



Strategic Planning

2022

PY2022-PY2027: Planning for the Future

Review WIOA Goals

Review State Workforce Development Goals

Review 2015-2022 WorkLink Goals

Review Labor Market Information

Take 2022-2027 Strategic Planning [Questionnaire](#) (SWOT Analysis & New Goals)

WIOA Goals – One Stop System

G1	G2	G3
Coordinated Planning	Aligning Accountability	Improving Service Delivery

WIOA Goals – WIOA Programs

G1	G2	G3	G4	G5
Integrated services to jobseekers and businesses	Increase access to relevant training	Wider array of services for Youth	Improved Services for Business	Greater emphasis on reemployment
G6	G7	G8		
Better information means better decision-making	Streamlined Indian and Native American Program	Improved services and protections for farmworkers		

WIOA Goals – Adult Education

G1	G2	G3	G4
Transition from adult basic education to postsecondary education, postsecondary training, or employment	English language learning	Innovative Supports for Re-entry	Supports for families and communities

WIOA Goals – Vocational Rehabilitation

G1	G2	G3
Aligns the VR program with other core programs	Strengthens the VR program's focus on competitive integrated employment	Expands VR services to students and youth with disabilities

State Goals (2022)

G1	G2	G3
Increase Businesses and Job Seekers Use of SC Works	Improve SC Works Cost Efficiencies	Improve alignment of Training with Employer Needs

WorkLink Goals from 2015-2020

G1	G2	G3	G4
Improve the skill level of the workforce to meet the demands of business and industry.	Increase employer engagement in WIB and WIB Activities.	Build upon existing partnerships and collaborations between workforce system service providers to better integrate the workforce development system.	Increase and improve outreach to inform and promote the SC Works Centers services and activities pertaining to workforce development.

SC WORKS

WORKLINK

A proud partner of the American  Job Center® network

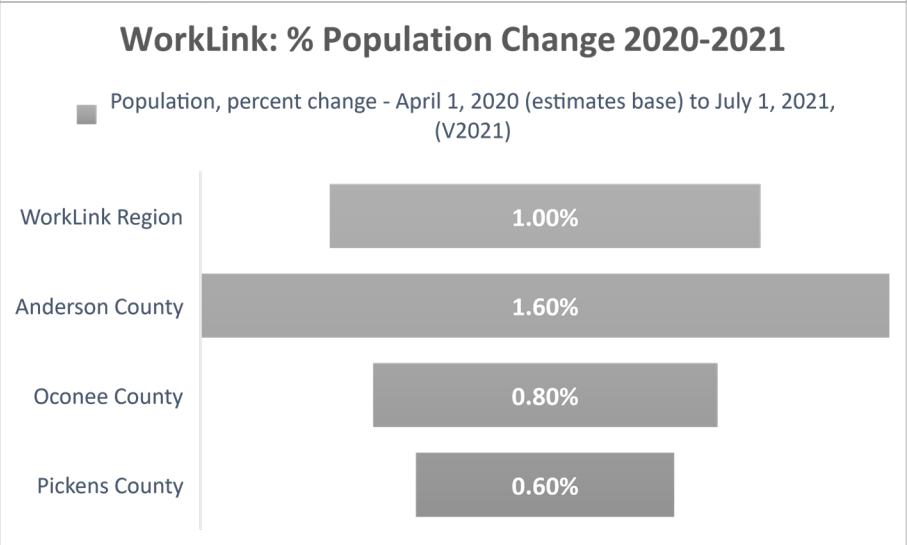
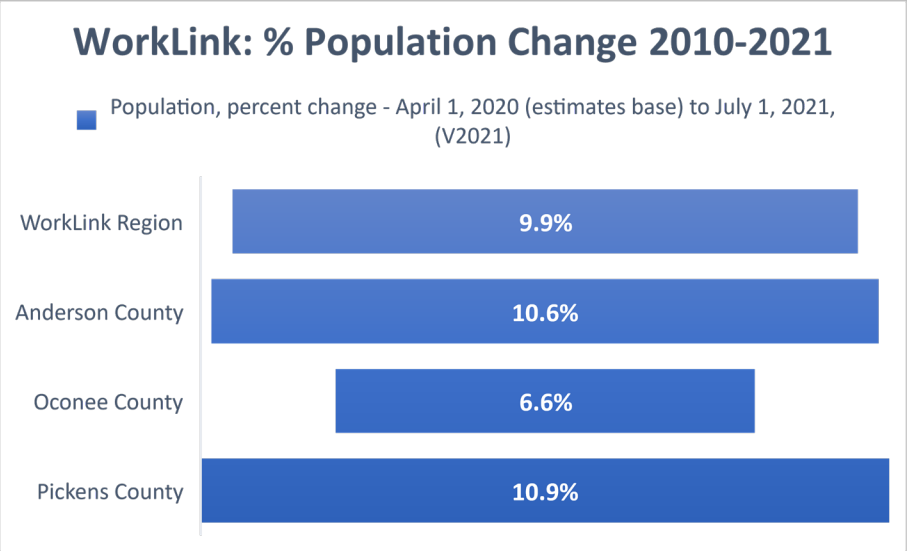
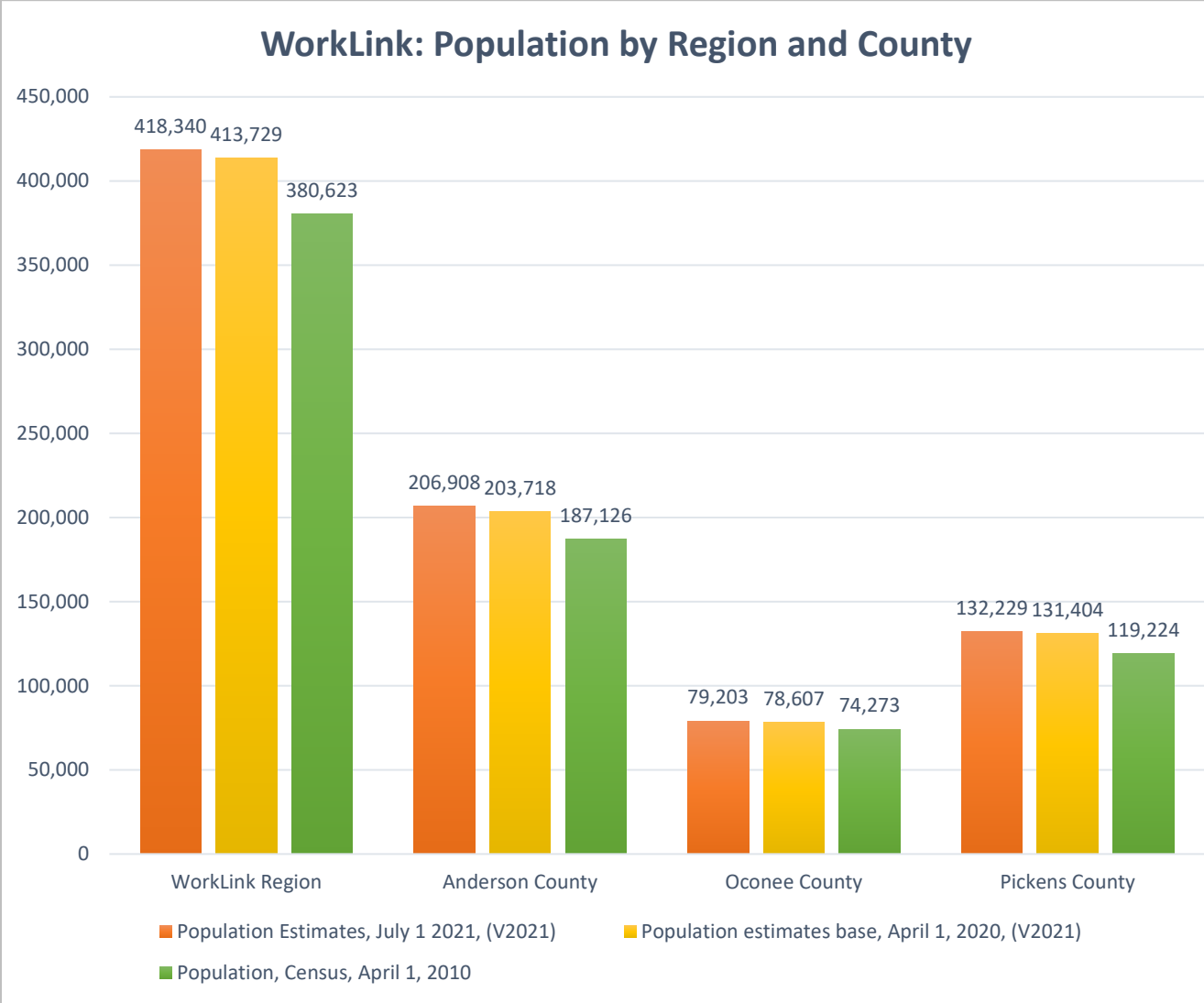


Labor Market Information

2022

Labor Market Information

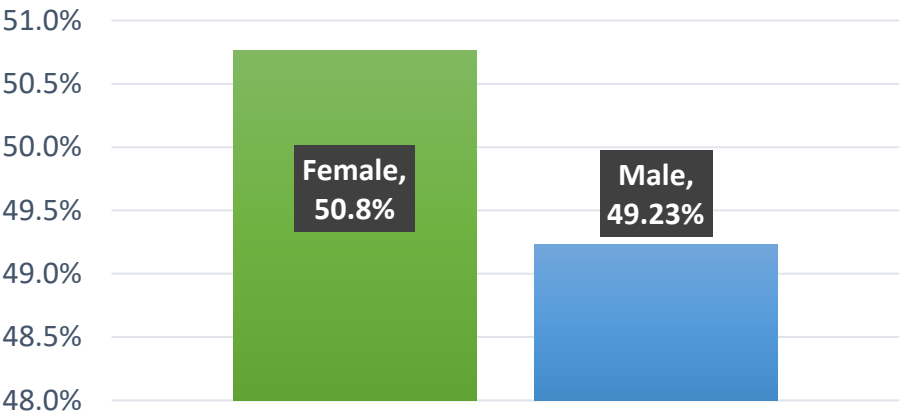
data source: US Census Quick Facts (Anderson, Oconee, Pickens)
date: 10-17-2022



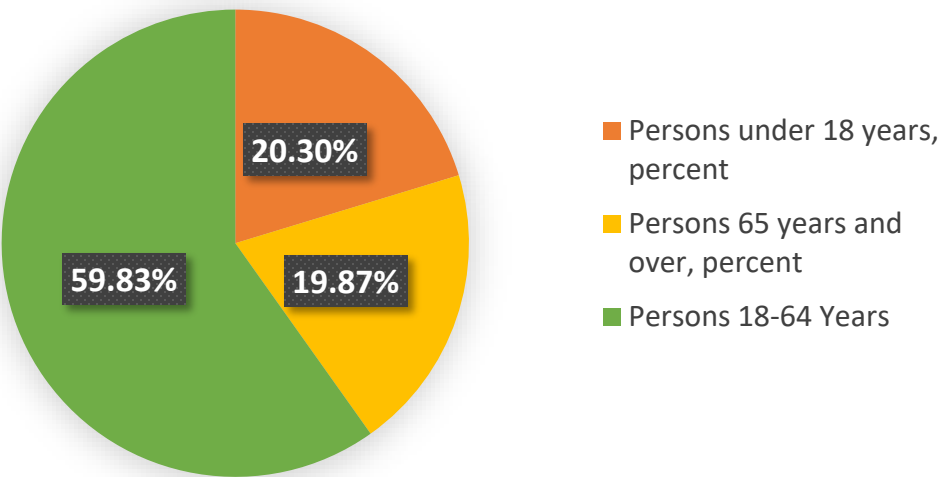
Labor Market Information

data source: US Census Quick Facts (Anderson, Oconee, Pickens)
date: 10-17-2022

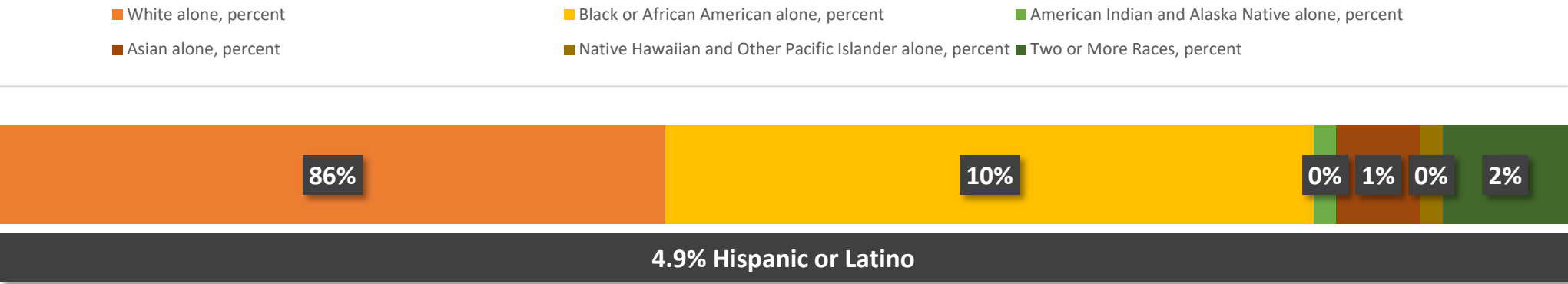
WorkLink: Population by Sex



WorkLink: Population by Age



WORKLINK: POPULATION BY RACE

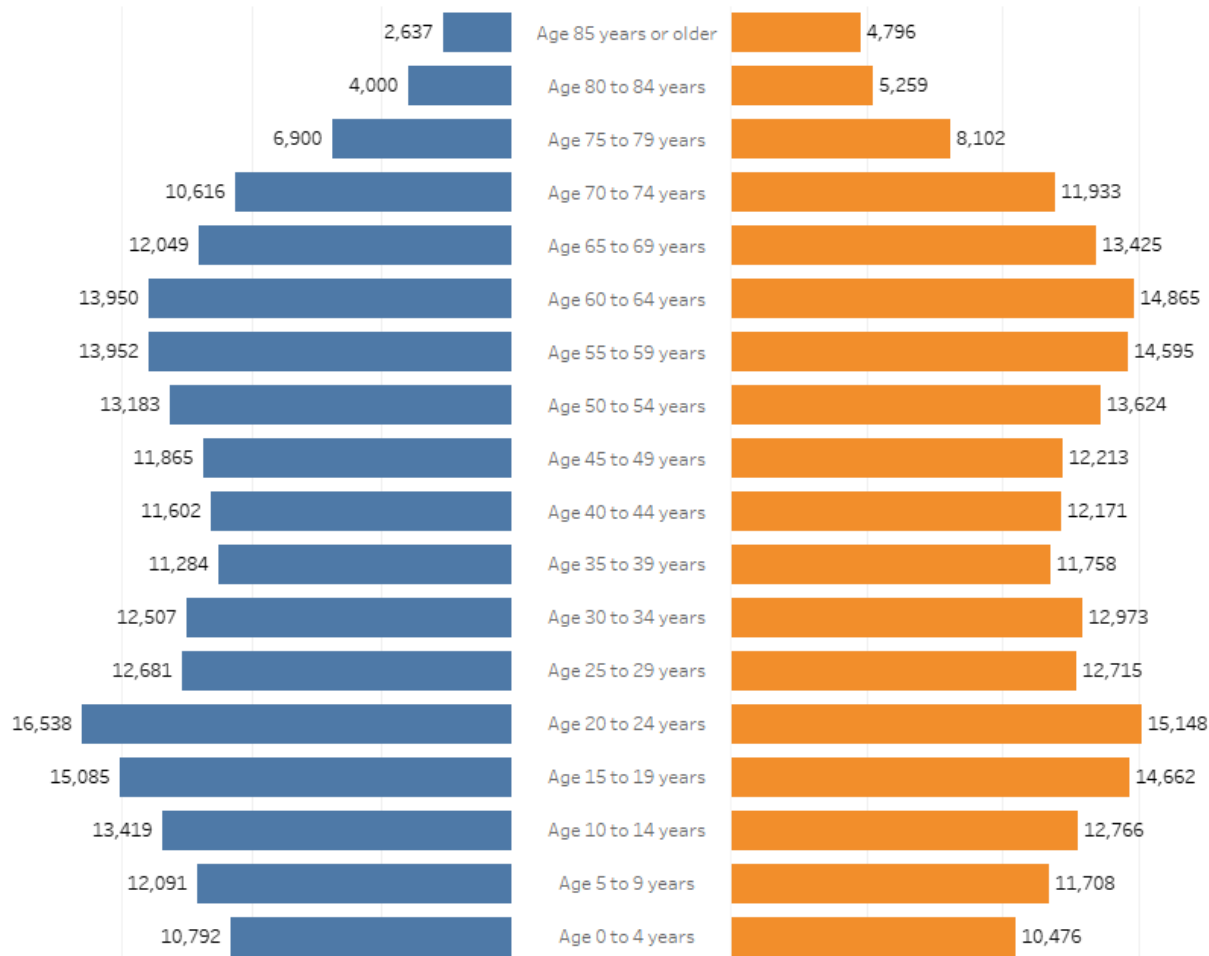


Labor Market Information

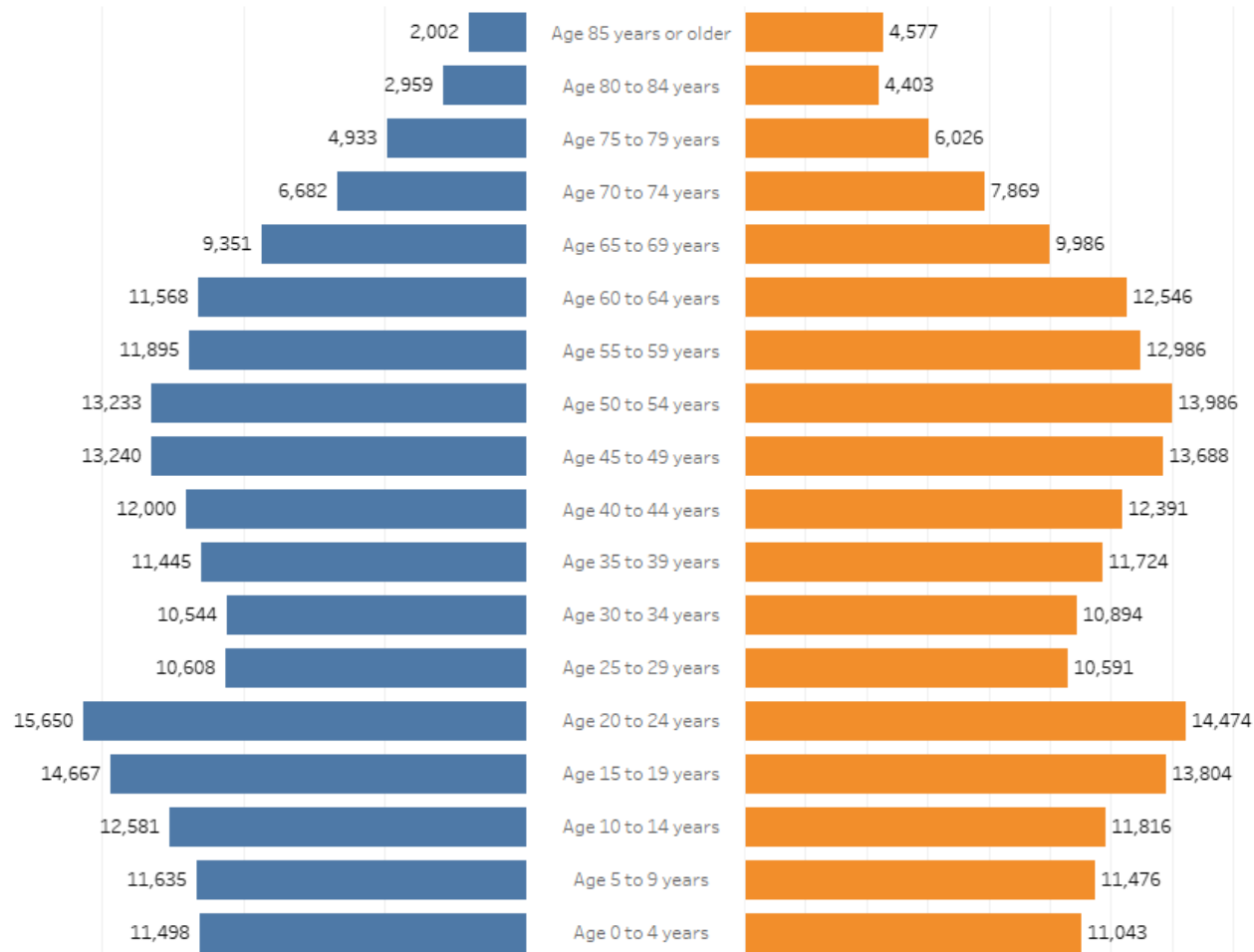
data source: US Census Quick Facts (Anderson, Oconee, Pickens)
date: 10-17-2022

This population pyramid groups the WorkLink populace by age and sex (female and male). A wider pyramid base means the population is young. A wider top means that the population is older.

2021



2010



Labor Market Information

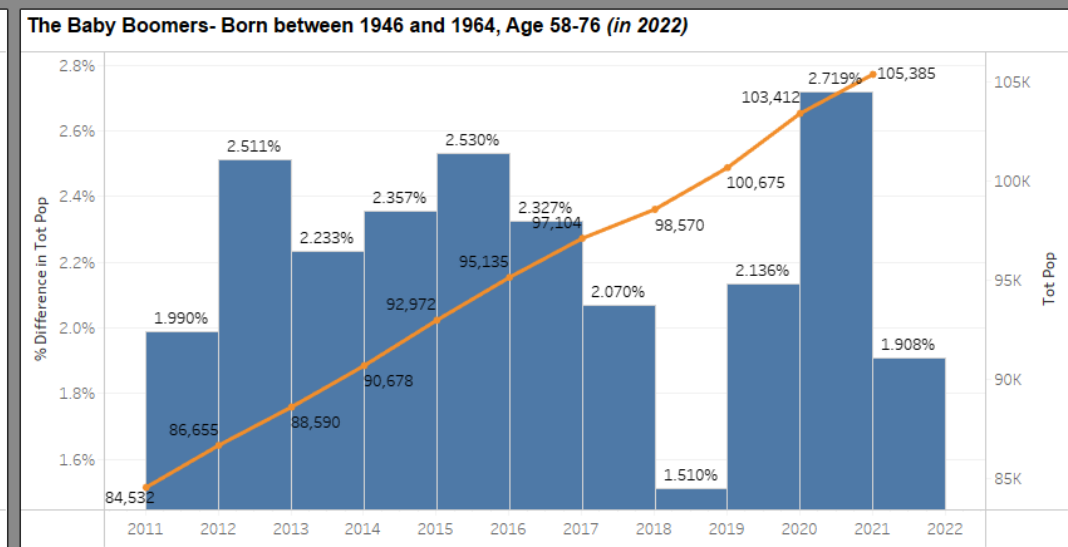
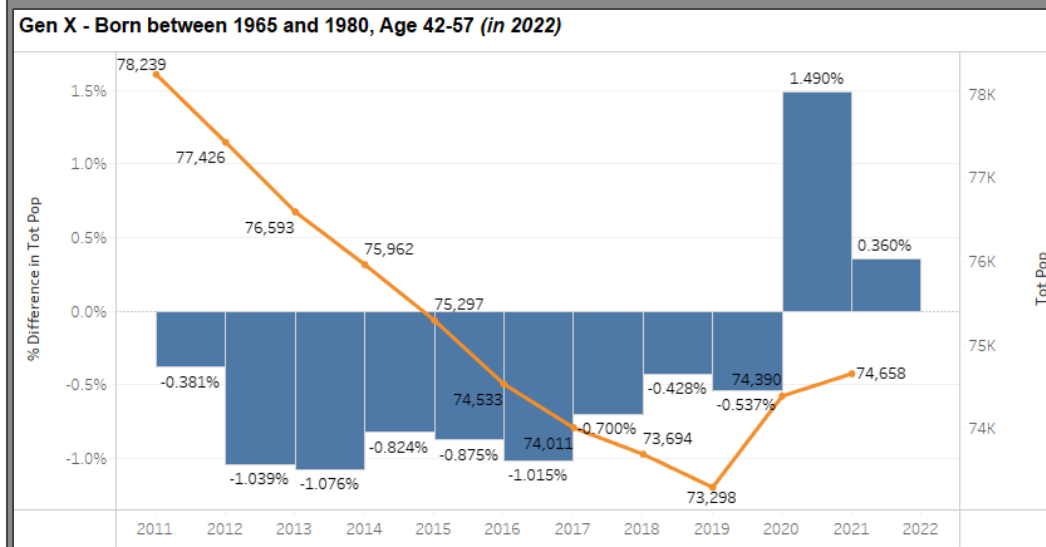
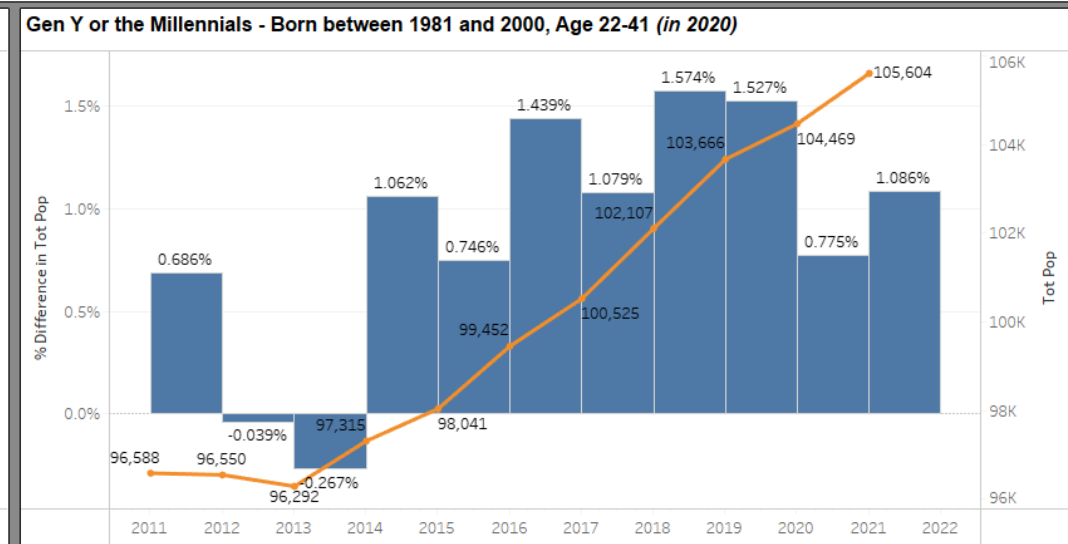
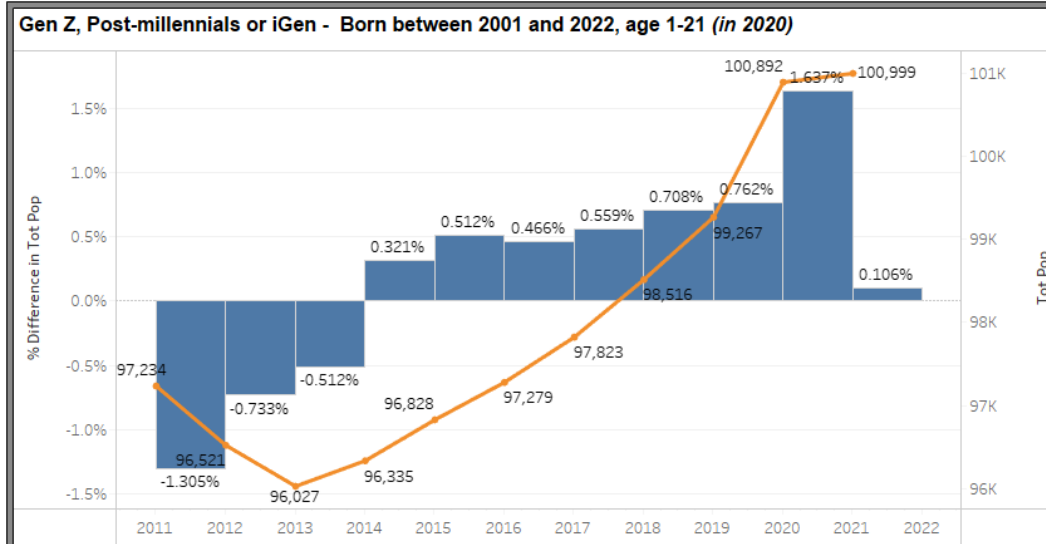
data source: US Census Quick Facts (Anderson, Oconee, Pickens)

date: 10-17-2022

Population changes from CY2010 to CY2021 for the WorkLink Area.

Biggest increase: ages 58 and older.

Overall decrease: ages 42-57.



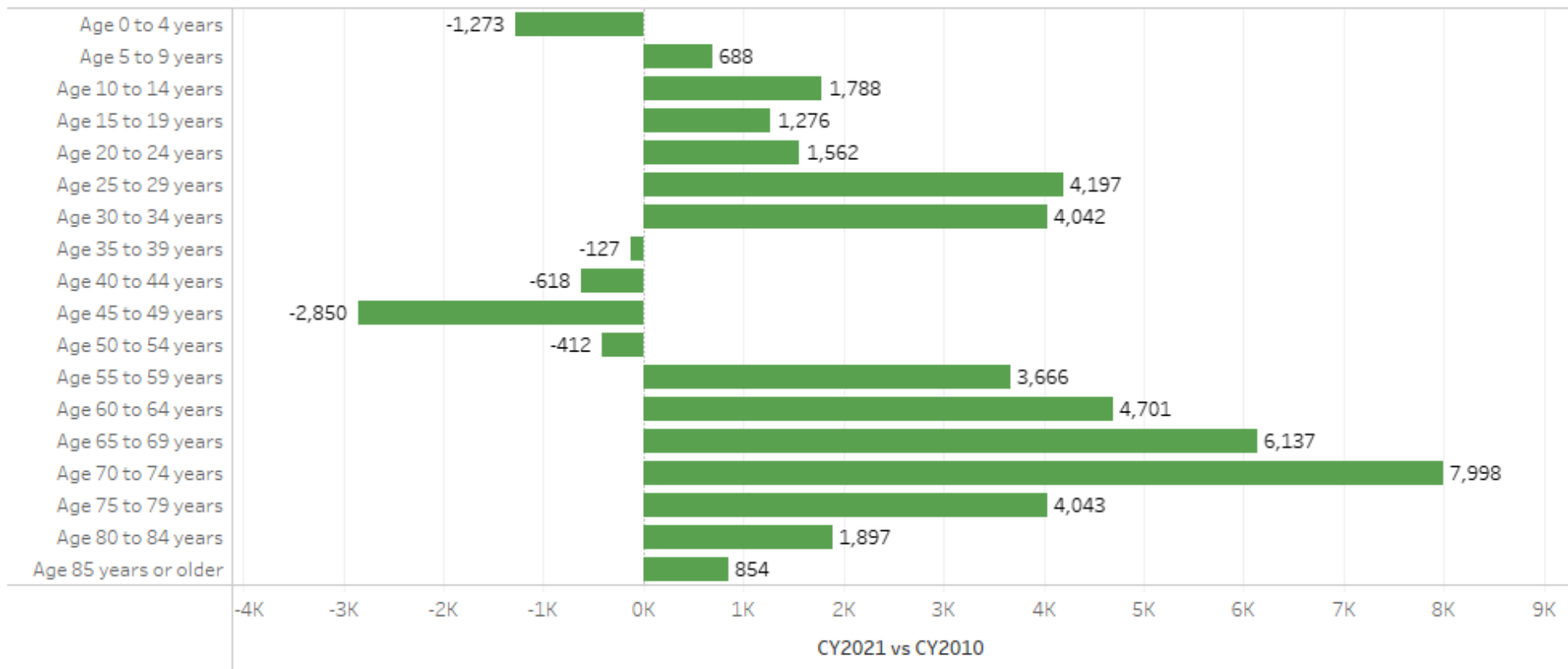
Labor Market Information

data source: US Census Quick Facts (Anderson, Oconee, Pickens)

date: 10-17-2022

Age groups that declined from CY2010
to CY2021: Ages 0 to 4, ages 35-39,
ages 40-44, ages 45-49, ages 50-54
Significant growth in populations 55+

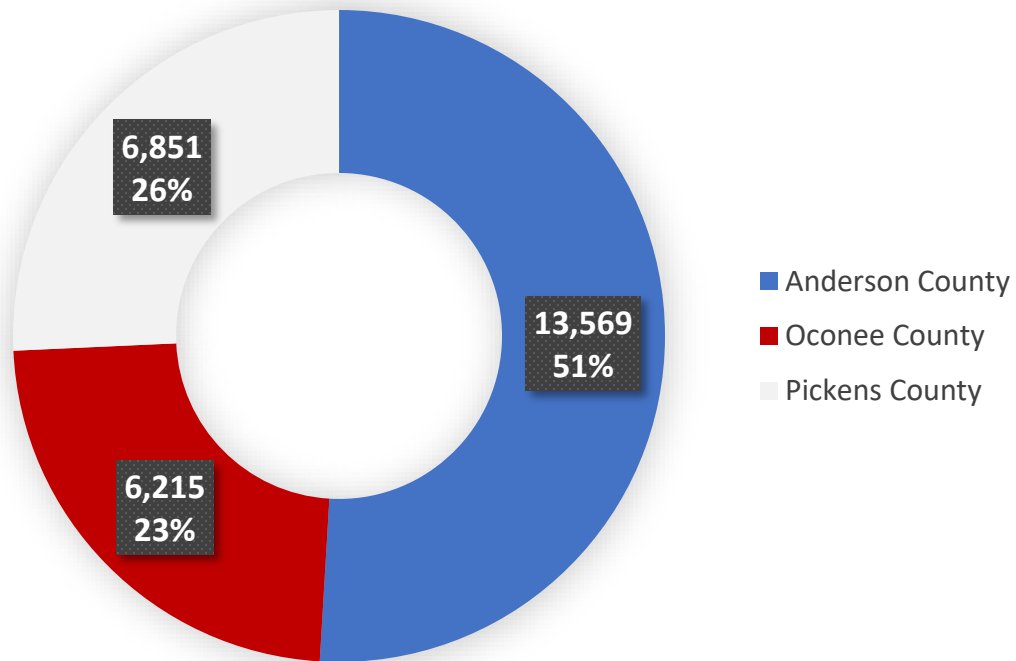
Age Groups



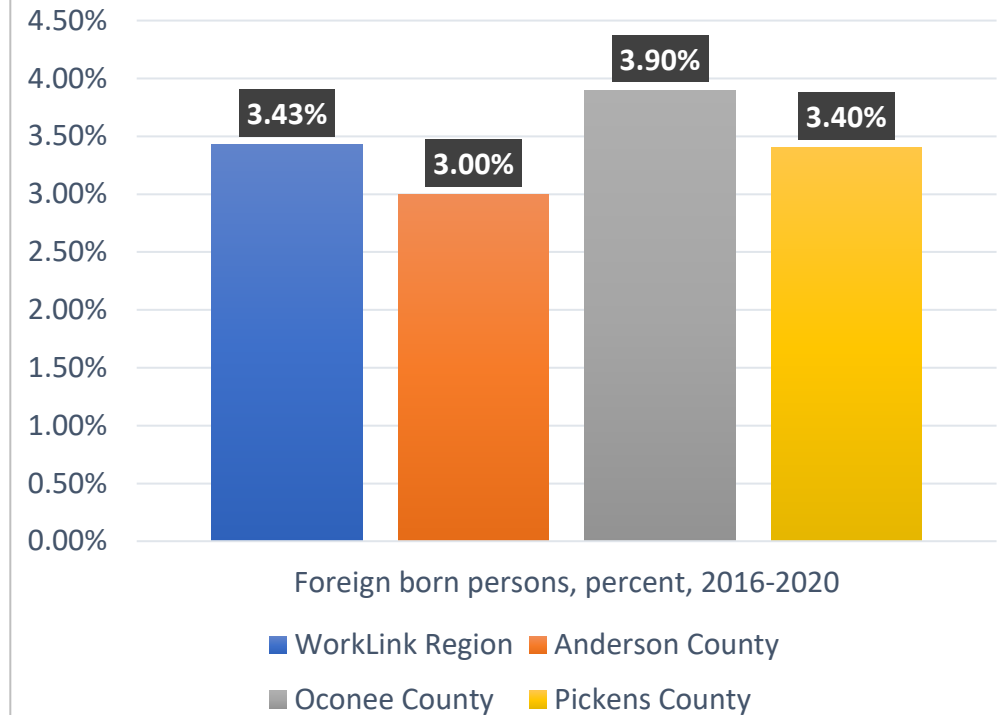
Labor Market Information

data source: US Census Quick Facts (Anderson, Oconee, Pickens)
date: 10-17-2022

Veterans, 2016-2020

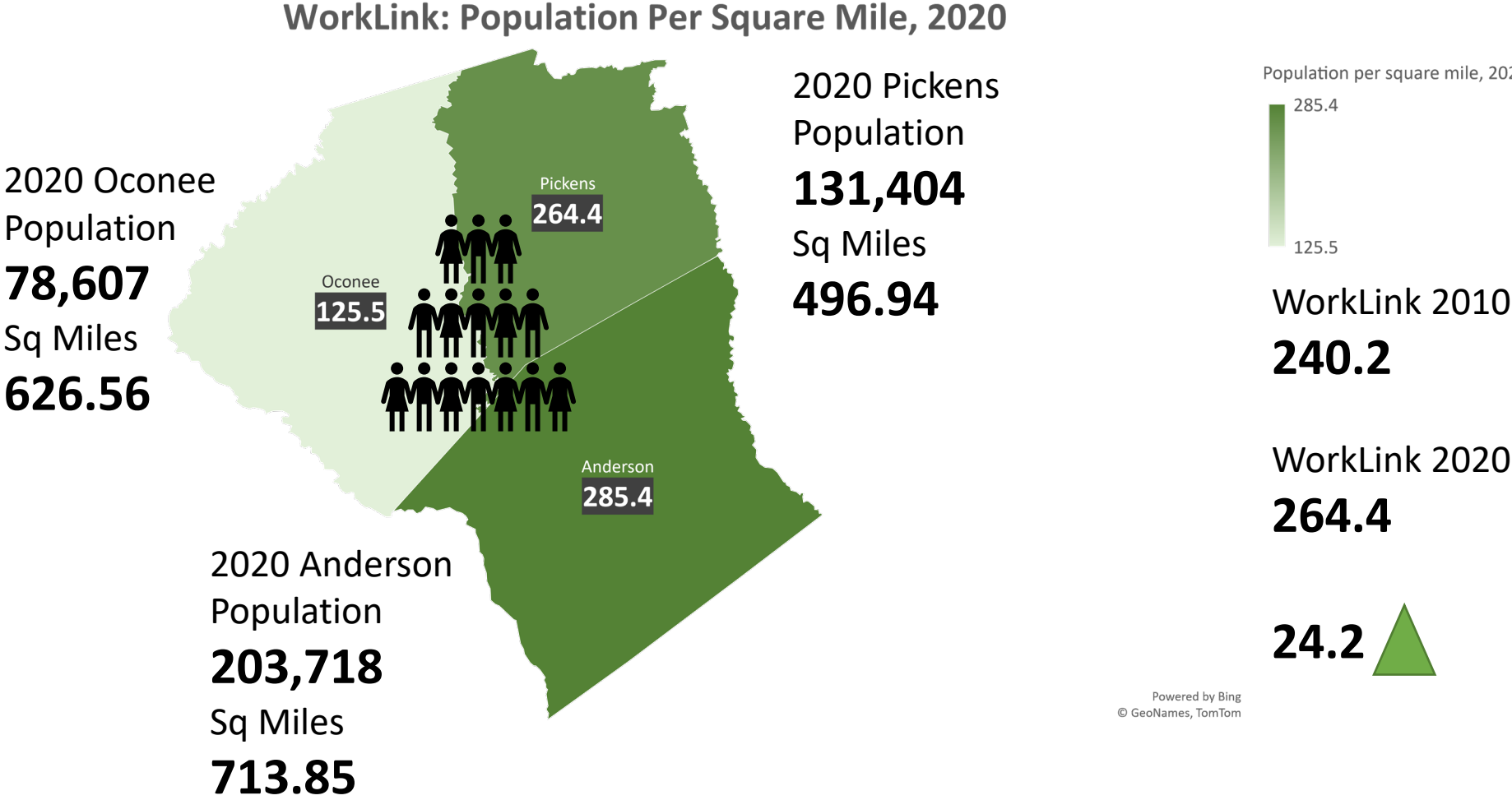


WorkLink Population: Foreign Born Persons



Labor Market Information

data source: US Census Quick Facts (Anderson, Oconee, Pickens)
date: 10-17-2022



Labor Market Information

data source: US Census Quick Facts (Anderson, Oconee, Pickens)
date: 10-17-2022

Households, 2016-2020

159,598

Owner-occupied housing
unit rate, 2016-2020

71.43%

Pickens
57,406

Oconee
41,341

WorkLink: Housing Units
(July 1, 2021)

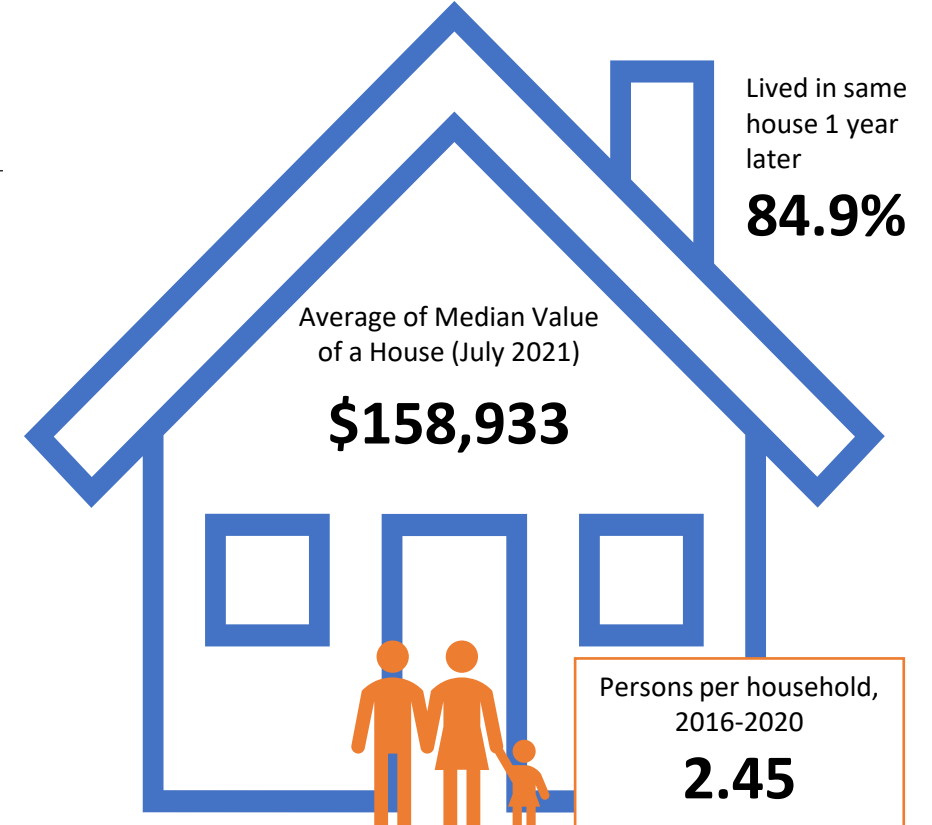
189,696

Anderson
90,949

Building permits, 2021

3,098

Powered by Bing
© GeoNames, TomTom



Median monthly owner costs (mortgage), 2016-2020

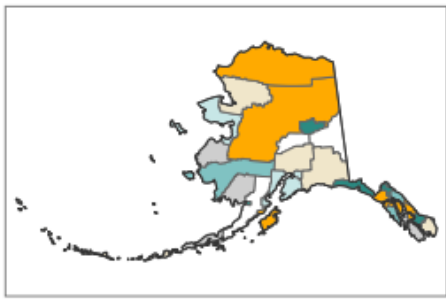
\$1,150

Median monthly owner costs (no mortgage) 2016-2020

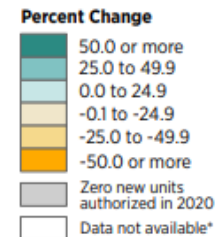
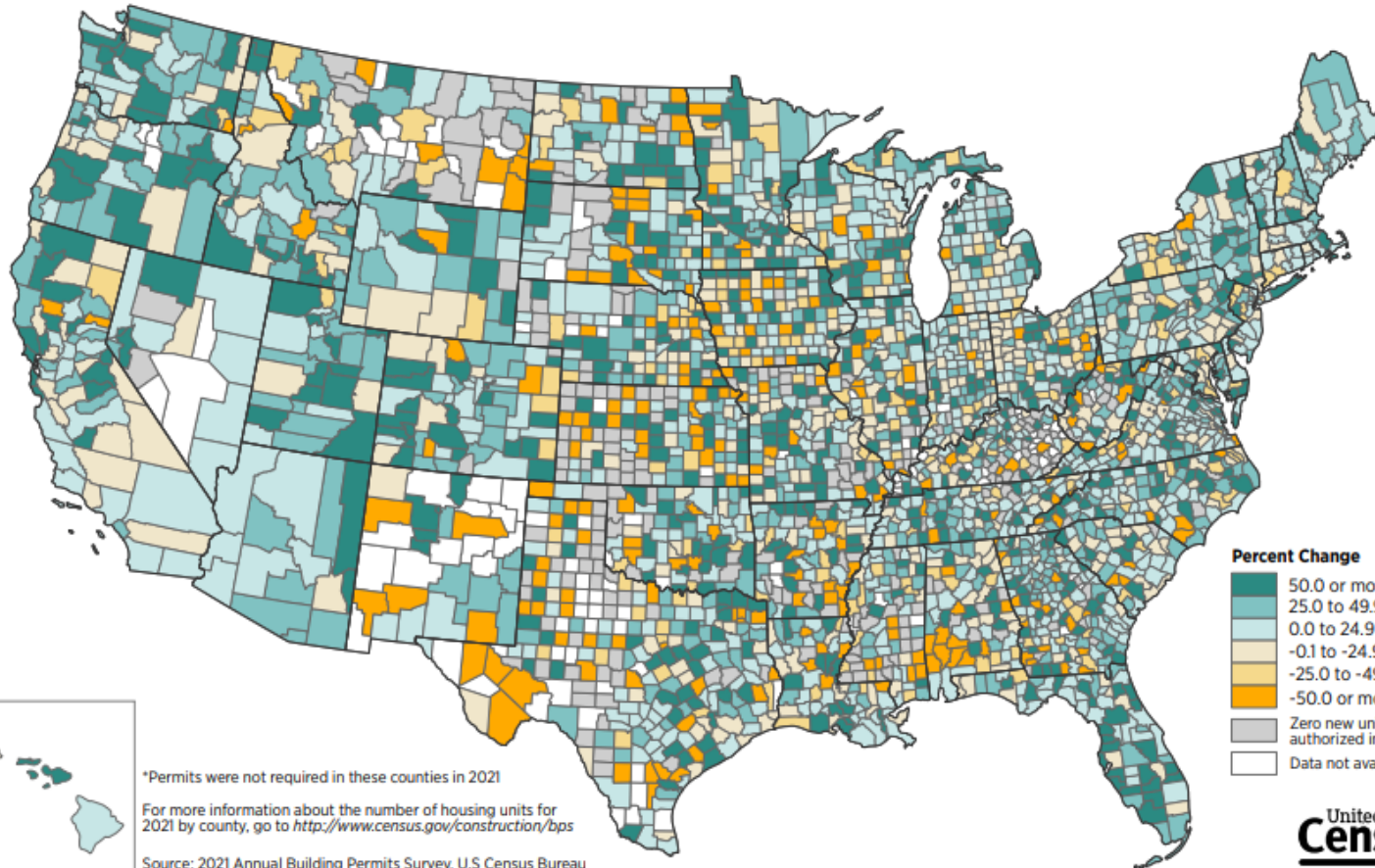
\$338

Median gross rent, 2016-2020

\$779



Percent Change in New Privately-Owned Housing Units Authorized by County: 2020-2021



*Permits were not required in these counties in 2021

For more information about the number of housing units for 2021 by county, go to <http://www.census.gov/construction/bps>

Source: 2021 Annual Building Permits Survey, U.S. Census Bureau

United States[™]
Census
Bureau

WorkLink Area:

**Privately-Owned Housing
Units from 2020-2021**

Anderson County

-.1 to -24.9% change
1400+ permits in 2021
\$290M+ valuation

Oconee County

50.0%+ change
600+ permits in 2021
\$190M+ valuation

Pickens County

0.0 to 24.9% change
1000+ permits in 2021
\$300M+ valuation

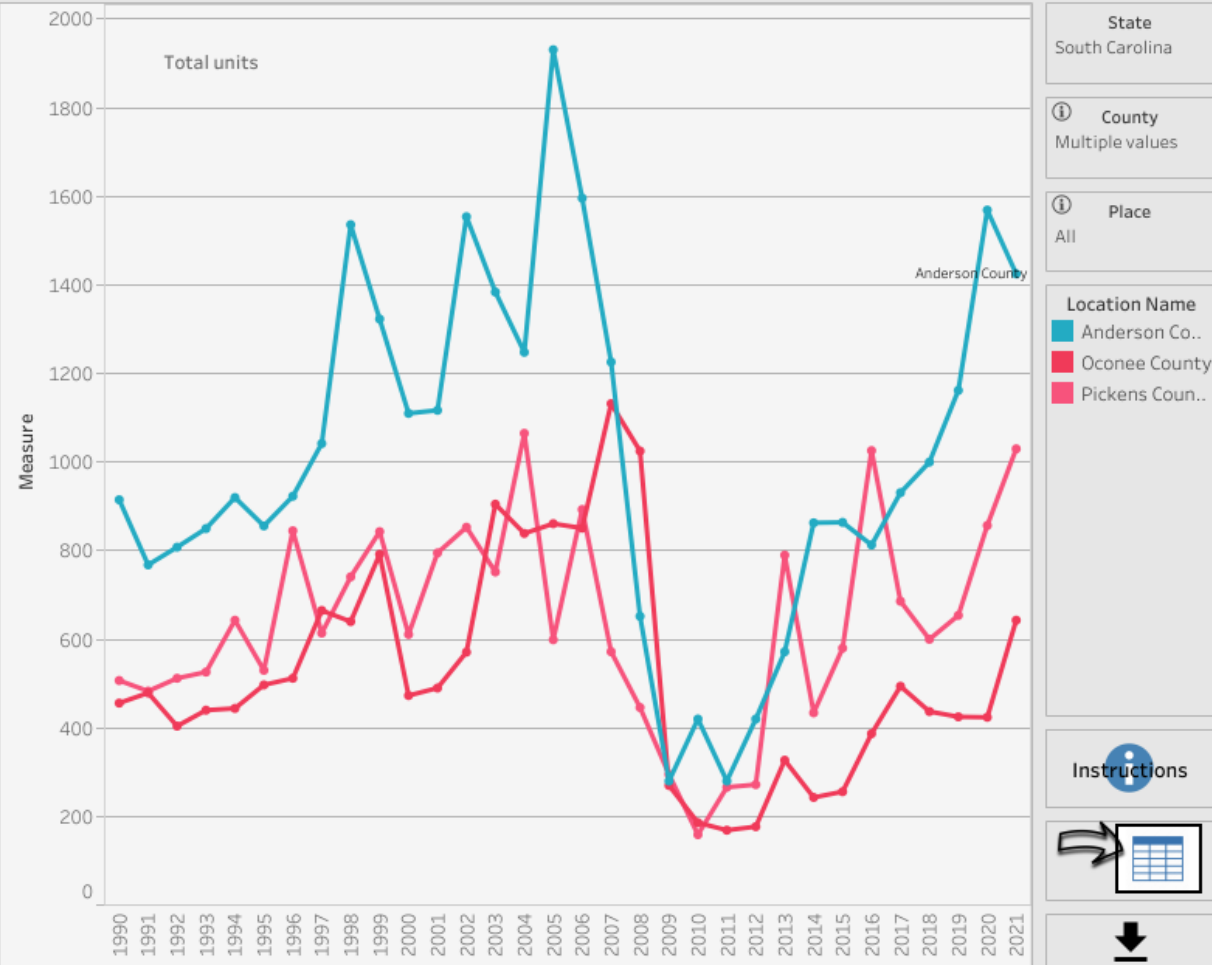
U.S. Census Bureau Building Permits Survey New Privately Owned Housing Unit Authorizations

Measure (time series only)
Total units

Year
All

Period
Annual

Geographic Type
County



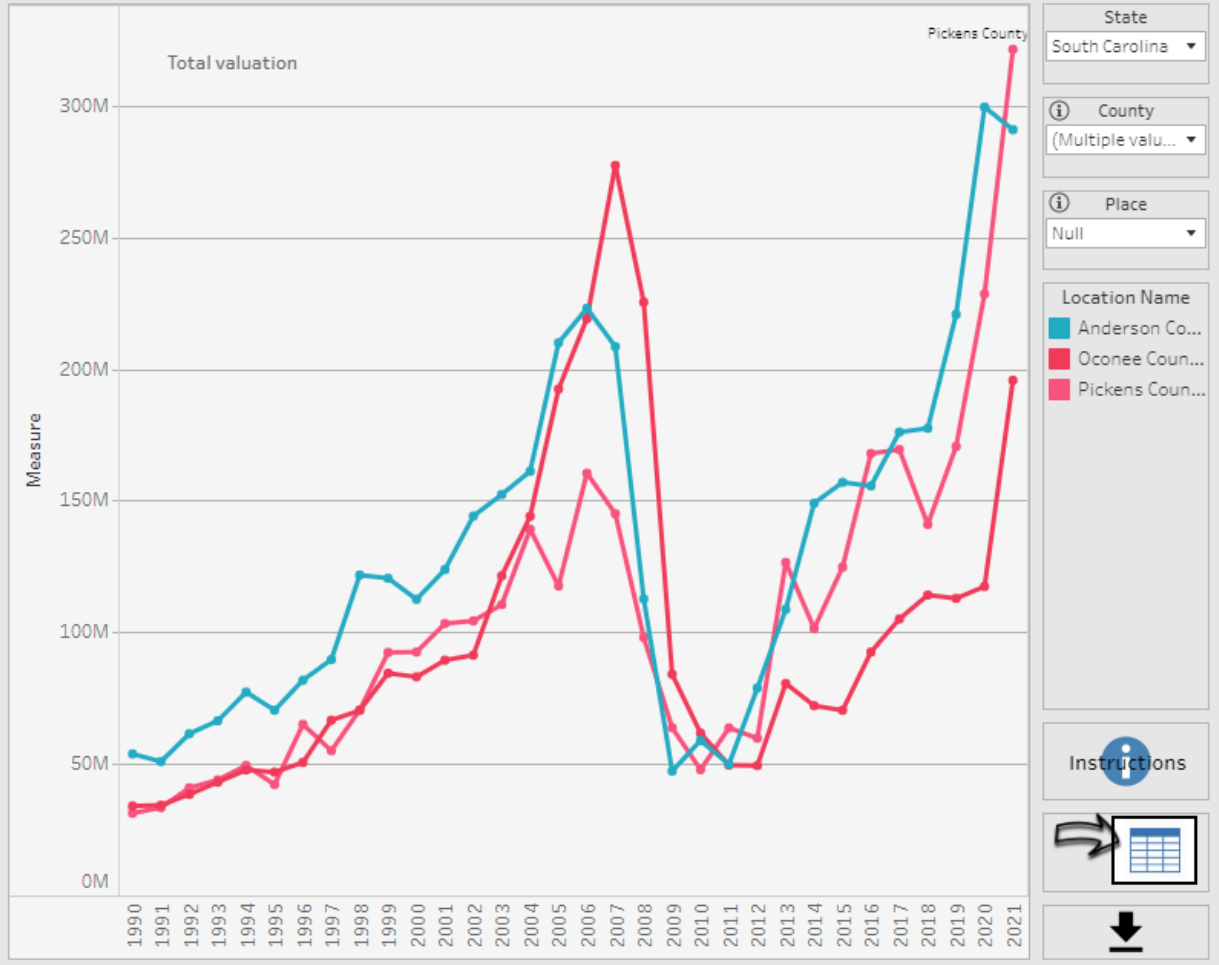
U.S. Census Bureau Building Permits Survey New Privately Owned Housing Unit Authorizations

Measure (time series only)
Total valuation

Year
(All)

Period
Annual

Geographic Type
County



Labor Market Information

data source: US Census Quick Facts (Anderson, Oconee, Pickens)
date: 10-17-2022



Language other than
English spoken at
home, 2016-2020

4.70%



Households with a
computer, 2016-
2020

88.73%



Households with a
broadband Internet
subscription, 2016-
2020

79.77%



Persons without
health insurance,
under age 65 years

13.97%



With a disability,
under age 65 years,
percent, 2016-2020

12.27%



High school graduate
or higher, age 25
years+, 2016-2020

85.83%

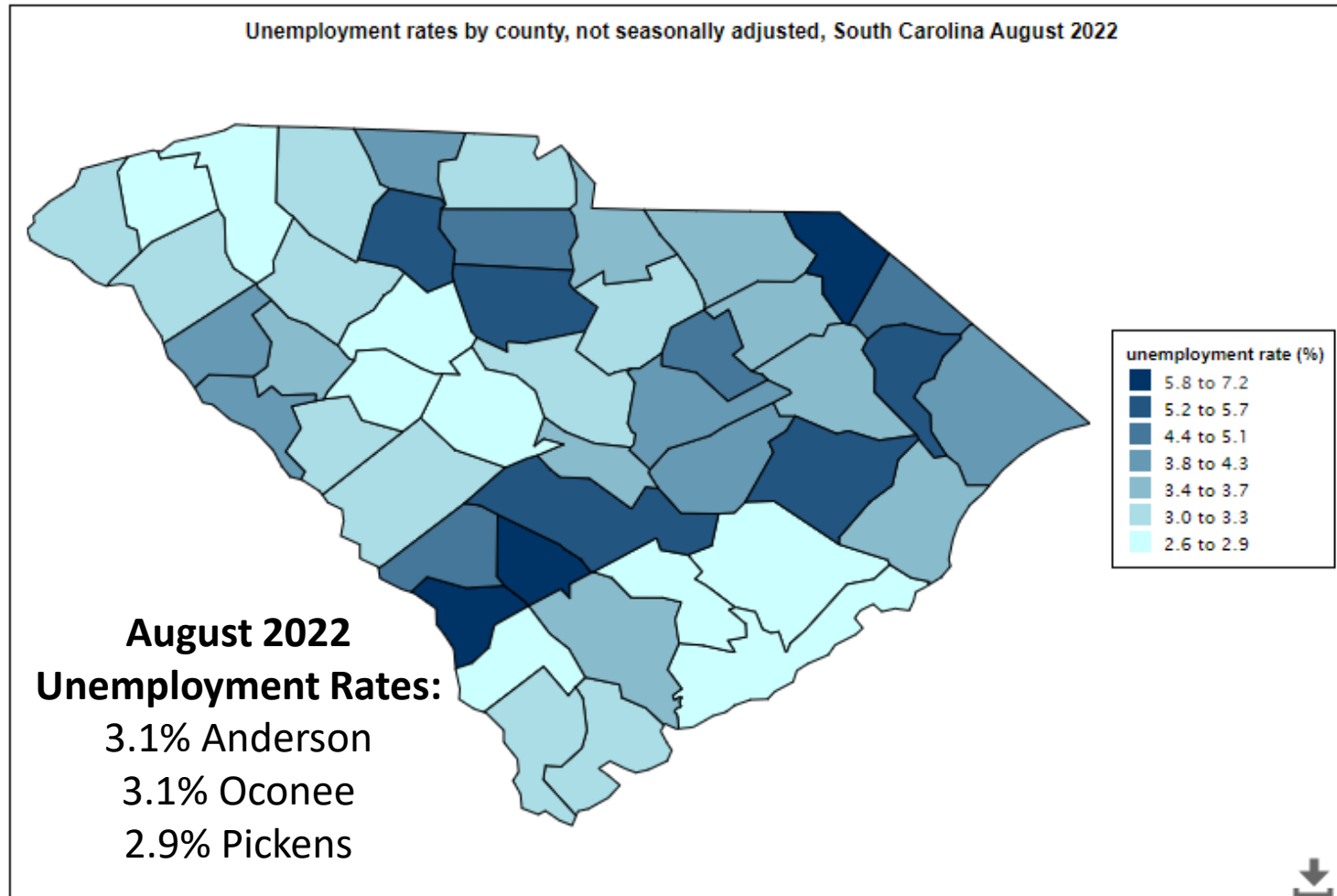
Bachelor's degree or
higher, age 25
years+, 2016-2020

26.10%



Labor Market Information

data source: US Census Quick Facts (Anderson, Oconee, Pickens)
date: 10-17-2022



Labor Force Data by County, 2021 Annual Averages

Anderson County

90,059 Labor Force
86,686 Employed
3,343 Unemployed
3.7% Unemployment Rate



Oconee County

34,123 Labor Force
32,885 Employed
1,238 Unemployed
3.6% Unemployment Rate



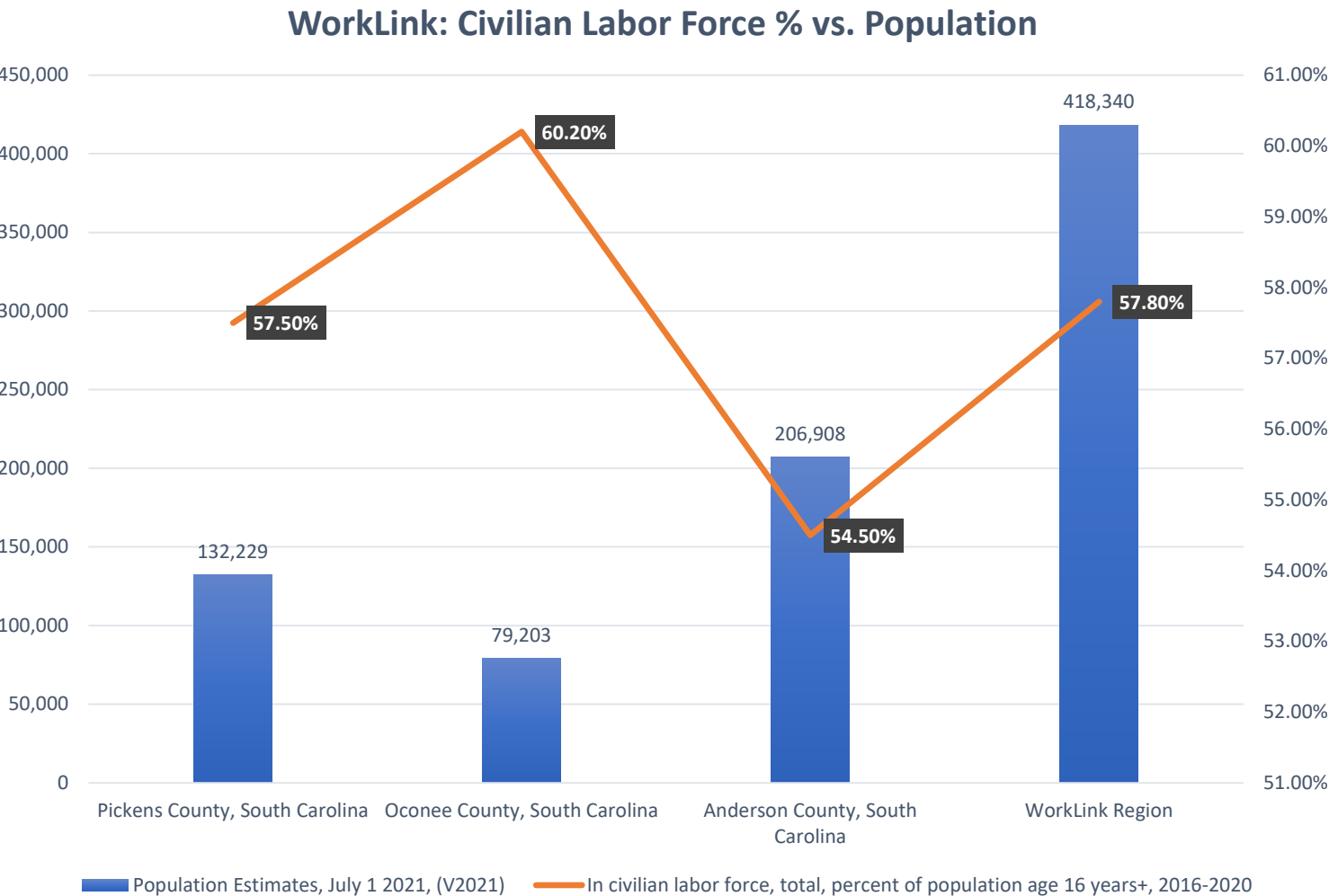
Pickens County

56,837 Labor Force
54,866 Employed
1,971 Unemployed
3.5% Unemployment Rate



Labor Market Information

data source: US Census Quick Facts (Anderson, Oconee, Pickens)
date: 10-17-2022



Median household income (in 2020 dollars), 2016-2020

\$51,440

Per capita income in past 12 months (in 2020 dollars), 2016-2020

\$29,537

Persons in poverty

13.47%



Mean travel time to work, workers age 16 years+, 2016-2020

25.6 minutes



Labor Market Information

data source: US Census Quick Facts (Anderson, Oconee, Pickens)
date: 10-17-2022

Total accommodation and food
services sales, 2017 (\$1,000)

\$693,854



Total health care and social assistance
receipts/revenue, 2017 (\$1,000)

\$1,737,022



Sales



Total transportation and warehousing
receipts/revenue, 2017 (\$1,000)

\$218,623



Total retail sales, 2017 (\$1,000)

\$4,802,187

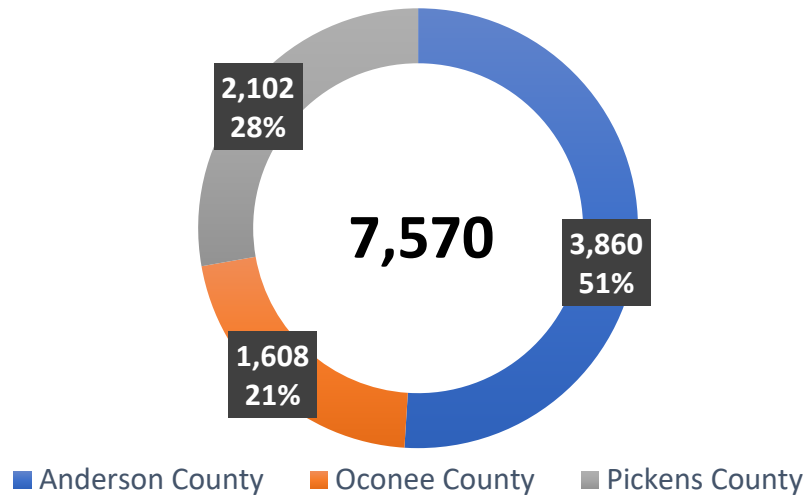
Total retail sales per capita, 2017

\$11,885

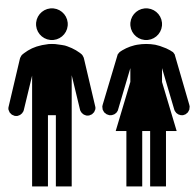
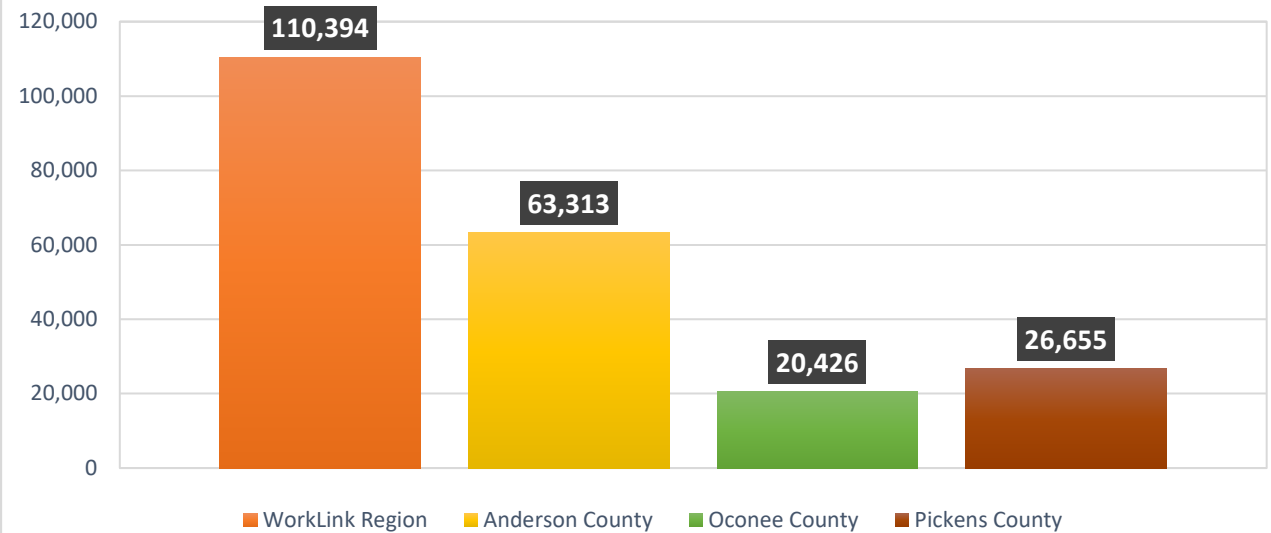
Labor Market Information

data source: US Census Quick Facts (Anderson, Oconee, Pickens)
date: 10-17-2022

WorkLink: Total Employer Establishments, 2020



WorkLink: Total Employment 2020



Women-owned employer firms, 2017

884

Men-owned employer firms, 2017

3,829



Minority-owned employer firms, 2017

536

Non-minority owned employer firms, 2017

4,874



Veteran-owned employer firms, 2017

484

Non-Veteran owned employer firms, 2017

4,524



Results

STRATEGIC PLAN QUESTIONNAIRE

DATA COLLECTED NOVEMBER 1 TO NOVEMBER 11, 2022

Strategic Plan Questionnaire

SURVEY RESPONSE

14 - 18 Responses received (4 did not complete all questions)

Sent to Board Members, Staff, Service Providers, Partners, Other

SURVEY TOPICS

Values, Strengths, Weaknesses of the Board

Workforce Trends (Global or Nationwide)

Priority Populations and Service Needs

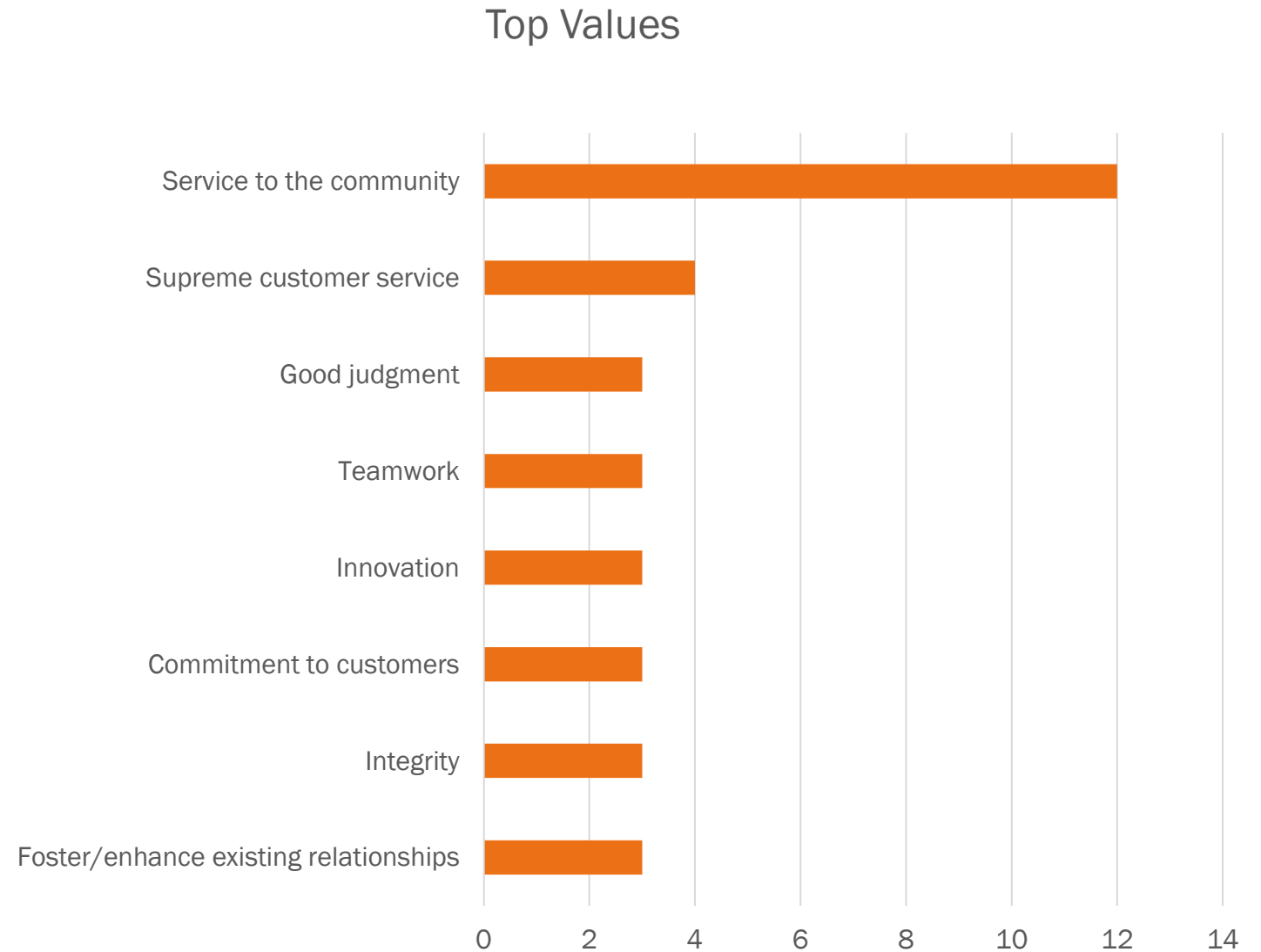
Workforce Issues (Respondents)

Workforce Issues (Community Feedback)

Opportunities

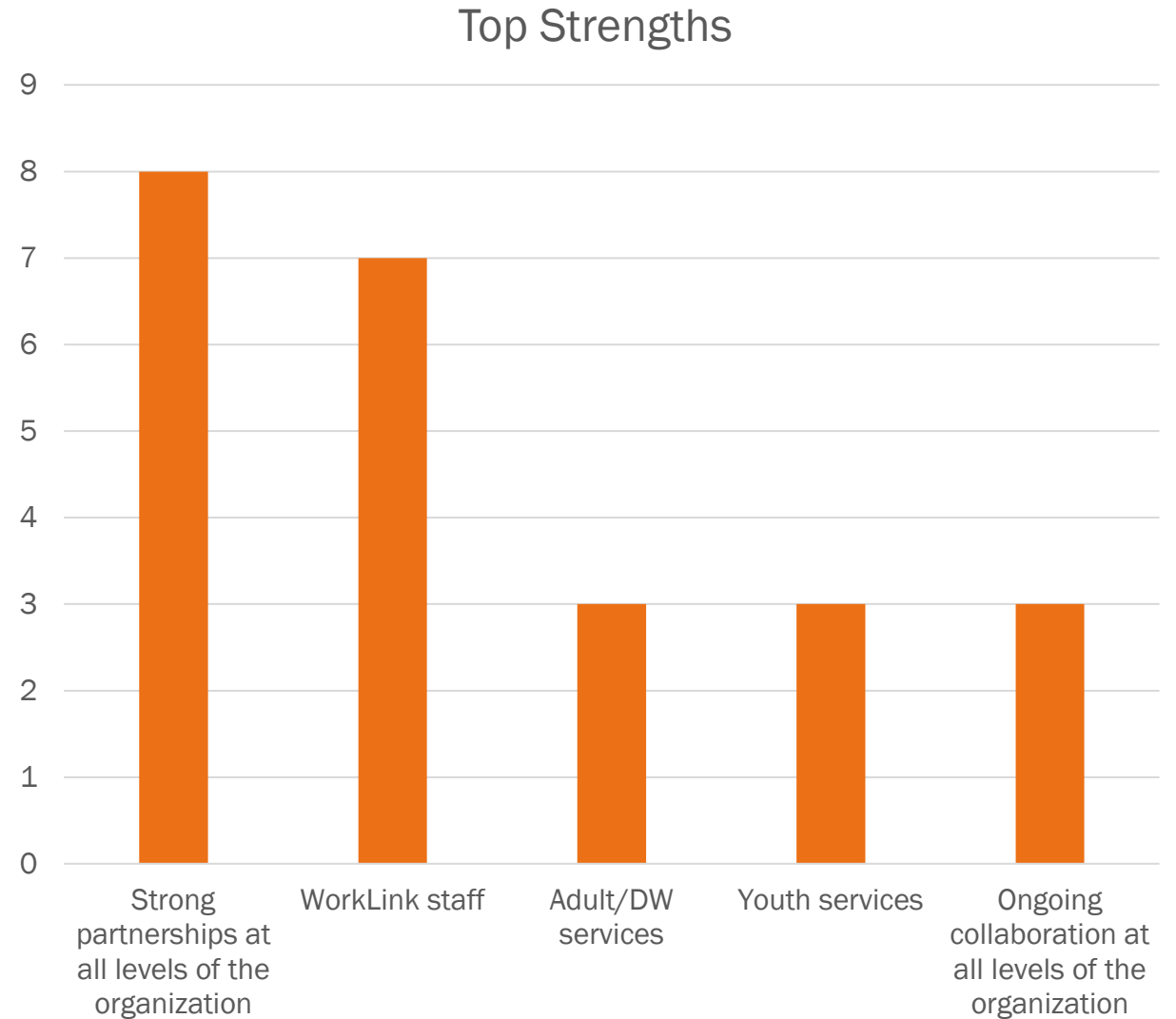
Values

1. Service to the community
2. Supreme customer service
3. Good judgment, Teamwork, Innovation, Commitment to customers, Integrity, Foster/enhance existing relationships



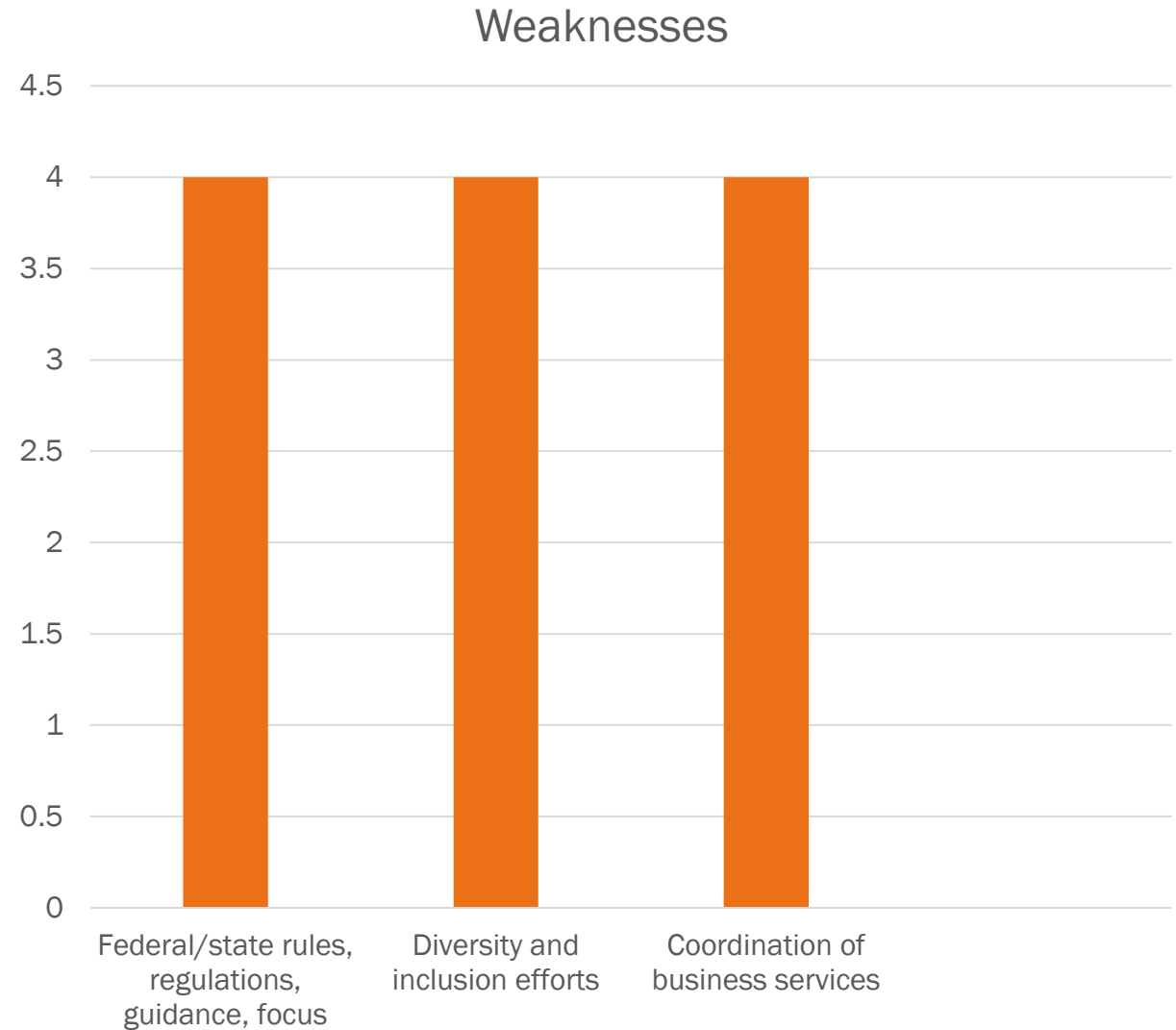
Strengths: WorkLink WDB

1. Strong partnerships at all levels of the organization
2. WorkLink staff
3. Adult/DW services, Youth services, and Ongoing collaboration at all levels of the organization

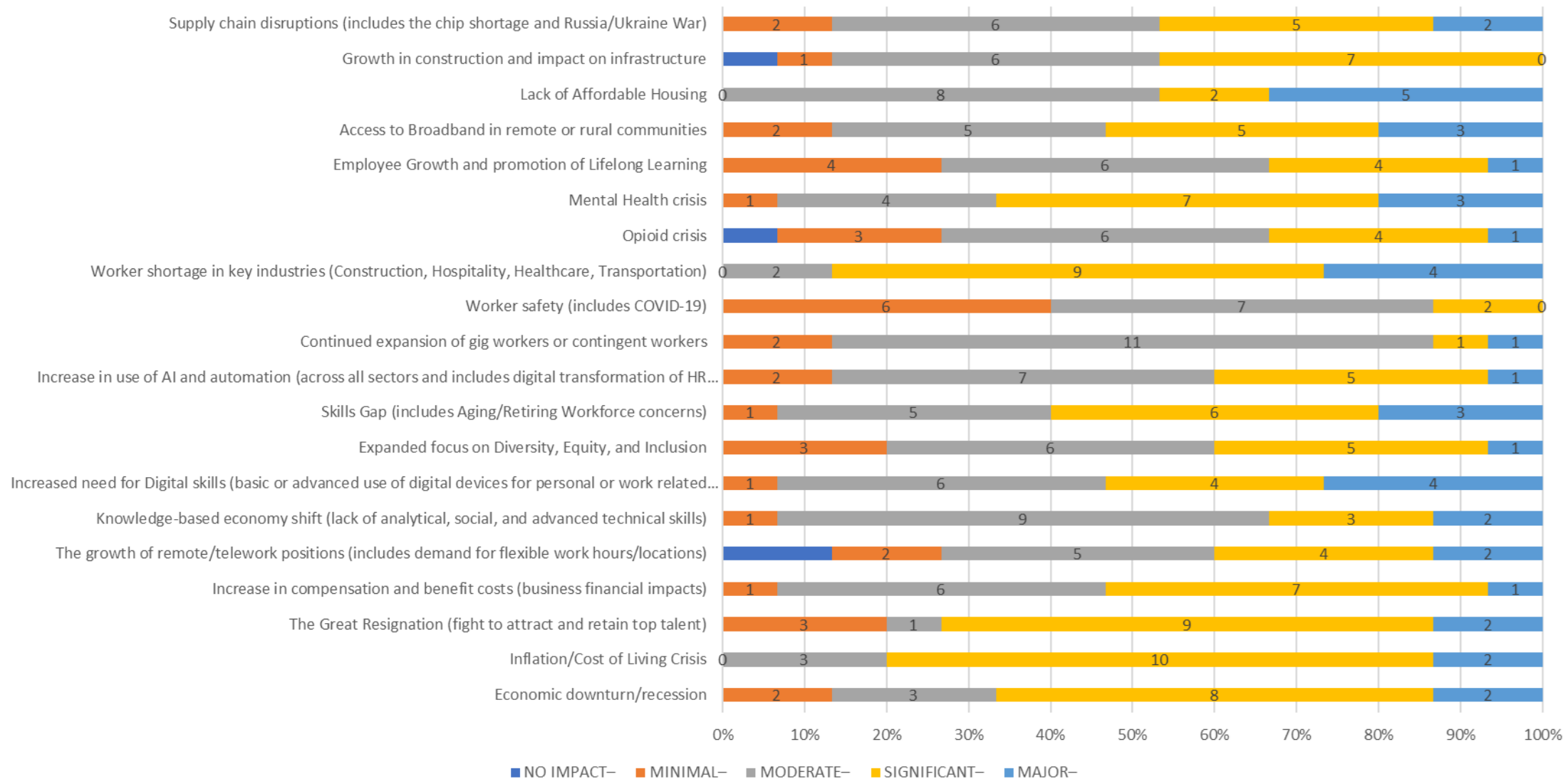


Weaknesses: WorkLink WDB

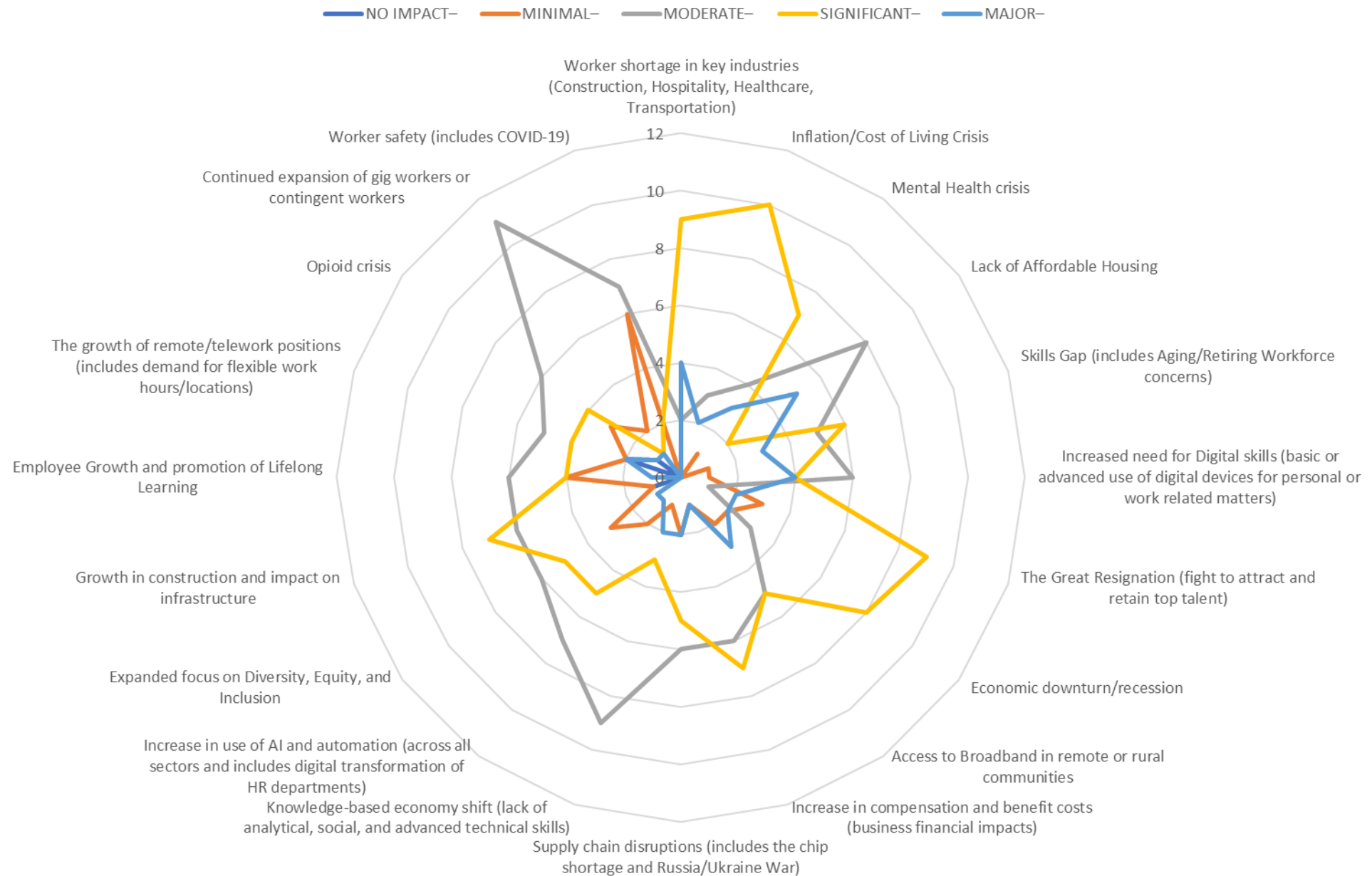
1. Federal/state rules, regulations, guidance, focus
2. Diversity and inclusion efforts
3. Coordination of business services



Workforce Trends on the WorkLink Area



Workforce Trends Impact on WorkLink

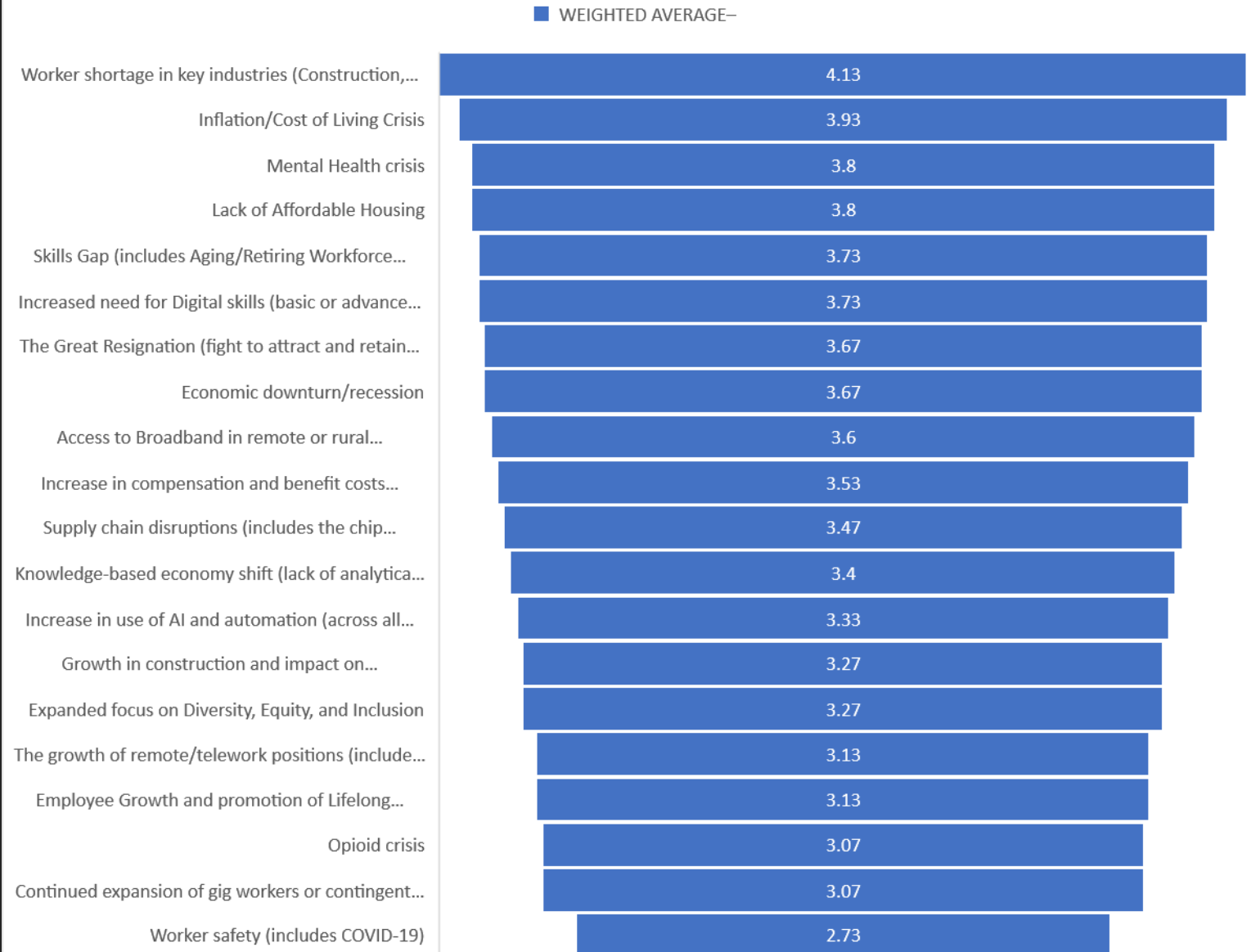


National/ Regional Workforce Trends & Issues

Major Impacts:

- Inflation/Cost of living crisis
- Economic downturn
- The Great Resignation
- Increase in compensation and benefit costs (business financial impacts)
- Worker shortage in key industries
- Mental health crisis
- Skills gap
- Access to Broadband in remote/ rural areas

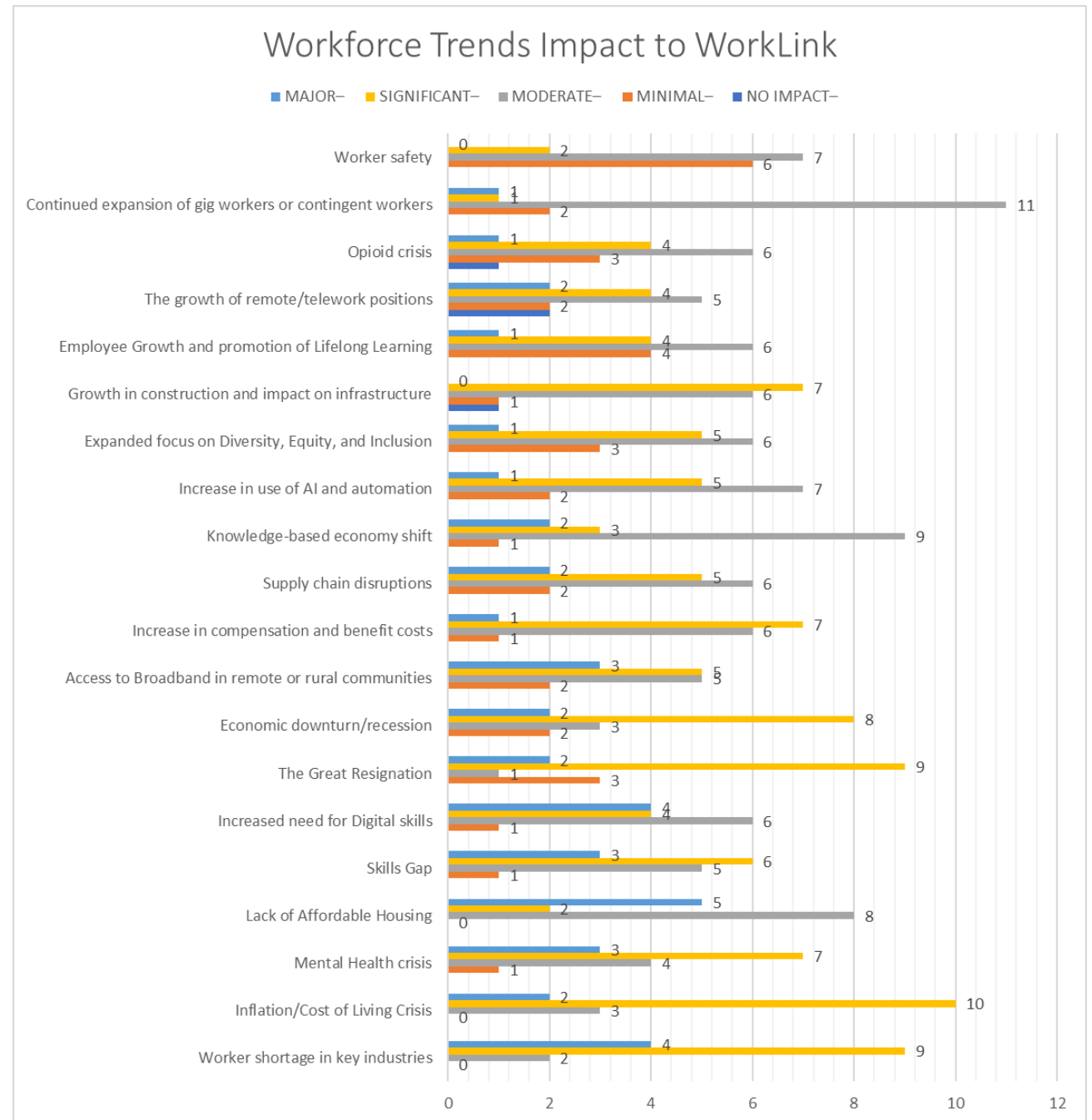
Workforce Trends Impact to WorkLink Area



National/ Regional Workforce Trends & Issues

Significant Impacts:

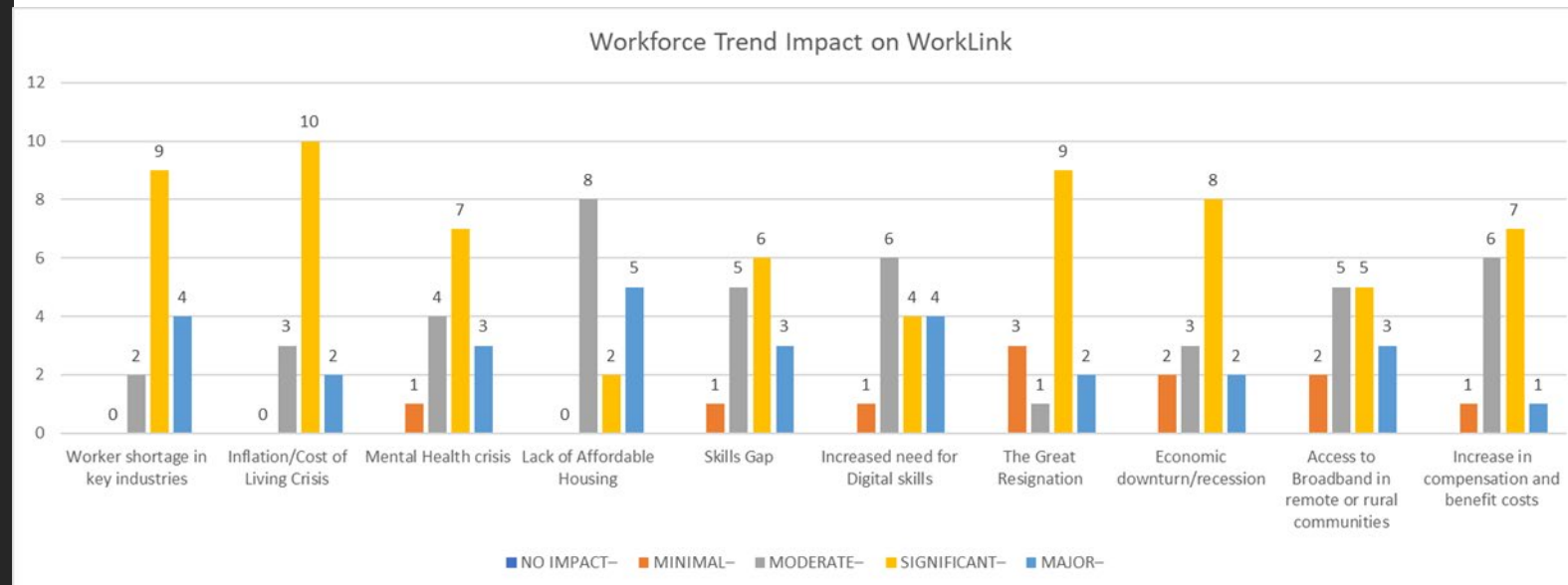
- Increased need for digital skills
- Skills Gap
- Economic Downturn/Recession
- The Great Resignation
- Knowledge-based economy shift
- Expanded focus on diversity, equity, and inclusion
- Increase in use of AI and automation
- Continued expansion of gig or contingent workers
- Worker safety



National/ Regional Workforce Trends & Issues

Moderate Impacts:

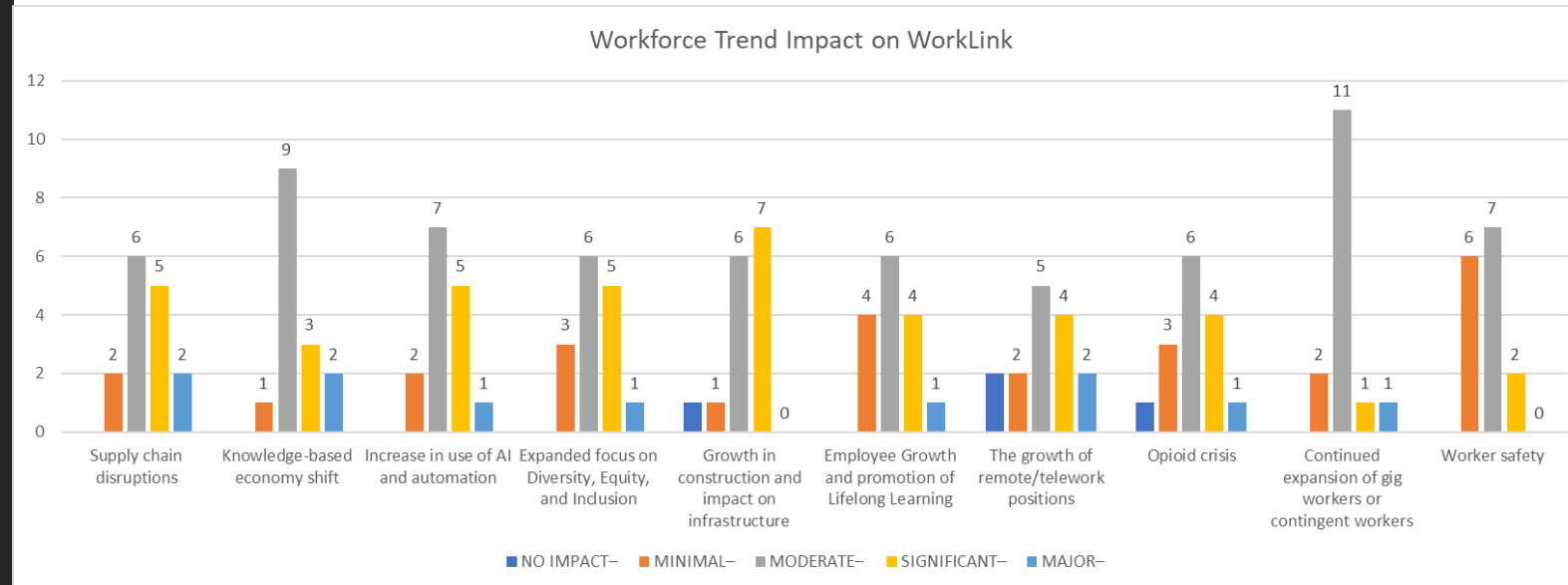
- Growth of remote/telework positions
- Knowledge-based economy shift
- Increased need for digital skills
- Expanded focus on diversity, equity, and inclusion
- Increase in use of AI and automation
- Continued expansion of gig or contingent workers
- Worker safety



National/ Regional Workforce Trends & Issues

Moderate Impacts (continued):

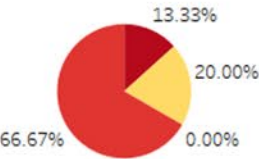
- Opioid crisis
- Employee growth and promotion of lifelong learning
- Lack of affordable housing
- Growth in construction and impact on infrastructure
- Supply chain disruptions



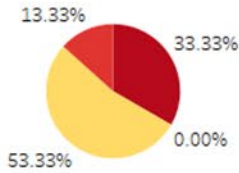
Category

- MAJOR-
- MINIMAL-
- MODERATE-
- NO IMPACT-
- SIGNIFICANT-

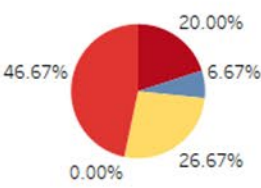
Inflation/Cost of Living Crisis



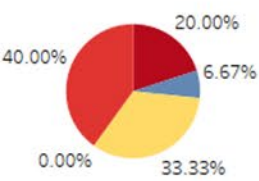
Lack of Affordable Housing



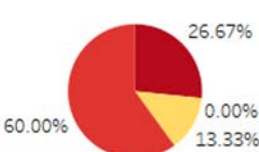
Mental Health crisis



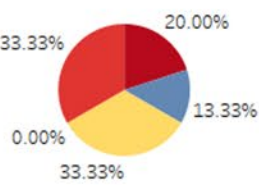
Skills Gap



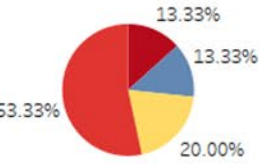
Worker shortage in key industries



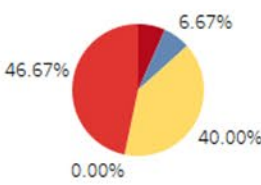
Access to Broadband in remote or rural communities



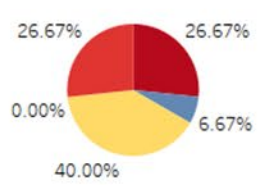
Economic downturn/recession



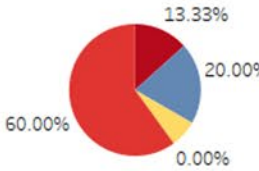
Increase in compensation and benefit costs



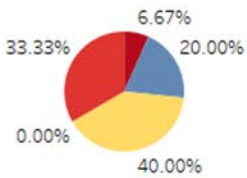
Increased need for Digital skills



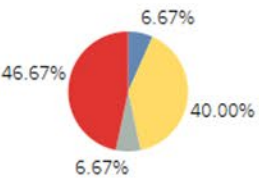
The Great Resignation



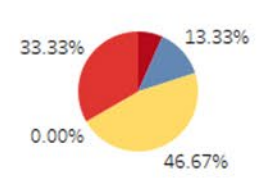
Expanded focus on Diversity, Equity, and Inclusion



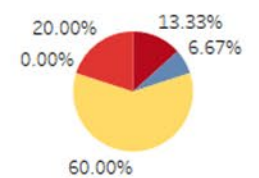
Growth in construction and impact on infrastructure



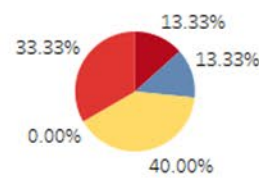
Increase in use of AI and automation



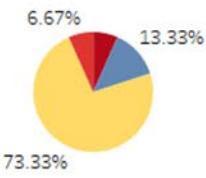
Knowledge-based economy shift



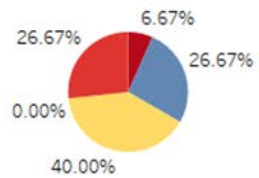
Supply chain disruptions



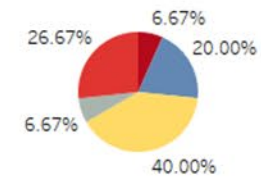
Continued expansion of gig workers or contingent wo..



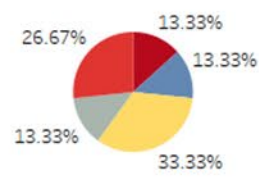
Employee Growth and promotion of Lifelong Learning



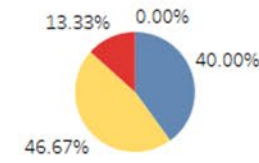
Opioid crisis



The growth of remote/telework positions



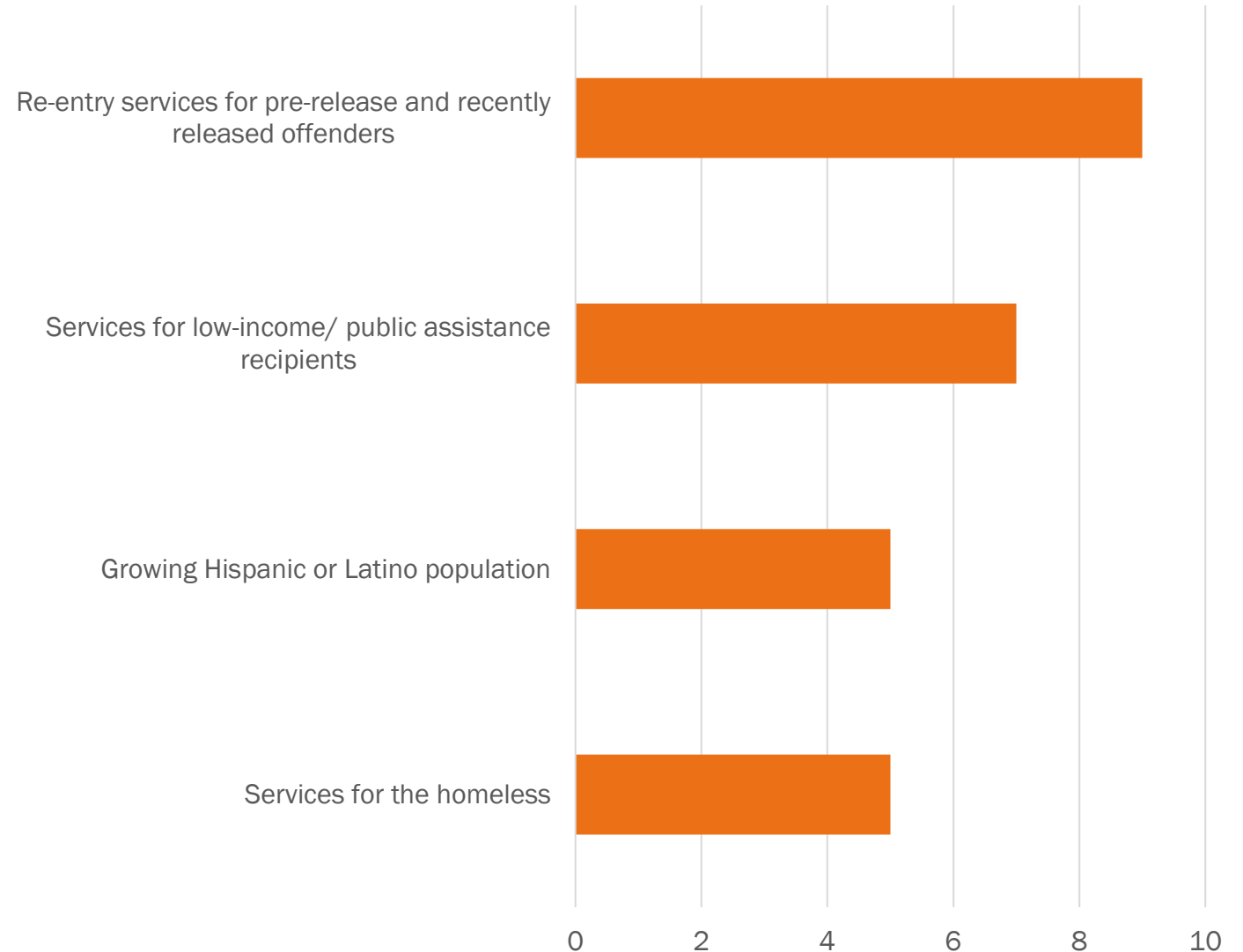
Worker safety



Priority Populations & Services

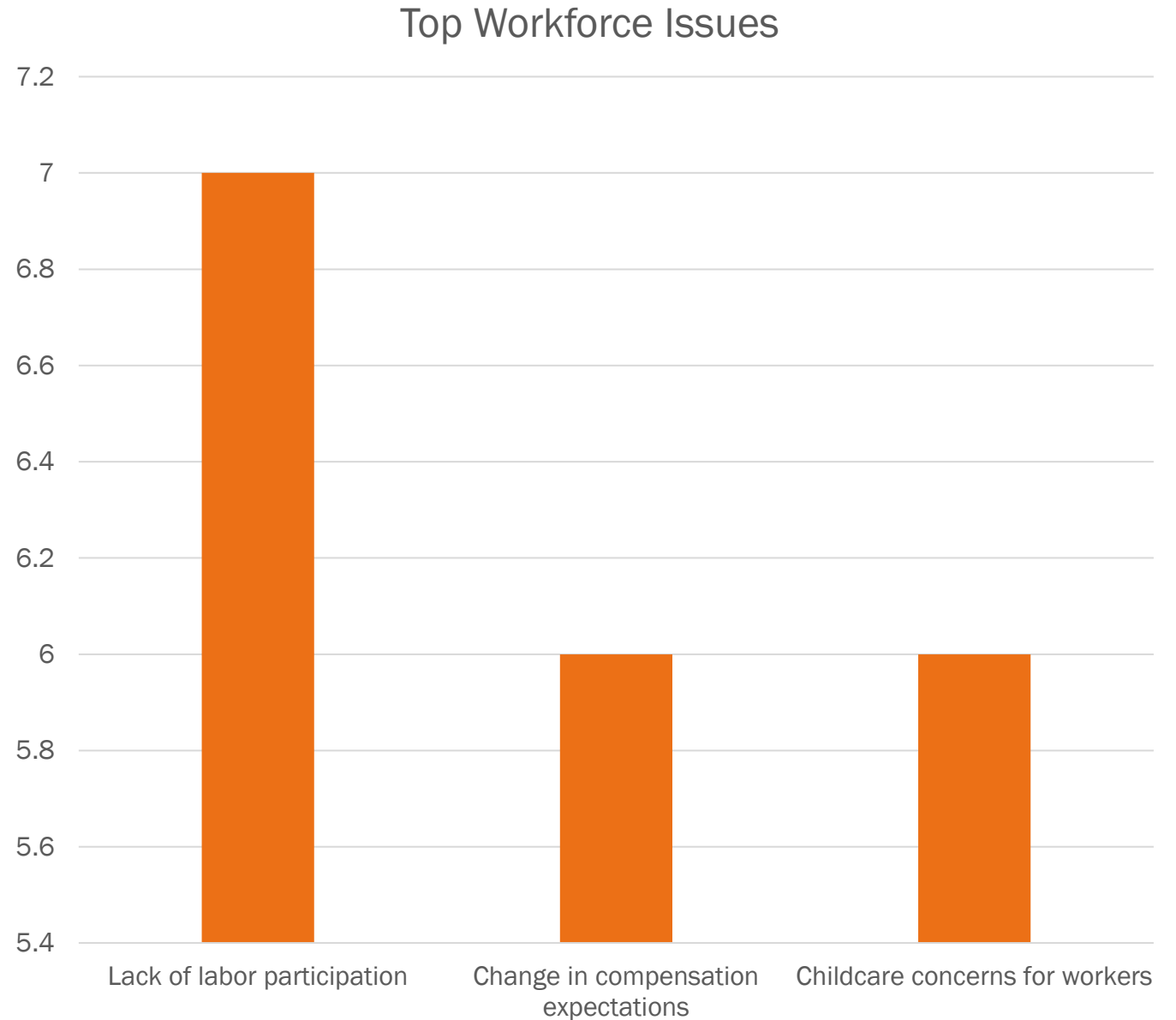
1. Re-entry services for pre-release and recently released offenders
2. Services for low-income and public assistance recipients
3. Growing Hispanic or Latino population
4. Services for the homeless

Top Services



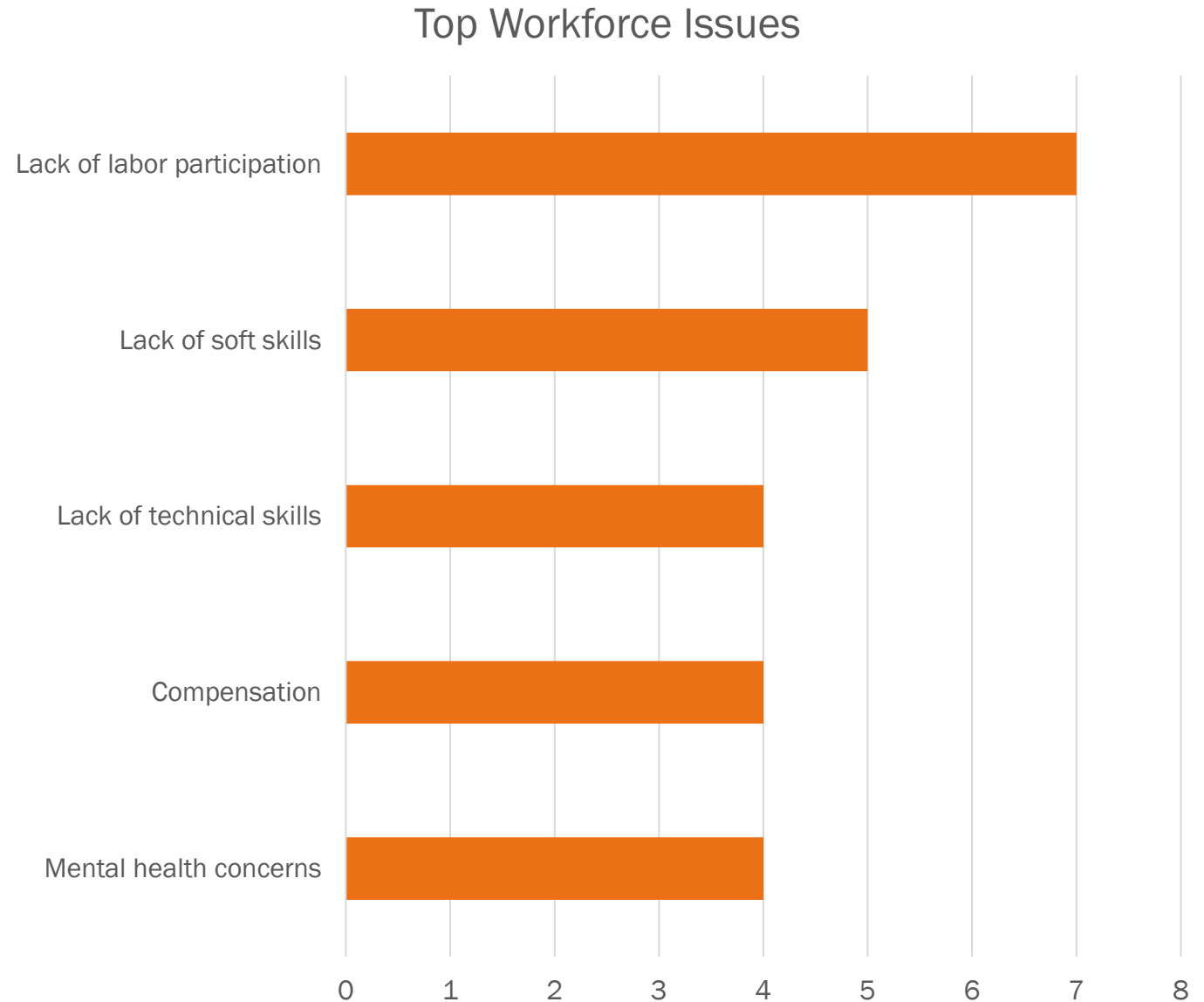
Workforce Trends & Issues: Employer's Perspective

1. Lack of labor participation (not enough workers)
2. Change in compensation expectations
3. Childcare concerns for workers



Workforce Issues & Challenges: WorkLink impact

1. Lack of labor participation
2. Lack of soft skills
3. Lack of technical skills
4. Compensation
5. Mental health concerns



Opportunities for the WorkLink area

Raw Data

Address diversity and inclusion challenges

Address Mental Health Concerns for Customers

Address transportation issues for customers

Improving transportation options for workers

Flexibility of SC Works service locations for remote/rural areas

Improve training program coordination between high schools and tech schools

Increase coordination/communication between business and industries and schools (2)

Continue to improve coordination between businesses and schools

Improve coordination between businesses and schools

Evaluate and improve effectiveness of business services

Promote modern career opportunities (3)

Educate the youth participants with respect to career opportunities for this area

Improve workforce services outreach efforts (2)

Soft Skills and/or Life Skills

Provide soft skills training with assistance of partners

Soft Skills

SS and life skills through the WorkLink service providers

Address soft skills

Address soft skills and life skills through the WorkLink service providers and educators in the community

Address Financial Literacy Education for Customers

Evaluate and address basic digital skills of the local community

Opportunities for the WorkLink area

1. Addressing soft skills through WorkLink service providers and educators in the community
2. Address transportation issues for customers
3. Improve workforce services outreach efforts
4. Improve coordination between businesses and schools
5. Promote modern career opportunities

Opportunities for the WorkLink area

- 6.
- 7.
- 8.
- 9.
- 10.

Next Steps

- ❑ Dispersal to Committees for Strategies & Tasks
- ❑ Inclusion in Local Plan