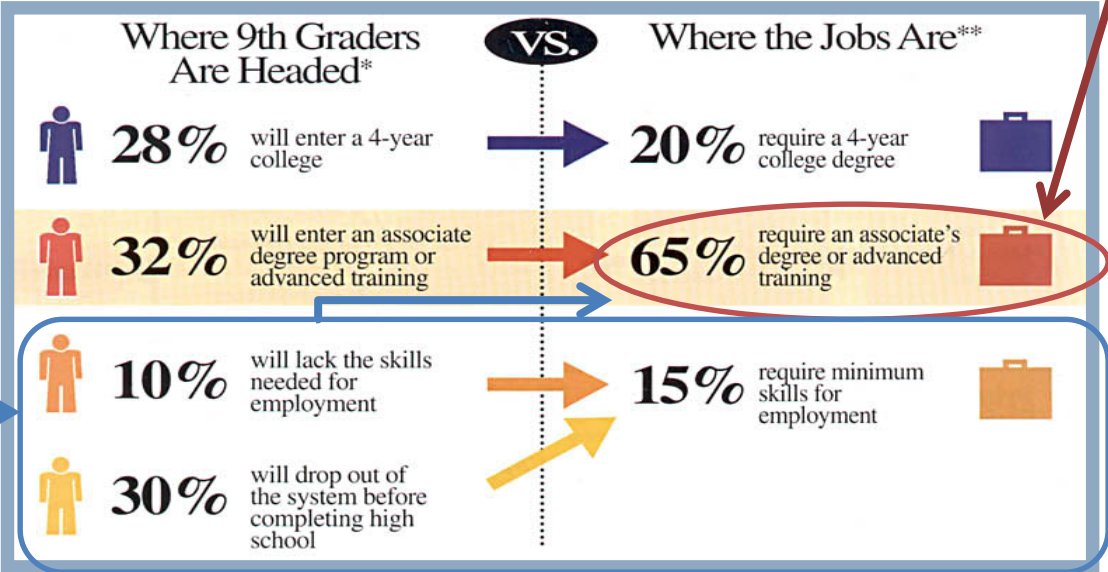


# Training & Educating Your Future Workforce

January 17, 2018

# Middle Skills Gap

Workers are needed here ...MIDDLE SKILLS – which is more than High School, but less than a 4-year degree.



Our goal is to move citizens from here to meet the needs of industry's job openings in our community.

# Workforce Needs Survey Results

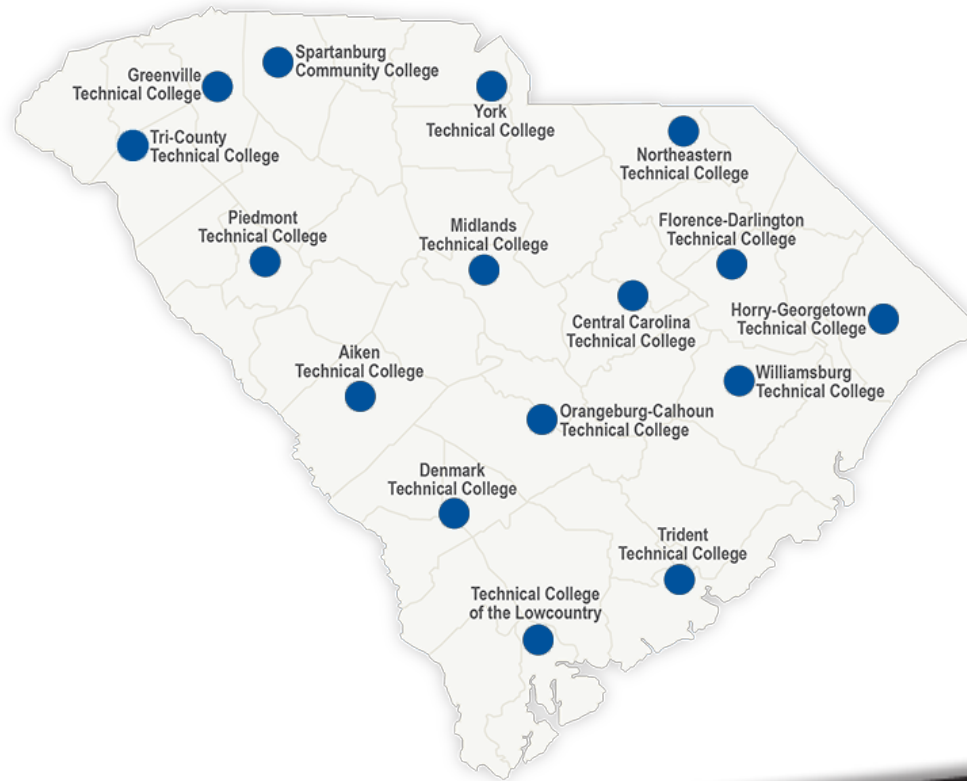
- Survey to SCAPA, CAGC Highway Div., & MASC in 2014
- Hiring barriers (from survey):
  - Lack of qualified applicants
    - Lack of training
    - Lack of experience
    - Lack of skill
      - Heavy equipment operators
      - Pipe layers
      - Concrete finishers
    - Lack of license or certification
  - Lack of training centers teaching these skills in local area

# Workforce Needs Survey Results

- Hiring barriers (from survey):
  - Small overall application pool
  - General public not aware of opportunities in the construction industry
  - Lack of desire for a career in construction
  - Lack of work ethic/desire to work
  - Applicants not able to pass drug screening
  - Applicants not able to get medical certificate (CDL)

# What is SC Technical College System?

- 16 Colleges strategically placed across SC



# College Credit Programs (Certificates or Degrees)

- Civil Engineering Technology
  - Florence-Darlington Technical College
  - Horry-Georgetown Technical College
  - Midlands Technical College
  - Technical College of the Lowcountry
  - Trident Technical College

# College Credit Programs (Certificates or Degrees)

- Diesel/Heavy Equipment Repair
  - Florence-Darlington Technical College
  - Greenville Technical College
  - Orangeburg-Calhoun Technical College

# National or State Certifications (Non-College Credit Short-Term Training)

- Blueprint Reading
  - Florence-Darlington Technical College
  - Midlands Technical College
  - Piedmont Technical College
  - Tri-County Technical College
  - York Technical College



# National or State Certifications (Non-College Credit Short-Term Training)

- Crane Operator
  - Coming Soon to Florence-Darlington Technical College
- Diesel Engine Technician or Industrial Maintenance Mechanic
  - Horry-Georgetown Technical College
  - Orangeburg-Calhoun Technical College

# National or State Certifications (Non-College Credit Short-Term Training)

- Heavy Equipment Operation
  - Florence-Darlington Technical College
  - Orangeburg-Calhoun Technical College
  - Tri-County Technical College (Mining Association did a fundraiser to help purchase Heavy Equipment (reducing student cost by over \$7,000))
  - York Technical College
  - Williamsburg Technical College

# National or State Certifications (Non-College Credit Short-Term Training)

- NCCER Core Curriculum
  - Greenville Technical College
  - Midlands Technical College
  - Orangeburg-Calhoun Technical College
  - Piedmont Technical College
  - Spartanburg Community College
  - Tri-County Technical College
  - York Technical College

# National or State Certifications (Non-College Credit Short-Term Training)

- OSHA/Safety Construction
  - Greenville Technical College
  - Midlands Technical College
  - Tri-County Technical College
  - York Technical College

# National or State Certifications (Non-College Credit Short-Term Training)

- Truck Driver (CDL)
  - Central Carolina Technical College
  - Florence-Darlington Technical College
  - Midlands Technical College
  - Piedmont Technical College
  - Spartanburg Community College
  - Technical College of the Lowcountry
  - Tri-County Technical College (130 plus student in 2018)
  - Williamsburg Technical College
  - York Technical College

# How Can You Take Advantage?

- Contact your local Technical College
  - Ask to interview upcoming graduates
    - College Credit Certificates and Degrees
    - Non-College Credit National/State Certifications
  - Ask to participate in job/career fairs at the College
  - Provide “reverse referrals” to College
    - Job applicants that don’t yet have the skills you desire
  - Discuss needs for additional training programs if desired skills not currently offered through College

# How Can You Take Advantage?

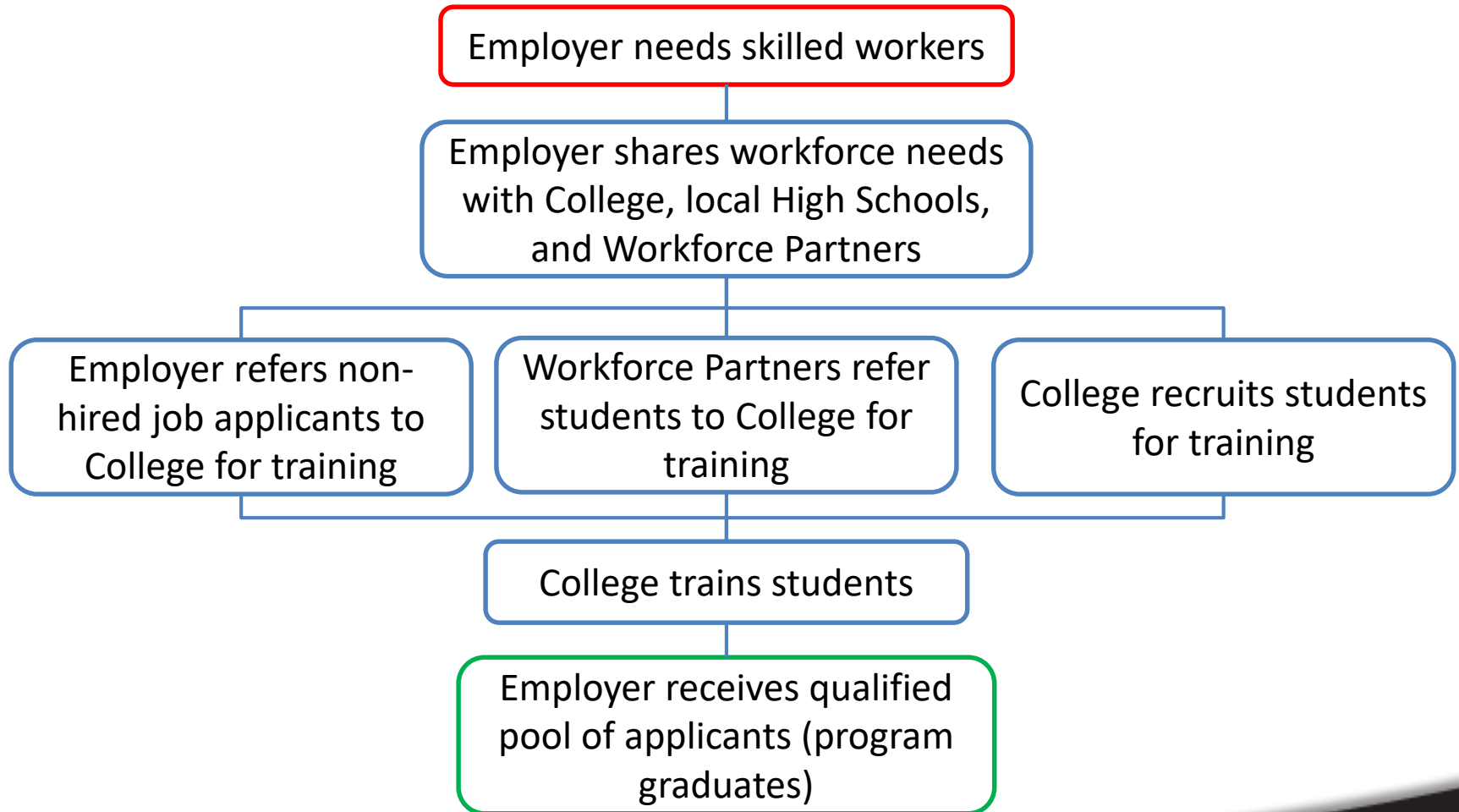
- Proactive with local high schools
  - Ask to interview upcoming graduates
  - Ask to participate in job/career fairs at the high schools
  - Refer students to local Technical College training programs for desired extra skills if they don't have them

# How Can You Take Advantage?

- Let your local Workforce partners know you have job openings and need employees with skills provided by your local Technical College
  - SCWorks, SCDEW, WIOA
  - Local Workforce Investment Board
  - Goodwill Job Connection
  - Palmetto Youth Connection
  - Work Together with Related Industry Needing Similar Skills



# How Can You Take Advantage?



Any Questions?