2019 WORKFORCE SURVEY
SCTAC/DONALDSON AREA - EMPLOYERS

THE TALENT CHALLENGE: ATTRACTING AND RETAINING A QUALITY WORKFORCE. THE WORKFORCE DATA COLLABORATIVE CONDUCTED THIS SURVEY TO INFORM EFFORTS TO REMOVE BARRIERS TO WORKFORCE AVAILABILITY AND PARTICIPATION.

CHARACTERISTICS OF RESPONDENTS:

- **48%** HAVE MORE THAN 100 EMPLOYEES
- **76%** PLAN TO INCREASE HEADCOUNT AT SCTAC LOCATION WITHIN THE NEXT 2 YEARS
- **64%** ARE IN MANUFACTURING
- **64%** CHARACTERIZE THEIR ABILITY TO FILL OPEN POSITIONS AS SOMEWHAT DIFFICULT OR DIFFICULT

TOP 5 BARRIERS TO SUSTAINABLE EMPLOYMENT:

- **60%** LACK OF TECHNICAL SKILLS/TRAINING
- **32%** LACK OF TRANSPORTATION
- **28%** SUBSTANCE USE
- **24%** CRIMINAL BACKGROUND
- **20%** LACK OF SOFT SKILLS

- **48%** HAVE INCREASED TRAINING AND PROFESSIONAL DEVELOPMENT TO ENHANCE EMPLOYEE RETENTION
- **38%** DEFINITELY OR PROBABLY WOULD PROVIDE BUS STIPENDS FOR EMPLOYEES TO GET TO WORK IF BUS SERVICE WERE AVAILABLE TO THEIR LOCATIONS

- **64%** MAY HIRE OR PROMOTE CANDIDATES WITH CRIMINAL RECORDS DEPENDING ON CIRCUMSTANCES
- **28%** DO NOT HIRE CANDIDATES WITH ANY TYPE OF RECORD OTHER THAN MINOR TRAFFIC VIOLATION

TO ENHANCE WORKFORCE AVAILABILITY, EMPLOYERS WOULD LIKE TO SEE LEADERS FOCUS ON:

- AVAILABILITY OF TRAINING PROGRAMS
- PUBLIC TRANSPORTATION AND MOBILITY
- POLICY AND REGULATORY REFORM AT THE STATE/LOCAL LEVEL
- AFFORDABLE OR WORKFORCE HOUSING
- CHILD CARE

OTHER SOLUTIONS? VISIT GREENVILLECHAMBER.ORG/WORKFORCE TO SHARE YOUR THOUGHTS.