

Calhoun County Base Labor Market Analysis



South Carolina
Department of
Commerce
Labor Market Information



November 2008

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EXECUTIVE SUMMARY

Population

Calhoun County's population has grown more slowly than the state's in recent years.

The population is projected to continue to grow more slowly than the state's.

Less than half of Calhoun County's workers come from within its borders.

A significant number come from Orangeburg and Lexington counties.

Income

Per capita income growth has been faster than in the state and the nation.

As a result, Calhoun County's per capita income has surpassed the state level.

Calhoun County's average wages are lower than the state's for all occupational groups.

Education

The number of degrees awarded by area post-secondary institutions has increased.

The greatest increase has been in the area of healthcare.

Occupations

Most occupational groups are expected to have faster growth in Calhoun County than in the state.

Requirements for Calhoun County's workers are expected to grow in the following levels of education and experience:

Work experience in a related field, postsecondary vocational award, and bachelor's degree.

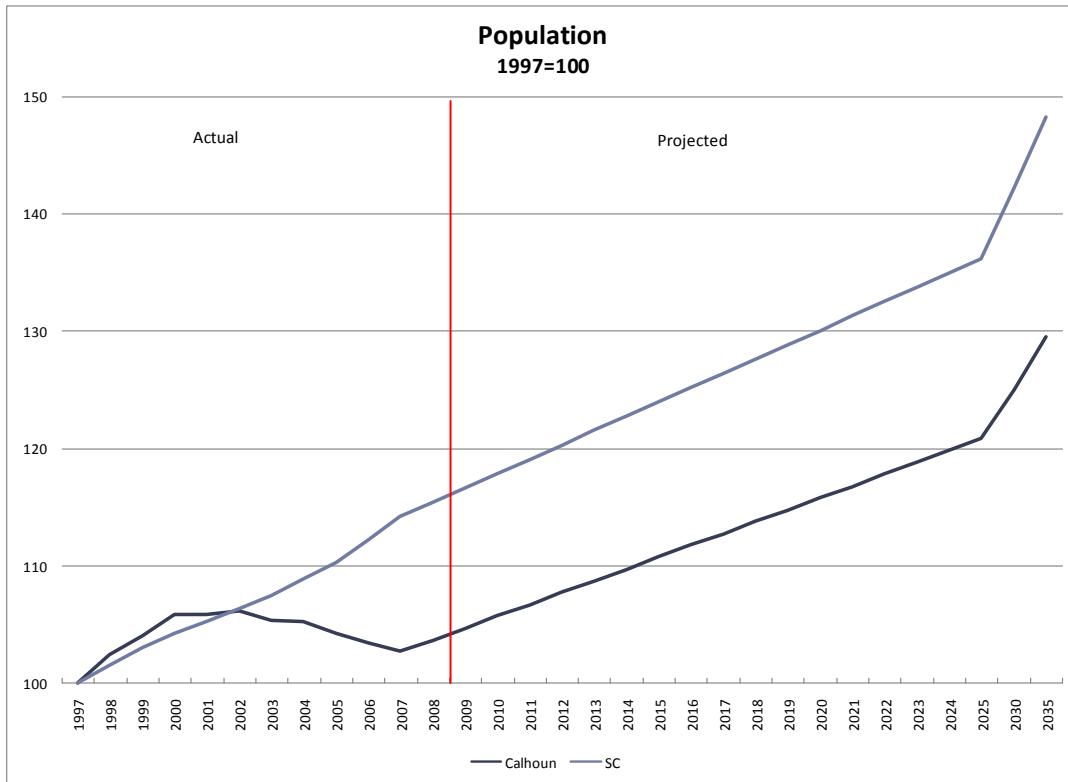
Industry

Based on available data, a sector rated as having potential in Calhoun County is specialty trade contractors.

POPULATION

Growth

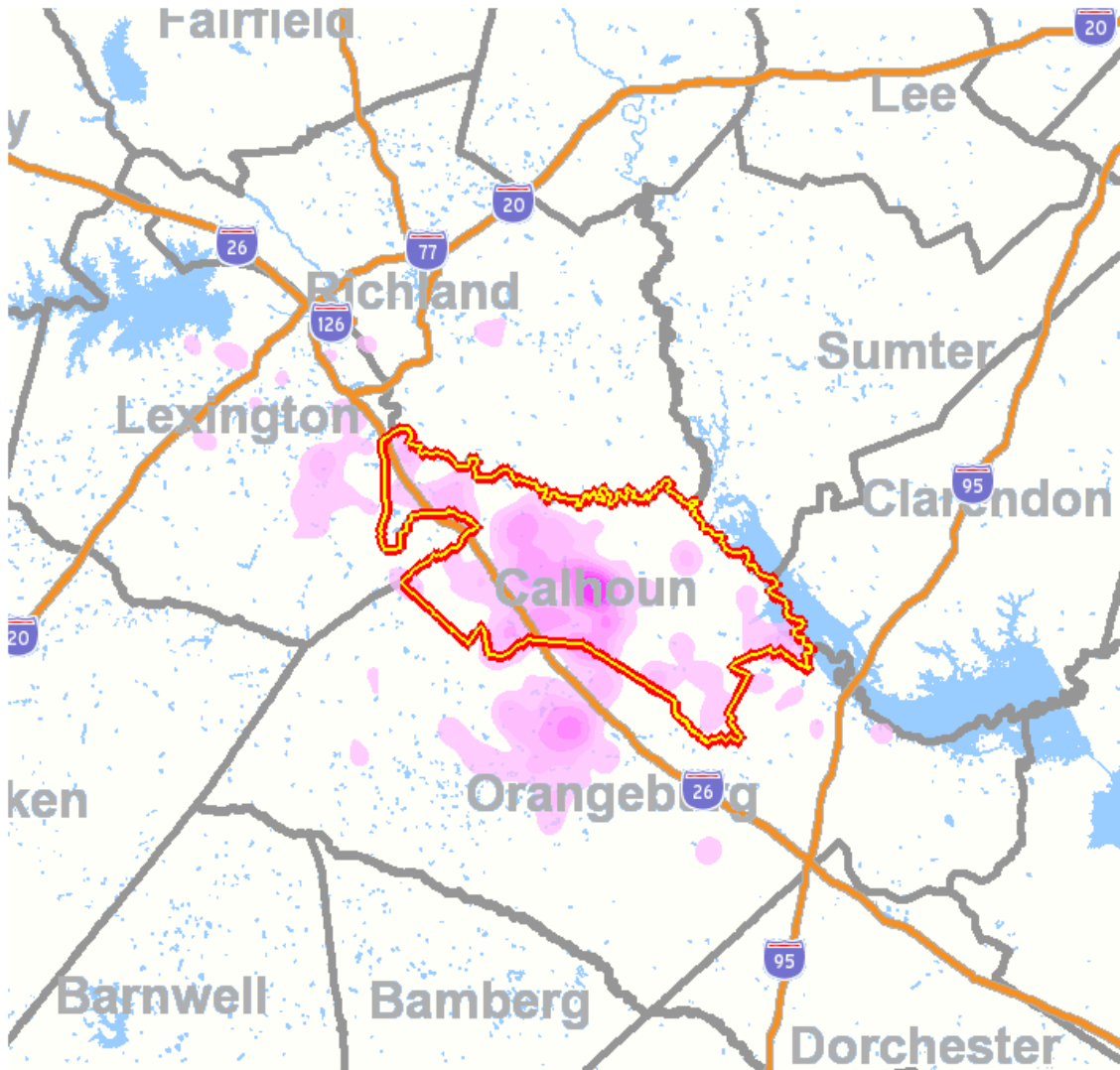
Calhoun County's 2007 population was 14,777. The county population has risen by 2.7% since 1997, compared to 14.2% growth for South Carolina. Calhoun's population is expected to grow more slowly than the state's.



Source: U.S. Census Bureau (estimates) and SC Budget & Control Board/Office of Research and Statistics (projections).

LABORSHED

The map below shows where Calhoun County workers come from (in 2006, latest available data). Calhoun County draws less than half of its workers from within its borders, with significant numbers coming from Orangeburg and Lexington counties.



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

Characteristics of Workers

<u>Age of Workers:</u>		<u>Earnings of Workers:</u>	
30 or younger	22.5%	\$1,200 per month or less	25.7%
31 to 54	58.3%	\$1,201 to \$3,400 per month	49.7%
55 or older	19.1%	More than \$3,400 per month	24.6%

States Where Workers Live:

South Carolina	98.5%
Georgia	0.6%
All other locations	0.9%

Counties Where Workers Live:

Calhoun	37.0%
Orangeburg	29.4%
Lexington	14.7%
Richland	8.2%
Kershaw	0.8%
Sumter	0.7%
Bamberg	0.7%
Aiken	0.6%
Dorchester	0.5%
Berkeley	0.4%
All Other Locations	7.0%

Cities Where Workers Live:

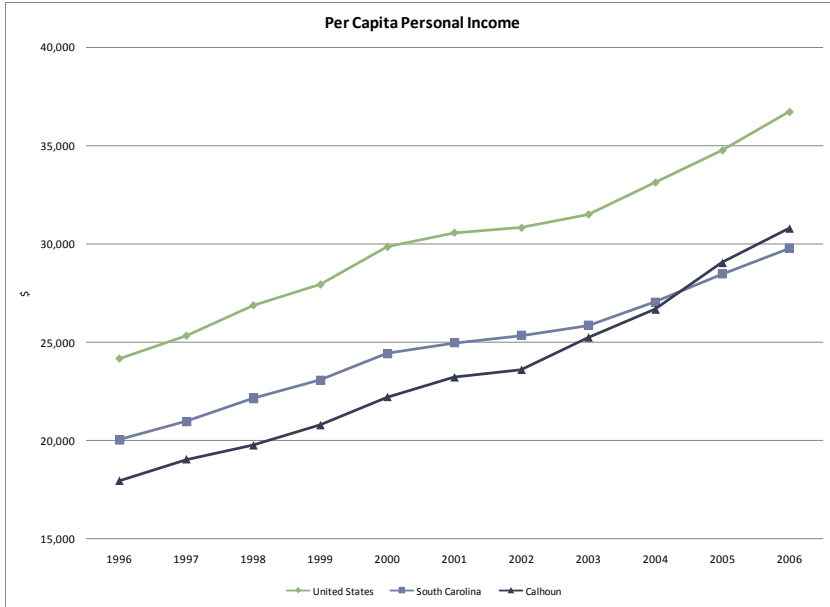
St. Matthews, South Carolina	8.0%
Orangeburg, South Carolina	3.2%
Brookdale, South Carolina	2.9%
Columbia, South Carolina	2.2%
West Columbia, South Carolina	1.1%
Edisto, South Carolina	1.0%
Wilkinson Heights, South Carolina	0.8%
Lexington, South Carolina	0.7%
Bowman, South Carolina	0.7%
Cameron, South Carolina	0.6%
All Other Locations	78.7%

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

INCOME

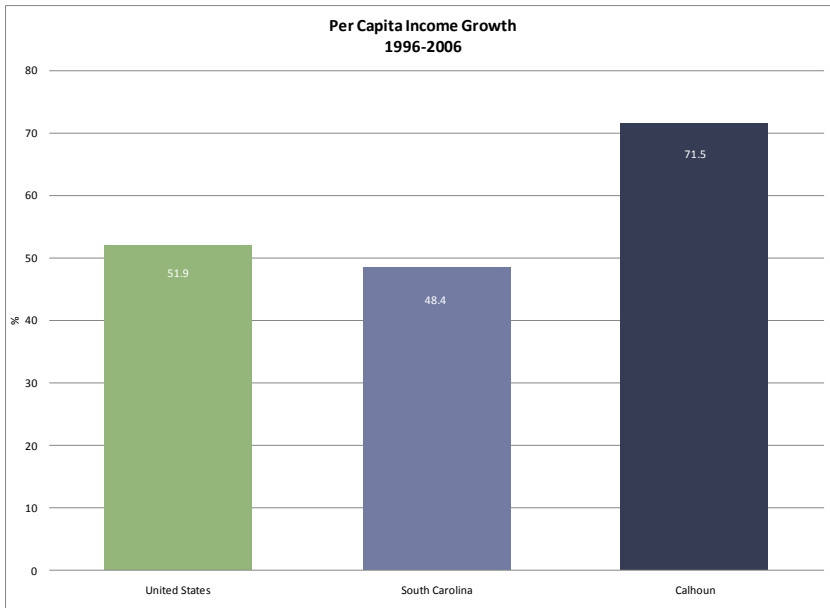
Per Capita Income

Calhoun County's per capita income has surpassed the state level.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Calhoun County's per capita income has grown much faster than South Carolina's and the nation's. This is the result of above-average income growth coupled with below-average population growth.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Wages by Industry

Calhoun County's average wages are above those of South Carolina (\$700 vs. \$680 in 2007). Average wages were up 20% in Calhoun County over the past five years, compared to an 18% increase for the state. All major sectors for which data was available had growth.

Industry	NAICS Code	2007 Average Weekly Wage (\$)	2002 Average Weekly Wage (\$)	% Change
Total, Private and Government		700	581	20
Construction	23	675	567	19
Manufacturing	31-33	988	863	14
Retail Trade	44-45	414	373	11
Transportation and Warehousing	48-49	NA	661	
Information	51	1,045	603	73
Finance and Insurance	52	517	443	17
Real Estate and Rental and Leasing	53	606	402	51
Administration & Support & Waste Management & Remediation Services	56	638	388	64
Arts, Entertainment, and Recreation	71	239	216	11
Accommodation and Food Services	72	195	167	17
Other Services (Except Public Administration)	81	372	214	74
Federal Government		788	609	29
State Government		524	435	20
Local Government		485	431	13

Source: U.S. Department of Labor, Bureau of Labor Statistics, Quarterly Census of Employment and Wages.

Wages by Occupation

Average wages in Calhoun County are lower than the state average in all occupational groups.

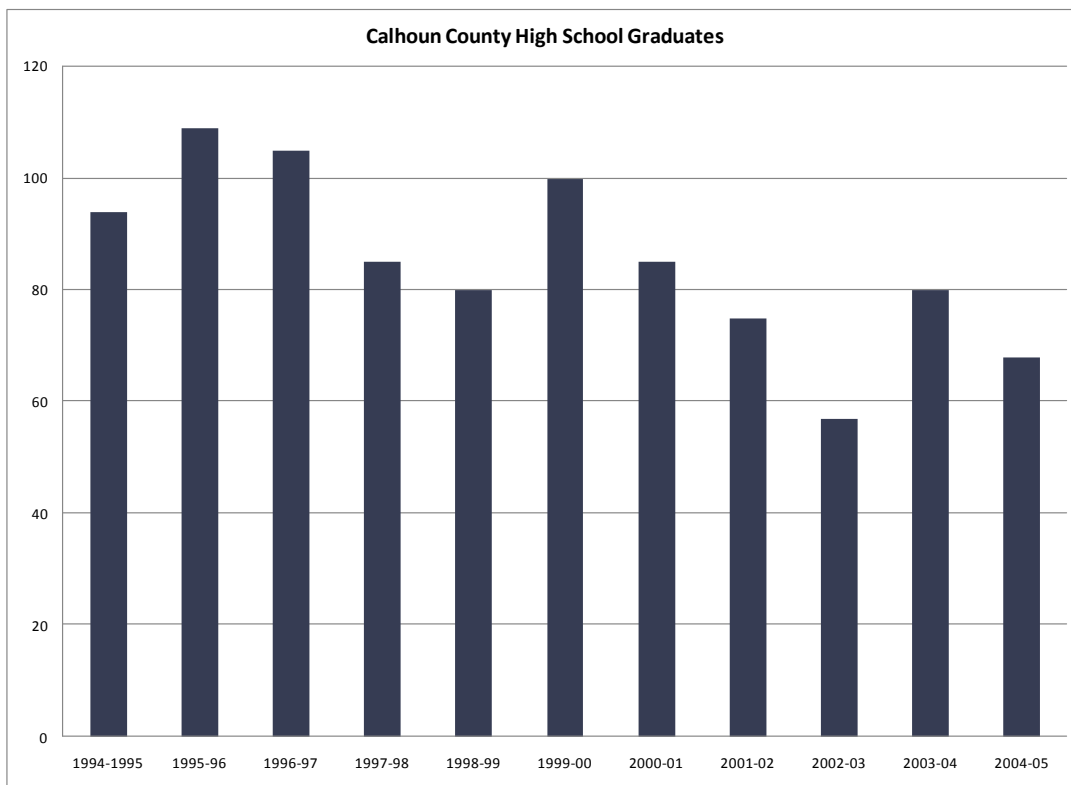
Occupation	2007 Calhoun County Median Hourly Wage (\$)	2007 SC Median Hourly Wage (\$)
Management occupations	13.91	28.78
Business and financial operations occupations	14.58	20.28
Computer and mathematical science occupations	16.61	26.20
Architecture and engineering occupations	22.32	30.22
Life, physical and social science occupations	16.09	22.76
Community and social services occupations	10.74	13.18
Legal occupations	14.85	30.68
Education, training and library occupations	16.59	24.42
Arts, design, entertainment, sports and media occupations	8.85	12.66
Healthcare practitioners and technical occupations	17.24	30.64
Healthcare support occupations	6.71	10.55
Protective service occupations	12.39	13.87
Food preparation and serving related occupations	7.26	7.90
Building and grounds cleaning and maintenance occupations	7.77	8.42
Personal care and service occupations	6.79	8.39
Sales and related occupations	9.90	13.48
Office and administrative support occupations	11.71	13.22
Farming, fishing, and forestry occupations	11.38	13.07
Construction and extraction occupations	14.85	16.51
Installation, maintenance and repair occupations	14.85	16.88
Production occupations	16.61	15.21
Transportation and material moving occupations	11.71	12.94

Source: *Economic Modeling Specialists, Inc.*

EDUCATION

High School Graduates

From 1995 to 2005 (latest data available), the number of Calhoun County students receiving high school diplomas fell by 26 (28%). In South Carolina, on the other hand, the number of high school diplomas increased 9% from 1995 to 2005. A total of 68 people received high school diplomas in Calhoun County in 2005. Calhoun County had 9 fewer 12th grade students in 2004-05 than in 1994-95. Also, the number of Calhoun County students not passing the exit exam who received a certificate of completion instead of a diploma was up by 13 (to 20) over the 1995-2005 period.



Source: National Center for Education Statistics.

Higher Education Graduates

Over 1,000 more students graduated from higher educational institutions in the Lower Savannah area in 2006 than in 1996, an increase of 33%. The greatest numerical increase was in the healthcare field.

Program	1996	2006	Change	% Change
Health professions and related clinical sciences	744	1,143	399	54
Liberal arts and sciences, general studies and humanities	202	330	128	63
Mechanic and repair technologies/technicians	206	320	114	55
Computer and information sciences and support services	131	212	81	62
Family and consumer sciences/human sciences	67	147	80	119
Business, management, marketing, and related support services	586	650	64	11
Multi/interdisciplinary studies	42	102	60	143
Biological and biomedical sciences	58	116	58	100
Engineering technologies/technicians	129	181	52	40
Communication, journalism, and related programs	1	47	46	4,600
Parks, recreation, leisure, and fitness studies		44	44	
Psychology	46	83	37	80
Legal professions and studies	78	109	31	40
Visual and performing arts	12	42	30	250
Theology and religious vocations	4	31	27	675
Philosophy and religious studies	1	3	2	200
Engineering		1	1	
Social sciences and history	97	98	1	1
Physical sciences	19	19	0	0
Public administration and social service professions	93	92	-1	-1
Science technologies/technicians	6	5	-1	-17
English language and literature/letters	49	45	-4	-8
Natural resources and conservation	5	0	-5	-100
Agriculture, agriculture operations, and related sciences	16	4	-12	-75
Mathematics and statistics	39	25	-14	-36
Construction trades	31	12	-19	-61
Precision production	66	45	-21	-32
Security and protective services	161	136	-25	-16
Education	350	246	-104	-30
TOTAL	3,240	4,305	1,065	33

Source: National Center for Education Statistics (Integrated Post Secondary Education System).

Data for these schools: Aiken Technical College, Clafin University, Midlands Technical College, Orangeburg-Calhoun Technical College, South Carolina State University, Southern Methodist College, and USC-Aiken.

OCCUPATIONS

Occupational Projections

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

See **Appendix A** for detailed occupational information.

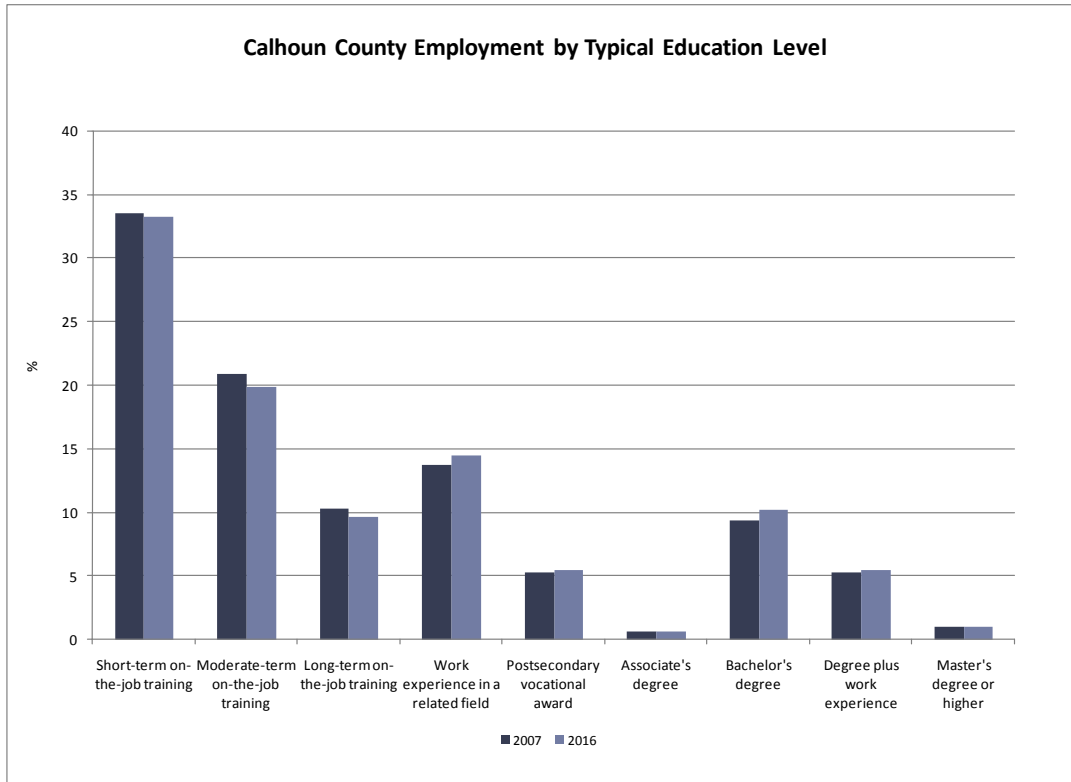
Occupation	2007-2016 Calhoun County Projected Growth (%)	2007-2016 SC Projected Growth (%)
Management occupations	24	17
Business and financial operations occupations	39	22
Computer and mathematical science occupations	54	23
Architecture and engineering occupations	54	15
Life, physical and social science occupations	33	15
Community and social services occupations	26	15
Legal occupations	-4	21
Education, training and library occupations	27	16
Arts, design, entertainment, sports and media occupations	28	17
Healthcare practitioners and technical occupations	22	24
Healthcare support occupations	22	25
Protective service occupations	26	18
Food preparation and serving related occupations	27	13
Building and grounds cleaning and maintenance occupations	37	23
Personal care and service occupations	37	7
Sales and related occupations	36	19
Office and administrative support occupations	24	13
Farming, fishing and forestry occupations	18	16
Construction and extraction occupations	46	19
Installation, maintenance and repair occupations	22	17
Production occupations	-6	10
Transportation and material moving occupations	18	11

Source: *Economic Modeling Specialists, Inc.*

Occupational Education Requirements

The trend for occupational growth shows that there will be growth in jobs across skill levels. Based on employment projections, Calhoun County is expected to see growth in requirements for the following specific levels of education and experience:

- Work experience in a related field
- Postsecondary vocational award
- Bachelor's degree



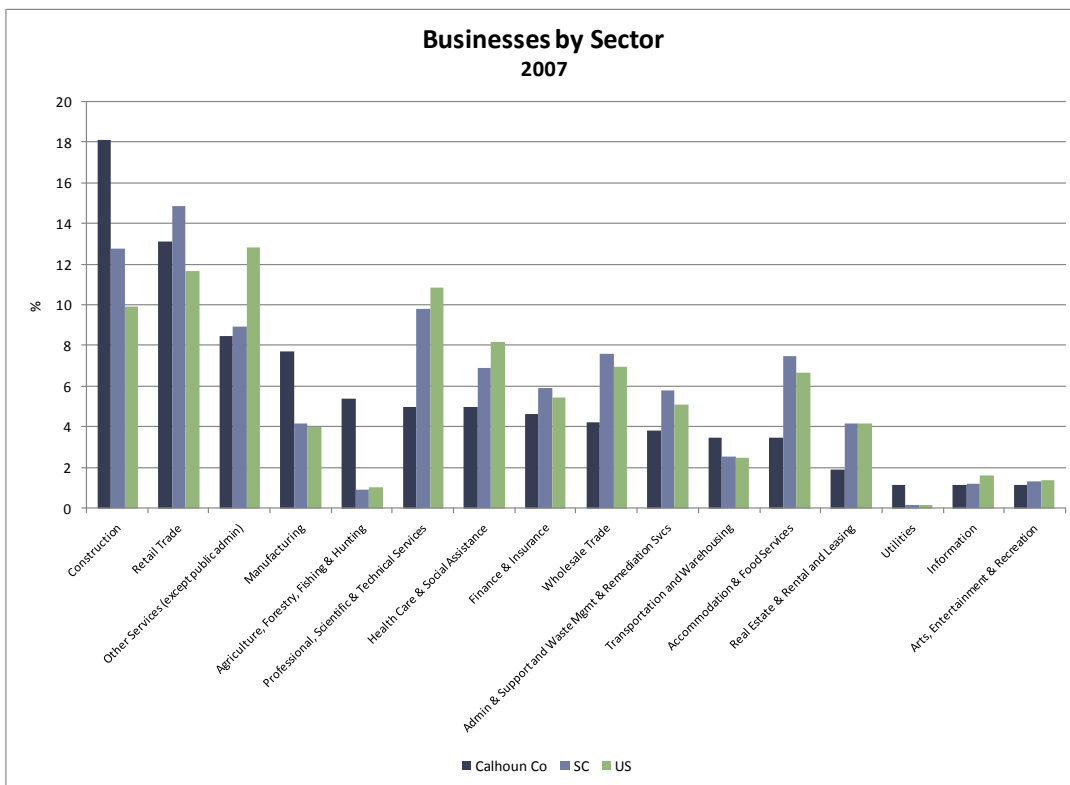
Source: *Economic Modeling Specialists, Inc*

INDUSTRY

Businesses by Sector

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

- Construction
- Manufacturing
- Agriculture and forestry
- Transportation and warehousing
- Utilities



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Growth in Number of Businesses

The number of private businesses in Calhoun County fell by 11% 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, based on available data, Calhoun County had higher growth in two industries compared to South Carolina and the U.S. Below is a list of those two industries along with their respective growth rates.

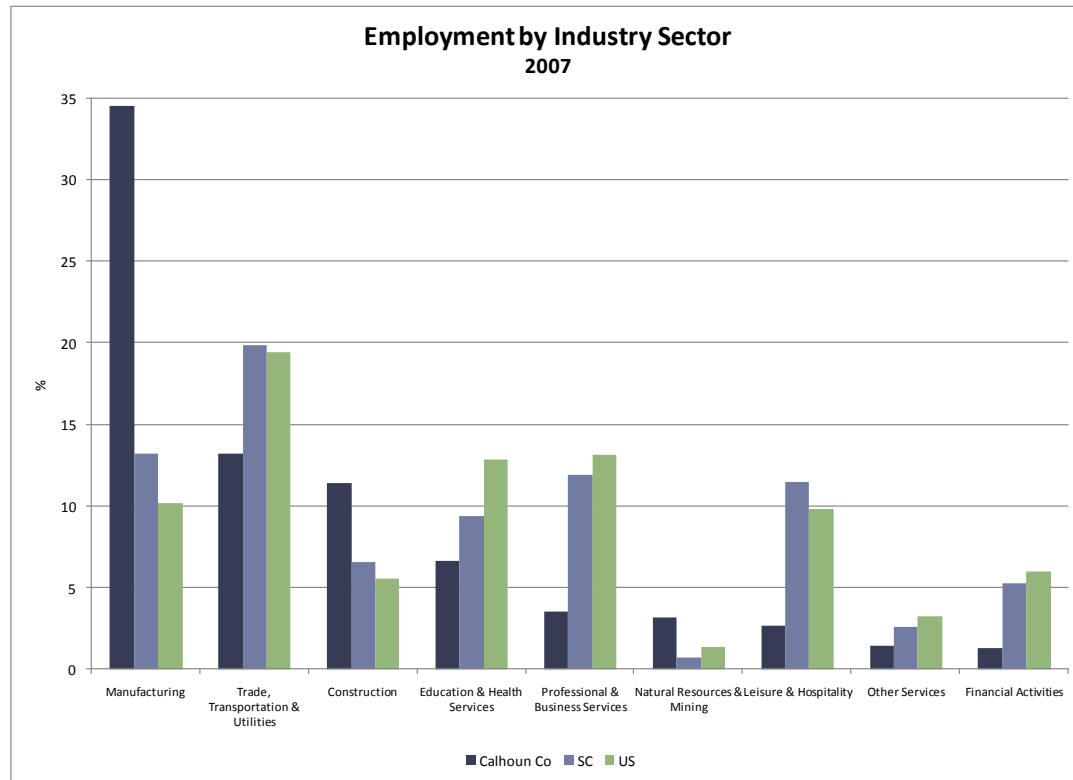
See **Appendix B** for information on all industries.

Industry	2002-2007 Growth (%)		
	Calhoun Co.	SC	US
Support activities for agriculture and forestry	11.1	-13.0	1.8
Credit intermediation and related activities	28.6	12.2	23.8

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Employment by Sector

Calhoun County has a larger than average share of its jobs in manufacturing, construction, and natural resources and mining.



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Industry Analysis

Screening Criteria

Industry sectors were rated on six factors:

- 2002-2007 employment growth Competitive effect¹
- 2002-2007 employment growth rate Average annual wage
- Location quotient² Projected growth

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

- 2002-2007 employment growth of 25 or more (Did the sector add a significant number of jobs?)
- 2002-2007 employment growth rate greater than 1.6% (overall county growth over the period) (Did the sector add jobs at an above-average rate?)
- 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 \$36,389 (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?)

Data Limitations

Because of Census and Bureau of Labor Statistics restrictions, information on detailed industry sectors is quite limited for smaller counties such as Calhoun. Therefore, this base analysis is not as comprehensive as those for larger areas. Further analysis can be conducted on growth occupations and using other resources in an attempt to obtain more detailed information on potential focus industries for Calhoun County. The Department of Commerce can assist in this supplemental analysis.

Industries of Note

Based on these criteria and available data, there are no “six star” sectors in Calhoun County. Specialty trader contractors is a “five star” sector (the only negative factor being below-average wages).

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. To the extent that the sector is involved with projects funded from outside Calhoun County, specialty trade contractors fits this base economy criteria.

Appendix C has information on all factors for all sectors for Calhoun County.

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.*

MOVING FORWARD

The South Carolina Department of Commerce appreciates the opportunity to provide this base analysis of Calhoun County's labor market. We hope that it will help in advancing the progress of Calhoun 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 Calhoun 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 Calhoun'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.). It 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 Calhoun and its community?***

Over and above pure economic considerations, what is important to the citizens of the Calhoun community? How does Calhoun want to be perceived? What quality of life issues affect Calhoun? 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 Calhoun County

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-2022	Sales managers	10	13	3	30	0.61	31.26	Degree plus work experience
11-3031	Financial managers	15	18	3	20	0.48	24.79	Degree plus work experience
11-3051	Industrial production managers	15	15	0	0	2.08	40.03	Work experience in a related field
11-9011	Farm, ranch, and other agricultural managers	81	86	5	6	3.40	14.69	Degree plus work experience
11-9012	Farmers and ranchers	279	272	-7	-3	3.51	6.55	Long-term on-the-job training
11-9021	Construction managers	91	138	47	52	2.61	17.04	Bachelor's degree
11-9032	Education administrators, elementary and secondary school	14	17	3	21	1.01	28.72	Degree plus work experience
11-9051	Food service managers	31	52	21	68	1.46	7.44	Work experience in a related field
11-9111	Medical and health services managers	38	66	28	74	2.65	9.33	Degree plus work experience
11-9141	Property, real estate, and community association managers	59	90	31	53	1.09	6.75	Bachelor's degree
11-9199	Managers, all other	111	151	40	36	1.45	7.93	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-1011	Chief executives	87	117	30	34	1.66	18.71	Degree plus work experience
11-1021	General and operations managers	77	90	13	17	0.92	32.26	Degree plus work experience
13-1051	Cost estimators	14	23	9	64	1.29	20.18	Work experience in a related field
13-1111	Management analysts	34	54	20	59	0.74	17.61	Degree plus work experience
13-1199	Business operation specialists, all other	10	14	4	40	0.21	18.21	Bachelor's degree
13-2011	Accountants and auditors	64	95	31	48	0.87	15.70	Bachelor's degree
13-2021	Appraisers and assessors of real estate	22	33	11	50	1.09	6.72	Postsecondary vocational award
13-2052	Personal financial advisors	27	29	2	7	0.81	8.74	Bachelor's degree
15-1021	Computer programmers	10	14	4	40	0.45	17.67	Bachelor's degree
17-2051	Civil engineers	14	22	8	57	0.98	19.18	Bachelor's degree
17-2112	Industrial engineers	11	15	4	36	1.20	33.46	Bachelor's degree
21-1012	Educational, vocational, and school counselors	13	17	4	31	1.07	14.42	Master's degree
21-1021	Child, family, and school social workers	10	13	3	30	0.73	11.53	Bachelor's degree
23-1011	Lawyers	12	13	1	8	0.30	20.89	First professional degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
25-1099	Postsecondary teachers	29	40	11	38	0.39	34.86	Doctoral degree
25-2011	Preschool teachers, except special education	10	13	3	30	--	--	Postsecondary vocational award
25-2021	Elementary school teachers, except special education	96	123	27	28	1.26	18.18	Bachelor's degree
25-2022	Middle school teachers, except special and vocational education	33	42	9	27	1.01	15.78	Bachelor's degree
25-2031	Secondary school teachers, except special and vocational education	58	70	12	21	1.15	18.94	Bachelor's degree
25-3099	Teachers and instructors, all other	31	38	7	23	1.03	11.93	Bachelor's degree
25-9041	Teacher assistants	56	69	13	23	0.86	7.81	Short-term on-the-job training
27-3043	Writers and authors	10	12	2	20	0.56	6.59	Bachelor's degree
27-4021	Photographers	41	45	4	10	1.16	8.41	Long-term on-the-job training
29-1069	Physicians and surgeons	16	20	4	25	0.39	29.98	First professional degree
29-1111	Registered nurses	44	55	11	25	0.38	14.26	Associate's degree
29-2061	Licensed practical and licensed vocational nurses	24	27	3	13	0.71	8.78	Postsecondary vocational award
31-1011	Home health aides	35	49	14	40	0.82	6.55	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
31-1012	Nursing aides, orderlies, and attendants	71	83	12	17	1.03	6.55	Postsecondary vocational award
31-1013	Psychiatric aides	11	18	7	64	1.74	6.59	Short-term on-the-job training
33-3012	Correctional officers and jailers	17	23	6	35	0.90	10.82	Moderate-term on-the-job training
33-3051	Police and sheriff's patrol officers	28	35	7	25	1.00	13.50	Long-term on-the-job training
33-9032	Security guards	13	18	5	38	0.27	13.26	Short-term on-the-job training
35-1012	First-line supervisors/managers of food preparation and serving workers	38	50	12	32	0.93	8.61	Work experience in a related field
35-2011	Cooks, fast food	10	15	5	50	0.38	6.55	Short-term on-the-job training
35-2012	Cooks, institution and cafeteria	20	22	2	10	1.04	7.42	Moderate-term on-the-job training
35-2021	Food preparation workers	26	30	4	15	0.63	6.97	Short-term on-the-job training
35-3011	Bartenders	11	13	2	18	0.44	6.55	Short-term on-the-job training
35-3021	Combined food preparation and serving workers, including fast food	26	37	11	42	0.22	6.87	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
35-3031	Waiters and waitresses	23	28	5	22	0.21	6.55	Short-term on-the-job training
37-1011	First-line supervisors/managers of housekeeping and janitorial workers	35	47	12	34	1.99	8.48	Work experience in a related field
37-1012	First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	10	12	2	20	1.47	13.04	Work experience in a related field
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	79	90	11	14	0.75	10.02	Short-term on-the-job training
37-2012	Maids and housekeeping cleaners	210	321	111	53	2.12	6.55	Short-term on-the-job training
37-2019	Building cleaning workers, all other	62	89	27	44	2.65	6.57	Short-term on-the-job training
37-3011	Landscaping and groundskeeping workers	39	47	8	21	0.79	9.93	Short-term on-the-job training
37-3012	Pesticide handlers, sprayers, and applicators, vegetation	14	17	3	21	2.90	7.92	Moderate-term on-the-job training
37-3013	Tree trimmers and pruners	13	16	3	23	2.62	7.44	Short-term on-the-job training
37-3019	Grounds maintenance workers, all other	14	16	2	14	3.07	7.41	Short-term on-the-job training
39-1021	First-line supervisors/managers of personal service workers	15	22	7	47	1.35	7.35	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
39-2011	Animal trainers	16	16	0	0	3.54	7.44	Moderate-term on-the-job training
39-2021	Nonfarm animal caretakers	38	38	0	0	2.13	6.82	Short-term on-the-job training
39-5012	Hairdressers, hairstylists, and cosmetologists	30	29	-1	-3	1.13	6.68	Postsecondary vocational award
39-9011	Child care workers	131	195	64	49	1.52	6.55	Short-term on-the-job training
39-9021	Personal and home care aides	60	98	38	63	1.38	6.55	Short-term on-the-job training
39-9032	Recreation workers	12	18	6	50	0.71	6.89	Short-term on-the-job training
41-1011	First-line supervisors/managers of retail sales workers	163	215	52	32	1.53	8.33	Work experience in a related field
41-1012	First-line supervisors/managers of non-retail sales workers	73	104	31	42	1.68	11.95	Work experience in a related field
41-2011	Cashiers, except gaming	84	79	-5	-6	0.51	6.64	Short-term on-the-job training
41-2031	Retail salespersons	111	145	34	31	0.48	8.09	Short-term on-the-job training
41-3021	Insurance sales agents	87	135	48	55	2.52	8.74	Bachelor's degree
41-3031	Securities, commodities, and financial services sales agents	16	16	0	0	0.51	9.37	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
41-3099	Sales representatives, services, all other	20	26	6	30	0.56	11.40	Moderate-term on-the-job training
41-4011	Sales representatives, wholesale and manufacturing, technical and scientific products	27	39	12	44	1.08	36.69	Moderate-term on-the-job training
41-4012	Sales representatives, wholesale and manufacturing, except technical and scientific products	75	100	25	33	0.98	23.74	Moderate-term on-the-job training
41-9021	Real estate brokers	99	151	52	53	1.23	6.76	Work experience in a related field
41-9022	Real estate sales agents	100	153	53	53	1.16	6.68	Postsecondary vocational award
41-9091	Door-to-door sales workers, news and street vendors, and related workers	132	189	57	43	2.49	6.55	Short-term on-the-job training
41-9099	Sales and related workers, all other	15	18	3	20	0.93	7.28	Moderate-term on-the-job training
43-1011	First-line supervisors/managers of office and administrative support workers	58	70	12	21	0.81	15.18	Work experience in a related field
43-3011	Bill and account collectors	11	14	3	27	0.55	12.28	Short-term on-the-job training
43-3021	Billing and posting clerks and machine operators	16	18	2	13	0.64	11.81	Moderate-term on-the-job training
43-3031	Bookkeeping, accounting, and auditing clerks	90	117	27	30	0.86	11.33	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-4051	Customer service representatives	41	56	15	37	0.39	12.86	Moderate-term on-the-job training
43-4171	Receptionists and information clerks	20	25	5	25	0.37	9.26	Short-term on-the-job training
43-5021	Couriers and messengers	37	72	35	95	2.56	6.61	Short-term on-the-job training
43-5071	Shipping, receiving, and traffic clerks	31	34	3	10	0.88	14.88	Short-term on-the-job training
43-5081	Stock clerks and order fillers	34	34	0	0	0.40	13.81	Short-term on-the-job training
43-6011	Executive secretaries and administrative assistants	43	57	14	33	0.54	12.63	Moderate-term on-the-job training
43-6012	Legal secretaries	13	16	3	23	0.77	10.20	Postsecondary vocational award
43-6013	Medical secretaries	13	16	3	23	0.53	9.90	Postsecondary vocational award
43-6014	Secretaries, except legal, medical, and executive	64	76	12	19	0.66	10.22	Moderate-term on-the-job training
43-9061	Office clerks, general	105	133	28	27	0.71	10.34	Short-term on-the-job training
45-1099	Supervisors, farming, fishing, and forestry workers	14	16	2	14	4.84	18.96	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
45-2041	Graders and sorters, agricultural products	17	15	-2	-12	6.34	10.27	Work experience in a related field
45-2091	Agricultural equipment operators	11	12	1	9	3.28	10.23	Moderate-term on-the-job training
45-2092	Farmworkers and laborers, crop, nursery, and greenhouse	101	114	13	13	3.14	7.65	Short-term on-the-job training
45-2093	Farmworkers, farm and ranch animals	16	17	1	6	3.51	14.15	Short-term on-the-job training
45-3011	Fishers and related fishing workers	15	22	7	47	3.18	6.55	Moderate-term on-the-job training
45-4022	Logging equipment operators	15	20	5	33	7.56	19.78	Moderate-term on-the-job training
45-4023	Log graders and scalers	11	15	4	36	12.72	19.81	Moderate-term on-the-job training
47-1011	First-line supervisors/managers of construction trades and extraction workers	114	169	55	48	2.26	17.09	Work experience in a related field
47-2021	Brickmasons and blockmasons	10	15	5	50	--	--	Long-term on-the-job training
47-2031	Carpenters	167	248	81	49	2.07	14.62	Long-term on-the-job training
47-2061	Construction laborers	95	137	42	44	1.39	13.17	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
47-2073	Operating engineers and other construction equipment operators	28	39	11	39	1.37	14.03	Moderate-term on-the-job training
47-2081	Drywall and ceiling tile installers	18	27	9	50	2.21	12.39	Moderate-term on-the-job training
47-2111	Electricians	34	43	9	26	0.97	18.73	Long-term on-the-job training
47-2141	Painters, construction and maintenance	89	146	57	64	3.35	15.00	Moderate-term on-the-job training
47-2151	Pipelayers	16	22	6	38	3.06	15.82	Moderate-term on-the-job training
47-2152	Plumbers, pipefitters, and steamfitters	30	41	11	37	1.28	16.44	Long-term on-the-job training
47-2181	Roofers	38	52	14	37	4.34	11.67	Moderate-term on-the-job training
47-3012	Helpers, carpenters	14	23	9	64	3.17	9.93	Short-term on-the-job training
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	29	32	3	10	1.34	21.33	Work experience in a related field
49-3023	Automotive service technicians and mechanics	48	63	15	31	1.21	8.84	Postsecondary vocational award
49-3031	Bus and truck mechanics and diesel engine specialists	13	16	3	23	0.99	13.48	Postsecondary vocational award

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
49-3042	Mobile heavy equipment mechanics, except engines	11	17	6	55	1.74	16.54	Postsecondary vocational award
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	17	23	6	35	1.09	14.25	Long-term on-the-job training
49-9041	Industrial machinery mechanics	35	40	5	14	2.73	19.23	Long-term on-the-job training
49-9042	Maintenance and repair workers, general	96	102	6	6	1.47	17.26	Moderate-term on-the-job training
51-1011	First-line supervisors/managers of production and operating workers	71	67	-4	-6	2.17	26.91	Work experience in a related field
51-2092	Team assemblers	70	66	-4	-6	1.30	14.84	Moderate-term on-the-job training
51-3021	Butchers and meat cutters	14	12	-2	-14	2.24	22.88	Long-term on-the-job training
51-3022	Meat, poultry, and fish cutters and trimmers	68	57	-11	-16	10.14	20.34	Short-term on-the-job training
51-3023	Slaughterers and meat packers	104	86	-18	-17	20.30	17.57	Moderate-term on-the-job training
51-3092	Food batchmakers	16	16	0	0	3.46	14.56	Short-term on-the-job training
51-4031	Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	16	11	-5	-31	1.33	13.52	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-4041	Machinists	14	16	2	14	0.71	15.90	Long-term on-the-job training
51-4072	Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	25	13	-12	-48	3.73	10.06	Moderate-term on-the-job training
51-4121	Welders, cutters, solderers, and brazers	19	25	6	32	1.01	14.74	Long-term on-the-job training
51-6011	Laundry and dry-cleaning workers	12	15	3	25	0.94	7.10	Moderate-term on-the-job training
51-6031	Sewing machine operators	21	21	0	0	2.06	10.77	Moderate-term on-the-job training
51-7041	Sawing machine setters, operators, and tenders, wood	15	22	7	47	5.07	14.46	Moderate-term on-the-job training
51-7042	Woodworking machine setters, operators, and tenders, except sawing	10	14	4	40	--	--	Moderate-term on-the-job training
51-9023	Mixing and blending machine setters, operators, and tenders	13	12	-1	-8	2.01	13.61	Moderate-term on-the-job training
51-9032	Cutting and slicing machine setters, operators, and tenders	23	20	-3	-13	6.36	15.28	Moderate-term on-the-job training
51-9041	Extruding, forming, pressing, and compacting machine setters, operators, and tenders	17	15	-2	-12	4.27	17.94	Moderate-term on-the-job training
51-9061	Inspectors, testers, sorters, samplers, and weighers	55	51	-4	-7	2.49	18.84	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-9111	Packaging and filling machine operators and tenders	33	27	-6	-18	1.94	18.42	Short-term on-the-job training
51-9198	Helpers--Production workers	72	65	-7	-10	2.98	14.17	Short-term on-the-job training
53-1021	First-line supervisors/managers of helpers, laborers, and material movers, hand	12	14	2	17	1.30	20.38	Work experience in a related field
53-3021	Bus drivers, transit and intercity	10	14	4	40	--	--	Moderate-term on-the-job training
53-3022	Bus drivers, school	30	39	9	30	1.35	6.55	Short-term on-the-job training
53-3031	Driver/sales workers	77	110	33	43	2.67	8.81	Short-term on-the-job training
53-3032	Truck drivers, heavy and tractor-trailer	117	146	29	25	1.30	11.91	Moderate-term on-the-job training
53-3033	Truck drivers, light or delivery services	95	132	37	39	1.75	10.19	Short-term on-the-job training
53-7051	Industrial truck and tractor operators	55	56	1	2	1.85	15.06	Short-term on-the-job training
53-7061	Cleaners of vehicles and equipment	28	26	-2	-7	1.72	11.25	Short-term on-the-job training
53-7062	Laborers and freight, stock, and material movers, hand	145	153	8	6	1.29	12.19	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
53-7063	Machine feeders and offbearers	24	22	-2	-8	3.83	13.39	Short-term on-the-job training
53-7064	Packers and packagers, hand	38	29	-9	-24	1.01	12.45	Short-term on-the-job training
		8,214	10,340	2,126	26		12.58	

at least 1.25 greater than \$12.58

Source: EMSI

Appendix B: Businesses by 3-Digit NAICS Codes

Calhoun County								
Industry	NAICS Code	2002	2007	Average Size	Change		SC % change	US % change
					#	%		
Support Activities for Agriculture and Forestry	115	9	10	11	1	11.1	-13.0	1.8
Specialty Trade Contractors	238	31	29	10	-2	-6.5	-6.4	12.9
Merchant Wholesalers, Nondurable Goods	424	6	6	9	0	0.0	-5.0	-3.5
Motor Vehicle and Parts Dealers	441	6	5	5	-1	-16.7	-11.6	2.2
Food and Beverage Stores	445	5	3	0	-2	-40.0	-18.2	-0.5
Health and Personal Care Stores	446	4	3	5	-1	-25.0	9.1	10.2
Gasoline Stations	447	7	5	11	-2	-28.6	-2.8	-1.9
General Merchandise Stores	452	5	3	7	-2	-40.0	17.5	13.3
Credit Intermediation and Related Activities	522	7	9	4	2	28.6	12.2	23.8
Insurance Carriers and Related Activities	524	4	3	0	-1	-25.0	0.3	6.7
Professional, Scientific, and Technical Services	541	18	13	4	-5	-27.8	2.1	14.3
Ambulatory Health Care Services	621	8	8	10	0	0.0	7.4	13.3
Social Assistance	624	5	3	7	-2	-40.0	-5.0	29.4
Repair and Maintenance	811	12	8	4	-4	-33.3	-18.3	-0.4
Private Households	814	16	11	1	-5	-31.3	4.6	24.9

growth rate exceeds both SC and US growth rates

Source: Bureau of Labor Statistics

Appendix C: Calhoun County Employment by Industry Sector

Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage (\$)	Projected Growth
		2002	2007	#	%				
Total		3,996	4,061	65	1.6			36,389	26%

<i>6 star sectors</i>									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage (\$)	Projected Growth
		2002	2007	#	%				
NONE									

<i>5 star sectors</i>									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage (\$)	Projected Growth
		2002	2007	#	%				
Specialty Trade Contractors	238	182	302	120	66	2.25	93	31,976	A

<i>4 star sectors</i>									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage (\$)	Projected Growth
		2002	2007	#	%				
Professional, Scientific, and Technical Services	541	39	55	16	41	0.26	10	39,337	A
Ambulatory Health Care Services	621	36	77	41	114	0.50	35	15,161	AA

3 star or fewer sectors									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage (\$)	Projected Growth
		2002	2007	#	%				
Merchant Wholesalers, Nondurable Goods	424	33	53	20	61	0.93	19	62,166	BA
Support Activities for Agriculture and Forestry	115	99	105	6	6	11.36	-1	22,971	BA
Motor Vehicle and Parts Dealers	441	15	23	8	53	0.43	8	32,086	BA
General Merchandise Stores	452	17	20	3	18	0.24	2	9,896	BA
Credit Intermediation and Related Activities	522	26	34	8	31	0.42	6	28,106	BA
Health and Personal Care Stores	446	23	15	-8	-35	0.54	-10	17,202	AA
Gasoline Stations	447	72	56	-16	-22	2.33	-13	12,758	BA
Social Assistance	624	33	20	-13	-39	0.32	-19	10,015	A
Repair and Maintenance	811	42	30	-12	-29	0.86	-12	25,943	A
Private Households	814	128	14	-114	-89	0.91	-141	8,825	BA

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 25 or more, 2002-2007 employment growth rate greater than 1.6% (overall county job growth rate), location quotient of at least 1.25, competitive effect greater than 0, average annual wage greater than \$36,389 (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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