

TALENT DEMAND STUDY

Charleston Region Workforce
Gap Analysis: 2016 Update

Why this study?

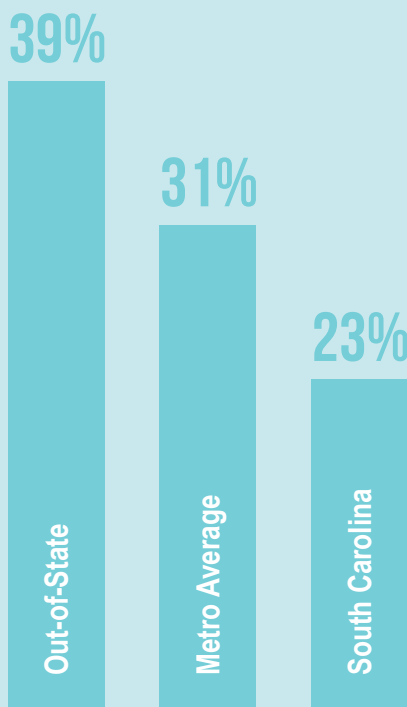
Strong job growth in the Charleston region is making it increasingly difficult to fill open positions from either the existing workforce or new local graduates. As a result, the region is overly dependent on recruiting workers from out-of-state to fill jobs.

This study:

1. Identifies industries driving employment growth.
2. Determines if existing education programs meet the needs of growing industries.
3. The One Region Strategy recommends strategies to fill the gaps.
4. Provides an update to the 2014 study.

Did you know?

Many of the technical and high-wage jobs that we create get filled by better-educated workers moving in from out-of-state.



COLLEGE EDUCATIONAL
ATTAINMENT BY
PLACE OF BIRTH, '12

Key Findings:

In the next five years, our region will create nearly 26,000 new jobs.

Occupation clusters forecasted to grow more than 10% are (in order):

- | | | |
|------------------|-------------------|-------------|
| 1. Software & IT | 4. Marketing | 7. Business |
| 2. Production | 5. Engineering | 8. Medical |
| 3. Mathematics | 6. Communications | |

The clusters with the highest employment are Medical, Production and Software & IT

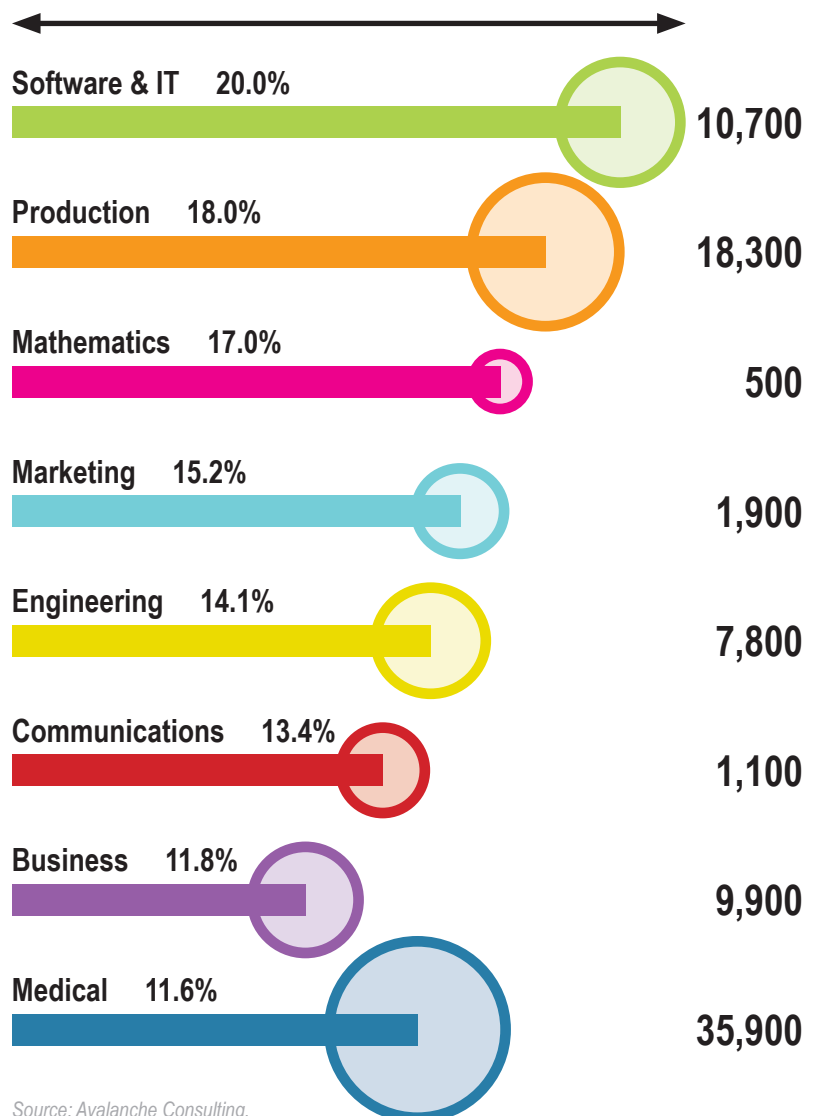
JOB CREATION FORECAST

3-County Charleston Metro

EMPLOYMENT

2015

EMPLOYMENT GROWTH '15 - '20



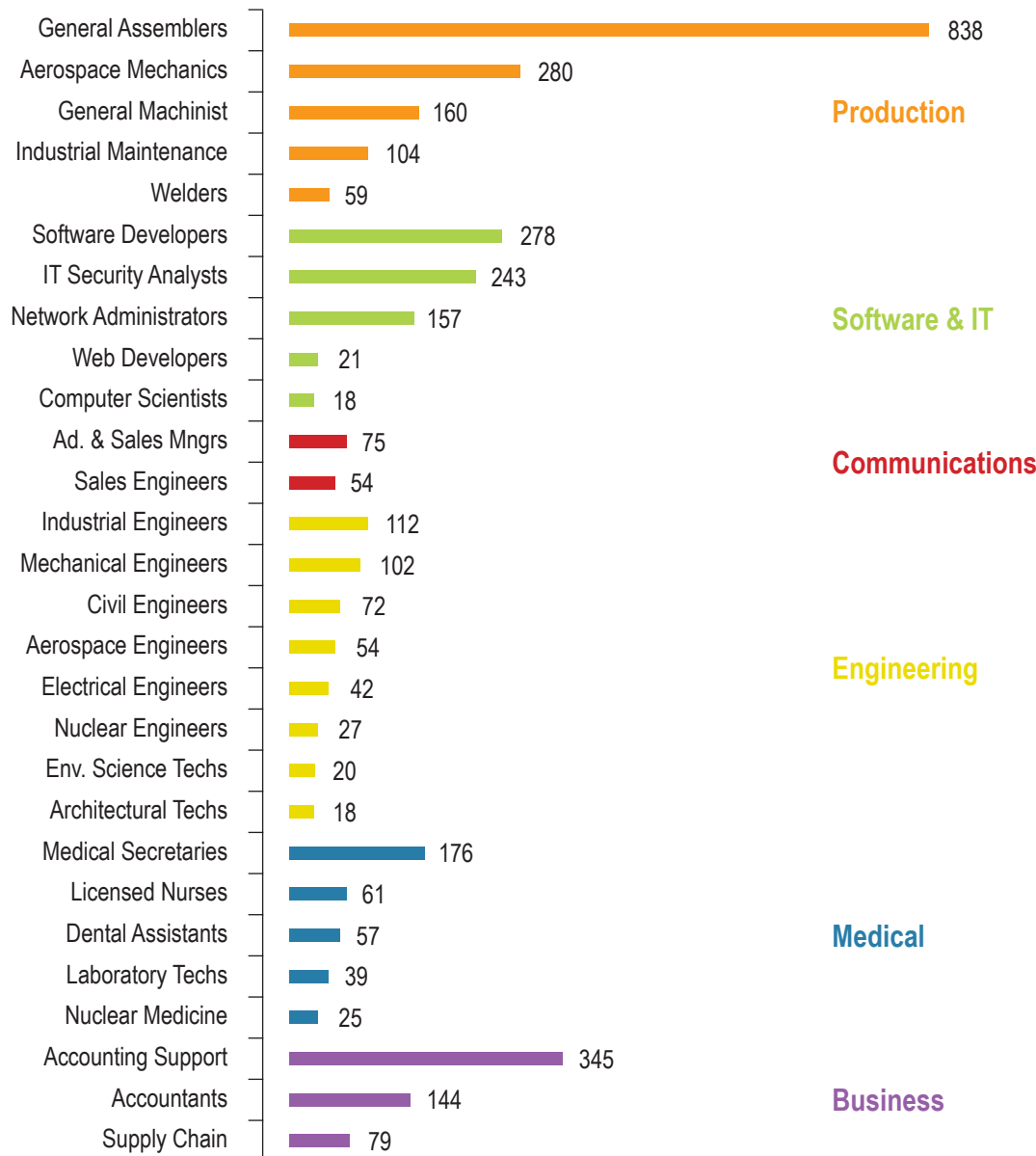
Source: Avalanche Consulting,
May 2016, adjusted data from EMSI

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SHORTAGES ARE EXPECTED IN KEY FIELDS

3-County Charleston Metro



of Annual Job Openings above and beyond college graduate output.

Data shows the # of average annual job openings over the next 10 years due to new jobs and turnover, above and beyond the output of college graduates

Note:

Gap numbers are based on a 10-year annual average of job openings in order to smooth out short-term spikes in employment growth.

Source:

Avalanche Consulting, May 2016, adjusted data from EMSI

This report was produced by Avalanche Consulting as a part of One Region: A Global Competitiveness Strategy

Project led by:

Charleston Metro
Chamber of Commerce

Charleston
REGIONAL DEVELOPMENT ALLIANCE

Key Findings:

- Workforce shortages can occur when there is an insufficient number of local high school and college graduates to fill job openings.
- Of the occupations groups with a significant presence in the region; Production, Business and Software & IT are expected to have the greatest shortages.
- Occupations expected to have the largest workforce shortages are General Assemblers (838 jobs), Accounting Support (345) and Software Developers (278).