



# Postsecondary Supply Gap Overview

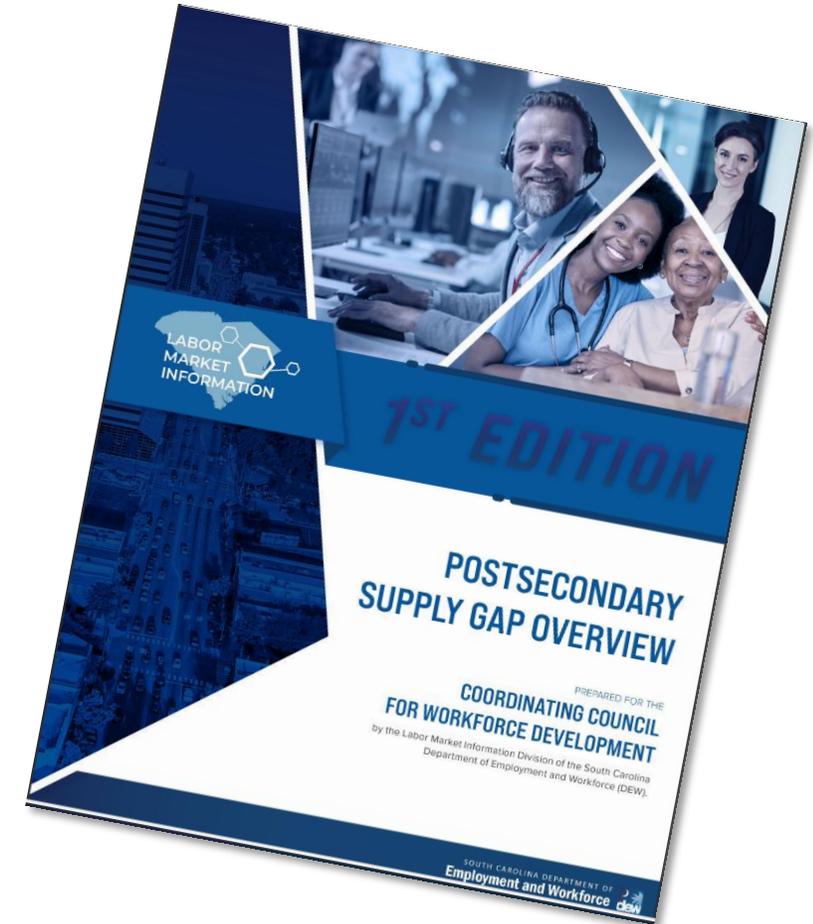
Presentation to the Coordinating Council for Workforce Development

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# What is a Supply Gap Analysis?

- A “supply gap” exists when the demand for an occupation or skill exceeds the supply of qualified workers available.
- Large supply gaps suggest that education and training providers may need to retool to better meet workforce needs.
- Act 67 requires “development and implementation of an annual statewide workforce and education supply gap analysis” within the Unified State Plan.



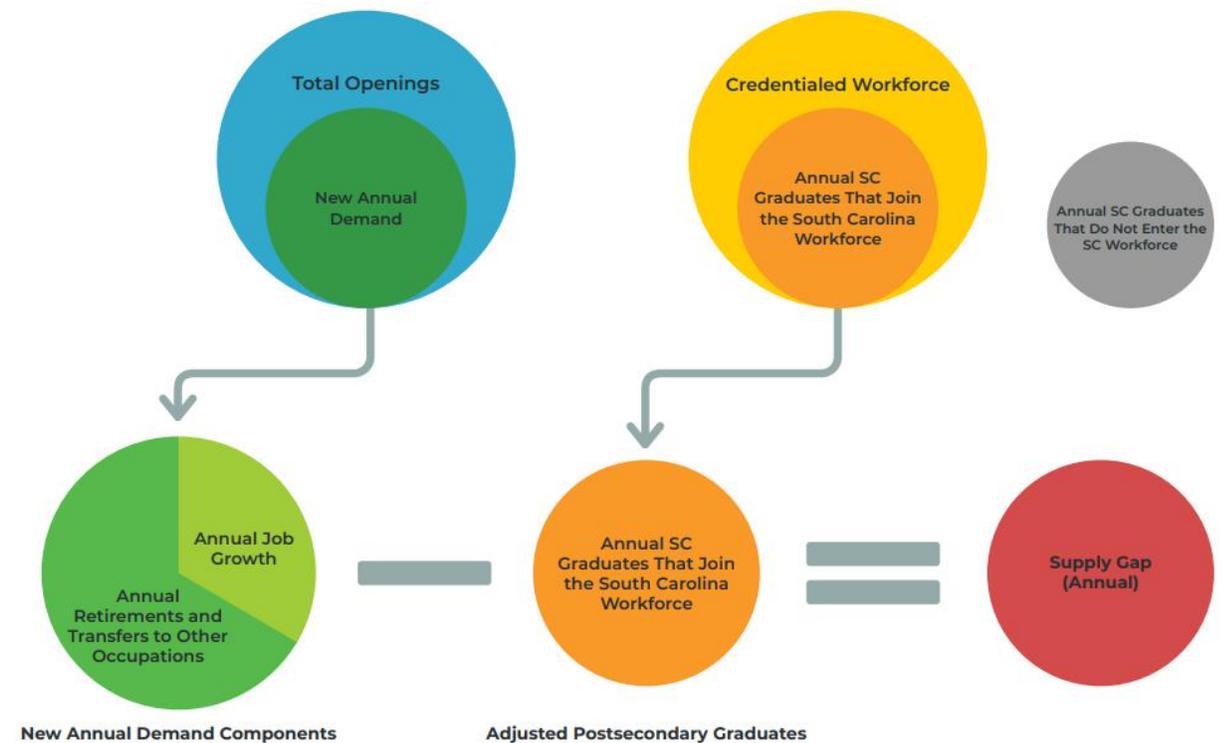
# Why “Postsecondary”?

Jobs Included in the Supply Gap Analysis	Jobs NOT Included in the Supply Gap Analysis
Jobs that require less than five years of work experience	Jobs that require five years or more of work experience
Jobs that require a certificate, two-year degree, four-year degree, or graduate degree	Jobs that do not require a postsecondary degree

- The best measure of incoming labor supply is the specialized education and training received from a postsecondary institution.

# Defining Supply and Demand

- **Supply:** The number of people graduating from each program, subtracting out who leave South Carolina for work
- **Demand:** The number of job postings for each occupation
- Supply is converted from program to occupation via a crosswalk, which tracks what credentials lead to which careers. This can be simple (e.g., nursing degrees) or not (e.g., psychology majors).



# Guide to Interpretation

- A supply gap of zero means that, for every job posting, there is exactly one recently credentialed worker ready to fill it.
- **Therefore, a supply gap is the number of additional graduates per year needed to keep the number of job openings stable.**
- It is **NOT** the count of graduates needed to fill every open position or a measure of the value or importance of a specific occupation.

# Results by Career Cluster

- While the full report provides an estimated supply gap for every occupation (i.e., SOC code), the overview focuses on clusters.
- The supply gap in 15 of 16 clusters can be characterized as narrow, moderate, or wide.
- The hospitality and tourism cluster was not rated because it does not include occupations covered by the analysis.

# Results by Career Cluster

Career Cluster	PSGA Rating
Agriculture, Food, and Natural Resources	Narrow Gap
Architecture and Construction	Moderate Gap
Arts, Audio/Video Technology, and Communications	Narrow Gap
Business Management and Administration	Wide Gap
Education and Training	Wide Gap
Finance	Wide Gap
Government and Public Administration	Moderate Gap
Health Science	Wide Gap
Human Services	Moderate Gap
Information Technology	Wide Gap
Law, Public Safety, Corrections, and Security	Moderate Gap
Manufacturing	Moderate Gap
Marketing	Moderate Gap
Science, Technology, Engineering, and Mathematics	Narrow Gap
Transportation, Distribution, and Logistics	Wide Gap

# Largest Gaps by Cluster

- **Business Management and Administration:** HR Specialists
- **Education and Training:** Elementary School Teachers
- **Finance:** Accountants and Auditors
- **Health Science:** Medical Assistants, Medical and Health Services Managers, Nursing Assistants, Registered Nurses
- **Law, Public Safety, et al.:** Paralegals and Legal Assistants
- **Information Technology:** Software Developers
- **Marketing:** Market Research Analysts and Marketing Specialists

**CAREER CLUSTER 4: BUSINESS MANAGEMENT AND ADMINISTRATION**



Careers in the **Business Management and Administration** cluster relate to planning, organizing, directing and evaluating business functions essential to efficient and productive business operations. Careers in leadership, management, and support roles are needed by all types of organizations to operate successfully.

**Occupation Spotlight: Management Analysts**  
Management Analysts conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively.

Priority Occupation	Required Education
Business Operations Specialists, All Other	Bachelor's degree
Human Resources Specialist	Bachelor's degree
Management Analysts	Bachelor's degree
Meeting, Convention, and Event Planners	Bachelor's degree
Training and Development Specialists	Bachelor's degree

**CAREER CLUSTER 5: EDUCATION AND TRAINING**



The **Education and Training** career cluster focuses on the activities, resources, and locations that provide all kinds of learning services. It includes careers at public and private schools at every level—pre-K through high school—as well as colleges and universities. Occupations at libraries, museums and corporate training services are also part of this cluster.

**Occupation Spotlight: Elementary School Teachers**  
Elementary School Teachers teach academic and social skills to students at the elementary school level.



**Elementary School Teacher**

Priority Occupation	Required Education
Elementary School Teachers, Except Special Education	Bachelor's degree
Middle School Teachers, Except Special and Career/Technical Education	Bachelor's degree
Preschool Teachers, Except Special Education	Associate degree
Secondary School Teachers, Except Special and Career/Technical Education	Bachelor's degree
Teachers and Instructors, All Other	Bachelor's degree

**CAREER CLUSTER 14: SCIENCE, TECHNOLOGY, ENGINEERING, AND MATHEMATICS**

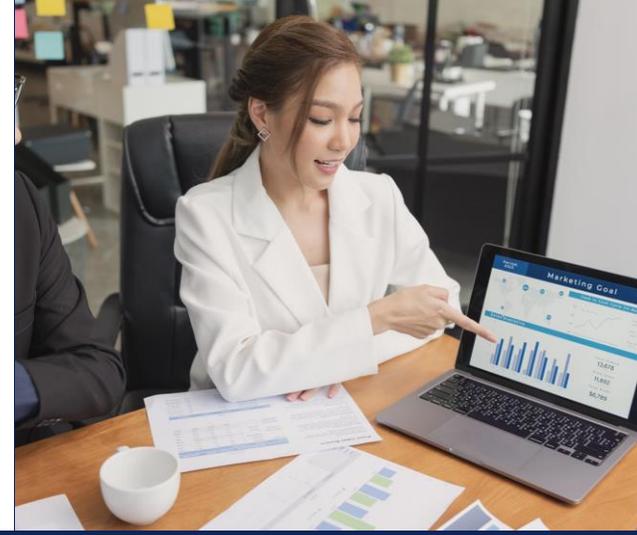


Careers in the **Science Technology Engineering and Math** cluster relate to planning, managing and providing scientific research and professional and technical services such as laboratory and testing services, and research and development services.

**Occupation Spotlight: Industrial Engineer**  
Industrial Engineers design, develop, test, and evaluate integrated systems for managing industrial production processes, including human work factors, quality control, inventory control, logistics and material flow, cost analysis, and production coordination.

The narrow gap for Science, Technology, Engineering, and Mathematics (STEM) careers may seem counterintuitive to some readers. However, the report deals with jobs requiring less than five years of experience, so only entry-level engineering jobs are being analyzed. The relatively lower gap shows that the state is producing qualified graduates at close to the rate needed to stabilize annual job openings in these positions. This result also signals the effectiveness of the state's policy interventions meant to increase access to and interest in STEM fields.

Priority Occupation	Required Education
Electrical Engineers	Bachelor's degree
Industrial Engineers	Bachelor's degree
Life, Physical, and Social Science Technicians, All Other	Associate degree



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