

FAIRFIELD, LEXINGTON AND RICHLAND COUNTIES

MIDLANDS REGION
COMPREHENSIVE

Local Needs Assessment

EXECUTIVE SUMMARY

2022

To view the full report, visit www.mebasc.com/PerkinsV-2022

STEP ONE

analysis LABOR MARKET INFORMATION

■ The Midlands Area Career and Technology Education (CTE) representing Fairfield, Lexington, and Richland counties, prepares high school students for college or a meaningful career. CTE offers programming aligned with local labor market data; provides real-world instruction from credentialed faculty in well-equipped labs to provide hands-on learning; and culminates with a certificate or credential upon completion to be job ready, enter the military, or seamlessly transfer to higher education in a related field.

■ Between 2020 and 2030, US Bureau of Labor Statistics (USBLS) projects approximately 60 percent of fast-growing and well-paying jobs, not requiring post-secondary degrees, will be in Construction & Installation, Maintenance & Repair and Transportation. (1)

■ High growth jobs, requiring a post-secondary degree are in Business, Management & Sales; Computer & Engineering and Healthcare with opportunities in Education, Social Service, Legal & Media, Arts and Sports. (2)

■ The top employment in the Midlands area is in all major occupation groups except for agriculture, fishing & farming, adding almost 45,000 more jobs between 2018-2028, at a projected rate of 12.02% over the period. (3)

■ All districts have programs that align with the labor market data with dual enrollment and exemption credit available for transition into higher education.

■ Continued emphasis is being given to STEM related program development and industry-recognized credentials.

STEP TWO

student required PERFORMANCE INDICATORS

■ The Midlands Area CTE continues its tradition of exceeding state graduation rate goals with a median graduation rate of 98.1%.

■ 96.75% of Midlands Area CTE students are placed in college, the military, or employment upon completion of high school.

■ Almost two-thirds of Midlands Area CTE students received an industry recognized credential or certificate.



USING
2021
WAGES

2018-2028 Midlands Area Employment Projections

| Occupation | Base Employment | Projected Employment | Numeric Changes | Percent Changes | Annual Job Openings | Entry Level | Median | Experienced |
|---|-----------------|----------------------|-----------------|-----------------|---------------------|-------------|----------|-------------|
| Total Occupations | 374,003 | 418,941 | 44,938 | 12.0% | 49,588 | \$30,447 | \$45,426 | \$62,224 |
| Management | 18,521 | 21,249 | 2,728 | 14.7% | 1,939 | \$53,465 | \$94,314 | \$128,004 |
| Business & Financial Operations | 19,475 | 22,409 | 2,934 | 15.1% | 2,274 | \$40,564 | \$60,890 | \$81,171 |
| Computer & Mathematical | 10,577 | 12,760 | 2,183 | 20.6% | 1,078 | \$45,196 | \$76,535 | \$96,278 |
| Architecture & Engineering | 5,278 | 6,089 | 811 | 15.4% | 525 | \$45,602 | \$73,195 | \$89,553 |
| Life, Physical & Social Science | 2,112 | 2,431 | 319 | 15.1% | 248 | \$39,172 | \$58,331 | \$80,335 |
| Community & Social Service | 7,751 | 8,493 | 742 | 9.6% | 914 | \$27,164 | \$37,390 | \$51,609 |
| Legal | 4,629 | 5,519 | 890 | 19.2% | 465 | \$39,779 | \$60,211 | \$97,970 |
| Educational Instruction & Library | 19,704 | 20,888 | 1,184 | 6.0% | 1,910 | \$29,105 | \$48,771 | \$72,225 |
| Arts, Design, Entertainment, Sports & Media | 4,862 | 5,506 | 644 | 13.3% | 647 | \$26,293 | \$40,284 | \$60,092 |
| Healthcare Practitioners & Technical | 23,062 | 25,525 | 2,463 | 10.7% | 1,617 | \$39,134 | \$60,907 | \$101,002 |
| Healthcare Support | 9,242 | 11,049 | 1,807 | 19.6% | 1,334 | \$21,016 | \$28,728 | \$34,030 |
| Protective Service | 13,707 | 15,379 | 1,672 | 12.2% | 1,701 | \$24,645 | \$37,622 | \$47,093 |
| Food Preparation & Serving Related | 31,768 | 36,429 | 4,661 | 14.7% | 6,254 | \$17,582 | \$22,397 | \$27,832 |
| Building and Grounds Cleaning & Maintenance | 11,641 | 13,852 | 2,211 | 19.0% | 1,881 | \$20,141 | \$26,481 | \$31,991 |
| Personal Care & Service | 14,497 | 17,148 | 2,651 | 18.3% | 2,686 | \$19,187 | \$23,789 | \$33,232 |
| Sales & Related | 40,782 | 44,060 | 3,278 | 8.0% | 6,181 | \$20,101 | \$28,825 | \$46,827 |
| Office & Administrative Support | 60,215 | 63,278 | 3,063 | 5.1% | 7,537 | \$26,044 | \$36,862 | \$45,796 |
| Farming, Fishing & Forestry | 773 | 763 | (10) | -1.3% | 123 | \$24,833 | \$30,049 | \$42,081 |
| Construction & Extraction | 15,183 | 18,094 | 2,911 | 19.2% | 2,114 | \$29,652 | \$39,418 | \$52,748 |
| Installation, Maintenance & Repair | 16,402 | 18,923 | 2,521 | 15.4% | 1,968 | \$31,023 | \$46,641 | \$57,293 |
| Production | 18,936 | 20,348 | 1,412 | 7.5% | 2,393 | \$27,054 | \$37,624 | \$50,494 |
| Transportation & Material Moving | 24,886 | 28,749 | 3,863 | 15.5% | 3,799 | \$23,746 | \$30,111 | \$41,273 |

Source: SC 2021 Economic Analysis Report, Figure 36, SC Department of Employment & Workforce OEWS 2021

374,003 TOTAL EMPLOYMENT



SIZE, SCOPE & QUALITY

- Real world training and practice is provided through work-based learning, clinical experiences, simulations, and machines and tools used by business and industry.
- Emphasis is being placed on leadership and soft skills which aligns with labor market data for the need for supervisors in all industries.
- Collaboration with Midlands Technical College (MTC) is producing tangible opportunities for transferring CTE students. There are three dual enrollment programs between the Midlands Area CTE and MTC:
 - Advanced Manufacturing Technology Certificate
 - Public Service Technology Certificate
 - Healthcare Technology Certificate
- All programs offered through MTC result in either a national certification, credential, or both, whether receiving a certificate, diploma or degree.
- Robust articulation between secondary and post-secondary is occurring through dual enrollment and exemption credit.
- If further education opportunities exist beyond MTC, they coordinate with their 4-year university partners to ensure successful transfers of students and their credits.
- Active advisory boards exist for every program and include local employers and school leadership. Changing community needs are driving the need to engage more business and industry leaders.



IMPLEMENTING CTE PROGRAMS

- Educators within CTE communicate effectively and work tirelessly to educate peers outside of CTE, especially within the school on terminology and philosophy.
- Efforts to have intentional scheduling and logically sequenced programming outside of CTE and in post-secondary have improved.
- MTC is on every school district's advisory board in the region; have multiple dual enrollment pathways; articulation agreements; and hosts career exhibitions for middle and high school students.
- The Michelin Scholars Program, which incorporates Youth Apprenticeship and Apprenticeship, is a benchmark for an exemplary education-employer partnership.
- Career Exploration for middle school (6-8th grade) students, parents, and educators has been very successful through industry visits, virtual job shadowing, educational materials, and marketing materials.
- MTC coordinated with MEBA to offer an interactive Industry Showcase in May 2022 where over 1K 8th graders met with participating businesses & industries in the region.
- A STEAM Program was provided for 11-18-year-old girls, in cooperation with the National Council of Negro Women, to demonstrate the value of CTE and STEAM career fields.



RECRUITMENT, RETENTION & TRAINING

- Recruitment and retention of workers in all industries, including education, has become a number one priority in the age of the Great Resignation and Quiet Quitting.
- Job openings abound for CTE professionals with jobs posted on social media, job boards, job fairs, and word of mouth and recommendations from business & industry, which has proven to be the most effective recruitment method.
- Retention strategies promoted to CTE faculty are programmatic autonomy, industry expertise, excellent professional development and the ability to shape the future workforce.



IMPROVING ACCESS & EQUITY

- Collaborative efforts have been made to partner with the SC Office of Special Education.
- Midlands Area CTE has offered funding and resources to provide needed equipment and supplies to students with financial challenges, for ancillary course materials.
- Transportation, while always a challenge, is provided to overcome barriers to work-based learning participation.
- Students can earn money through on-the-job assignments to apply to extra programming costs.
- Counseling and Career Services offers accommodations for students who need special services.
- The MTC Perkins funded CAREERS Program provides books or childcare to financial assistance to eligible economically disadvantaged and other special populations students enrolled in academic CTE Programs and courses.
- Apprenticeship is a successful pathway to allow students to go to school, earning a paycheck and gain invaluable work experience simultaneously. Many employers cover tuition and books expenses, as well.
- MTC offers a deferred tuition program that aligns course tuition payment with company payout schedules.

FOOTNOTES

1. Ryan Farrell and William Lawhorn, "Fast-growing occupations that pay well and don't require a college degree," Career Outlook, U.S. Bureau of Labor Statistics, June 2022.
2. Elka Torpey, "Projected openings in occupations that require a college degree," Career Outlook, U.S. Bureau of Labor Statistics, September 2021.
3. SC Department of Employment and Workforce, "South Carolina 2021 Economic Analysis Report", June 30, 2021.

