

Georgetown County Workforce Survey & Assessment

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SUS 310 Methods/Tools in Sustainability

Introduction

For the Spring 2022 Semester I have had the opportunity to intern at the Georgetown County Chamber of Commerce as part of the United Nations Youth Corp. Program. During my internship I was assigned to help create a workforce survey and assessment for the County. This workforce survey will be distributed to many different businesses in the county. The survey is intended to help the county further Sustainable Development goals 8 and 9 which are listed to the right. This survey was modeled after the BillingsWorks survey and assessment that was done in Yellowstone County, Montana.

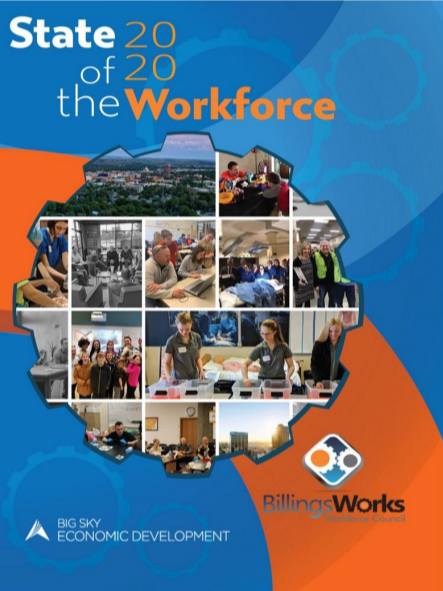


Hypothesis/Goals

A workforce report and survey will provide trends that can benefit the county in many ways. Those trends will help businesses, policymakers, and educators alike because of the survey's ability to point out those trends. Through my internship at the Georgetown Chamber of Commerce I can see that if a workforce assessment is provided to the county, then the county will be better equipped to further Sustainable Development Goals 8, 9, and 11. That assessment has given the county the ability to see demographics within the county all located in one report. While also containing the survey and its results that show those trends that exist within the workforce. The trends will allow for businesses to adapt to better business models and recruiting techniques. It will help policymakers direct their focus onto issues within the workforce to provide a better economy. It can help education systems by showing the system what workforce needs are needed most and how the education system can improve their workforce ready training.

Methodology

The methodology is quite simple. The survey has been sent to many different businesses via SurveyMonkey. A small sample of the survey is provided below to give an idea on what the survey is like. The survey has several categories to address different workforce topics. Those categories are Company Information, Hiring and Current Practices, Workforce Availability and Quality, Expanding Opportunities, and Workforce Development Programs.



Begin Survey Here:

Company Information:

1. Role in Organization – What is your role in the company, President, CEO, Owner, Manger, Director, Human Resources, Recruiting, Vice President, or other?

Provide Answer Here:

2. Number of Employers – How many employees does your company employ?

Provide Answer Here:

3. Organization by Industry – What industry is your company involved in? Please select from the following options:
 - a. Advanced Manufacturing.
 - b. Healthcare.
 - c. Transportation & Logistics.

Hiring and Current Practices:

1. Hiring – Have you tried to hire or fill any position in the last 12 months?

Provide Answer Here:

2. Previous Year New Hires' Needs – What are the needs that are new hires in need of?

Please refer to the following categories/options:

- a. Performed exceptionally and exceeded job requirements.
- b. Possessed adequate skills necessary to meet job expectations without much training.
- c. Required some training in order to develop skills required by the job.
- d. Required a great deal of training in order to develop skills required by the job.
- e. Failed to meet job expectations due to a lack of required skills
- f. Prefer not to answer.

Provide Answer(s) Here:

3. Skills Needed by New Employees – What skills do you expect new employees to have?

Please choose from the following and if other, please specify:

- a. Job-specific or technical skills.
- b. Interpersonal skills.

Conclusion/Future Recommendations

In conclusion this survey will provide data that is necessary to building a better workforce. The survey has recently just been uploaded in the past week and has not had the proper timetable to provide in-depth analysis just yet. However, there are preliminary trends found in the data that are helpful to point out. There are several recommendations that I have for the county based on the results and trends shown. Firstly, Georgetown County has a large tourism-based industry that has been damaged by the Great Resignation and Pandemic by job turnover. I recommend that the county focus funds and campaigns to help support local tourism industry-based businesses. Secondly, the county has a large industrial based workforce that is seeking employees even before they are fully certified. I recommend that the county continue to push workforce ready programs that focus on getting students the skills that are necessary to fill these positions that businesses in the county lack. Finally, Georgetown County has a trend of low-job participation in the county. Which means that people aged 16-65 that can work are choosing not to work. This is a trend that appears all throughout South Carolina too. I recommend that the county direct resources at workforce programs in the county. These programs could promote more opportunities for citizens that normally do not have the opportunities because of lack of education and skill development.