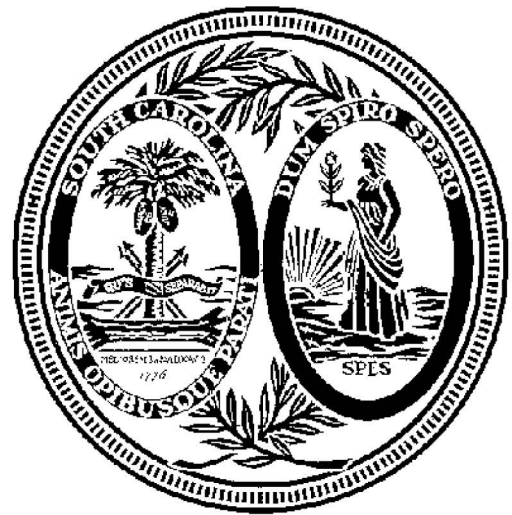


# Marion County Base Labor Market Analysis



South Carolina  
Department of  
Commerce  
Labor Market Information



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## EXECUTIVE SUMMARY

### Population

*Marion County's has lost population in recent years.*

However, the population is expected to increase slightly in the future.

*Marion County attracts workers mainly from within its borders.*

Over 60% of Marion County's workers live in the county.

### Income

*Per capita income growth has lagged behind both the US and South Carolina.*

Marion County's per capita income was below state and national levels from 1996 to 2006.

Marion County's average wages are below the state's average, but there is variance among various industries and occupations.

### Education

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

The greatest increase has been in the areas of business management, health, mechanics and repair, and computer and information sciences.

### Occupations

*Marion County is expected to match or exceed state growth in all occupational groups.*

Expected growth is noteworthy in architecture and engineering; life, physical and social science; legal; arts, design, entertainment, sports and media; building and grounds cleaning and maintenance; and personal care and service.

*Requirements for Marion 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

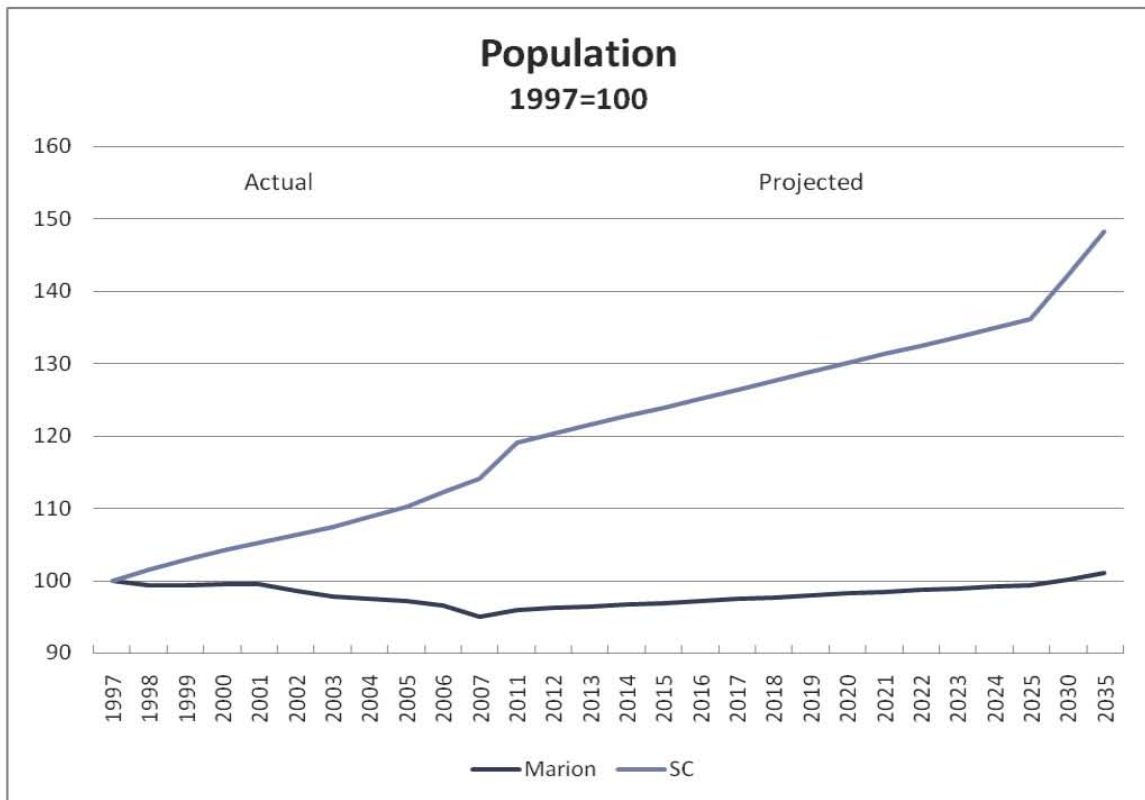
*Sectors rated as having high potential in Marion County are as follows:*

Forestry and logging and transportation equipment manufacturing.

# POPULATION

## Growth

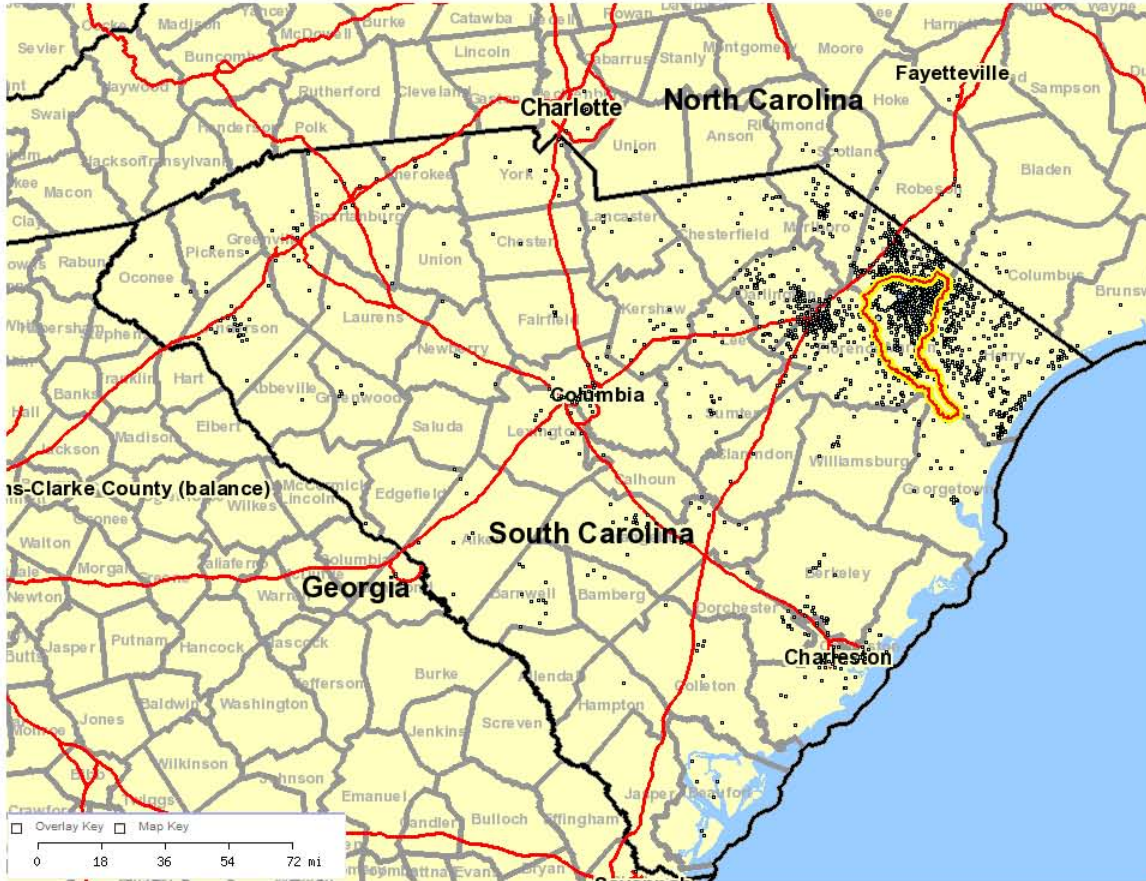
Marion County's 2007 population was 33,905. The county lost 4.9% of its population from 1997, compared to 14% growth for South Carolina. Marion's future population growth is expected to be slower than the state's.



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

## LABORSHED

The map below shows where Marion County workers come from (in 2004, latest available data). As can be seen, Marion County draws workers mainly from within its borders.



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

## Characteristics of Workers

### Age of Workers:

30 or younger	23.1%
31 to 54	59.0%
55 or older	17.9%

### Earnings of Workers:

\$1,200 per month or less	31.9%
\$1,201 to \$3,400 per month	54.8%
More than \$3,400 per month	13.4%

**States Where Workers Live:**

South Carolina	97.5%
North Carolina	1.2%
All other locations	1.2%

**Counties Where Workers Live:**

Marion, South Carolina	63.1%
Dillon, South Carolina	11.3%
Horry, South Carolina	7.9%
Florence, South Carolina	6.7%
Darlington, South Carolina	1.9%
Marlboro, South Carolina	1.0%
Charleston, South Carolina	0.5%
Anderson, South Carolina	0.4%
Robeson, North Carolina	0.4%
Richland, South Carolina	0.4%
All Other Locations	6.4%

**Cities Where Workers Live:**

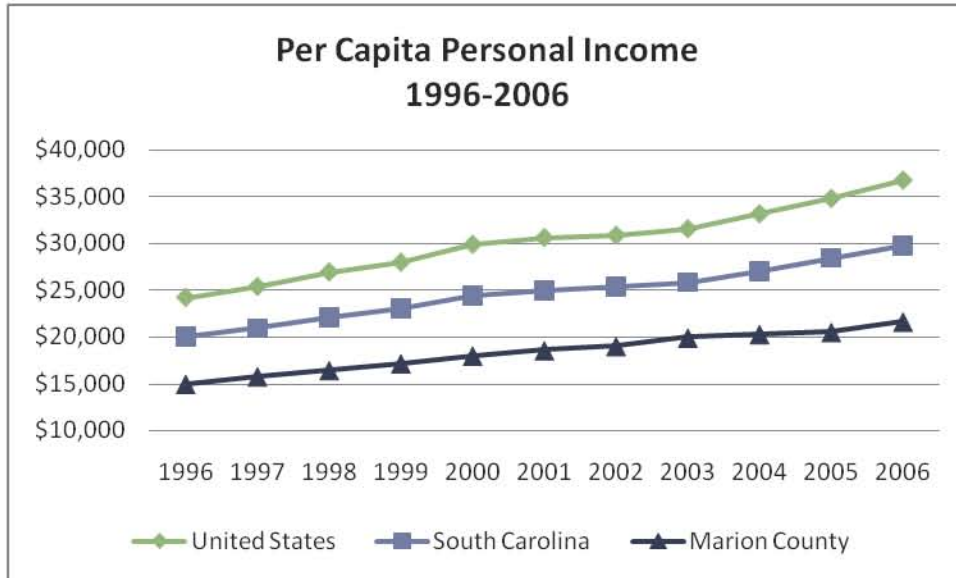
Marion, South Carolina	14.4%
Mullins, South Carolina	9.2%
Dillon, South Carolina	1.5%
Florence, South Carolina	1.5%
Latta, South Carolina	0.6%
Conway, South Carolina	0.3%
Myrtle Beach, South Carolina	0.3%
Bennettsville, South Carolina	0.3%
Socastee, South Carolina	0.3%
Timmons ville, South Carolina	0.2%
All Other Locations	71.3%

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

# INCOME

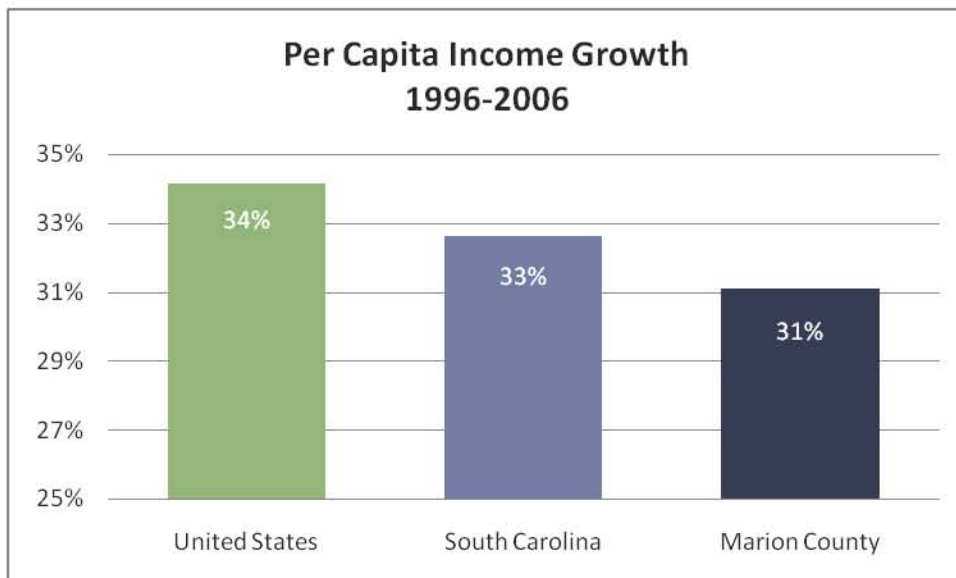
## Per Capita Income

Marion County's per capita income was below the state's and nation's for the 1996 to 2006 period.



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

Marion County's per capita income has experienced slower growth than the state or nation. As a result, Marion County lags farther behind South Carolina and the U.S. in this key measure of economic vitality.



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

## Wages by Industry

Marion County's average wages are well below those of South Carolina (\$525 vs. \$680 in 2007). Average wages were up 12% in Marion County over the past five years. All major sectors had growth over the past five years.

Industry	NAICS Code	2007 Average Weekly Wage	2002 Average Weekly Wage	Change
Total, Private and Government		\$525	\$464	12%
Construction	23	437	342	22
Manufacturing	31-33	619	539	13
Retail Trade	44-45	370	326	12
Transportation and Warehousing	48-49	520	393	24
Finance and Insurance	52	745	594	20
Real Estate and Rental and Leasing	53	440	335	24
Administration & Support & Waste Management & Remediation Services	56	483	344	29
Arts, Entertainment, and Recreation	71	175	157	10
Accommodation and Food Services	72	175	163	9
Other Services (Except Public Administration)	81	330	282	15
Federal Government		855	706	17
State Government		620	574	7
Local Government		582	520	11

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

## Wages by Occupation

Average wages in Marion County are higher than state averages in the following occupational groups:

- Community and social services
- Healthcare practitioners
- Education, training and library
- Protective service
- Farming and forestry

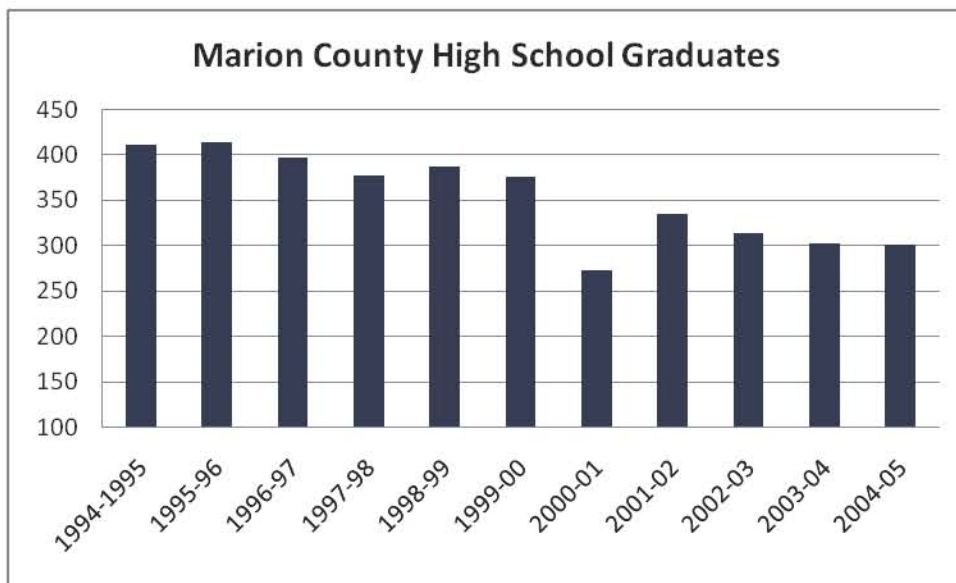
Occupation	2007 Marion County Median Hourly Wage	2007 SC Median Hourly Wage
Management occupations	\$16.09	\$28.78
Business and financial operations occupations	\$14.18	\$20.28
Computer and mathematical science occupations	\$25.16	\$26.20
Architecture and engineering occupations	\$21.87	\$30.22
Life, physical and social science occupations	\$12.91	\$22.76
Community and social services occupations	\$13.95	\$13.18
Legal occupations	\$17.19	\$30.68
Education, training and library occupations	\$20.79	\$24.42
Arts, design, entertainment, sports and media occupations	\$6.96	\$12.66
Healthcare practitioners and technical occupations	\$30.79	\$30.64
Healthcare support occupations	\$8.73	\$10.55
Protective service occupations	\$13.92	\$13.87
Food preparation and serving related occupations	\$6.54	\$7.90
Building and grounds cleaning and maintenance occupations	\$7.03	\$8.42
Personal care and service occupations	\$7.30	\$8.39
Sales and related occupations	\$10.25	\$13.48
Office and administrative support occupations	\$11.79	\$13.22
Farming, fishing, and forestry occupations	\$14.92	\$13.07
Construction and extraction occupations	\$12.56	\$16.51
Installation, maintenance and repair occupations	\$12.64	\$16.88
Production occupations	\$13.06	\$15.21
Transportation and material moving occupations	\$10.60	\$12.94

Source: *Economic Modeling Specialists, Inc.*

## EDUCATION

### High School Graduates

From 1995 to 2005 (latest data available), the number of Marion County students receiving high school diplomas was lower by 109—or 27%. In South Carolina, on the other hand, the number of high school diplomas increased 9% from 1995 to 2005. A total of 301 people received high school diplomas in Marion County in 2005. Marion County had 104 fewer 12<sup>th</sup> grade students in 2004-05 than in 1994-95, explaining some of the decrease in graduates. Also, the number of students not passing the exit exam who received a certificate of completion instead of a diploma increased by 29 (to 37) over the 1995-2005 period.



Source: National Center for Education Statistics.

## Higher Education Graduates

Over 1,400 more students graduated from higher educational institutions in the Pee Dee area in 2006 than in 1996, an increase of 23%. The greatest numerical increase was in business management fields.

Program	1996	2006	Change	% Change
Business Management and Administrative Services	910	1,229	319	26%
Health Professions and Related Sciences	1,056	1,332	276	21%
Mechanics and Repairers	142	254	112	44%
Computer and Information Sciences	118	226	108	48%
Construction Trades	77	168	91	54%
Public Administration and Services	65	155	90	58%
Social Sciences and History	259	348	89	26%
Education	513	590	77	13%
Biological Science/Life Sciences	200	276	76	28%
Communications	17	73	56	77%
Liberal Arts and Studies, General Sciences and Humanities	478	530	52	10%
Parks, Recreation, Leisure and Fitness Studies	21	73	52	71%
Visual and Performing Arts	63	102	39	38%
Personal and Miscellaneous Services	48	83	35	42%
Physical Sciences	34	65	31	48%
Foreign Languages and Literatures	3	16	13	81%
Psychology	144	156	12	8%
Precision Production Trades	89	99	10	10%
Law and Legal Studies	35	44	9	20%
Protective Services	225	234	9	4%
Philosophy and Religion	6	11	5	45%
Multi/Interdisciplinary Studies	27	28	1	4%
Engineering-Related Technologies	128	121	-7	-6%
Mathematics	45	24	-21	-88%
Agricultural Business and Production	44	20	-24	-120%
English Language and Literature/Letters	114	83	-31	-37%
Total	4,861	6,340	1,479	23%

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

Data for these schools: Central Carolina Technical College, Coastal Carolina University, Coker College, Florence-Darlington Technical College, Horry-Georgetown Technical College, McLeod Regional Medical Center School of Medical Technology, Morris College, Northeastern Technical College, Richmond Community College (NC), Robeson Community College (NC), South Piedmont Community College (NC), St. Andrews Presbyterian College (NC), University of North Carolina at Pembroke, University of South Carolina-Lancaster, and University of South Carolina-Sumter.

## OCCUPATIONS

### Occupational Projections

Marion County is expected to match or exceed state growth in all occupational groups. Growth is noteworthy in architecture and engineering; life, physical and social science; legal; arts, design, entertainment, sports and media; building and grounds cleaning and maintenance; and personal care and service.

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

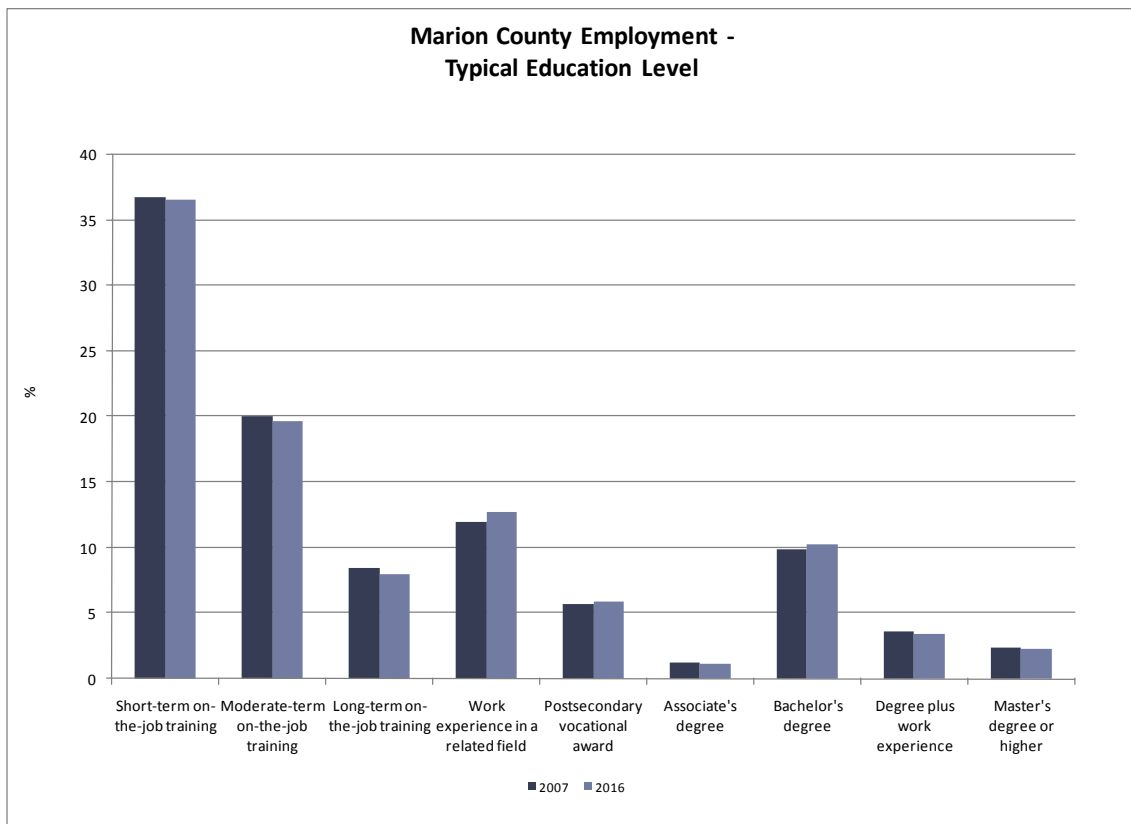
Occupation	2007-2016 Marion County Projected Growth	2007-2016 SC Projected Growth
Management occupations	26%	17%
Business and financial operations occupations	33	22
Computer and mathematical science occupations	41	23
Architecture and engineering occupations	38	15
Life, physical, and social science occupations	37	15
Community and social services occupations	25	15
Legal occupations	46	21
Education, training, and library occupations	24	16
Arts, design, entertainment, sports and media occupations	40	17
Healthcare practitioners and technical occupations	23	24
Healthcare support occupations	36	25
Protective service occupations	33	18
Food preparation and serving related occupations	23	13
Building and grounds cleaning and maintenance occupations	51	23
Personal care and service occupations	28	7
Sales and related occupations	32	19
Office and administrative support occupations	19	13
Farming, fishing, and forestry occupations	25	16
Construction and extraction occupations	38	19
Installation, maintenance, and repair occupations	23	17
Production occupations	13	10
Transportation and material moving occupations	24	11

Source: *Economic Modeling Specialists, Inc.*

## Occupational Education Requirements

The trend for occupational growth shows that the greatest increase in demand in Marion County will be for workers with experience in a related field and those with bachelor's degrees. Based on employment projections, Marion County is expected to see growth in requirements for the following levels of education and experience:

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



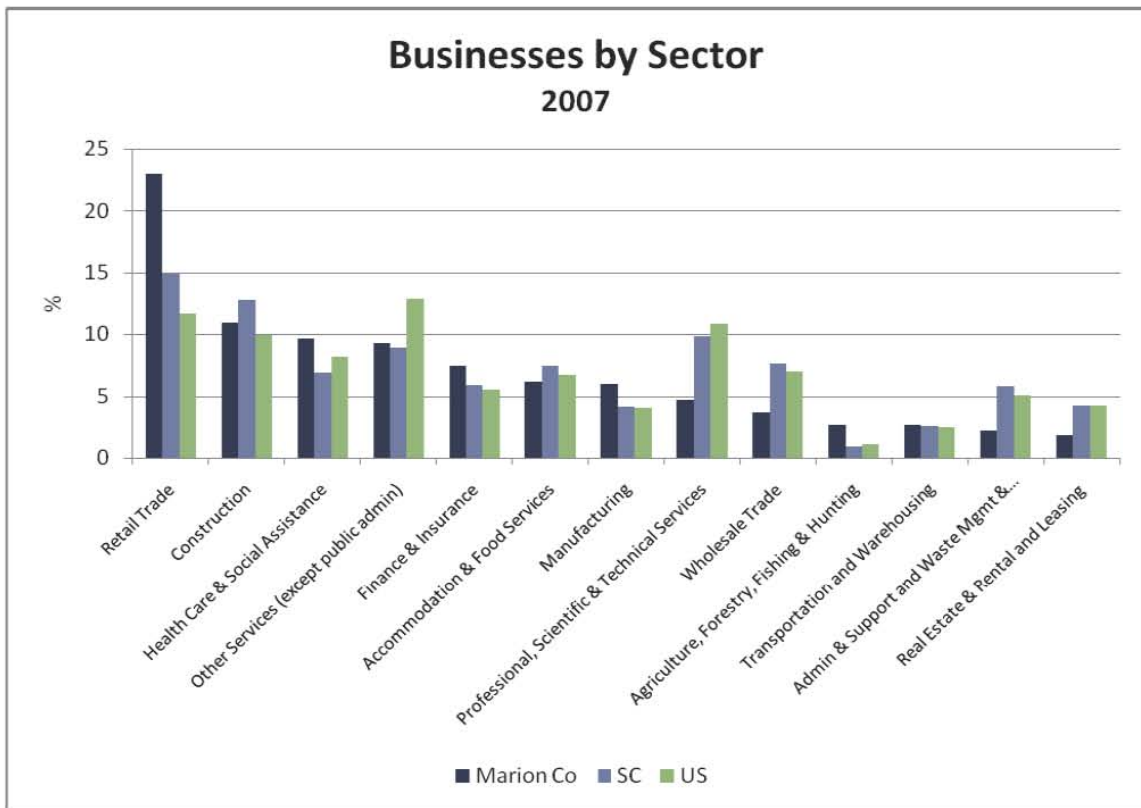
Source: Economic Modeling Specialists, Inc

# INDUSTRY

## Businesses by Sector

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

- Retail trade
- Health care and social assistance
- Finance and insurance
- Manufacturing
- Agriculture, forestry, fishing and hunting
- Transportation and warehousing



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

## Growth in Number of Businesses

The number of private businesses in Marion County fell by 16% 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, Marion 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.

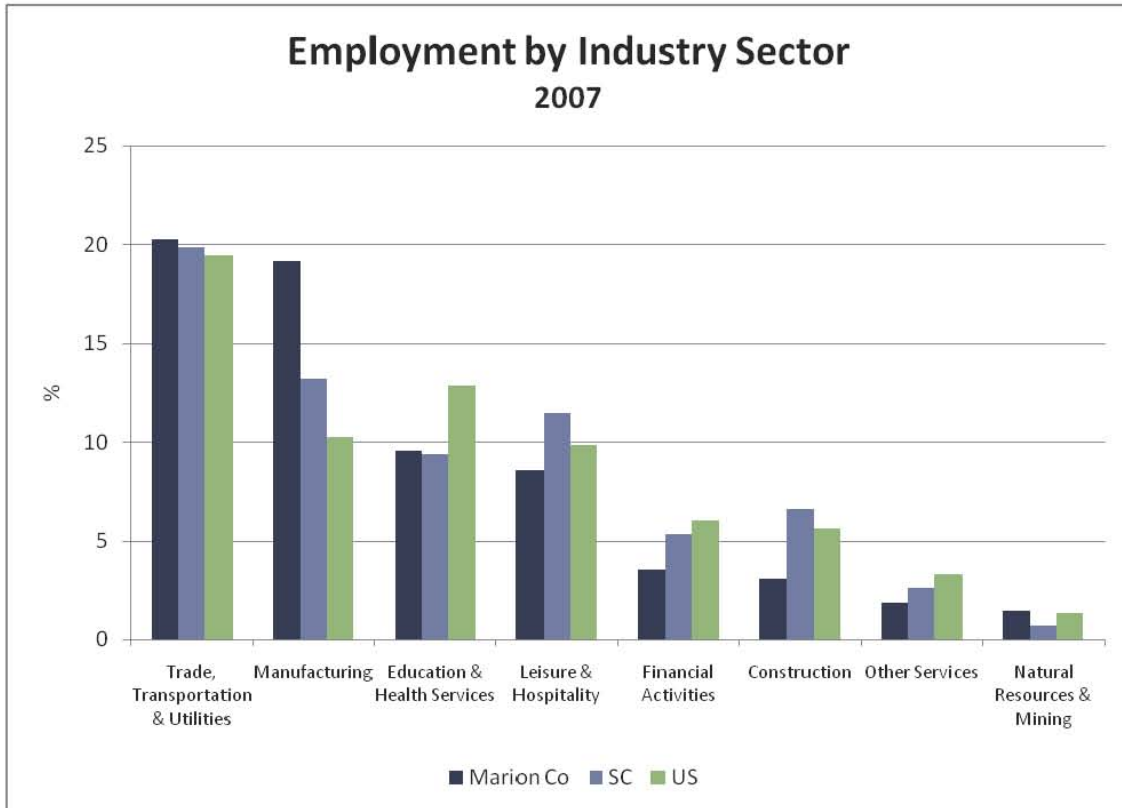
See **Appendix B** for information on all industries.

Industry	2002-2007 Growth (%)		
	Marion Co.	SC	US
Transportation equipment manufacturing	75.0	4.9	-1.1
Health and personal care stores	27.3	9.1	10.2

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

## Employment by Sector

Compared to South Carolina and the United States, Marion County's employment is much more concentrated in manufacturing. Trade, transportation and utilities is the largest sector in Marion's labor market.



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



## MOVING FORWARD

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

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

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
11-1011	Chief executives	111	157	46	41	1.21	21.44	Degree plus work experience
11-1021	General and operations managers	114	127	13	11	0.75	28.51	Degree plus work experience
11-1031	Legislators	29	35	6	21	5.58	8.52	Degree plus work experience
11-3011	Administrative services managers	12	14	2	17	0.59	21.81	Degree plus work experience
11-3031	Financial managers	33	38	5	15	0.60	23.52	Degree plus work experience
11-3051	Industrial production managers	14	16	2	14	1.11	28.15	Work experience in a related field
11-9011	Farm, ranch, and other agricultural managers	44	42	-2	-5	1.54	5.85	Degree plus work experience
11-9012	Farmers and ranchers	217	206	-11	-5	1.54	5.85	Long-term on-the-job training
11-9021	Construction managers	87	130	43	49	1.42	13.15	Bachelor's degree
11-9032	Education administrators, elementary and secondary school	35	44	9	26	1.43	42.65	Degree plus work experience
11-9051	Food service managers	52	65	13	25	1.40	9.03	Work experience in a related field
11-9081	Lodging managers	34	50	16	47	2.85	9.00	Work experience in a related field
11-9111	Medical and health services managers	19	26	7	37	0.74	27.44	Degree plus work experience
11-9141	Property, real estate, and community association managers	101	157	56	55	1.06	6.93	Bachelor's degree
11-9199	Managers, all other	145	213	68	47	1.11	20.19	Work experience in a related field
13-1022	Wholesale and retail buyers, except farm products	10	14	4	40	--	--	Work experience in a related field
13-1023	Purchasing agents, except wholesale, retail, and farm products	13	16	3	23	0.52	18.92	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
13-1031	Claims adjusters, examiners, and investigators	12	15	3	25	0.48	24.28	Long-term on-the-job training
13-1111	Management analysts	21	28	7	33	0.26	16.32	Degree plus work experience
13-1199	Business operation specialists, all other	16	23	7	44	0.19	15.08	Bachelor's degree
13-2011	Accountants and auditors	61	78	17	28	0.47	13.63	Bachelor's degree
13-2021	Appraisers and assessors of real estate	38	59	21	55	1.10	8.90	Postsecondary vocational award
13-2052	Personal financial advisors	36	52	16	44	0.61	6.69	Bachelor's degree
13-2072	Loan officers	20	20	0	0	0.62	24.49	Bachelor's degree
17-2051	Civil engineers	10	13	3	30	--	--	Bachelor's degree
17-2112	Industrial engineers	16	24	8	50	0.95	23.26	Bachelor's degree
17-2141	Mechanical engineers	16	21	5	31	0.86	31.15	Bachelor's degree
17-3023	Electrical and electronic engineering technicians	10	15	5	50	0.73	26.21	Associate's degree
17-3026	Industrial engineering technicians	12	17	5	42	1.95	13.77	Associate's degree
21-1012	Educational, vocational, and school counselors	36	46	10	28	1.67	19.48	Master's degree
21-1015	Rehabilitation counselors	22	31	9	41	1.79	14.47	Master's degree
21-1021	Child, family, and school social workers	38	47	9	24	1.55	14.49	Bachelor's degree
21-1023	Mental health and substance abuse social workers	14	18	4	29	1.28	15.49	Master's degree
21-1092	Probation officers and correctional treatment specialists	12	16	4	33	1.57	18.63	Bachelor's degree
21-1093	Social and human service assistants	39	51	12	31	1.32	10.92	Moderate-term on-the-job training
21-2011	Clergy	27	31	4	15	1.34	6.50	Master's degree
21-2021	Directors, religious activities and education	10	12	2	20	1.35	6.34	Bachelor's degree
23-1011	Lawyers	35	53	18	51	0.50	17.34	First professional degree
23-1023	Judges, magistrate judges, and magistrates	13	17	4	31	6.21	21.73	Degree plus work experience
25-1099	Postsecondary teachers	38	53	15	39	0.30	38.72	Doctoral degree
25-2011	Preschool teachers, except special education	57	65	8	14	1.34	9.40	Postsecondary vocational award

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
25-2012	Kindergarten teachers, except special education	71	94	23	32	4.56	26.62	Bachelor's degree
25-2021	Elementary school teachers, except special education	299	384	85	28	2.19	25.54	Bachelor's degree
25-2022	Middle school teachers, except special and vocational education	109	135	26	24	1.83	24.22	Bachelor's degree
25-2031	Secondary school teachers, except special and vocational education	134	161	27	20	1.48	25.86	Bachelor's degree
25-2032	Vocational education teachers, secondary school	15	15	0	0	1.62	29.00	Degree plus work experience
25-2041	Special education teachers, preschool, kindergarten, and elementary school	36	48	12	33	1.87	26.20	Bachelor's degree
25-2042	Special education teachers, middle school	16	21	5	31	1.85	25.58	Bachelor's degree
25-2043	Special education teachers, secondary school	14	17	3	21	1.16	25.14	Bachelor's degree
25-3021	Self-enrichment education teachers	12	15	3	25	0.55	10.79	Work experience in a related field
25-3099	Teachers and instructors, all other	36	45	9	25	0.65	15.99	Bachelor's degree
25-4021	Librarians	17	21	4	24	1.31	23.41	Master's degree
25-4031	Library technicians	13	16	3	23	1.27	9.00	Postsecondary vocational award
25-9031	Instructional coordinators	10	13	3	30	--	--	Master's degree
25-9041	Teacher assistants	247	298	51	21	2.11	8.93	Short-term on-the-job training
27-2041	Music directors and composers	13	20	7	54	1.00	6.77	Degree plus work experience
27-2042	Musicians and singers	16	22	6	38	0.85	6.22	Long-term on-the-job training
27-3043	Writers and authors	21	34	13	62	0.66	6.02	Bachelor's degree
27-4021	Photographers	53	63	10	19	0.86	6.04	Long-term on-the-job training
29-1051	Pharmacists	16	17	1	6	0.81	42.99	First professional degree
29-1069	Physicians and surgeons	49	50	1	2	0.72	112.27	First professional degree
29-1111	Registered nurses	86	107	21	24	0.42	26.24	Associate's degree
29-1123	Physical therapists	13	17	4	31	0.81	27.66	Master's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
29-1127	Speech-language pathologists	25	30	5	20	2.33	18.01	Master's degree
29-2012	Medical and clinical laboratory technicians	13	14	1	8	1.01	14.49	Associate's degree
29-2021	Dental hygienists	11	14	3	27	0.74	11.87	Associate's degree
29-2034	Radiologic technologists and technicians	11	11	0	0	0.67	27.09	Associate's degree
29-2041	Emergency medical technicians and paramedics	38	51	13	34	2.30	8.45	Postsecondary vocational award
29-2052	Pharmacy technicians	23	36	13	57	0.97	9.28	Moderate-term on-the-job training
29-2061	Licensed practical and licensed vocational nurses	65	74	9	14	1.05	18.07	Postsecondary vocational award
29-2071	Medical records and health information technicians	11	11	0	0	0.76	12.27	Associate's degree
31-1011	Home health aides	65	103	38	58	0.92	7.30	Short-term on-the-job training
31-1012	Nursing aides, orderlies, and attendants	80	103	23	29	0.66	7.46	Postsecondary vocational award
31-1013	Psychiatric aides	15	25	10	67	1.42	6.03	Short-term on-the-job training
31-9011	Massage therapists	14	13	-1	-7	1.72	6.52	Postsecondary vocational award
31-9091	Dental assistants	18	24	6	33	0.77	13.19	Moderate-term on-the-job training
31-9092	Medical assistants	26	33	7	27	0.73	11.03	Moderate-term on-the-job training
33-2011	Fire fighters	21	29	8	38	0.90	18.28	Long-term on-the-job training
33-3012	Correctional officers and jailers	157	207	50	32	4.49	13.41	Moderate-term on-the-job training
33-3051	Police and sheriff's patrol officers	112	148	36	32	2.09	14.55	Long-term on-the-job training
33-9032	Security guards	26	34	8	31	0.30	7.13	Short-term on-the-job training
35-1012	First-line supervisors/managers of food preparation and serving workers	88	114	26	30	1.23	9.39	Work experience in a related field
35-2011	Cooks, fast food	213	262	49	23	4.07	5.88	Short-term on-the-job training
35-2012	Cooks, institution and cafeteria	62	72	10	16	1.81	6.63	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
35-2014	Cooks, restaurant	20	18	-2	-10	0.28	7.12	Long-term on-the-job training
35-2021	Food preparation workers	46	58	12	26	0.61	7.09	Short-term on-the-job training
35-3011	Bartenders	11	15	4	36	0.25	6.42	Short-term on-the-job training
35-3021	Combined food preparation and serving workers, including fast food	290	388	98	34	1.40	5.89	Short-term on-the-job training
35-3022	Counter attendants, cafeteria, food concession, and coffee shop	15	19	4	27	0.35	6.43	Short-term on-the-job training
35-3031	Waiters and waitresses	68	64	-4	-6	0.35	6.59	Short-term on-the-job training
35-3041	Food servers, nonrestaurant	11	14	3	27	0.71	5.85	Short-term on-the-job training
35-9021	Dishwashers	12	12	0	0	0.28	6.27	Short-term on-the-job training
37-1011	First-line supervisors/managers of housekeeping and janitorial workers	42	65	23	55	1.32	7.87	Work experience in a related field
37-1012	First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	18	26	8	44	1.40	9.56	Work experience in a related field
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	134	174	40	30	0.70	8.06	Short-term on-the-job training
37-2012	Maids and housekeeping cleaners	291	462	171	59	1.92	6.08	Short-term on-the-job training
37-2019	Building cleaning workers, all other	74	119	45	61	1.80	5.86	Short-term on-the-job training
37-2021	Pest control workers	18	29	11	61	2.27	10.88	Moderate-term on-the-job training
37-3011	Landscaping and groundskeeping workers	70	90	20	29	0.80	8.90	Short-term on-the-job training
37-3012	Pesticide handlers, sprayers, and applicators, vegetation	23	37	14	61	2.67	6.28	Moderate-term on-the-job training
37-3013	Tree trimmers and pruners	22	36	14	64	2.52	6.16	Short-term on-the-job training
37-3019	Grounds maintenance workers, all other	23	36	13	57	2.75	6.18	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
39-1021	First-line supervisors/managers of personal service workers	24	24	0	0	1.16	9.26	Work experience in a related field
39-2011	Animal trainers	16	16	0	0	1.97	6.38	Moderate-term on-the-job training
39-2021	Nonfarm animal caretakers	38	32	-6	-16	1.24	6.05	Short-term on-the-job training
39-3091	Amusement and recreation attendants	10	14	4	40	0.51	7.34	Short-term on-the-job training
39-4021	Funeral attendants	30	32	2	7	11.04	10.02	Short-term on-the-job training
39-5012	Hairdressers, hairstylists, and cosmetologists	71	63	-8	-11	1.51	6.12	Postsecondary vocational award
39-9011	Child care workers	193	275	82	42	1.42	5.89	Short-term on-the-job training
39-9021	Personal and home care aides	146	230	84	58	2.04	9.07	Short-term on-the-job training
39-9031	Fitness trainers and aerobics instructors	14	22	8	57	0.66	7.04	Postsecondary vocational award
39-9032	Recreation workers	18	22	4	22	0.60	10.47	Short-term on-the-job training
41-1011	First-line supervisors/managers of retail sales workers	430	594	164	38	2.32	13.71	Work experience in a related field
41-1012	First-line supervisors/managers of non-retail sales workers	84	124	40	48	1.09	14.91	Work experience in a related field
41-2011	Cashiers, except gaming	477	512	35	7	1.61	7.58	Short-term on-the-job training
41-2012	Gaming change persons and booth cashiers	12	18	6	50	2.30	20.67	Short-term on-the-job training
41-2021	Counter and rental clerks	33	44	11	33	0.82	7.60	Short-term on-the-job training
41-2022	Parts salespersons	41	41	0	0	2.07	10.15	Moderate-term on-the-job training
41-2031	Retail salespersons	341	440	99	29	0.82	9.29	Short-term on-the-job training
41-3021	Insurance sales agents	81	103	22	27	1.34	11.05	Bachelor's degree
41-3031	Securities, commodities, and financial services sales agents	27	35	8	30	0.47	7.28	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
41-3099	Sales representatives, services, all other	23	36	13	57	0.40	7.84	Moderate-term on-the-job training
41-4011	Sales representatives, wholesale and manufacturing, technical and scientific products	17	27	10	59	0.38	31.89	Moderate-term on-the-job training
41-4012	Sales representatives, wholesale and manufacturing, except technical and scientific products	63	88	25	40	0.46	27.18	Moderate-term on-the-job training
41-9021	Real estate brokers	167	260	93	56	1.19	6.69	Work experience in a related field
41-9022	Real estate sales agents	172	266	94	55	1.14	6.75	Postsecondary vocational award
41-9091	Door-to-door sales workers, news and street vendors, and related workers	75	112	37	49	0.81	5.86	Short-term on-the-job training
41-9099	Sales and related workers, all other	24	34	10	42	0.82	6.41	Moderate-term on-the-job training
43-1011	First-line supervisors/managers of office and administrative support workers	103	120	17	17	0.81	17.18	Work experience in a related field
43-3011	Bill and account collectors	16	18	2	13	0.44	11.82	Short-term on-the-job training
43-3021	Billing and posting clerks and machine operators	41	42	1	2	0.90	12.48	Moderate-term on-the-job training
43-3031	Bookkeeping, accounting, and auditing clerks	141	178	37	26	0.75	11.17	Moderate-term on-the-job training
43-3051	Payroll and timekeeping clerks	16	17	1	6	0.87	13.50	Moderate-term on-the-job training
43-3071	Tellers	56	66	10	18	1.09	12.50	Short-term on-the-job training
43-4051	Customer service representatives	68	93	25	37	0.36	12.54	Moderate-term on-the-job training
43-4111	Interviewers, except eligibility and loan	10	11	1	10	--	--	Short-term on-the-job training
43-4131	Loan interviewers and clerks	13	11	-2	-15	0.58	16.20	Short-term on-the-job training
43-4161	Human resources assistants, except payroll and timekeeping	11	13	2	18	0.78	14.49	Short-term on-the-job training
43-4171	Receptionists and information clerks	53	65	12	23	0.54	9.17	Short-term on-the-job training


SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
43-5021	Couriers and messengers	15	13	-2	-13	0.56	6.84	Short-term on-the-job training
43-5031	Police, fire, and ambulance dispatchers	19	26	7	37	2.28	9.76	Moderate-term on-the-job training
43-5032	Dispatchers, except police, fire, and ambulance	14	16	2	14	0.90	12.64	Moderate-term on-the-job training
43-5041	Meter readers, utilities	21	21	0	0	5.33	11.67	Short-term on-the-job training
43-5052	Postal service mail carriers	31	37	6	19	1.13	21.93	Short-term on-the-job training
43-5061	Production, planning, and expediting clerks	18	23	5	28	0.74	14.79	Short-term on-the-job training
43-5071	Shipping, receiving, and traffic clerks	36	43	7	19	0.56	11.51	Short-term on-the-job training
43-5081	Stock clerks and order fillers	110	127	17	15	0.76	8.68	Short-term on-the-job training
43-6011	Executive secretaries and administrative assistants	63	82	19	30	0.45	13.24	Moderate-term on-the-job training
43-6012	Legal secretaries	19	25	6	32	0.63	11.53	Postsecondary vocational award
43-6013	Medical secretaries	47	57	10	21	1.15	10.98	Postsecondary vocational award
43-6014	Secretaries, except legal, medical, and executive	164	182	18	11	0.97	11.23	Moderate-term on-the-job training
43-9061	Office clerks, general	205	252	47	23	0.75	9.65	Short-term on-the-job training
45-2091	Agricultural equipment operators	19	25	6	32	7.50	10.81	Moderate-term on-the-job training
45-2092	Farmworkers and laborers, crop, nursery, and greenhouse	51	68	17	33	2.05	9.16	Short-term on-the-job training
45-3011	Fishers and related fishing workers	10	12	2	20	1.24	6.41	Moderate-term on-the-job training
45-4022	Logging equipment operators	13	13	0	0	3.52	25.86	Moderate-term on-the-job training
47-1011	First-line supervisors/managers of construction trades and extraction workers	102	145	43	42	1.13	14.08	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
47-2021	Brickmasons and blockmasons	13	14	1	8	0.95	11.21	Long-term on-the-job training
47-2031	Carpenters	187	254	67	36	1.28	12.23	Long-term on-the-job training
47-2051	Cement masons and concrete finishers	14	18	4	29	0.70	11.62	Moderate-term on-the-job training
47-2061	Construction laborers	88	128	40	45	0.74	11.09	Moderate-term on-the-job training
47-2073	Operating engineers and other construction equipment operators	43	56	13	30	1.20	13.96	Moderate-term on-the-job training
47-2111	Electricians	64	93	29	45	1.02	13.83	Long-term on-the-job training
47-2141	Painters, construction and maintenance	65	101	36	55	1.37	11.25	Moderate-term on-the-job training
47-2151	Pipelayers	19	26	7	37	2.02	13.57	Moderate-term on-the-job training
47-2152	Plumbers, pipefitters, and steamfitters	29	35	6	21	0.68	15.14	Long-term on-the-job training
47-2181	Roofers	24	33	9	38	1.50	12.32	Moderate-term on-the-job training
47-3013	Helpers, electricians	10	14	4	40	--	--	Short-term on-the-job training
47-4011	Construction and building inspectors	13	17	4	31	1.18	14.59	Work experience in a related field
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	43	48	5	12	1.09	18.97	Work experience in a related field
49-3021	Automotive body and related repairers	25	27	2	8	1.53	7.68	Long-term on-the-job training
49-3023	Automotive service technicians and mechanics	76	107	31	41	1.09	12.31	Postsecondary vocational award
49-3031	Bus and truck mechanics and diesel engine specialists	33	41	8	24	1.41	13.35	Postsecondary vocational award
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	20	26	6	30	0.72	13.01	Long-term on-the-job training
49-9041	Industrial machinery mechanics	32	37	5	16	1.47	15.23	Long-term on-the-job training
49-9042	Maintenance and repair workers, general	172	200	28	16	1.45	12.12	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
49-9043	Maintenance workers, machinery	18	19	1	6	2.56	14.70	Short-term on-the-job training
49-9098	Helpers--Installation, maintenance, and repair workers	29	30	1	3	2.17	11.67	Short-term on-the-job training
51-1011	First-line supervisors/managers of production and operating workers	98	111	13	13	1.65	23.12	Work experience in a related field
51-2022	Electrical and electronic equipment assemblers	15	16	1	7	0.84	13.30	Short-term on-the-job training
51-2031	Engine and other machine assemblers	40	57	17	43	10.86	12.81	Short-term on-the-job training
51-2041	Structural metal fabricators and fitters	12	17	5	42	1.39	12.90	Moderate-term on-the-job training
51-2091	Fiberglass laminators and fabricators	54	77	23	43	16.02	20.06	Moderate-term on-the-job training
51-2092	Team assemblers	293	395	102	35	2.79	11.52	Moderate-term on-the-job training
51-2099	Assemblers and fabricators, all other	10	13	3	30	0.41	40.48	Moderate-term on-the-job training
51-4031	Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	31	39	8	26	1.39	11.65	Moderate-term on-the-job training
51-4033	Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	12	16	4	33	1.46	9.69	Moderate-term on-the-job training
51-4041	Machinists	29	39	10	34	0.89	20.00	Long-term on-the-job training
51-4072	Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	85	93	8	9	6.50	8.48	Moderate-term on-the-job training
51-4081	Multiple machine tool setters, operators, and tenders, metal and plastic	13	20	7	54	1.66	13.31	Moderate-term on-the-job training
51-4111	Tool and die makers	23	32	9	39	2.76	18.19	Long-term on-the-job training
51-4121	Welders, cutters, solderers, and brazers	41	60	19	46	1.22	11.69	Long-term on-the-job training
51-4122	Welding, soldering, and brazing machine setters, operators, and tenders	12	18	6	50	2.02	14.14	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
51-6011	Laundry and dry-cleaning workers	25	32	7	28	1.10	6.36	Moderate-term on-the-job training
51-6021	Pressers, textile, garment, and related materials	26	26	0	0	4.03	8.28	Short-term on-the-job training
51-6031	Sewing machine operators	43	33	-10	-23	2.08	18.82	Moderate-term on-the-job training
51-6051	Sewers, hand	12	16	4	33	1.93	6.17	Short-term on-the-job training
51-6052	Tailors, dressmakers, and custom sewers	12	16	4	33	1.53	6.06	Long-term on-the-job training
51-6063	Textile knitting and weaving machine setters, operators, and tenders	68	46	-22	-32	20.16	13.00	Long-term on-the-job training
51-6064	Textile winding, twisting, and drawing out machine setters, operators, and tenders	43	22	-21	-49	11.31	10.84	Moderate-term on-the-job training
51-6093	Upholsterers	12	17	5	42	1.40	6.67	Long-term on-the-job training
51-7011	Cabinetmakers and bench carpenters	12	13	1	8	1.00	10.46	Long-term on-the-job training
51-8031	Water and liquid waste treatment plant and system operators	46	60	14	30	5.15	19.30	Long-term on-the-job training
51-8091	Chemical plant and system operators	12	14	2	17	2.74	18.77	Long-term on-the-job training
51-9011	Chemical equipment operators and tenders	18	18	0	0	4.24	18.26	Moderate-term on-the-job training
51-9022	Grinding and polishing workers, hand	16	22	6	38	4.27	8.71	Moderate-term on-the-job training
51-9023	Mixing and blending machine setters, operators, and tenders	14	11	-3	-21	1.20	13.51	Moderate-term on-the-job training
51-9061	Inspectors, testers, sorters, samplers, and weighers	93	94	1	1	2.26	10.36	Moderate-term on-the-job training
51-9111	Packaging and filling machine operators and tenders	29	26	-3	-10	0.89	9.12	Short-term on-the-job training
51-9121	Coating, painting, and spraying machine setters, operators, and tenders	22	25	3	14	2.45	8.62	Moderate-term on-the-job training
51-9122	Painters, transportation equipment	14	18	4	29	2.85	14.46	Long-term on-the-job training
51-9197	Tire builders	43	27	-16	-37	22.96	10.80	Moderate-term on-the-job training


SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
51-9198	Helpers--Production workers	77	79	2	3	1.71	8.53	Short-term on-the-job training
51-9199	Production workers, all other	32	39	7	22	1.31	11.81	Moderate-term on-the-job training
53-1021	First-line supervisors/managers of helpers, laborers, and material movers, hand	23	28	5	22	1.47	19.80	Work experience in a related field
53-1031	First-line supervisors/managers of transportation and material-moving machine and vehicle operators	19	23	4	21	0.99	24.17	Work experience in a related field
53-3022	Bus drivers, school	64	78	14	22	1.58	7.52	Short-term on-the-job training
53-3031	Driver/sales workers	85	126	41	48	1.61	8.02	Short-term on-the-job training
53-3032	Truck drivers, heavy and tractor-trailer	156	211	55	35	0.98	11.37	Moderate-term on-the-job training
53-3033	Truck drivers, light or delivery services	156	211	55	35	1.57	8.56	Short-term on-the-job training
53-3041	Taxi drivers and chauffeurs	31	45	14	45	1.15	7.00	Short-term on-the-job training
53-7032	Excavating and loading machine and dragline operators	10	12	2	20	--	--	Moderate-term on-the-job training
53-7051	Industrial truck and tractor operators	63	70	7	11	1.17	12.08	Short-term on-the-job training
53-7061	Cleaners of vehicles and equipment	24	26	2	8	0.80	9.01	Short-term on-the-job training
53-7062	Laborers and freight, stock, and material movers, hand	297	323	26	9	1.45	11.46	Short-term on-the-job training
53-7064	Packers and packagers, hand	62	67	5	8	0.88	6.90	Short-term on-the-job training
53-7081	Refuse and recyclable material collectors	29	40	11	38	2.34	9.52	Short-term on-the-job training
		14,451	18,300	3,849	27		12.76	

 at least 1.25      greater than \$12.76

Source: EMSI

## Appendix B: Businesses by 3-Digit NAICS Codes

Marion County								
Industry	NAICS Code	2002	2007	Average Size	Change			
					#	%	SC % change	US % change
Crop Production	111	13	9	6	-4	-30.8	-17.6	-9.3
Forestry and Logging	113	6	6	4	0	0.0	-26.0	-15.2
Construction of Buildings	236	21	15	3	-6	-28.6	-0.4	15.4
Heavy and Civil Engineering Construction	237	9	6	7	-3	-33.3	-2.0	-2.3
Specialty Trade Contractors	238	47	44	4	-3	-6.4	-6.4	12.9
Apparel Manufacturing	315	5	4	0	-1	-20.0	-40.1	-33.0
Wood Product Manufacturing	321	5	5	23	0	0.0	-6.4	-5.7
Transportation Equipment Manufacturing	336	4	7	129	3	75.0	4.9	-1.1
Merchant Wholesalers, Nondurable Goods	424	12	5	5	-7	-58.3	-5.0	-3.5
Wholesale Electronic Markets and Agents and Brokers	425	9	3	0	-6	-66.7	31.7	38.3
Motor Vehicle and Parts Dealers	441	32	21	8	-11	-34.4	-11.6	2.2
Furniture and Home Furnishings Stores	442	7	6	4	-1	-14.3	-11.3	3.8
Building Material and Garden Equipment and Supplies Dealers	444	16	11	7	-5	-31.3	-8.8	0.9
Food and Beverage Stores	445	24	23	18	-1	-4.2	-18.2	-0.5
Health and Personal Care Stores	446	11	14	7	3	27.3	9.1	10.2
Gasoline Stations	447	29	23	6	-6	-20.7	-2.8	-1.9
Clothing and Clothing Accessories Stores	448	16	12	3	-4	-25.0	-5.3	4.6
General Merchandise Stores	452	15	13	20	-2	-13.3	17.5	13.3
Miscellaneous Store Retailers	453	12	10	5	-2	-16.7	-23.9	-8.6
Nonstore Retailers	454	5	3	0	-2	-40.0	-17.9	11.9
Truck Transportation	484	16	9	4	-7	-43.8	-5.1	5.4
Credit Intermediation and Related Activities	522	32	32	7	0	0.0	12.2	23.8
Insurance Carriers and Related Activities	524	17	13	4	-4	-23.5	0.3	6.7
Real Estate	531	8	6	1	-2	-25.0	18.8	23.8
Rental and Leasing Services	532	6	5	5	-1	-16.7	-8.3	1.7
Ambulatory Health Care Services	621	38	37	10	-1	-2.6	7.4	13.3
Social Assistance	624	20	19	16	-1	-5.0	-5.0	29.4
Repair and Maintenance	811	32	17	3	-15	-46.9	-18.3	-0.4
Personal and Laundry Services	812	16	13	6	-3	-18.8	-2.4	7.2
Religious, Grantmaking, Civic, Professional, and Similar Organizations	813	5	4	2	-1	-20.0	-2.0	3.3
Private Households	814	14	23	1	9	64.3	4.6	24.9

 growth rate exceeds both SC and US growth rates

Source: Bureau of Labor Statistics

## Appendix C: Marion 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		10,448	8,718	-1,730	-16.6			27,304	27%

<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	#	%				
Health and Personal Care Stores	446	74	96	22	29.7	1.81	17	28,385	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	#	%				
Food and Beverage Stores	445	370	417	47	12.7	2.75	50	15,615	BA
Credit Intermediation and Related Activities	522	204	229	25	12.3	1.50	10	36,491	BA

<i>3 star or fewer sectors</i>									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
		2002	2007	#	%				
Forestry and Logging	113	27	25	-2	-7.4	7.15	1	61,218	BA
Transportation Equipment Manufacturing	336	957	904	-53	-5.5	9.92	6	35,257	BA
Gasoline Stations	447	137	149	12	8.8	3.24	17	16,013	BA
Real Estate	531	6	8	2	33.3	0.10	1	25,887	AA
Social Assistance	624	301	302	1	0.3	2.49	-55	17,125	A
Wood Product Manufacturing	321	122	115	-7	-5.7	4.19	2	22,975	BA

3 star or fewer sectors		Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
Industry	NAICS code	2002	2007	#	%				
Merchant Wholesalers, Nondurable Goods	424	34	26	-8	-23.5	0.24	-9	45,541	A
Miscellaneous Store Retailers	453	42	47	5	11.9	1.01	9	12,721	BA
Truck Transportation	484	50	37	-13	-26.0	0.48	-17	30,364	A
Ambulatory Health Care Services	621	386	353	-33	-8.5	1.21	-102	47,838	AA
Private Households	814	17	21	4	23.5	0.72	0	9,471	A
Construction of Buildings	236	49	41	-8	-16.3	0.44	-14	26,205	A
Heavy and Civil Engineering Construction	237	47	44	-3	-6.4	0.84	-6	26,890	A
Specialty Trade Contractors	238	229	182	-47	-20.5	0.71	-81	20,942	A
Motor Vehicle and Parts Dealers	441	194	164	-30	-15.5	1.61	-33	22,772	BA
Building Material and Garden Equipment and Supplies Dealers	444	111	80	-31	-27.9	1.15	-43	34,444	BA
General Merchandise Stores	452	256	255	-1	-0.4	1.58	-20	17,919	BA
Insurance Carriers and Related Activities	524	73	48	-25	-34.2	0.42	-27	49,262	BA
Rental and Leasing Services	532	32	25	-7	-21.9	0.74	-6	21,965	A
Repair and Maintenance	811	66	49	-17	-25.8	0.74	-18	24,149	A
Personal and Laundry Services	812	83	84	1	1.2	1.20	-2	15,275	D
Clothing and Clothing Accessories Stores	448	51	41	-10	-19.6	0.51	-17	15,786	BA
Religious, Grantmaking, Civic, Professional, and Similar Organizations	813	8	7	-1	-12.5	0.10	-1	13,159	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 0% (since total employment in Marion County declined), location quotient of at least 1.25, competitive effect greater than 0, average annual wage greater than \$27,304 (2007 average for all jobs in Marion County), and average or above average projected growth.

**Location Quotient:** percentage of employment in the sector in Marion 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 Marion County; based on 2007 data.

**Competitive Effect:** based on shift-share analysis; represents the change in employment in the sector in Marion 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.





South Carolina  
Department of Commerce  
1201 Main Street, Suite 1600  
Columbia, SC 29201

(800) 868-7232  
(803) 737-0400  
[www.sccommerce.com](http://www.sccommerce.com)