Training & Educating Your Future Workforce

January 17, 2018
Middle Skills Gap

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

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

Employer needs skilled workers

Employer shares workforce needs with College, local High Schools, and Workforce Partners

Employer refers non-hired job applicants to College for training

Workforce Partners refer students to College for training

College recruits students for training

College trains students

Employer receives qualified pool of applicants (program graduates)
Any Questions?