# Table of Contents

**Executive Summary** .................................................................................................................. 5

**Population** ................................................................................................................................. 6
  - Growth .......................................................................................................................................... 6

**Laborshed** ................................................................................................................................. 7
  - Characteristics of Workers ........................................................................................................ 7

**Income** .......................................................................................................................................... 9
  - Per Capita Income ....................................................................................................................... 9
  - Wages by Industry ....................................................................................................................... 10
  - Wages by Occupation ................................................................................................................. 11

**Education** ..................................................................................................................................... 12
  - High School Graduates ............................................................................................................. 12
  - Higher Education Graduates .................................................................................................... 13

**Occupations** ............................................................................................................................... 14
  - Occupational Projections ......................................................................................................... 14
  - Occupational Education Requirements .................................................................................... 15

**Industry** ......................................................................................................................................... 16
  - Businesses by Sector .................................................................................................................. 16
  - Growth in Number of Businesses ............................................................................................. 17
  - Employment by Sector ............................................................................................................... 18
  - Industry Analysis ....................................................................................................................... 19

**Moving Forward** ......................................................................................................................... 21

Appendix A: Occupational Projections

Appendix B: Businesses by 3-digit NAICS Codes

Appendix C: Employment by Industry Sector
EXECUTIVE SUMMARY

Population
Lancaster County’s population has grown faster than the state’s in recent years. Future growth is expected to be slightly slower than the state’s. Over 60% of Lancaster County’s workers live within the county.

Income
Per capita income growth has been slower than the state and the nation. Lancaster County’s per capita income remains below the state level.

Average wages in Lancaster County are higher than the state average in the following occupational groups: business and financial operations, computer and mathematical science, sales and related, and office and administrative support.

Education
The number of degrees awarded by area post-secondary institutions has increased substantially. The greatest increase has been in the business field.

Occupations
Most major occupational groups are expected to grow faster in Lancaster County than in the state.

Requirements for Lancaster County’s workers are expected to grow in the following levels of education and experience:
Work experience in a related field, associate’s degree and bachelor’s degree.

Industry
Sectors rated as having high potential in Lancaster County are as follows:
Nonmetallic mineral product manufacturing, fabricated metal product manufacturing, construction of buildings, miscellaneous manufacturing, and merchant wholesalers, durable goods.
Lancaster County’s 2007 population was 73,393. The county population has grown by 24.5% since 1997, compared to 14.2% growth for South Carolina. Lancaster’s future population growth is expected to be a bit slower than the state’s.

*Source: U.S. Census Bureau (estimates) and SC Budget & Control Board/Office of Research and Statistics (projections).*
The map below shows where Lancaster County workers come from (in 2006, latest available data). Over 60% of Lancaster County’s workers live within the county.

Source: U.S. Census Bureau, Local Employment Dynamics.

Characteristics of Workers

<table>
<thead>
<tr>
<th>Age of Workers:</th>
<th>Age Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>30 or younger</td>
<td>22.0%</td>
<td></td>
</tr>
<tr>
<td>31 to 54</td>
<td>59.4%</td>
<td></td>
</tr>
<tr>
<td>55 or older</td>
<td>18.6%</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Earnings of Workers:</th>
<th>Earnings Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,200 per month or less</td>
<td>$1,200 to $3,400 per month</td>
<td>25.0%</td>
</tr>
<tr>
<td>$1,201 to $3,400 per month</td>
<td>More than $3,400 per month</td>
<td>49.7%</td>
</tr>
<tr>
<td>More than $3,400 per month</td>
<td>25.2%</td>
<td></td>
</tr>
</tbody>
</table>
### States Where Workers Live:

<table>
<thead>
<tr>
<th>State</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>South Carolina</td>
<td>92.5%</td>
</tr>
<tr>
<td>North Carolina</td>
<td>7.2%</td>
</tr>
<tr>
<td>All other locations</td>
<td>0.3%</td>
</tr>
</tbody>
</table>

### Counties Where Workers Live:

<table>
<thead>
<tr>
<th>County</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lancaster, South Carolina</td>
<td>62.5%</td>
</tr>
<tr>
<td>York, South Carolina</td>
<td>7.9%</td>
</tr>
<tr>
<td>Chester, South Carolina</td>
<td>5.4%</td>
</tr>
<tr>
<td>Mecklenburg, North Carolina</td>
<td>4.1%</td>
</tr>
<tr>
<td>Kershaw, South Carolina</td>
<td>2.8%</td>
</tr>
<tr>
<td>Union, North Carolina</td>
<td>2.0%</td>
</tr>
<tr>
<td>Spartanburg, South Carolina</td>
<td>2.0%</td>
</tr>
<tr>
<td>Richland, South Carolina</td>
<td>1.9%</td>
</tr>
<tr>
<td>Chesterfield, South Carolina</td>
<td>1.0%</td>
</tr>
<tr>
<td>Lexington, South Carolina</td>
<td>1.0%</td>
</tr>
<tr>
<td>All Other Locations</td>
<td>9.6%</td>
</tr>
</tbody>
</table>

### Cities Where Workers Live:

<table>
<thead>
<tr>
<th>City</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lancaster, South Carolina</td>
<td>8.0%</td>
</tr>
<tr>
<td>Elgin, South Carolina</td>
<td>3.5%</td>
</tr>
<tr>
<td>Charlotte, North Carolina</td>
<td>3.5%</td>
</tr>
<tr>
<td>Rock Hill, South Carolina</td>
<td>2.6%</td>
</tr>
<tr>
<td>Springdale, South Carolina</td>
<td>2.5%</td>
</tr>
<tr>
<td>Kershaw, South Carolina</td>
<td>1.5%</td>
</tr>
<tr>
<td>Lancaster Mill, South Carolina</td>
<td>1.4%</td>
</tr>
<tr>
<td>Irwin, South Carolina</td>
<td>1.3%</td>
</tr>
<tr>
<td>Heath Springs, South Carolina</td>
<td>1.0%</td>
</tr>
<tr>
<td>Great Falls, South Carolina</td>
<td>0.7%</td>
</tr>
<tr>
<td>All Other Locations</td>
<td>74.1%</td>
</tr>
</tbody>
</table>

*Source: U.S. Census Bureau, Local Employment Dynamics.*
INCOME

Per Capita Income

Lancaster County’s per capita income has fallen farther below the state and national levels.


Lancaster County’s per capita income has grown much slower than South Carolina’s and the nation’s. This is due to above-average population growth coupled with below-average income growth.

Wages by Industry

Lancaster County’s average wages are below those of South Carolina ($664 vs. $680 in 2007). Average wages were up 22% in Lancaster County over the past five years, compared to 18% for the state. All major sectors except arts, entertainment and recreation had growth, led by waste management.

<table>
<thead>
<tr>
<th>Industry</th>
<th>NAICS Code</th>
<th>2007 Average Weekly Wage ($)</th>
<th>2002 Average Weekly Wage ($)</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total, Private and Government</td>
<td></td>
<td>664</td>
<td>543</td>
<td>22</td>
</tr>
<tr>
<td>Construction</td>
<td>23</td>
<td>572</td>
<td>478</td>
<td>20</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>31-33</td>
<td>855</td>
<td>728</td>
<td>17</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>44-45</td>
<td>419</td>
<td>341</td>
<td>23</td>
</tr>
<tr>
<td>Transportation and Warehousing</td>
<td>48-49</td>
<td>NA</td>
<td>NA</td>
<td></td>
</tr>
<tr>
<td>Information</td>
<td>51</td>
<td>853</td>
<td>700</td>
<td>22</td>
</tr>
<tr>
<td>Finance and Insurance</td>
<td>52</td>
<td>1,232</td>
<td>655</td>
<td>88</td>
</tr>
<tr>
<td>Real Estate and Rental and Leasing</td>
<td>53</td>
<td>573</td>
<td>508</td>
<td>13</td>
</tr>
<tr>
<td>Administration &amp; Support &amp; Waste Management &amp; Remediation Services</td>
<td>56</td>
<td>672</td>
<td>275</td>
<td>144</td>
</tr>
<tr>
<td>Arts, Entertainment, and Recreation</td>
<td>71</td>
<td>438</td>
<td>443</td>
<td>-1</td>
</tr>
<tr>
<td>Accommodation and Food Services</td>
<td>72</td>
<td>221</td>
<td>194</td>
<td>14</td>
</tr>
<tr>
<td>Other Services (Except Public Administration)</td>
<td>81</td>
<td>404</td>
<td>367</td>
<td>10</td>
</tr>
<tr>
<td>Federal Government</td>
<td></td>
<td>881</td>
<td>705</td>
<td>25</td>
</tr>
<tr>
<td>State Government</td>
<td></td>
<td>632</td>
<td>624</td>
<td>1</td>
</tr>
<tr>
<td>Local Government</td>
<td></td>
<td>611</td>
<td>479</td>
<td>28</td>
</tr>
</tbody>
</table>

Wages by Occupation

Average wages in Lancaster County are higher than the state average in the following occupational groups:

- Business and financial operations
- Computer and mathematical science
- Sales and related
- Office and administrative support

<table>
<thead>
<tr>
<th>Occupation</th>
<th>2007 Lancaster County Median Hourly Wage ($)</th>
<th>2007 SC Median Hourly Wage ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management occupations</td>
<td>23.90</td>
<td>28.78</td>
</tr>
<tr>
<td>Business and financial operations occupations</td>
<td>23.66</td>
<td>20.28</td>
</tr>
<tr>
<td>Computer and mathematical science occupations</td>
<td>31.73</td>
<td>26.20</td>
</tr>
<tr>
<td>Architecture and engineering occupations</td>
<td>21.29</td>
<td>30.22</td>
</tr>
<tr>
<td>Life, physical and social science occupations</td>
<td>19.29</td>
<td>22.76</td>
</tr>
<tr>
<td>Community and social services occupations</td>
<td>12.07</td>
<td>13.18</td>
</tr>
<tr>
<td>Legal occupations</td>
<td>20.84</td>
<td>30.68</td>
</tr>
<tr>
<td>Education, training and library occupations</td>
<td>19.23</td>
<td>24.42</td>
</tr>
<tr>
<td>Arts, design, entertainment, sports and media occupations</td>
<td>11.24</td>
<td>12.66</td>
</tr>
<tr>
<td>Healthcare practitioners and technical occupations</td>
<td>29.57</td>
<td>30.64</td>
</tr>
<tr>
<td>Healthcare support occupations</td>
<td>9.69</td>
<td>10.55</td>
</tr>
<tr>
<td>Protective service occupations</td>
<td>12.95</td>
<td>13.87</td>
</tr>
<tr>
<td>Food preparation and serving related occupations</td>
<td>7.74</td>
<td>7.90</td>
</tr>
<tr>
<td>Building and grounds cleaning and maintenance occupations</td>
<td>7.52</td>
<td>8.42</td>
</tr>
<tr>
<td>Personal care and service occupations</td>
<td>7.30</td>
<td>8.39</td>
</tr>
<tr>
<td>Sales and related occupations</td>
<td>14.11</td>
<td>13.48</td>
</tr>
<tr>
<td>Office and administrative support occupations</td>
<td>13.58</td>
<td>13.22</td>
</tr>
<tr>
<td>Farming, fishing, and forestry occupations</td>
<td>11.86</td>
<td>13.07</td>
</tr>
<tr>
<td>Construction and extraction occupations</td>
<td>14.06</td>
<td>16.51</td>
</tr>
<tr>
<td>Installation, maintenance and repair occupations</td>
<td>13.53</td>
<td>16.88</td>
</tr>
<tr>
<td>Production occupations</td>
<td>14.67</td>
<td>15.21</td>
</tr>
<tr>
<td>Transportation and material moving occupations</td>
<td>11.39</td>
<td>12.94</td>
</tr>
</tbody>
</table>

Source: Economic Modeling Specialists, Inc.
High School Graduates

From 1995 to 2005 (latest data available), the number of Lancaster County students receiving high school diplomas rose by 101 (21%). In South Carolina, the number of high school diplomas increased 9% from 1995 to 2005. A total of 583 people received high school diplomas in Lancaster County in 2005. Lancaster County had 163 more 12th grade students in 2004-05 than in 1994-95. The number of Lancaster County students not passing the exit exam who received a certificate of completion instead of a diploma increased by 48 (to 55) over the 1995-2005 period.

Source: National Center for Education Statistics.
Higher Education Graduates

Over 4,000 more students graduated from higher educational institutions in the Catawba area in 2006 than in 1996, an increase of 52%. The greatest numerical increase was in the business and related field.

<table>
<thead>
<tr>
<th>Program</th>
<th>1996</th>
<th>2006</th>
<th>Change</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture, agriculture operations &amp; related sciences</td>
<td>11</td>
<td>16</td>
<td>5</td>
<td>45</td>
</tr>
<tr>
<td>Architecture and related services</td>
<td>73</td>
<td>81</td>
<td>8</td>
<td>11</td>
</tr>
<tr>
<td>Area, ethnic, cultural &amp; gender studies</td>
<td>3</td>
<td>43</td>
<td>40</td>
<td>1,333</td>
</tr>
<tr>
<td>Biological &amp; biomedical sciences</td>
<td>242</td>
<td>283</td>
<td>41</td>
<td>17</td>
</tr>
<tr>
<td>Business, management, marketing &amp; related support services</td>
<td>1,734</td>
<td>2,608</td>
<td>874</td>
<td>50</td>
</tr>
<tr>
<td>Communication, journalism &amp; related programs</td>
<td>103</td>
<td>395</td>
<td>292</td>
<td>283</td>
</tr>
<tr>
<td>Communications technologies/technicians &amp; support services</td>
<td>4</td>
<td>13</td>
<td>9</td>
<td>225</td>
</tr>
<tr>
<td>Computer &amp; information sciences &amp; support services</td>
<td>159</td>
<td>373</td>
<td>214</td>
<td>135</td>
</tr>
<tr>
<td>Construction trades</td>
<td>25</td>
<td>29</td>
<td>4</td>
<td>16</td>
</tr>
<tr>
<td>Education</td>
<td>806</td>
<td>1,237</td>
<td>431</td>
<td>53</td>
</tr>
<tr>
<td>Engineering technologies/technicians</td>
<td>237</td>
<td>217</td>
<td>-20</td>
<td>-8</td>
</tr>
<tr>
<td>Engineering</td>
<td>239</td>
<td>293</td>
<td>54</td>
<td>23</td>
</tr>
<tr>
<td>English language &amp; literature/letters</td>
<td>301</td>
<td>311</td>
<td>10</td>
<td>3</td>
</tr>
<tr>
<td>Family &amp; consumer sciences/human sciences</td>
<td>35</td>
<td>105</td>
<td>70</td>
<td>200</td>
</tr>
<tr>
<td>Foreign languages, literatures &amp; linguistics</td>
<td>82</td>
<td>130</td>
<td>48</td>
<td>59</td>
</tr>
<tr>
<td>Health professions &amp; related clinical sciences</td>
<td>778</td>
<td>1,301</td>
<td>523</td>
<td>67</td>
</tr>
<tr>
<td>Legal professions &amp; studies</td>
<td>65</td>
<td>103</td>
<td>38</td>
<td>58</td>
</tr>
<tr>
<td>Liberal arts &amp; sciences, general studies &amp; humanities</td>
<td>567</td>
<td>933</td>
<td>366</td>
<td>65</td>
</tr>
<tr>
<td>Mathematics &amp; statistics</td>
<td>81</td>
<td>62</td>
<td>-19</td>
<td>-23</td>
</tr>
<tr>
<td>Mechanic &amp; repair technologies/technicians</td>
<td>48</td>
<td>196</td>
<td>148</td>
<td>308</td>
</tr>
<tr>
<td>Multi/Interdisciplinary studies</td>
<td>32</td>
<td>49</td>
<td>17</td>
<td>53</td>
</tr>
<tr>
<td>Parks, recreation, leisure &amp; fitness studies</td>
<td>40</td>
<td>125</td>
<td>85</td>
<td>213</td>
</tr>
<tr>
<td>Personal &amp; culinary services</td>
<td>47</td>
<td>486</td>
<td>439</td>
<td>934</td>
</tr>
<tr>
<td>Philosophy &amp; religious studies</td>
<td>44</td>
<td>93</td>
<td>49</td>
<td>111</td>
</tr>
<tr>
<td>Physical sciences</td>
<td>112</td>
<td>102</td>
<td>-10</td>
<td>-9</td>
</tr>
<tr>
<td>Precision production</td>
<td>109</td>
<td>104</td>
<td>-5</td>
<td>-5</td>
</tr>
<tr>
<td>Psychology</td>
<td>342</td>
<td>436</td>
<td>94</td>
<td>27</td>
</tr>
<tr>
<td>Public administration &amp; social service professions</td>
<td>191</td>
<td>161</td>
<td>-30</td>
<td>-16</td>
</tr>
<tr>
<td>Security &amp; protective services</td>
<td>339</td>
<td>290</td>
<td>-49</td>
<td>-14</td>
</tr>
<tr>
<td>Social sciences &amp; history</td>
<td>766</td>
<td>833</td>
<td>67</td>
<td>9</td>
</tr>
<tr>
<td>Theology &amp; religious vocations</td>
<td>13</td>
<td>33</td>
<td>20</td>
<td>154</td>
</tr>
<tr>
<td>Visual &amp; performing arts</td>
<td>240</td>
<td>484</td>
<td>244</td>
<td>102</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>7,868</td>
<td>11,925</td>
<td>4,057</td>
<td>52</td>
</tr>
</tbody>
</table>


Data for these schools: Belmont Abbey College (NC), Brookstone College (NC), Central Piedmont Community College (NC), Davidson College (NC), DeVry University-North Carolina, Gardner-Webb University (NC), Gaston College (NC),ITT Technical Institute-Charlotte, Johnson & Wales University-Charlotte, Johnson C Smith University (NC), Mercy School of Nursing (NC), Northeastern Technical College, Queens University of Charlotte, The Art Institute of Charlotte, University of North Carolina at Charlotte, University of Phoenix-Charlotte Campus, University of South Carolina-Lancaster, University of South Carolina-Union, Wingate University (NC) and Winthrop University.
Occupations

Occupational Projections

Most occupational groups are projected to grow faster in Lancaster County than in the state.

*See Appendix A for detailed occupational information.*

<table>
<thead>
<tr>
<th>Occupation</th>
<th>2007-2016 Lancaster County Projected Growth (%)</th>
<th>2007-2016 SC Projected Growth (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management occupations</td>
<td>19</td>
<td>17</td>
</tr>
<tr>
<td>Business and financial operations occupations</td>
<td>28</td>
<td>22</td>
</tr>
<tr>
<td>Computer and mathematical science occupations</td>
<td>25</td>
<td>23</td>
</tr>
<tr>
<td>Architecture and engineering occupations</td>
<td>31</td>
<td>15</td>
</tr>
<tr>
<td>Life, physical and social science occupations</td>
<td>18</td>
<td>15</td>
</tr>
<tr>
<td>Community and social services occupations</td>
<td>13</td>
<td>15</td>
</tr>
<tr>
<td>Legal occupations</td>
<td>33</td>
<td>21</td>
</tr>
<tr>
<td>Education, training and library occupations</td>
<td>16</td>
<td>16</td>
</tr>
<tr>
<td>Arts, design, entertainment, sports and media occupations</td>
<td>22</td>
<td>17</td>
</tr>
<tr>
<td>Healthcare practitioners and technical occupations</td>
<td>20</td>
<td>24</td>
</tr>
<tr>
<td>Healthcare support occupations</td>
<td>17</td>
<td>25</td>
</tr>
<tr>
<td>Protective service occupations</td>
<td>45</td>
<td>18</td>
</tr>
<tr>
<td>Food preparation and serving related occupations</td>
<td>9</td>
<td>13</td>
</tr>
<tr>
<td>Building and grounds cleaning and maintenance occupations</td>
<td>32</td>
<td>23</td>
</tr>
<tr>
<td>Personal care and service occupations</td>
<td>3</td>
<td>7</td>
</tr>
<tr>
<td>Sales and related occupations</td>
<td>21</td>
<td>19</td>
</tr>
<tr>
<td>Office and administrative support occupations</td>
<td>18</td>
<td>13</td>
</tr>
<tr>
<td>Farming, fishing and forestry occupations</td>
<td>22</td>
<td>16</td>
</tr>
<tr>
<td>Construction and extraction occupations</td>
<td>23</td>
<td>19</td>
</tr>
<tr>
<td>Installation, maintenance and repair occupations</td>
<td>23</td>
<td>17</td>
</tr>
<tr>
<td>Production occupations</td>
<td>14</td>
<td>10</td>
</tr>
<tr>
<td>Transportation and material moving occupations</td>
<td>18</td>
<td>11</td>
</tr>
</tbody>
</table>

*Source: Economic Modeling Specialists, Inc.*
Occupational Education Requirements

The trend for occupational growth shows that there will be growth in jobs across skill levels. However, based on employment projections, more of Lancaster County’s job growth will be in these categories of education and experience:

- Work experience in a related field
- Associate’s degree
- Bachelor’s degree

Source: Economic Modeling Specialists, Inc
INDUSTRY

Businesses by Sector

Lancaster County had higher percentages of businesses than South Carolina or the nation in the following sectors:

- Retail trade
- Health care & social assistance
- Manufacturing

Growth in Number of Businesses

The number of private businesses in Lancaster County fell by 10% from 2002 to 2007, compared to a 2% drop for the state. For industry definitions, this analysis uses the North American Industry Classification System (NAICS), the U.S. standard for industry classification.

At the three-digit NAICS code level, Lancaster County had higher growth in seven industries compared to South Carolina and the U.S. Below is a list of those seven industries along with their respective growth rates.

*See Appendix B for information on all industries.*

<table>
<thead>
<tr>
<th>Industry</th>
<th>2002-2007 Growth (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nonmetallic mineral product manufacturing</td>
<td>25.0</td>
</tr>
<tr>
<td>Furniture &amp; home furnishings stores</td>
<td>11.1</td>
</tr>
<tr>
<td>Electronics &amp; appliance stores</td>
<td>7.1</td>
</tr>
<tr>
<td>Truck transportation</td>
<td>7.7</td>
</tr>
<tr>
<td>Educational services</td>
<td>133.3</td>
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<tr>
<td>Accommodation</td>
<td>50.0</td>
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<tr>
<td>Private households</td>
<td>119.0</td>
</tr>
<tr>
<td>SC</td>
<td>-11.3</td>
</tr>
<tr>
<td>US</td>
<td>-16.7</td>
</tr>
<tr>
<td>US</td>
<td>-5.1</td>
</tr>
<tr>
<td>US</td>
<td>14.1</td>
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<tr>
<td>US</td>
<td>23.7</td>
</tr>
<tr>
<td>US</td>
<td>-3.4</td>
</tr>
<tr>
<td>US</td>
<td>4.6</td>
</tr>
<tr>
<td>US</td>
<td>24.9</td>
</tr>
</tbody>
</table>

Employment by Sector

Compared to the state and nation, Lancaster County has a higher share of jobs in manufacturing and financial activities.

Industry Analysis

Screening Criteria
Industry sectors were rated on six factors:

- 2002-2007 employment growth
- 2002-2007 employment growth rate
- Location quotient

Using those factors, sectors were awarded “stars” based on meeting the following criteria:

- 2002-2007 employment growth of 50 or more (Did the sector add a significant number of jobs?)
- 2002-2007 employment growth rate greater than 0 (since the county lost jobs over the period) (Did the sector add jobs?)
- Location quotient of at least 1.25 (Does the sector have a significant concentration in the county?)
- Competitive effect greater than 0 (Did the sector add jobs beyond national growth overall and in the sector?)
- Average annual wage greater than $34,547 (2007 average for the county) (Does the sector pay wages greater than average for the county?)
- Average or above average projected growth (Is the sector expected to add jobs?)

Industries of Note
Based on these criteria, these are “six star” sectors in Lancaster County:

- Nonmetallic mineral product manufacturing
- Fabricated metal product manufacturing

Industry sectors that generate wealth from outside the area are referred to as the region’s base economy. Base economy sectors are important to an area’s economic well-being. Both the above sectors are generally considered to be base economy sectors.

The following are “five star” sectors in Lancaster County:

- Construction of buildings (with only below average wages)
- Miscellaneous manufacturing (below average projected growth)
- Merchant wholesalers, durable goods (low location quotient)
- Building material and garden equipment and supplies dealers (below average wages)
- Health and personal care stores (below average wages)
- General merchandise stores (below average wages)

---

1 Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.

2 Location Quotient: percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county compared to the US; based on 2007 data.
• Credit intermediation and related activities (below average projected growth)
• Ambulatory health care services (low location quotient)

Building construction, manufacturing and wholesaling are generally base economy sectors. Health care can be a base economy sector to the extent the area serves as a regional center for health care services. 

*Appendix C has information on all factors for all sectors for Lancaster County.*
Moving Forward

The South Carolina Department of Commerce appreciates the opportunity to provide this base analysis of Lancaster County’s labor market. We hope that it will help in advancing the progress of Lancaster County’s economic development.

What’s been done so far?

This analysis identifies the region’s assets—both current and future—at a macro level. Labor Market Information (LMI) at the S.C. Department of Commerce developed a Base Labor Analysis report providing an overview of the region’s population, industries, occupations, and educational assets. Additionally, these findings were benchmarked against the state and the nation.

What’s next?

Because local knowledge is required to interpret and apply the findings appropriately, the Lancaster Base Labor Analysis should be used with local stakeholders to identify and define key, targeted industry clusters. Some items to consider when defining these clusters may include the following.

1. What is Lancaster’s economic base?
   In order for an economy to grow, it must have a base (export) sector that generates wealth from beyond its borders. Industries in the economic base (manufacturing, scientific and technology services, warehouse and distribution, financial services, regional healthcare, etc.) typically provide occupations with higher pay and benefits as well as better human capital development and promotion opportunities. A successful economic base stimulates the development of the non-base sector (housing, schools, retail, restaurants, personal services, etc.). Is also propels the local tax base which, in turn, provides support to community services.

2. What are strategies to assist low-wage citizens in non-base economy jobs?
   Although the economic base is the driver for long-term growth in a region, implementable strategies for developing job opportunities for low-skilled individuals is a priority for community economic well-being. This need must also be kept in mind when defining target industry clusters.

3. What other factors are vital to Lancaster and its community?
   Over and above pure economic considerations, what is important to the citizens of the Lancaster community? How does Lancaster want to be perceived? What quality of life issues affect Lancaster? These questions may impact the types of industries desired for the area.
How Labor Market Information at the S.C. Department of Commerce can help.

Once local stakeholders have identified key industry clusters vital to the future economic development of the region, LMI can provide more in-depth analysis of each of these industries, their occupations, business establishments, and educational requirements.

1. Detailed Industry Analysis
   For each identified industry, LMI can develop a detailed analysis of each sector, including employment, projected growth, staffing patterns, location quotients, and employers. Additionally, the analysis will examine the largest, fastest growing, and declining sectors within the industry cluster.

2. Detailed Occupational Analysis
   At this point, the occupations—classified by SOC codes—that make up each of the identified industry clusters can be analyzed in detail. This analysis will include employment, average earnings, educational requirements, projected growth, and completers from available local training programs. It will culminate in identifying gaps between the number of occupations required to sustain and advance industry growth and the number of skilled workers (as identified by educational requirements and program completers) available to fulfill these positions.

3. Identification of Implementable Recommendations
   LMI will utilize the findings of the analyses to develop a set of implementable recommendations. These may include recommendations to align community college programs with economic development goals along with others. Finally, local knowledge will once again be called upon to review the findings and develop an action plan for the implementation of feasible solutions.
## Appendix A: Occupational Projections for Lancaster County

<table>
<thead>
<tr>
<th></th>
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<td>25</td>
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<td>16.42</td>
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<td>43</td>
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<td>45</td>
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<td>4.76</td>
<td>8.31</td>
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<td>Wholesale and retail buyers, except farm products</td>
<td>16</td>
<td>19</td>
<td>3</td>
<td>19</td>
<td>0.67</td>
<td>26.05</td>
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<tr>
<td>13-1023</td>
<td>Purchasing agents, except wholesale, retail, and farm products</td>
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<td>41</td>
<td>9</td>
<td>28</td>
<td>0.77</td>
<td>21.77</td>
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<td>Claims adjusters, examiners, and investigators</td>
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<td>31</td>
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<td>30.87</td>
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<td>Compliance officers, except agriculture, construction, health and safety, and transportation</td>
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<td>Cost estimators</td>
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<td>1.30</td>
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<td>Work experience in a related field</td>
</tr>
<tr>
<td>33-1099</td>
<td>First-line supervisors/managers, protective service workers, all other</td>
<td>10</td>
<td>17</td>
<td>7</td>
<td>70</td>
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<td>Work experience in a related field</td>
</tr>
<tr>
<td>33-2011</td>
<td>Fire fighters</td>
<td>29</td>
<td>35</td>
<td>6</td>
<td>21</td>
<td>0.73</td>
<td>15.76</td>
<td>Long-term on-the-job training</td>
</tr>
<tr>
<td>33-3012</td>
<td>Correctional officers and jailers</td>
<td>101</td>
<td>135</td>
<td>34</td>
<td>34</td>
<td>1.76</td>
<td>12.32</td>
<td>Moderate-term on-the-job training</td>
</tr>
<tr>
<td>33-3021</td>
<td>Detectives and criminal investigators</td>
<td>11</td>
<td>14</td>
<td>3</td>
<td>27</td>
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<td>17.01</td>
<td>Work experience in a related field</td>
</tr>
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<tr>
<td>33-3051</td>
<td>Police and sheriff's patrol officers</td>
<td>101</td>
<td>119</td>
<td>18</td>
<td>18</td>
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<td>14.67</td>
<td>Long-term on-the-job training</td>
</tr>
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<td>33-9032</td>
<td>Security guards</td>
<td>125</td>
<td>240</td>
<td>115</td>
<td>92</td>
<td>0.85</td>
<td>10.18</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>33-9099</td>
<td>Protective service workers, all other</td>
<td>12</td>
<td>15</td>
<td>3</td>
<td>25</td>
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<td>12.72</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>35-1011</td>
<td>Chefs and head cooks</td>
<td>15</td>
<td>21</td>
<td>6</td>
<td>40</td>
<td>0.82</td>
<td>9.75</td>
<td>Work experience in a related field</td>
</tr>
<tr>
<td>35-1012</td>
<td>First-line supervisors/managers of food preparation and serving workers</td>
<td>120</td>
<td>144</td>
<td>24</td>
<td>20</td>
<td>0.98</td>
<td>10.29</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>35-2011</td>
<td>Cooks, fast food</td>
<td>91</td>
<td>97</td>
<td>6</td>
<td>7</td>
<td>1.02</td>
<td>7.36</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>35-2012</td>
<td>Cooks, institution and cafeteria</td>
<td>108</td>
<td>113</td>
<td>5</td>
<td>5</td>
<td>1.86</td>
<td>7.99</td>
<td>Moderate-term on-the-job training</td>
</tr>
<tr>
<td>35-2014</td>
<td>Cooks, restaurant</td>
<td>99</td>
<td>107</td>
<td>8</td>
<td>8</td>
<td>0.83</td>
<td>8.29</td>
<td>Long-term on-the-job training</td>
</tr>
<tr>
<td>35-2015</td>
<td>Cooks, short order</td>
<td>65</td>
<td>63</td>
<td>-2</td>
<td>-3</td>
<td>2.26</td>
<td>7.65</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>35-2019</td>
<td>Cooks, all other</td>
<td>11</td>
<td>11</td>
<td>0</td>
<td>0</td>
<td>3.30</td>
<td>9.00</td>
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<td>35-2021</td>
<td>Food preparation workers</td>
<td>89</td>
<td>94</td>
<td>5</td>
<td>6</td>
<td>0.70</td>
<td>8.14</td>
<td>Short-term on-the-job training</td>
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<tr>
<td>35-3011</td>
<td>Bartenders</td>
<td>27</td>
<td>30</td>
<td>3</td>
<td>11</td>
<td>0.37</td>
<td>8.35</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>35-3021</td>
<td>Combined food preparation and serving workers, including fast food</td>
<td>324</td>
<td>367</td>
<td>43</td>
<td>13</td>
<td>0.92</td>
<td>6.97</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>35-3022</td>
<td>Counter attendants, cafeteria, food concession, and coffee shop</td>
<td>40</td>
<td>43</td>
<td>3</td>
<td>8</td>
<td>0.53</td>
<td>8.05</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>35-3031</td>
<td>Waiters and waitresses</td>
<td>218</td>
<td>231</td>
<td>13</td>
<td>6</td>
<td>0.65</td>
<td>6.79</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>35-3041</td>
<td>Food servers, nonrestaurant</td>
<td>15</td>
<td>16</td>
<td>1</td>
<td>7</td>
<td>0.59</td>
<td>8.92</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>35-9011</td>
<td>Dining room and cafeteria attendants and bartender helpers</td>
<td>16</td>
<td>18</td>
<td>2</td>
<td>13</td>
<td>0.28</td>
<td>7.60</td>
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</tr>
<tr>
<td>35-9021</td>
<td>Dishwashers</td>
<td>47</td>
<td>49</td>
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<td>4</td>
<td>0.65</td>
<td>7.77</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>35-9031</td>
<td>Hosts and hostesses, restaurant, lounge, and coffee shop</td>
<td>25</td>
<td>28</td>
<td>3</td>
<td>12</td>
<td>0.51</td>
<td>7.42</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>37-1011</td>
<td>First-line supervisors/managers of housekeeping and janitorial workers</td>
<td>81</td>
<td>99</td>
<td>18</td>
<td>22</td>
<td>1.50</td>
<td>7.58</td>
<td>Work experience in a related field</td>
</tr>
<tr>
<td>37-1012</td>
<td>First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers</td>
<td>50</td>
<td>70</td>
<td>20</td>
<td>40</td>
<td>2.32</td>
<td>13.88</td>
<td>Work experience in a related field</td>
</tr>
<tr>
<td>37-2011</td>
<td>Janitors and cleaners, except maids and housekeeping cleaners</td>
<td>363</td>
<td>409</td>
<td>46</td>
<td>13</td>
<td>1.11</td>
<td>6.80</td>
<td>Short-term on-the-job training</td>
</tr>
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</tr>
<tr>
<td>37-2012</td>
<td>Maids and housekeeping cleaners</td>
<td>366</td>
<td>510</td>
<td>144</td>
<td>39</td>
<td>1.41</td>
<td>6.66</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>37-2019</td>
<td>Building cleaning workers, all other</td>
<td>102</td>
<td>140</td>
<td>38</td>
<td>37</td>
<td>1.46</td>
<td>6.14</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>37-2021</td>
<td>Pest control workers</td>
<td>15</td>
<td>23</td>
<td>8</td>
<td>53</td>
<td>1.12</td>
<td>8.44</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>37-3011</td>
<td>Landscaping and groundskeeping workers</td>
<td>200</td>
<td>282</td>
<td>82</td>
<td>41</td>
<td>1.35</td>
<td>9.49</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>37-3012</td>
<td>Pesticide handlers, sprayers, and applicators, vegetation</td>
<td>42</td>
<td>61</td>
<td>19</td>
<td>45</td>
<td>2.84</td>
<td>7.67</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>37-3013</td>
<td>Tree trimmers and pruners</td>
<td>37</td>
<td>55</td>
<td>18</td>
<td>49</td>
<td>1.51</td>
<td>7.34</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>37-3019</td>
<td>Grounds maintenance workers, all other</td>
<td>40</td>
<td>58</td>
<td>18</td>
<td>45</td>
<td>2.83</td>
<td>7.18</td>
<td>Short-term on-the-job training</td>
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<tr>
<td>39-1021</td>
<td>First-line supervisors/managers of personal service workers</td>
<td>45</td>
<td>39</td>
<td>-6</td>
<td>-13</td>
<td>1.29</td>
<td>9.59</td>
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<td>Animal trainers</td>
<td>15</td>
<td>11</td>
<td>-4</td>
<td>-27</td>
<td>1.08</td>
<td>6.27</td>
<td>Moderate-term on-the-job training</td>
</tr>
<tr>
<td>39-2021</td>
<td>Nonfarm animal caretakers</td>
<td>67</td>
<td>39</td>
<td>-28</td>
<td>-42</td>
<td>1.28</td>
<td>6.34</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>39-3091</td>
<td>Amusement and recreation attendants</td>
<td>39</td>
<td>37</td>
<td>-2</td>
<td>-5</td>
<td>1.12</td>
<td>8.61</td>
<td>Short-term on-the-job training</td>
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<tr>
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<tr>
<td>39-4021</td>
<td>Funeral attendants</td>
<td>25</td>
<td>32</td>
<td>7</td>
<td>28</td>
<td>5.58</td>
<td>7.15</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>39-5012</td>
<td>Hairdressers, hairstylists, and cosmetologists</td>
<td>71</td>
<td>27</td>
<td>-44</td>
<td>-62</td>
<td>0.90</td>
<td>6.82</td>
<td>Postsecondary vocational award</td>
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<tr>
<td>39-6031</td>
<td>Flight attendants</td>
<td>12</td>
<td>26</td>
<td>14</td>
<td>117</td>
<td>0.87</td>
<td>20.68</td>
<td>Long-term on-the-job training</td>
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<tr>
<td>39-9011</td>
<td>Child care workers</td>
<td>212</td>
<td>257</td>
<td>45</td>
<td>21</td>
<td>0.92</td>
<td>5.93</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>39-9021</td>
<td>Personal and home care aides</td>
<td>111</td>
<td>153</td>
<td>42</td>
<td>38</td>
<td>0.91</td>
<td>7.14</td>
<td>Postsecondary vocational award</td>
</tr>
<tr>
<td>39-9031</td>
<td>Fitness trainers and aerobics instructors</td>
<td>15</td>
<td>19</td>
<td>4</td>
<td>27</td>
<td>0.42</td>
<td>11.23</td>
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<td>39-9032</td>
<td>Recreation workers</td>
<td>33</td>
<td>39</td>
<td>6</td>
<td>18</td>
<td>0.66</td>
<td>7.47</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>39-9099</td>
<td>Personal care and service workers, all other</td>
<td>19</td>
<td>12</td>
<td>-7</td>
<td>-37</td>
<td>1.14</td>
<td>6.58</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>41-1011</td>
<td>First-line supervisors/managers of retail sales workers</td>
<td>431</td>
<td>519</td>
<td>88</td>
<td>20</td>
<td>1.37</td>
<td>20.29</td>
<td>Work experience in a related field</td>
</tr>
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<td>41-1012</td>
<td>First-line supervisors/managers of non-retail sales workers</td>
<td>121</td>
<td>151</td>
<td>30</td>
<td>25</td>
<td>0.92</td>
<td>24.25</td>
<td>Work experience in a related field</td>
</tr>
<tr>
<td>41-2011</td>
<td>Cashiers, except gaming</td>
<td>737</td>
<td>756</td>
<td>19</td>
<td>3</td>
<td>1.47</td>
<td>8.14</td>
<td>Short-term on-the-job training</td>
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<tr>
<td>41-2012</td>
<td>Gaming change persons and booth cashiers</td>
<td>12</td>
<td>17</td>
<td>5</td>
<td>42</td>
<td>1.29</td>
<td>26.57</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>41-2021</td>
<td>Counter and rental clerks</td>
<td>64</td>
<td>75</td>
<td>11</td>
<td>17</td>
<td>0.93</td>
<td>6.97</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>41-2022</td>
<td>Parts salespersons</td>
<td>19</td>
<td>19</td>
<td>0</td>
<td>0</td>
<td>0.55</td>
<td>14.19</td>
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<td>41-2031</td>
<td>Retail salespersons</td>
<td>660</td>
<td>836</td>
<td>176</td>
<td>27</td>
<td>0.94</td>
<td>10.81</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>41-3011</td>
<td>Advertising sales agents</td>
<td>25</td>
<td>44</td>
<td>19</td>
<td>76</td>
<td>0.78</td>
<td>11.75</td>
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<tr>
<td>41-3021</td>
<td>Insurance sales agents</td>
<td>187</td>
<td>216</td>
<td>29</td>
<td>16</td>
<td>1.81</td>
<td>16.00</td>
<td>Bachelor’s degree</td>
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<tr>
<td>41-3031</td>
<td>Securities, commodities, and financial services sales agents</td>
<td>39</td>
<td>57</td>
<td>18</td>
<td>46</td>
<td>0.41</td>
<td>44.11</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>41-3099</td>
<td>Sales representatives, services, all other</td>
<td>42</td>
<td>56</td>
<td>14</td>
<td>33</td>
<td>0.41</td>
<td>16.28</td>
<td>Moderate-term on-the-job training</td>
</tr>
<tr>
<td>41-4011</td>
<td>Sales representatives, wholesale and manufacturing, technical and scientific products</td>
<td>47</td>
<td>60</td>
<td>13</td>
<td>28</td>
<td>0.64</td>
<td>45.52</td>
<td>Moderate-term on-the-job training</td>
</tr>
<tr>
<td>41-4012</td>
<td>Sales representatives, wholesale and manufacturing, except technical and scientific products</td>
<td>152</td>
<td>191</td>
<td>39</td>
<td>26</td>
<td>0.66</td>
<td>29.70</td>
<td>Moderate-term on-the-job training</td>
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<tr>
<td>41-9011</td>
<td>Demonstrators and product promoters</td>
<td>10</td>
<td>14</td>
<td>4</td>
<td>40</td>
<td>0.57</td>
<td>9.28</td>
<td>Work experience in a related field</td>
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<tr>
<td>41-9021</td>
<td>Real estate brokers</td>
<td>178</td>
<td>254</td>
<td>76</td>
<td>43</td>
<td>0.75</td>
<td>11.72</td>
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<tr>
<td>41-9022</td>
<td>Real estate sales agents</td>
<td>194</td>
<td>273</td>
<td>79</td>
<td>41</td>
<td>0.76</td>
<td>11.59</td>
<td>Postsecondary vocational award</td>
</tr>
<tr>
<td>41-9091</td>
<td>Door-to-door sales workers, news and street vendors, and related workers</td>
<td>164</td>
<td>197</td>
<td>33</td>
<td>20</td>
<td>1.04</td>
<td>5.88</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>41-9099</td>
<td>Sales and related workers, all other</td>
<td>40</td>
<td>48</td>
<td>8</td>
<td>20</td>
<td>0.80</td>
<td>13.44</td>
<td>Moderate-term on-the-job training</td>
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<tr>
<td>43-1011</td>
<td>First-line supervisors/managers of office and administrative support workers</td>
<td>186</td>
<td>211</td>
<td>25</td>
<td>13</td>
<td>0.86</td>
<td>20.97</td>
<td>Work experience in a related field</td>
</tr>
<tr>
<td>43-2011</td>
<td>Switchboard operators, including answering service</td>
<td>24</td>
<td>24</td>
<td>0</td>
<td>0</td>
<td>0.94</td>
<td>10.63</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>43-3011</td>
<td>Bill and account collectors</td>
<td>39</td>
<td>48</td>
<td>9</td>
<td>23</td>
<td>0.63</td>
<td>15.92</td>
<td>Short-term on-the-job training</td>
</tr>
<tr>
<td>43-3021</td>
<td>Billing and posting clerks and machine operators</td>
<td>79</td>
<td>89</td>
<td>10</td>
<td>13</td>
<td>1.02</td>
<td>12.55</td>
<td>Moderate-term on-the-job training</td>
</tr>
<tr>
<td>43-3031</td>
<td>Bookkeeping, accounting, and auditing clerks</td>
<td>284</td>
<td>351</td>
<td>67</td>
<td>24</td>
<td>0.89</td>
<td>13.98</td>
<td>Moderate-term on-the-job training</td>
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<tr>
<td>43-3051</td>
<td>Payroll and timekeeping clerks</td>
<td>37</td>
<td>43</td>
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<td>Tellers</td>
<td>62</td>
<td>82</td>
<td>20</td>
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<td>Short-term on-the-job training</td>
</tr>
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<td>43-4031</td>
<td>Court, municipal, and license clerks</td>
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<td>2</td>
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<td>43-4041</td>
<td>Credit authorizers, checkers, and clerks</td>
<td>11</td>
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<td>0</td>
<td>0</td>
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<td>25.09</td>
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<td>Customer service representatives</td>
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<td>369</td>
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<td>0.85</td>
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<td>-27</td>
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<td>10.54</td>
<td>Short-term on-the-job training</td>
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<td>43-4081</td>
<td>Hotel, motel, and resort desk clerks</td>
<td>11</td>
<td>14</td>
<td>3</td>
<td>27</td>
<td>0.35</td>
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<td>43-4111</td>
<td>Interviewers, except eligibility and loan</td>
<td>15</td>
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<td>13</td>
<td>0.45</td>
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<td>43-4121</td>
<td>Library assistants, clerical</td>
<td>10</td>
<td>11</td>
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<td>43-4131</td>
<td>Loan interviewers and clerks</td>
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<td>36</td>
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<td>Order clerks</td>
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<td>Human resources assistants, except payroll and timekeeping</td>
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<td>25</td>
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<td>43-4171</td>
<td>Receptionists and information clerks</td>
<td>113</td>
<td>136</td>
<td>23</td>
<td>20</td>
<td>0.68</td>
<td>10.95</td>
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<td>43-4181</td>
<td>Reservation and transportation ticket agents and travel clerks</td>
<td>11</td>
<td>13</td>
<td>2</td>
<td>18</td>
<td>0.47</td>
<td>9.77</td>
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<td>43-4199</td>
<td>Information and record clerks, all other</td>
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<td>13</td>
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<td>8</td>
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<td>14.05</td>
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<td>43-5021</td>
<td>Couriers and messengers</td>
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<td>77</td>
<td>27</td>
<td>54</td>
<td>1.14</td>
<td>6.66</td>
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<td>43-5031</td>
<td>Police, fire, and ambulance dispatchers</td>
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<td>20</td>
<td>3</td>
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<td>1.17</td>
<td>12.14</td>
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<td>Dispatchers, except police, fire, and ambulance</td>
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<td>12</td>
<td>2</td>
<td>20</td>
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<td>11</td>
<td>1</td>
<td>10</td>
<td>0.90</td>
<td>21.84</td>
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<td>43-5052</td>
<td>Postal service mail carriers</td>
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<td>55</td>
<td>3</td>
<td>6</td>
<td>1.09</td>
<td>20.66</td>
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<tr>
<td>43-5061</td>
<td>Production, planning, and expediting clerks</td>
<td>64</td>
<td>82</td>
<td>18</td>
<td>28</td>
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<td>14.75</td>
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<td>43-5071</td>
<td>Shipping, receiving, and traffic clerks</td>
<td>107</td>
<td>134</td>
<td>27</td>
<td>25</td>
<td>0.98</td>
<td>13.08</td>
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<td>43-5081</td>
<td>Stock clerks and order fillers</td>
<td>210</td>
<td>217</td>
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<td>3</td>
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<td>8.97</td>
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<td>43-6011</td>
<td>Executive secretaries and administrative assistants</td>
<td>120</td>
<td>146</td>
<td>26</td>
<td>22</td>
<td>0.50</td>
<td>15.75</td>
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<td>Legal secretaries</td>
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<td>30</td>
<td>0.65</td>
<td>14.17</td>
<td>Postsecondary vocational award</td>
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<td>43-6013</td>
<td>Medical secretaries</td>
<td>74</td>
<td>87</td>
<td>13</td>
<td>18</td>
<td>1.06</td>
<td>11.43</td>
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<td>43-6014</td>
<td>Secretaries, except legal, medical, and executive</td>
<td>286</td>
<td>309</td>
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<td>Computer operators</td>
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<td>0.88</td>
<td>17.07</td>
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<td>Data entry keyers</td>
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<td>35</td>
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<td>Moderate-term on-the-job training</td>
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<td>43-9041</td>
<td>Insurance claims and policy processing clerks</td>
<td>115</td>
<td>133</td>
<td>18</td>
<td>16</td>
<td>3.06</td>
<td>15.01</td>
<td>Moderate-term on-the-job training</td>
</tr>
<tr>
<td>43-9051</td>
<td>Mail clerks and mail machine operators, except postal service</td>
<td>17</td>
<td>18</td>
<td>1</td>
<td>6</td>
<td>0.76</td>
<td>13.32</td>
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<td>43-9061</td>
<td>Office clerks, general</td>
<td>361</td>
<td>430</td>
<td>69</td>
<td>19</td>
<td>0.78</td>
<td>10.67</td>
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<td>45-2092</td>
<td>Farmworkers and laborers, crop, nursery, and greenhouse</td>
<td>11</td>
<td>14</td>
<td>3</td>
<td>27</td>
<td>0.26</td>
<td>9.08</td>
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<td>45-4022</td>
<td>Logging equipment operators</td>
<td>11</td>
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<td>-1</td>
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<td>1.79</td>
<td>13.13</td>
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</tr>
<tr>
<td>47-1011</td>
<td>First-line supervisors/ managers of construction trades and extraction workers</td>
<td>167</td>
<td>211</td>
<td>44</td>
<td>26</td>
<td>1.09</td>
<td>16.34</td>
<td>Work experience in a related field</td>
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<tr>
<td>47-2021</td>
<td>Brickmasons and blockmasons</td>
<td>64</td>
<td>67</td>
<td>3</td>
<td>5</td>
<td>2.81</td>
<td>14.85</td>
<td>Long-term on-the-job training</td>
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<td>47-2031</td>
<td>Carpenters</td>
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<td>367</td>
<td>74</td>
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<td>1.19</td>
<td>13.66</td>
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</tr>
<tr>
<td>47-2044</td>
<td>Tile and marble setters</td>
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<td>21</td>
<td>3</td>
<td>17</td>
<td>1.52</td>
<td>12.80</td>
<td>Long-term on-the-job training</td>
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<td>47-2051</td>
<td>Cement masons and concrete finishers</td>
<td>23</td>
<td>25</td>
<td>2</td>
<td>9</td>
<td>0.68</td>
<td>9.18</td>
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<tr>
<td>47-2061</td>
<td>Construction laborers</td>
<td>181</td>
<td>224</td>
<td>43</td>
<td>24</td>
<td>0.89</td>
<td>11.93</td>
<td>Moderate-term on-the-job training</td>
</tr>
<tr>
<td>47-2073</td>
<td>Operating engineers and other construction equipment operators</td>
<td>56</td>
<td>63</td>
<td>7</td>
<td>13</td>
<td>0.90</td>
<td>10.83</td>
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<tr>
<td>47-2081</td>
<td>Drywall and ceiling tile installers</td>
<td>10</td>
<td>13</td>
<td>3</td>
<td>30</td>
<td>0.39</td>
<td>15.27</td>
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<tr>
<td>47-2111</td>
<td>Electricians</td>
<td>102</td>
<td>123</td>
<td>21</td>
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<td>0.96</td>
<td>18.01</td>
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<tr>
<td>47-2141</td>
<td>Painters, construction and maintenance</td>
<td>74</td>
<td>94</td>
<td>20</td>
<td>27</td>
<td>0.91</td>
<td>15.65</td>
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<td>Pipelayers</td>
<td>16</td>
<td>21</td>
<td>5</td>
<td>31</td>
<td>0.99</td>
<td>14.56</td>
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<td>Plumbers, pipefitters, and steamfitters</td>
<td>116</td>
<td>152</td>
<td>36</td>
<td>31</td>
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<td>15.84</td>
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<td>47-2181</td>
<td>Roofers</td>
<td>22</td>
<td>28</td>
<td>6</td>
<td>27</td>
<td>0.81</td>
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<td>Sheet metal workers</td>
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<td>5</td>
<td>38</td>
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<td>13.99</td>
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</tr>
<tr>
<td>47-3011</td>
<td>Helpers, brickmasons, blockmasons, stonemasons, and tile and marble setters</td>
<td>42</td>
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<td>0</td>
<td>4.48</td>
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<td>47-3012</td>
<td>Helpers, carpenters</td>
<td>28</td>
<td>31</td>
<td>3</td>
<td>11</td>
<td>1.85</td>
<td>8.90</td>
<td>Short-term on-the-job training</td>
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<td>Helpers, electricians</td>
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<td>2</td>
<td>15</td>
<td>0.85</td>
<td>12.08</td>
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<td>Helpers, pipelayers, plumbers, pipefitters, and steamfitters</td>
<td>28</td>
<td>36</td>
<td>8</td>
<td>29</td>
<td>2.27</td>
<td>11.90</td>
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<td>47-4011</td>
<td>Construction and building inspectors</td>
<td>13</td>
<td>15</td>
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<td>15</td>
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<td>First-line supervisors/managers of mechanics, installers, and repairers</td>
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<td>17</td>
<td>0.90</td>
<td>15.89</td>
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<td>49-2011</td>
<td>Computer, automated teller, and office machine repairers</td>
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<td>17</td>
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<td>8.88</td>
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<td>49-2022</td>
<td>Telecommunications equipment installers and repairers, except line installers</td>
<td>32</td>
<td>46</td>
<td>14</td>
<td>44</td>
<td>1.07</td>
<td>15.69</td>
<td>Long-term on-the-job training</td>
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<td>49-2097</td>
<td>Electronic home entertainment equipment installers and repairers</td>
<td>18</td>
<td>20</td>
<td>2</td>
<td>11</td>
<td>2.22</td>
<td>8.48</td>
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<td>Automotive body and related repairers</td>
<td>30</td>
<td>32</td>
<td>2</td>
<td>7</td>
<td>1.11</td>
<td>10.31</td>
<td>Long-term on-the-job training</td>
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<tr>
<td>49-3023</td>
<td>Automotive service technicians and mechanics</td>
<td>169</td>
<td>197</td>
<td>28</td>
<td>17</td>
<td>1.42</td>
<td>13.21</td>
<td>Postsecondary vocational award</td>
</tr>
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<td>49-3031</td>
<td>Bus and truck mechanics and diesel engine specialists</td>
<td>29</td>
<td>34</td>
<td>5</td>
<td>17</td>
<td>0.71</td>
<td>11.78</td>
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<td>49-3042</td>
<td>Mobile heavy equipment mechanics, except engines</td>
<td>10</td>
<td>11</td>
<td>1</td>
<td>10</td>
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<tr>
<td>49-3093</td>
<td>Tire repairers and changers</td>
<td>17</td>
<td>24</td>
<td>7</td>
<td>41</td>
<td>1.15</td>
<td>8.00</td>
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<td>49-9021</td>
<td>Heating, air conditioning, and refrigeration mechanics and installers</td>
<td>33</td>
<td>43</td>
<td>10</td>
<td>30</td>
<td>0.70</td>
<td>15.71</td>
<td>Long-term on-the-job training</td>
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<td>361</td>
<td>70</td>
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<td>13.85</td>
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<td>44</td>
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<td>Electrical power-line installers and repairers</td>
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<td>11</td>
<td>1</td>
<td>10</td>
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<td>Textile winding, twisting, and drawing out machine setters, operators, and tenders</td>
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Source: EMSI
### Appendix B: Businesses by 3-Digit NAICS Codes

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<th>Average Size</th>
<th>#</th>
<th>%</th>
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...growth rate exceeds both SC and US growth rates...

Source: Bureau of Labor Statistics
## Appendix C: Lancaster County Employment by Industry Sector

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<th>Competitive Effect</th>
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<td>34,958</td>
<td>BA</td>
</tr>
<tr>
<td>Private Households</td>
<td>814</td>
<td>21</td>
<td>38</td>
<td>17</td>
<td>81</td>
<td>0.60</td>
<td>13</td>
<td>9,422</td>
<td>A</td>
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<tr>
<td>Furniture and Related Product Manufacturing</td>
<td>337</td>
<td>6</td>
<td>26</td>
<td>20</td>
<td>333</td>
<td>0.43</td>
<td>21</td>
<td>20,146</td>
<td>BA</td>
</tr>
<tr>
<td>Furniture and Home Furnishings Stores</td>
<td>442</td>
<td>9</td>
<td>50</td>
<td>41</td>
<td>456</td>
<td>0.76</td>
<td>40</td>
<td>22,762</td>
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<tr>
<td>Electronics and Appliance Stores</td>
<td>443</td>
<td>14</td>
<td>62</td>
<td>48</td>
<td>343</td>
<td>0.99</td>
<td>48</td>
<td>14,884</td>
<td>BA</td>
</tr>
<tr>
<td>Sporting Goods, Hobby, Book, and Music Stores</td>
<td>451</td>
<td>8</td>
<td>17</td>
<td>9</td>
<td>113</td>
<td>0.22</td>
<td>9</td>
<td>12,067</td>
<td>BA</td>
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</tbody>
</table>
### 3 star or fewer sectors

<table>
<thead>
<tr>
<th>Industry</th>
<th>NAICS code</th>
<th>2002</th>
<th>2007</th>
<th>#</th>
<th>%</th>
<th>Location Quotient</th>
<th>Competitive Effect</th>
<th>2007 Average Annual Wage ($)</th>
<th>Projected Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Miscellaneous Store Retailers</td>
<td>453</td>
<td>26</td>
<td>55</td>
<td>29</td>
<td>112</td>
<td>0.55</td>
<td>32</td>
<td>29,220</td>
<td>BA</td>
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<tr>
<td>Accommodation</td>
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<td>4</td>
<td>34</td>
<td>30</td>
<td>750</td>
<td>0.16</td>
<td>30</td>
<td>19,722</td>
<td>BA</td>
</tr>
</tbody>
</table>

**Methodology and Sourcing**

**Projected Growth Grading Scale:**
- AA=above average
- A=average
- BA=below average
- D=decline

**Sectors are rated on 6 factors:** 2002-2007 employment growth, 2002-2007 employment growth rate, location quotient, competitive effect, average annual wage, and projected growth.

**Stars are based on:** 2002-2007 employment growth of 50 or more, 2002-2007 employment growth rate greater than 0 (since overall county job growth was negative), location quotient of at least 1.25, competitive effect greater than 0, average annual wage greater than $34,547 (2007 average for all jobs in the county), and average or above average projected growth.

**Location Quotient:** percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county; based on 2007 data.

**Competitive Effect:** based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.

**Source:** Bureau of Labor Statistics; projections based on data from EMSI and SC Department of Commerce.
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