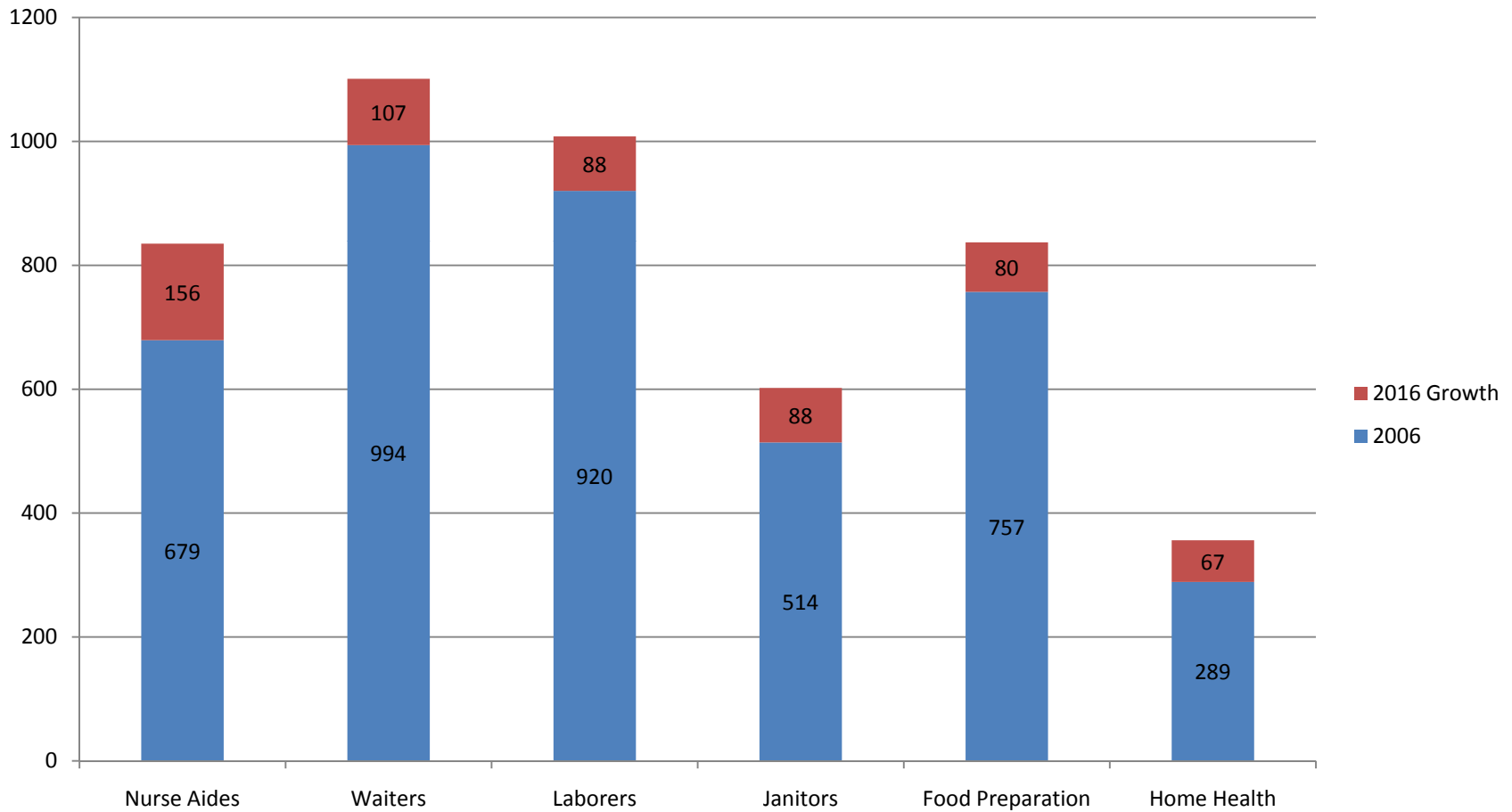
# Target Industry Emerging Clusters

- Lack Significant local presence
- Employment growth in the region & the U.S.
- Projected national growth 2006-2016
- Industries:
  - Building construction
  - Credit Intermediaries-related
  - Professional, Scientific, Technical Services
  - Management of Companies-Enterprises
  - Accommodations
  - Food Service-Drinking Places
  - Personal-Laundry Services

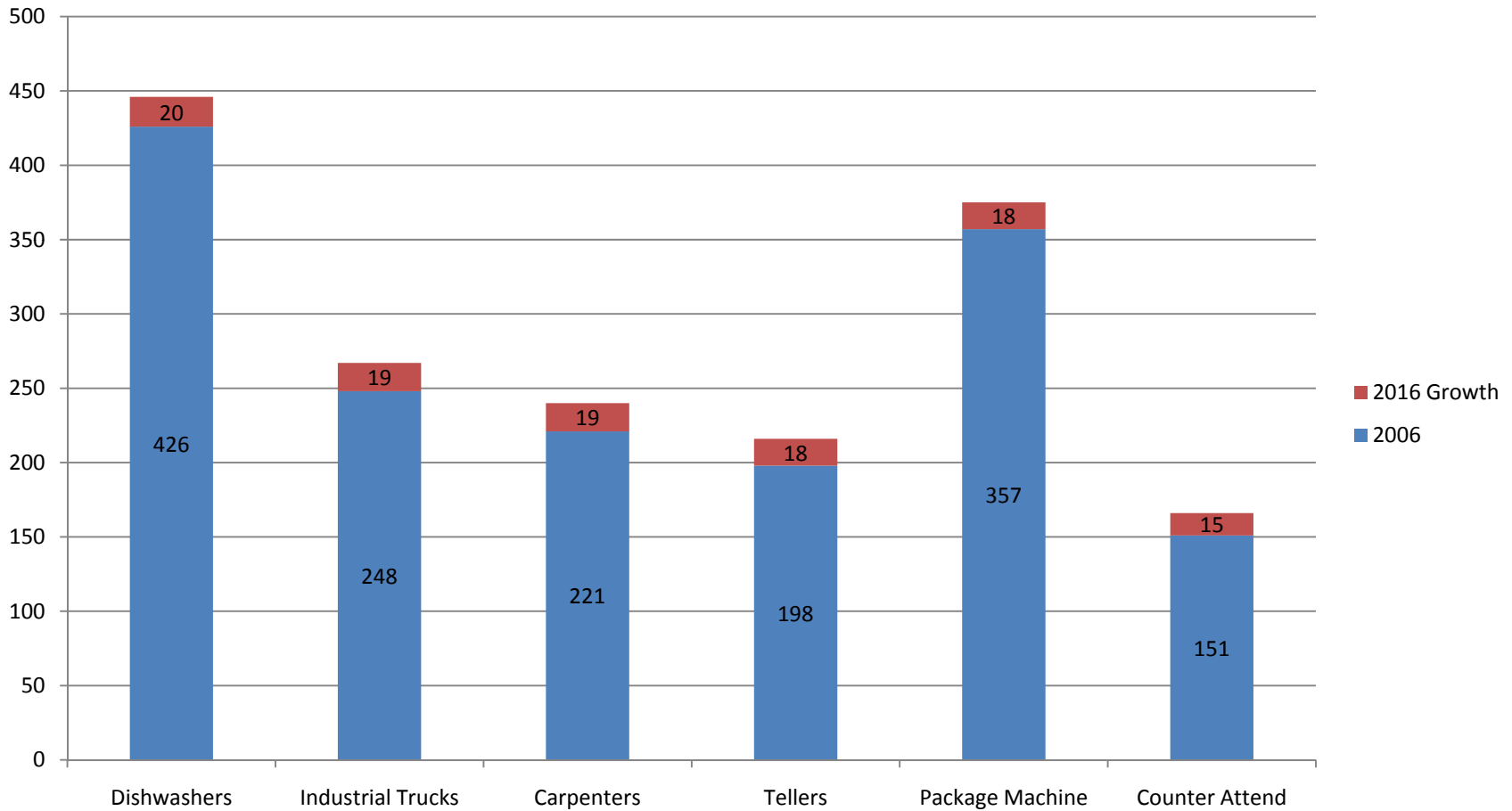
# Target Industry Regional Strengths

- Significant current local presence
- Employment growth in the region 2001-2006
- But, U.S. employment decline 2001-2006
- Industries:
  - Crop production
  - Food manufacture
  - Wood Products manufacture
  - Chemical manufacture
  - Primary Metal manufacture
  - Machinery manufacture
  - Electric Equipment, Appliance-Component manufacture
  - Gasoline Stations
  - Telecommunications

# Strong Growth Occupations for Targeted Industries

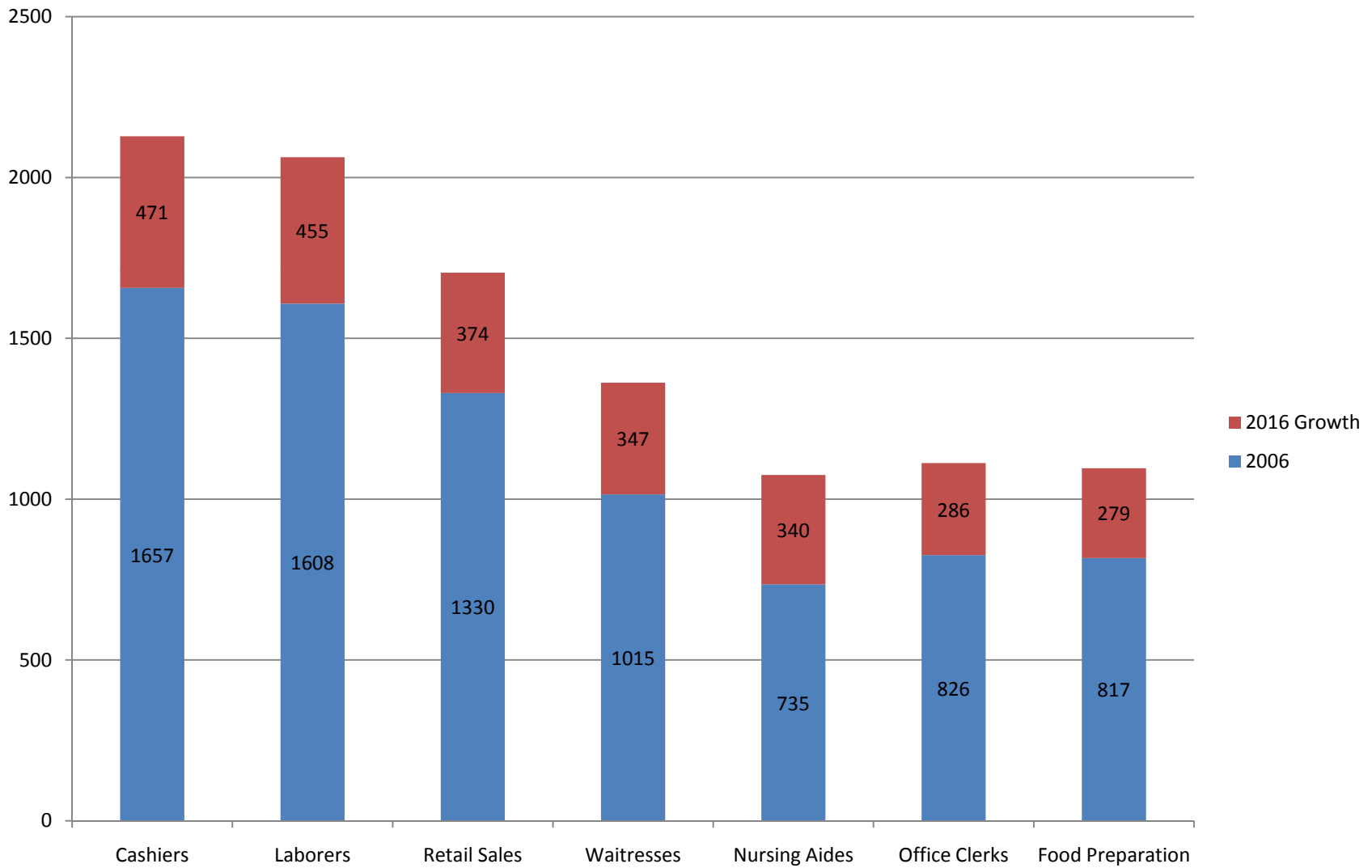


# Slow Growth Occupations for Targeted Industries

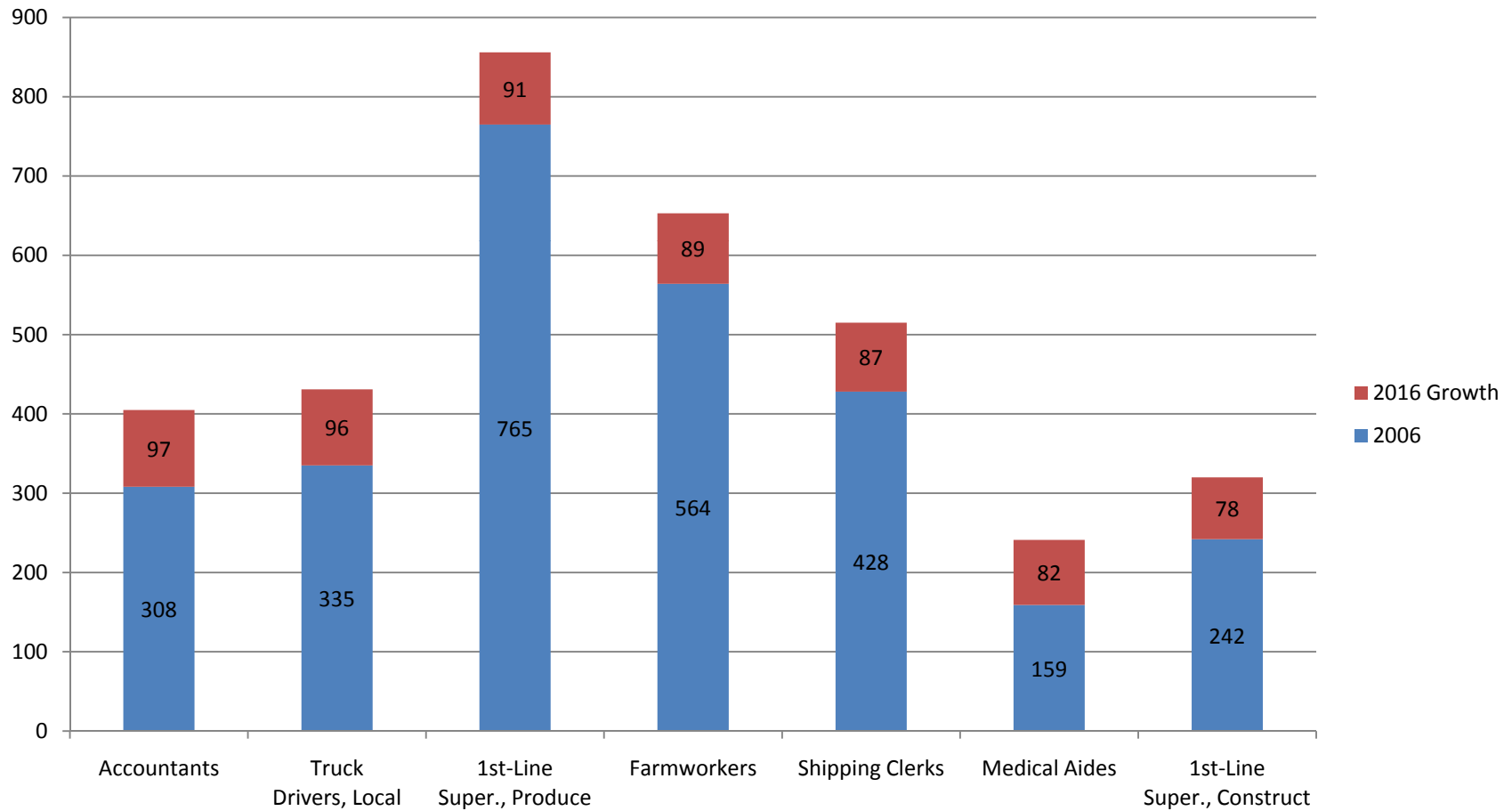


# Projected Occupational Needs by All Industries

# Strong Growth Occupations



# Slow Growth Occupations



# Skills Gap Results for Upper Savannah Region

Skills Demand Based on  
Projected Growth

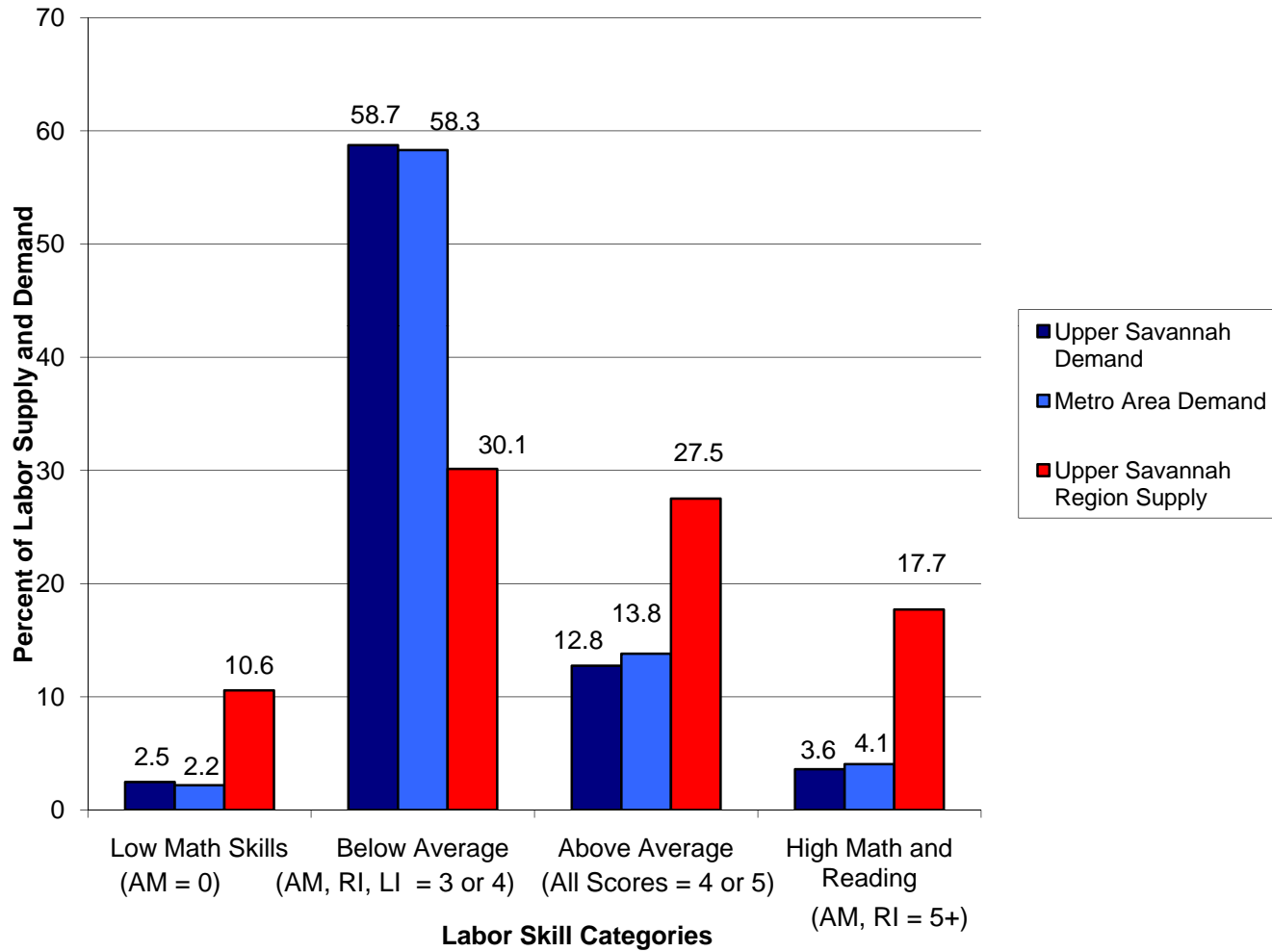
vs.

Workers Skills Supply

# Work Skills Clusters

- Translated occupations into work skills clusters
- Individuals with necessary skills move easily between appropriate occupations
- Used WorkKeys skills evaluation system
  - Applied math (AM)
  - Reading for information (RI)
  - Locating information (LI)
- Upper Savannah Region & Commuting Area

### Employment Opportunities and Labor Force Availability: Upper Savannah Region and Commuting Area



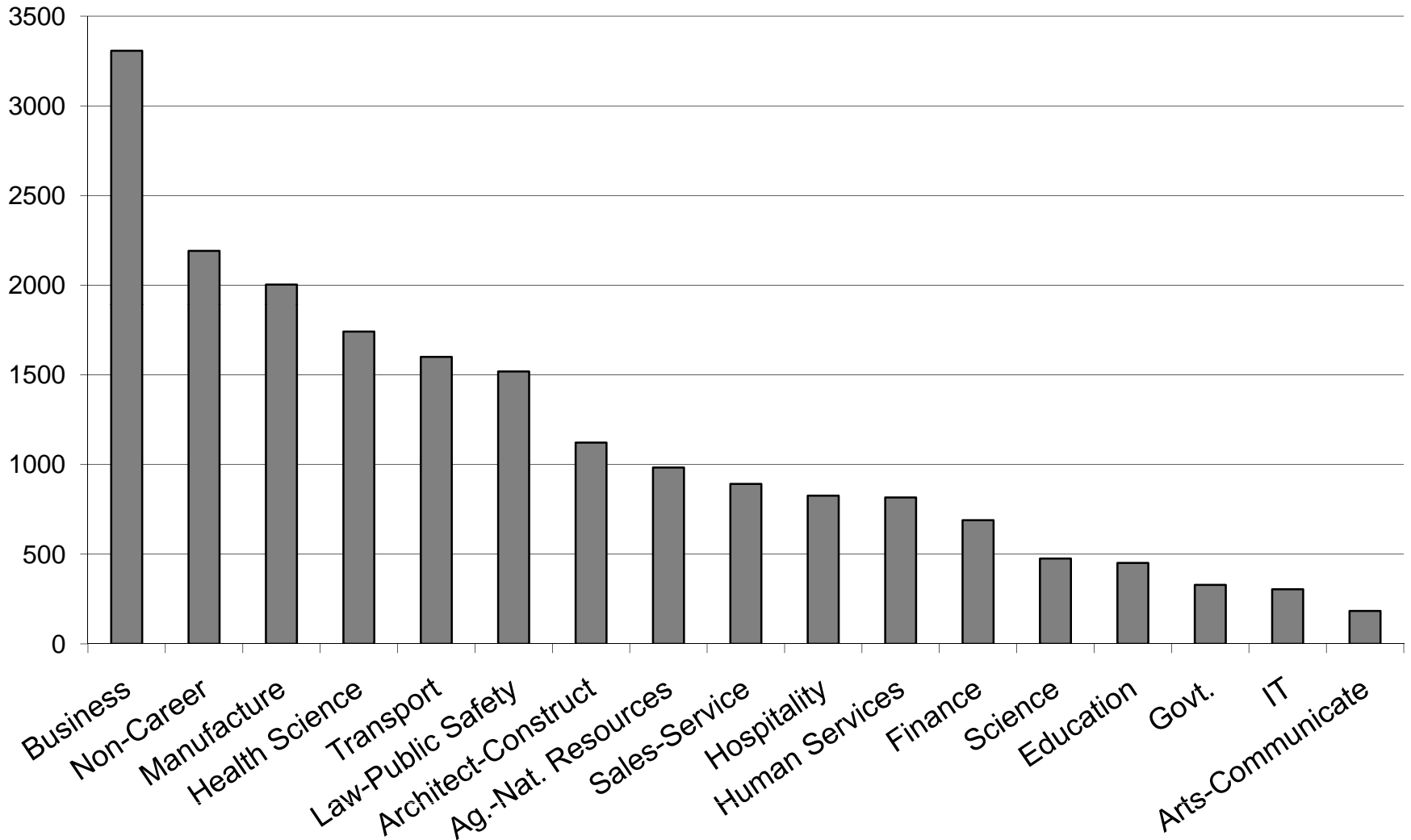
# Employment Opportunities

- Little demand (2.5%) for low skill sets, large set of workers (10.6%) with low skills (Cooks, Bus-Drivers, Paste-up workers)
  - Need for appropriate worker training
  - These workers move elsewhere?
- Large demand for below average skills (58%), limited number of workers (30%) with skills at that level (Police officers, Construction managers)
  - Retrain lowest skill workers?
  - Above average drop into this lower pay category

# Employment Opportunities

- Medium demand (13%) for above average workers, but much greater supply (27.5%) (Health technologists, Tool-die makers)
  - Drop down scenario
  - Many workers commute to metro
  - Some workers move out of region
- Little demand (4%) for high skill workers, greater supply (17%) (Research analysts, Electricians, Industrial engineers)
  - Regional brain-drain
  - However, the plentiful supply of above average and high skill workers is a real opportunity!
- **Attract outside businesses!**
- **Pool of potential local entrepreneurs!**

## Career Clusters Ranked by Total New Hires, Upper Savannah Region



# Business Focus Groups for Upper Savannah Region

# Focus Group Results

- Skills gaps: lack of basic computing, math and problem solving skills and even writing and verbal communications
- Some selected occupations in high demand (welders, RNs)
- Highly specialized workers come from elsewhere (processing engineers)
- Soft skills increasingly important, but many workers lack

# Focus Group Results Continued

- Greater focus on K-12 education system in meeting the needs of students who will not attend 4-year school.
- Stronger partnership between local school systems, businesses, Piedmont Tech to:
  - Strengthen training effort
  - Market wider range of career options to students at younger age.

# Focus Group General Results

- Small town nature of local communities has pluses & minuses
  - + affordable housing
  - + safe, caring, community
  - - Lack of urban amenities
- Some communities are isolated others are not; advantages of access outweigh disadvantages

# Focus Group Summary

- Upper Savannah Region has many strengths
- Quality of life can be leveraged to attract a variety of new businesses and many qualified employees.
- Stronger partnership would enhance retention of young people and attract former residents

Questions?  
Thank You!