



**State Workforce Development Board Meeting
Wednesday, March 29, 2023, at 11:00 a.m.**

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AGENDA

- I. Welcome and Opening Remarks Mr. Thomas Freeland, SWDB Chair
- II. Approval of Minutes from December 14, 2022*Mr. Freeland
- III. Director’s Report Mr. William Floyd
- IV. Electric Vehicle Workforce StudyDr. Bryan Grady/Ms. Nina Staggars
- V. SWDB Member Recognition.....Mr. Freeland
- VI. Other Business/Adjourn.....Mr. Freeland

*Denotes voting item

**Governor’s State Workforce Development Board
December 14, 2022 State Workforce Development Board Meeting Minutes**

MEMBERS PRESENT:

Mr. Thomas Freeland	Mr. Jay Holloway
Ms. Valerie Richardson	Ms. Felicia Johnson
Mr. Dan Ellzey	Mr. Mike King
Mr. Cliff Bourke, Jr.	Mr. Pat Michaels
Mr. Charles Brave, Jr.	Mr. Michael Sexton
Mr. Gregory Clark	Dr. Windsor Sherrill
Ms. Susan Cohen	Mr. Warren Snead
Col. Craig Currey	Mr. Gregory Tinnell
Ms. Darline Graham	

MEMBERS ABSENT:

Mr. H. Perry Shuping
Senator Ross Turner
Mr. John Uprichard

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.

Approval of Minutes from September 28, 2022* **Mr. Freeland**
Mr. Charles Brave, Jr. motioned to approve the September 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, presented the state’s employment situation, including quit and hire rates, the labor force participation rate, and occupational growth. His presentation covered the following points:

- South Carolina’s economy continues to be strong. As of October 2022, there are 58,485 more people employed than in February 2020. There are approximately 11,000 more unemployed individuals than pre-pandemic; however, the 11,000 unemployed are not drawing unemployment benefits.
- The preliminary Unemployment Rate for October 2022 is 3.3%. This rate is lower than the US average unemployment rate of 3.7%. More than 100,600 jobs are posted in SCWOS, a net of 36,000 more jobs posted than pre-pandemic.
- Mr. Ellzey discussed “quiet quitting” or the “great resignation.” South Carolina’s quit rate for July 2022 was 3.6%. The percentage of people being hired is 5.1%. The state’s hire rate is above the national average of 4.2%, indicating that people are quitting to move to new jobs.
- South Carolina’s labor force participation rate is 56.7%.

Mr. Ellzey explained that healthcare support and transportation occupations experienced the highest growth from May 2016 to May 2021, at 35.9% and 40.3%, respectively. Projected occupational growth through 2030 shows healthcare support at the top.

Labor Force Participation Taskforce..... **Dr. Bryan Grady/Dr. Erica Von Nessen**
Dr. Bryan Grady, Labor Market Information Director, and Dr. Erica Von Nessen, Senior Economist, shared the Labor Force Participation Taskforce survey and research results.

*Denotes voting item

Governor's State Workforce Development Board
December 14, 2022 State Workforce Development Board Meeting Minutes

Dr. Grady shared the results of the Labor Force Participation Rate Survey, deployed by email to over 150,000 individuals who were present in DEW's UI wage records in 2019, filed a claim UI claim in 2020, but was not present in wage data in 2021. The survey examined how many of these individuals had dropped out of the labor force, their reason for doing so, and how they might be convinced to return. Of the 6,116 responses:

- 46% of respondents are currently working in some capacity (UI wage records do not include contractors or sole proprietors)
- 26% of respondents are individuals who are not available to work (i.e., students, retirees, those with disability or health issues)
- 28% of respondents are not working but are available to work

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

The top five reported barriers to labor force participation are low-pay jobs, health, gaps in employment history, lack of transportation, and optimal hours not available. Lack of transportation is the top barrier reported among respondents living in a Tier IV county, followed by low pay jobs.

The survey results suggest several policy areas that can improve labor force participation:

- 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

Dr. Von Nessen shared the findings of the research study performed by Chmura. The study covered a literature review, decomposition analysis, regional and industry analysis, and policy and strategy implications.

- Factors found to impact labor force participation negatively: Aging population, young adults ages 16-24 spending more time on school, increased use of opioids and higher rates of disability, increased globalization moving low-skilled manufacturing jobs overseas, and improvements in video game technology raising the value of leisure over work.
- Possible policy recommendations include:
 - Provide higher-paying jobs, which will likely improve labor force participation across regions and demographic groups.
 - Older workers:
 - Develop job placement programs designed for this population
 - Dedicate staff at the 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.
 - Young adults:

Governor’s State Workforce Development Board
December 14, 2022 State Workforce Development Board Meeting Minutes

- Strengthen career-related content in middle and high school while encouraging employers to offer quality paid internships and job shadowing and providing support for summer youth employment programs.
- Formerly incarcerated individuals:
 - Remove overly-restrictive hiring and occupational licensing policies for formerly incarcerated people.
 - Assist jobseekers with explaining gaps in employment history.
- Rural workers:
 - Encourage programs to address the transportation barrier experienced in rural counties.
- 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, including flexible work schedules, paid family leave, and childcare vouchers.

Task Force meeting materials and research products are available online at <https://www.dew.sc.gov/taskforce>.

Governmental Affairs.....Ms. Ellen Andrews-Morgan

Ms. Ellen Andrews-Morgan, Director of Governmental Affairs, provided a legislative update highlighting relevant workforce, education, and economic development activity. The top areas of interest for the current legislative sessions are workforce, tax reforms, and education.

Ms. Andrews-Morgan reviewed the results of the 2022 election cycle: the House of Representatives has 27 new members, with the Republican Party maintaining a supermajority. New House leadership includes Murrell Smith, Speaker of the House, David Hyatt, Majority Leader, and Roger Kirby, Assistant Minority Leader.

The Speaker of the House has appointed an Ad Hoc Committee on Economic Development and Utility Modernization. The Ad Hoc Committee will focus on attracting and retaining businesses, capitalizing on federal funding, accelerating infrastructure, transportation electrification, and establishing a domestic supply chain. The committee has heard testimony from utilities, the SC Department of Commerce, and other workforce partners about workforce development issues and solutions to address them.

Workforce Development is expected to be a key priority in 2023; approximately 40 prefiled bills are workforce related. The general themes are how to address barriers to employment, including credit history, criminal history, and helping promote individuals with disabilities in the workplace. Additional themes include workforce childcare and transportation, apprenticeship, and enhanced coordination among workforce partners.

Ms. Andrews-Morgan noted that the next General Assembly would convene on January 10, 2023, at 12 p.m.

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

*Denotes voting item

Governor's State Workforce Development Board
December 14, 2022 State Workforce Development Board Meeting Minutes

Chairman Freeland recognized the resignation of Representative Joe Daning. Representative Daning was appointed to the Board in December 2020 and served until his retirement in November 2022 from the SC House of Representatives. A U.S. Air Force Veteran, Representative Daning strongly supported Veteran workforce development programs and championed apprenticeship programs.

Chairman Freeland also recognized Director Dan Ellzey for his recognition by the SC Council of Governments as the Governmental Partner of the Year. The award was presented at the SC COGs Annual Conference in November 2022.

Chairman Freeland advised board members and guests that the PY'21 WIOA Annual Performance Report Narrative is available in the SWDB Portal and on the SC Works website to review. Mr. Freeland reminded SWDB members that the Annual Ethics Training would be on January 27, 2023, at 9:30 a.m. The 3rd quarter meeting is on March 29, 2023, at 11:00 a.m.

Mr. Freeland adjourned the meeting at 12:10 p.m.

3rd Quarter SWDB Progress Report

January – March 2023

Board Development Committee

- The Board Development Committee reviewed the PY'22 open priority of Coordinating Diversity, Equity, and Inclusion. The Committee reviewed the draft framework for the DE&I Training, discussing options and additional ideas.
 - The three key parts of the training framework include:
 - Importance of understanding population served
 - Comparing demographics of population served to the state and SWDB members
 - Strategies and actions to better understand and relate to population
 - The training is expected to occur during the 4th quarter of the Program Year.
- The average attendance rate for 3rd quarter committee meetings is 74%.

SC Works Management Committee

- The SC Works Management Committee reviewed the progress of PY'22 priorities:
 - Soft Skills Initiative
 - The SC Soft Skills Certificate will be awarded to individuals who take and pass the WIN Essential Soft Skills and Digital Literacy Assessments. The Soft Skills Certificate Initiative, paused in December 2021, will restart during the 4th quarter of PY'22, with the selection of WIN as the state's career readiness vendor.
 - Enhancing system efficiency through regionalism
 - A memo is in development for the workforce system. The memo will explain the concept of regionalism and provide models for cost-sharing strategies.
 - Expanding virtual Services through the Virtual Engagement Center
 - The Executive Committee approved funding to staff the VEC. Staff will provide online communication with customers through a 'live chat' function to answer questions and provide real-time referrals, as needed.
 - SC Works/Staff Learning Management System
 - The Executive Committee approved funding to procure a Learning Management System. The Learning Management System (LMS) will provide a centralized location for training content and include functionality to track the completion of required training. Implementation of the LMS is expected to occur during the upcoming program year.
- The Committee also received a status update on the notices sent to the LWDA's that did not meet PY'21 fiscal or program performance measures:
 - Each of the six areas that did not meet performance measures submitted the required Corrective Action Plan (CAP) describing how it will improve and meet performance in PY'22 by the February 13, 2023 deadline. The CAP for each area has been approved. As part of the approved CAP, areas will submit progress reports continually.

Committee on Workforce Innovation

- The Committee on Workforce Innovation reviewed the status of PY'22 priorities:
 - Shared Case Management
 - Funding to procure a consultant responsible for gathering and compiling system requirements was approved during the January 27, 2023 Executive Committee meeting. At the end of the contract period, the consultant will provide recommendation(s) to the partners and DEW on options to achieve a more integrated system.
 - Rural Outcomes Memo
 - The Rural Outcomes Memo is a tool for local workforce areas to reference when developing strategies to expand access to employment and training resources in rural areas. The memo will include recommended strategies, such as creating policies and utilizing sector strategies and virtual services and examples of best practices.
 - Labor Marketing Training for SWDB Members
 - In support of this priority, the Committee viewed a demonstration of the updated Labor Market Information (LMI) webpage and tools. The demonstration included using the LMI tools to locate current and historical data, including wages by industry and geographical location.

Executive Committee

- The Executive Committee convened twice this quarter:
 - During the January 27th special Executive Committee meeting, the Committee approved \$1,810,000 in funding:
 - \$1,000,000 - Individual and Employer Training to allow for more customized training strategies, providing more flexibility in local workforce areas
 - \$250,000 - SC Works Shared Case Management System to procure a consultant to gather and compile system requirements and make recommendations to the partners on options for achieving a more integrated system
 - \$200,000 - the initial implementation and three years of maintenance for SC Works Learning Management System, a centralized location for training content
 - \$360,000 - Virtual Engagement Center staffing
 - During the March 8th regularly scheduled meeting, Committee Chairs presented 3rd quarter activity, including updates on the approved funding initiatives.

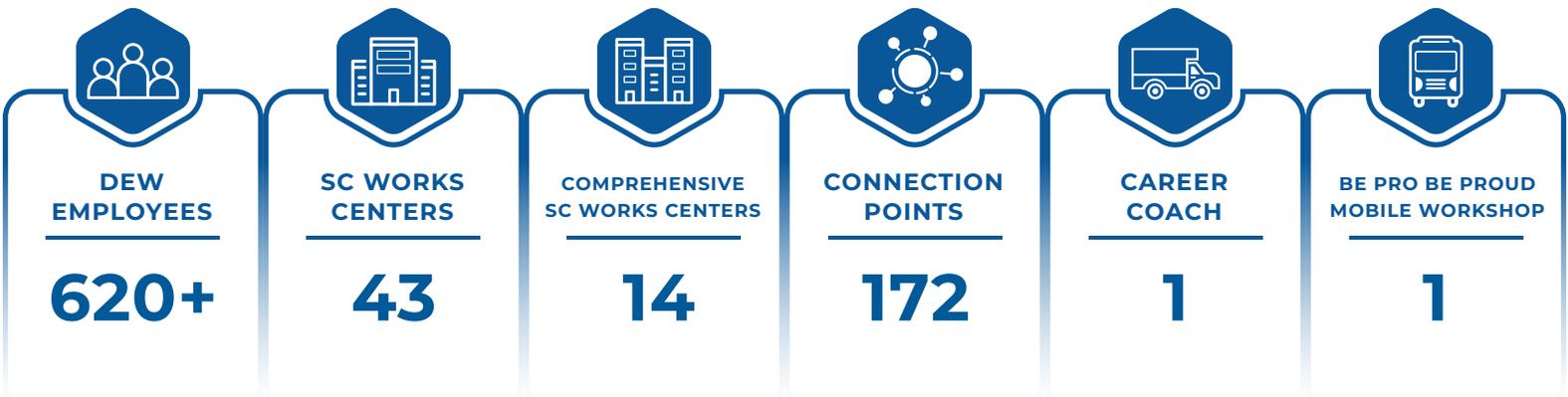
Upcoming Meetings

4th Quarter (April 1 – June 30, 2023)		
Thursday, May 4	11:00 a.m.	Board Development
Thursday, May 11	11:00 a.m.	SC Works Management
Thursday, May 18	11:00 a.m.	Workforce Innovation
Wednesday, June 7	11:00 a.m.	Executive
Wednesday, June 28	11:00 a.m.	State Workforce Development Board



deu SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce

To promote and support an effective, customer-driven workforce system that facilitates financial stability and economic prosperity for employers, individuals, and communities.



Unemployment Insurance

01

Operates the statewide Unemployment Insurance (UI) program.

02

Determines tax liability for employers and maintains records.

03

Preserves the integrity of the UI trust fund through claimant and employer audits.

Labor Market Information

01

Produces extensive data on employment and wages by industry and occupation for a wide variety of audiences.

02

Serves as a resource to connect employers, jobseekers, and others to the labor market insights they need.

03

Conducts research and evaluations to ensure that state workforce policy is evidence-based and data-driven.

Workforce Development

- Partners with education and economic development to anticipate workforce needs.
- Administers federal and state training programs.
- Develops training and provides access to supportive services and counseling to address barriers for obtaining employment in high-growth, high-demand occupations.
- Implements activities of the State Workforce Development Board.



Employment Services

- Assists individuals with finding employment by providing job search assistance, career guidance, workshops, and assessments.
- Helps businesses find qualified applicants for open positions by screening for skills and qualifications, interviewing, and testing.
- Operates the database that matches job applicants with employer postings.
- Works with businesses to create an individualized employer plan to find qualified employees.



The State Workforce Development Board

Comprised of business leaders, state and local elected officials, workforce partners, and representatives of community-based organizations. The SWDB aligns resources to position South Carolinians to meet business needs and promote our workforce in a global economy.

The SWDB:

- Helps govern the public workforce system.
- Identifies, invests in, and supports workforce development strategies.
- Aligns state and local workforce development systems.
- Identifies current and future workforce needs.
- Engages jobseekers, employers, and workforce partners.

SC WORKS SERVICES

For Jobseekers:

- Resume and job-search assistance
- Job matching
- Skills assessment
- Education and training opportunities
- Help with barriers
- Job fairs and hiring events
- Application assistance for jobs.scworks.org

For Employers:

- Staff that work directly with businesses
- Resume vetting and job matching services
- Hiring Events (in-person, virtual, etc.)
- UI target marketing
- SC Works marketing
- Customized hiring opportunities
- Alternative workforce
- Tax credits and federal bonding programs
- Job postings on jobs.scworks.org

Coordinating Council for Workforce Development (CCWD) (Legislation still in General Assembly)

The CCWD is responsible for discussions, collaboration, and information-sharing that will help prepare and train workers to meet current and future workforce needs.

The CCWD will:

- Create and implement a unified state plan that will align the efforts of more than 14 state agencies.
- Deliver services to business customers to address skills shortages in priority industries and in-demand occupations.
- Help students, parents, and jobseekers make data-driven career choices.

EMPLOYMENT SITUATION

Month	Employed	Unemployed	Unemployment Rate
February 2020	2,254,742	68,240	2.9%
April 2020	2,046,298 (-208,444)	271,601 (+203,361)	11.7% (+8.8 percentage pts)
January 2023	2,298,780	76,046	3.2%
February 2023 (preliminary)	2,306,083	76,090	3.2%
NET CHANGE (February 2023 vs February 2020)	+51,341	+7,850	+0.3 percentage pts

Post Pandemic Employer Demand	
Jobs: +51,341	Postings: +37,193
	Feb 2020: 64,000
	Mar 2023: 101,193
Total Change in Demand: +88,534	

Location	Unemployment Rate February 2023
United States	3.6%
Georgia	3.1%
North Carolina	3.6%

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 DEPARTMENT OF
Employment and Workforce
“The Workforce Agency”

Electric Vehicle (EV) Workforce Study and Supply Gap Analysis

Nina Staggers, Asst. Exec. Director, Workforce Development

Dr. Bryan Grady, Asst. Exec. Director, Labor Market Information

March 29, 2023

Background on Executive Order 2022-31

- Three DEW requirements:
 - Evaluate the state's existing and anticipate EV-related workforce availability and capacity needs.
 - Conduct a comprehensive and detailed supply-gap analysis of the EV ecosystem, *in consultation with the business community, industry stakeholders, education providers, and other state agencies and departments.*
 - Identify and report any recommended statutory or regulatory changes or enhancements related to the state's existing workforce development.

Today's Goals

- **Present findings of EV workforce study**
 - **Industry scope**
 - **Primary EV occupations**
 - **Current openings**
 - **Program completions**
 - **Gaps in demand/supply**
 - **Workforce availability**
 - **Recommended workforce development strategies**
- **Obtain input from the Board on the results**

Defining the Industry

- **There is no standard definition of the EV industry.**
 - As such, there is limited data available.
 - EV data is intermixed with other traditional sectors.
- **In general, the EV workforce is likely to engage in four areas:**
 1. **Vehicle manufacturing**
 2. **Battery manufacturing**
 3. **Service/maintenance work**
 4. **Infrastructure**
 - **Charging stations**
 - **Utility work associated with increased electricity demand**

SC Private Employment by EV-Related Industry

	Motor Vehicle Manufacturing (NAICS 3361)	Battery Manufacturing (33591)	Automotive Elec. Repair (811118)	Infrastructure (335999 & 221122)	Total
2011 Annual	4,784	805	482	2,819	8,890+
2019 Annual	12,845	1,151	604	3,338	17,938+
2020 Annual	12,883	908	530	3,394	17,715+
2021 Annual	12,783	957	532	3,472	17,744+

Note: EV activity is contained within these sectors. For example, production of Volvo and BMW internal combustion engine (ICE) vehicles currently appears in Vehicle Manufacturing. There is currently no way to differentiate EV and ICE in the Bureau of Labor Statistics (BLS) data. Similarly, 33591 contains all Battery Manufacturing employment, which could include plants making batteries for non-EV purposes.

Source: Quarterly Census of Employment and Wages. 2021 data are preliminary. Lightcast data used when QCEW records are suppressed.

SC Private Employment Compensation



Industry	Average Annual Pay			
	2011	2019	2020	2021
Motor vehicle manufacturing	\$73,064	\$71,455	\$66,288	\$72,378
Battery manufacturing	\$71,208	\$84,630	\$82,395	\$89,930
Automotive electrical repair	\$28,977	\$40,904	\$39,959	\$44,119
Infrastructure	\$59,190	N/A	\$78,775	\$81,297
Total, all private industries	\$37,734	\$45,694	\$49,022	\$51,844

Source: Quarterly Census of Employment and Wages. 2021 data are preliminary. Lightcast data used when QCEW records are suppressed.

Labor Demand by Occupation

- What positions have existing EV-related facilities in other states been hiring for over the last 12 months?

SOC	Description	Job Openings
15-1299	Computer Occupations, All Other	551
15-1252	Software Developers	523
17-3029	Engineering Technicians, Except Drafters, All Other	504
49-9071	Maintenance and Repair Workers, General	450
49-3023	Automotive Service Technicians and Mechanics	401
17-2112	Industrial Engineers	270
17-2071	Electrical Engineers	247
17-2041	Chemical Engineers	234

Source: Lightcast/Help Wanted OnLine job posting data for Tesla (CA, NV, and TX); Lucid (AZ); and Rivian (IL)

Skills Required: EV Job Posting Characteristics

Minimum Education Requirements

Educational Degree	Postings
High School Diploma	1,713
Associate's Degree	424
Bachelor's Degree	5,762
Master's Degree	125
Doctoral Degree	60

Most Common Programs of Study Requirements

Program of Study	Postings
Engineering, General	2,100
Mechanical Engineering	1,643
Electrical And Electronics Engineering	1,349
Computer Science	984
Business Administration And Management, General	734
Logistics, Materials, And Supply Chain Management	379

Source: Lightcast/Help Wanted OnLine job posting data for Tesla (CA, NV, and TX); Lucid (AZ); and Rivian (IL)

EV Supply Gap Analysis for Occupations Requiring a Postsecondary Credential

Occupation	SOC	Entry Education	Current SC Employment	Median Wage (Hourly)	Job Openings	Program Completions	Supply Gap
Design and Development							
Chemical Engineers	17-2041	Bachelor's Degree	394	\$42.05	31	16	(15)
Computer Occupations, All Other	15-1299	Bachelor's Degree	2,708	\$47.62	297	605	308
Electrical Engineers	17-2071	Bachelor's Degree	2,116	\$40.70	197	63	(134)
Engineering Technologists and Technicians, Except Drafters, All Other	17-3029	Associate Degree	978	\$34.52	109	24	(85)
Industrial Engineers	17-2112	Bachelor's Degree	6,671	\$41.72	622	149	(473)
Materials Engineers	17-2131	Bachelor's Degree	677	\$38.09	53	3	(50)
Mechanical Drafters	17-3013	Associate Degree	644	\$28.06	72	85	13
Mechanical Engineers	17-2141	Bachelor's Degree	5,491	\$39.66	448	257	(191)
Software Developers	15-1252	Bachelor's Degree	8,420	\$47.05	1,147	308	(839)
Electric Vehicle Maintenance							
Automotive Service Technicians and Mechanics	49-3023	Postsec. Non-Degree	10,333	\$17.69	1,115	298	(817)
Infrastructure Development							
Urban and Regional Planners	19-3051	Master's Degree	394	\$28.47	39	6	(33)
Manufacturing							
Electrical and Electronic Engineering Technologists and Technicians	17-3023	Associate Degree	1,663	\$29.47	215	154	(61)
Electro-Mechanical and Mechatronics Technologists and Technicians	17-3024	Associate Degree	136	\$27.03	17	574	557
Industrial Engineering Technologists and Technicians	17-3026	Associate Degree	1,751	\$24.99	219	43	(176)
Mechanical Engineering Technologists and Technicians	17-3027	Associate Degree	704	\$29.47	105	19	(86)
Industrial Production Managers	11-3051	Bachelor's Degree	3,327	\$53.30	310	202	(108)
Logisticians	13-1081	Bachelor's Degree	3,379	\$33.69	438	92	(346)
Scientific Research							
Chemists	19-2031	Bachelor's Degree	1,470	\$29.98	175	19	(156)
Materials Scientists	19-2032	Bachelor's Degree	26	\$44.01	<10	0	Insufficient data
Total			51,282		5,609	2,916	(2,693)

Source: Lightcast/EMSI, Job Openings data; National Center of Education Statistics(NCES), Integrated Postsecondary Education Data System (IPEDS), 2021 Completions

Entry Level Occupations

Occupation	Entry Education	2021 Job Openings (Demand)
Infrastructure Development		
Electrical Power-Line Installers and Repairers	High School Diploma	287
Electricians	High School Diploma	1,077
Manufacturing		
Computer Numerically Controlled Tool Operators	High School Diploma	274
Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	High School Diploma	691
Engine and Other Machine Assemblers	High School Diploma	230
Inspectors, Testers, Sorters, Samplers, and Weighers	High School Diploma	1,483
Laborers and Freight, Stock, and Material Movers, Hand	No Formal Education	10,392
Machinists	High School Diploma	1,248
Maintenance and Repair Workers, General	High School Diploma	2,876
Structural Metal Fabricators and Fitters	High School Diploma	118
Miscellaneous Assemblers and Fabricators	High School Diploma	4,918
Transportation Inspectors	High School Diploma	18
Total		23,612

Source: Lightcast, Job Openings data

The EV industry includes occupations that do not require a post-secondary credential or degree.

Employers may provide employer-specific training or on the job training to prepare individuals for employment in these occupations.

Sources 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

Individuals voluntarily leaving labor force
UNKNOWN

Conclusions

- **Growth of the EV ecosystem is moving fast!**
- **The occupations needed to support the EV ecosystem are a subset of existing industries such as motor vehicle manufacturing, battery manufacturing, charging infrastructure, and auto repair and maintenance.**
- **Workforce demand currently outpaces supply in several key occupations. We expect this trend to continue as the industry expands even further.**
- **Efforts to build the EV workforce must include strategies targeting multiple populations and address barriers to labor participation.**

Recommendations for Building Workforce

- Increase awareness of EV occupations
- Development clear and comprehensive pathways/tools
- Promote work-based learning opportunities
- Expand reentry programs and efforts to reintegrate ex-offenders
- Invest in upskilling through Incumbent Worker Training
- Invest in transportation and child care assistance

Next Steps

- **DEW intends to submit its required EO 2022-31 report on Friday.**
- **However, program staff will continue to engage private sector and government partners with expertise and interest in the EV space.**
- **The recent agreement with Scout Motors only increases the salience of this topic in ensuring South Carolina has a competitive workforce as the automotive industry transitions to electric vehicles.**