



South Carolina Department of Commerce

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Upstate Regional Education Center

Upstate Gap Analysis

The Upstate Gap Analysis is produced by the Upstate Regional Education Center, whose mission is to help connect the people of Cherokee, Spartanburg and Union counties with the information and services needed to make informed education, career and life decisions. It provides local labor market, education and qualitative data that measures student, parent, educator and employer perceptions about skills, careers and opportunities available for the next generation of workers in the Upstate.

The economic future of the Upstate depends on developing relevant curriculum in K-12 and higher education, communicating need, and providing appropriate experiences to meet educational and workforce development needs. Economic growth depends on our students, and careful planning is imperative for a prosperous economy.



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STUDENT DATA

ANALYSIS OF PROJECTED INDUSTRY GROWTH COMPARED TO STUDENT CAREER CLUSTER INTERESTS

	STUDENT INTEREST (SUPPLY)	PROJECTED GROWTH BY CLUSTER (DEMAND)	DIFFERENCE (GAP)
Arts, A/V Technology & Communications	13.9%	0.5%	13.4%
Agriculture, Food & Natural Resources	6.7%	-3.2%	9.9%
Science, Technology, Engineering & Mathematics	12.3%	5.3%	7.0%
Law, Public Safety, Corrections & Security	7.8%	1.7%	6.1%
Business Management & Administration	6.9%	0.9%	6.0%
Human Services	5.1%	1.6%	3.5%
Health Science	21.2%	17.9%	3.3%
Information Technology	2.5%	0.4%	2.1%
Finance	1.5%	1.7%	-0.2%
Architecture & Construction	5.3%	7.3%	-2.0%
Education & Training	7.0%	10.5%	-3.5%
Hospitality/Tourism	2.5%	7.5%	-5.0%
Transportation, Distribution & Logistics	1.8%	7.6%	-5.8%
Government	1.2%	10.5%	-9.3%
Manufacturing	2.8%	15.1%	-12.3%
Marketing, Sales & Service	1.5%	14.9%	-13.4%

Cherokee, Spartanburg and Union Counties.

The South Carolina Regional Education Centers were designated through the Education and Economic Development Act to coordinate and facilitate the delivery of information, resources and services to students, educators, employers and the community.

PARENT DATA

STUDENT TOP CHOICE COMPARED TO PARENT TOP CHOICE

In Rank Order (count)

STUDENT	PARENT
1. Health Science - 21.2%	1. Health Science - 24.9%
2. Arts, A/V Technology & Communications - 13.9%	2. Science, Technology, Engineering & Mathematics - 24.7%
3. Science, Technology, Engineering & Mathematics - 12.3%	3. Business, Management & Administration - 9%
4. Law, Public Safety, Corrections & Security - 7.8%	4. Education & Training - 8.5%
5. Education & Training - 7.0%	5. Arts, A/V, Technology & Communications - 7.8%
6. Business Management & Administration - 6.9%	6. Architecture & Construction - 5%
7. Agriculture, Food & Natural Resources - 6.7%	7. Law, Public Safety, Corrections & Security - 4.3%
8. Architecture & Construction - 5.3%	8. Information Technology - 4.1%
9. Human Resources - 5.1%	9. Human Resources - 2.3%
10. Manufacturing - 2.8%	10. Agriculture, Food & Natural Resources - 2.1%

- 64% of parents expect that their child will attend a 4-year college directly out of high school.

ESSENTIAL SKILLS

- Work Ethic and Professionalism
- Critical Thinking/Problem Solving
- Teamwork/Collaboration
- Written and Oral Communication
- Creativity/Innovation
- Diversity Acceptance
- Leadership
- Social Responsibility
- Initiative/Self Discipline

EMPLOYER NEEDS

POTENTIAL OCCUPATION GAP OVER 5 YEARS IN UPSTATE WORKFORCE DEVELOPMENT

FROM 2018 TO 2023	ACCUMULATED SUPPLY	ACCUMULATED DEMAND	DIFFERENCE
Registered Nurses	568	747	- 179
General & Operations Managers	779	884	- 105
Industrial Engineers	363	464	- 101
Accountants & Auditors	374	422	- 48
Managers, All Others	197	237	- 40
Financial Managers	127	164	- 37
Market Research Analysts & Marketing Specialists	182	218	- 36
Secondary School Teachers	382	417	- 35
Mechanical Engineers	132	165	- 33
Business Operations Specialists, All Others	242	272	- 30
Medical & Health Service Managers	124	152	- 28
Physicians & Surgeons All Other	48	73	- 25
Construction Managers	99	123	- 24
Physical Therapists	38	60	- 22
Loan Officers	101	121	- 20
Lawyers	74	94	- 20

Cherokee, Spartanburg and Union Counties.

This report has been prepared for the Upstate Regional Education Center in Partnership with Cherokee, Spartanburg and Union County School Districts in response to the need for a gap analysis regarding workforce demands compared to supply. Some of the most salient points found herein include the following:

- + Almost 50% of students made their career choices based on media.
 - ◇ Media, social media, parents, and peers were the largest influencers on student's career choices.
- + 63% of high school students indicate that they plan to attend a 4-year college within the first year after graduation.
 - ◇ 60% of middle schools also plan to attend a 4-year college in the first year after graduation.
- + Almost ½ of students want to participate in an internship and/or on-site shadowing experience.
- + Employers indicated that soft skills are a high priority for new employees (communications, ethics, etc.).
 - ◇ Employers rated integrity and work ethic as highly important.
- + Gap projections indicate that the following industries do not have enough student interest (based on career cluster choices) to meet the industry demands in 2024:
 - ◇ Architecture & Construction
 - ◇ Education & Training
 - ◇ Finance
 - ◇ Government
 - ◇ Hospitality & Tourism
 - ◇ Manufacturing
 - ◇ Marketing, Sales & Service
 - ◇ Transportation, Distribution & Logistics Methodology

RECOMMENDATIONS

Analysis of the quantitative and qualitative data and their intersection produces a number of recommendations. Many of these were made in the last Upstate Regional Education Center Gap Analysis report.

Profile of a South Carolina Graduate - this information should be maximized in the classroom to meet the workforce skill needs.

Workforce Information should continue to be used widely in the curriculum and should be provided to both students and parents so that they keep up with in-demand occupations.

Workforce Projection Data should be used in the development of curriculum in educational institutions.

Individual Graduate Plan discussions should be emphasized with parents.

Access to Career and College Preparation activities should be increased for students.

Increased attention to Internship and On-Site Shadowing Experiences, given their mutual benefit to and interest by both students and employers.

Schools should maintain focus on basic and “soft” skills.

Students should be given more access to career and college planning activities.



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BOBBY HITT

South Carolina Department
of Commerce Secretary



“Workforce development is key to having economic success in South Carolina, and bridging the gap between education and business is essential in the development of our future workforce. Our twelve Regional Workforce Advisors help to connect South Carolina's business community with schools, as well as educators, in order to ensure a prepared and well-educated workforce.”