Center for Business Analytics and Community Research
UNIVERSITY OF SOUTH CAROLINA UPSTATE

2026 Union County, SC Workforce & Talent Report

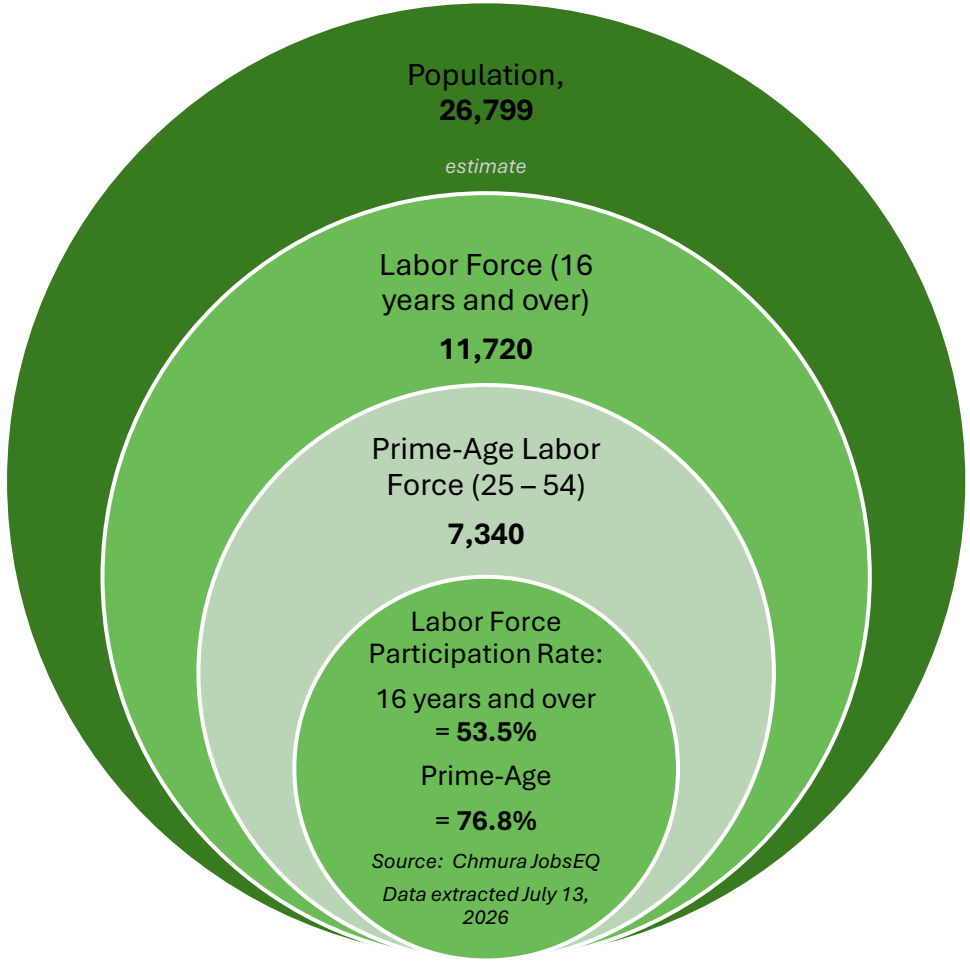
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Population and Talent Market

Union County's estimated population increased modestly over the past year, rising from 26,629 to 26,799 residents. While this short-term increase reflects relative stability, population projections from the South Carolina Department of Revenue and Fiscal Affairs continue to anticipate a gradual decline, with the county expected to decrease to approximately 25,642 residents by 2030 and 23,873 by 2040.

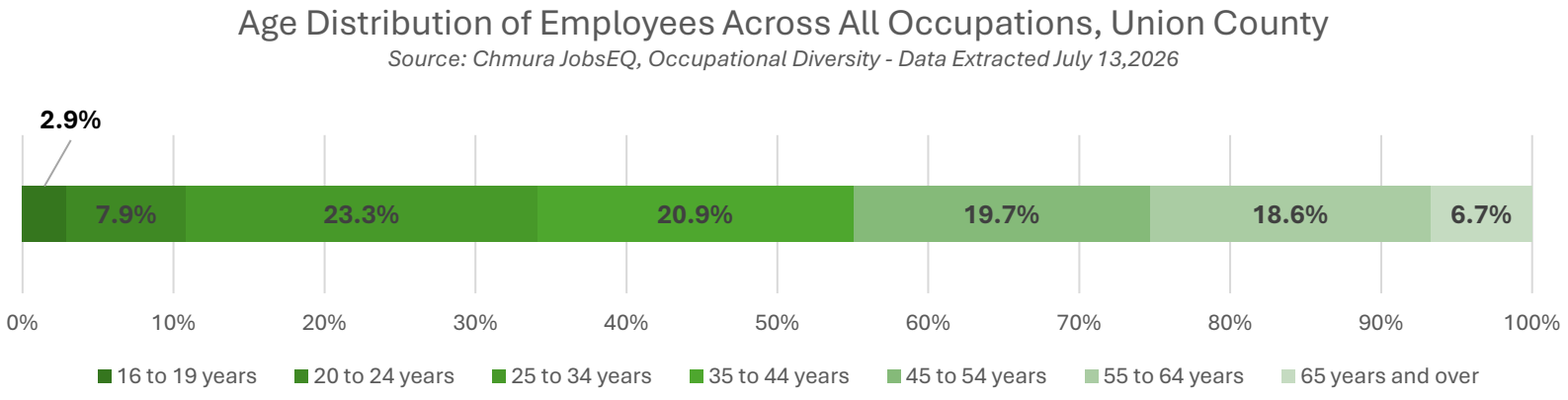
Chmura JobsEQ estimates indicate that Union County's civilian labor force (ages 16 and older) declined slightly from 11,773 to 11,720 individuals between 2025 and 2026, while the prime-age labor force (ages 25–54) increased modestly from 7,290 to 7,340. Overall, the size of the county's labor force remained relatively stable over the past year, with modest growth among prime working-age residents.

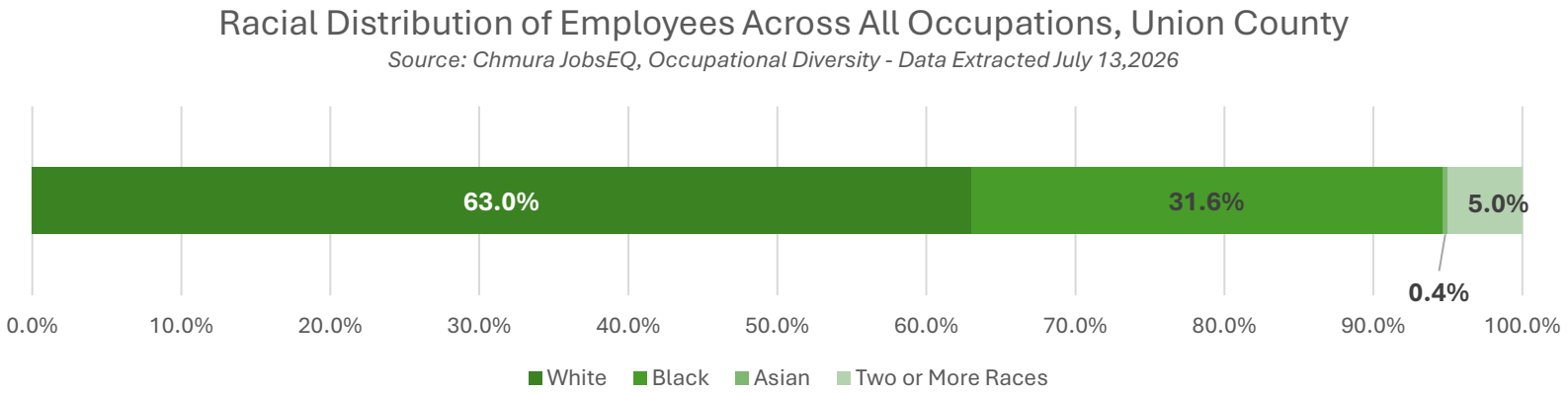
Labor force participation in Union County remains below the regional average. The participation rate for residents ages 16 and older declined slightly from 53.7% to 53.5%, compared with the Upstate regional rate of 60.9%. Among prime working-age residents (ages 25–54), however, participation increased from 75.5% to 76.8%, while the regional rate increased from 81.6% to 82.0%. As a result, Union County narrowed its participation gap with the region among its prime-age workforce, reflecting stronger labor market engagement among the county's most economically active residents.



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Selected Workforce Demographics



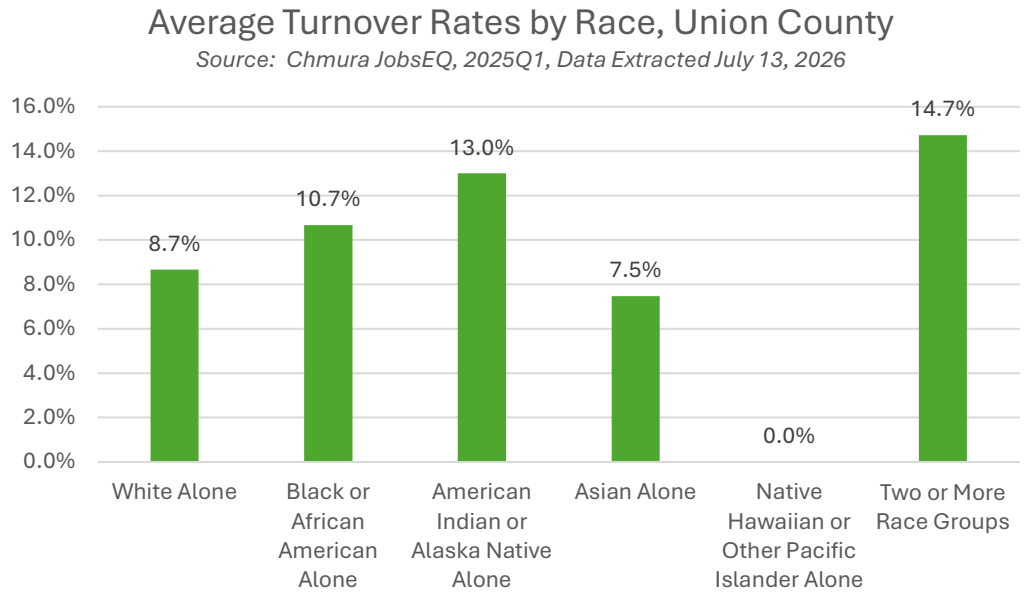


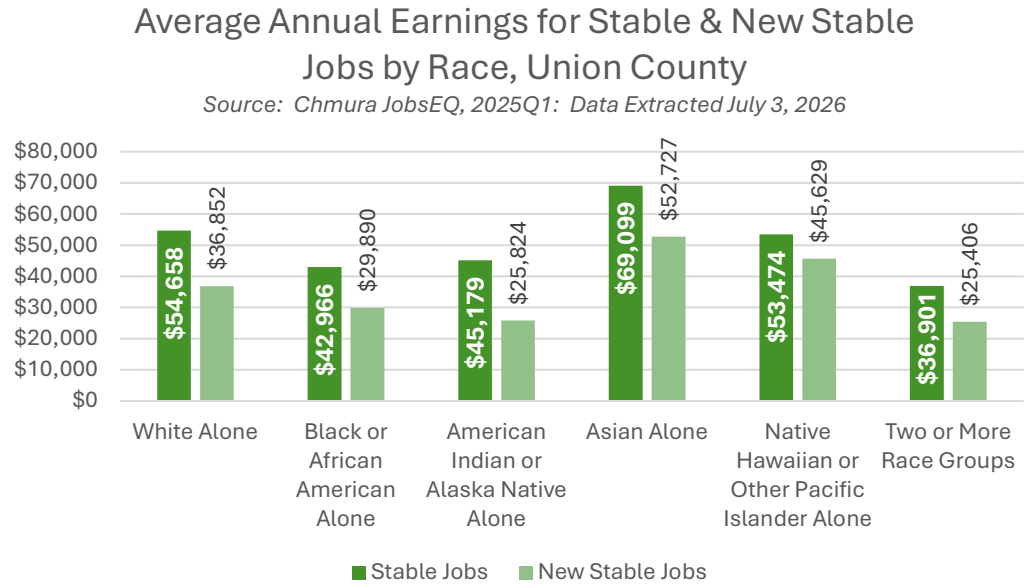
The charts to the left illustrate the age and racial composition of Union County's workforce. Workers between the ages of 20 and 54 account for 71.8% of the workforce, down slightly from 72.4% in the previous year. Older workers (ages 55 and above) now comprise 25.3% of the workforce, compared with 24.9% last year. The youngest cohort (ages 16–19) remained relatively stable at 2.9%, while the share of workers ages 20–24 declined from 9.0% to 7.9%.

Union County's workforce continues to differ from the broader Upstate region in its racial composition. White workers comprise 63.0% of the county's workforce, compared with 72.7% across the 10-county Upstate region. Black or African American workers account for 31.6% of the workforce, substantially higher than the regional share of 16.9%. Year-over-year changes in the county's racial composition were modest, with the share of workers identifying as Two or More Races increasing from 3.1% to 5.0%, while Asian workers continue to represent less than one percent of the workforce.

Pacific Islanders and American Indians continue to represent a very small share of Union County's workforce. While data for these groups is presented on the following slide, caution is advised when interpreting the estimates because small sample sizes may affect data reliability and statistical significance.

Average Turnover Rates & Stable Job Earnings – By Race



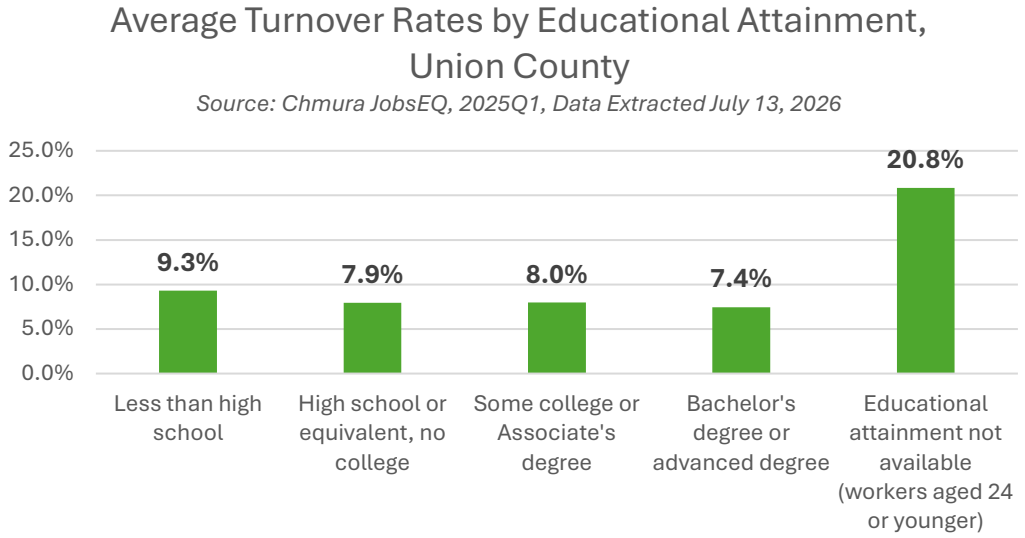


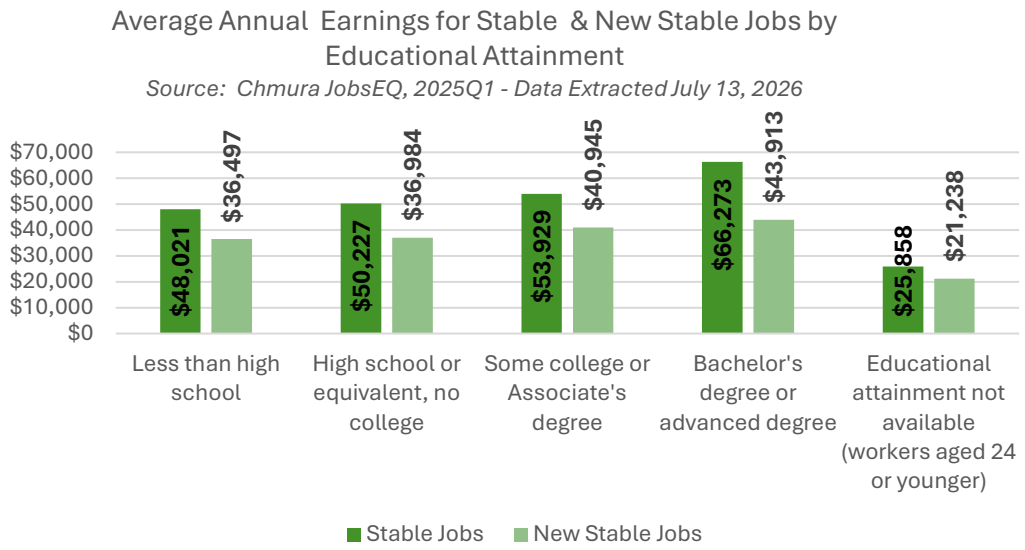
Employee turnover rates varied across racial groups in Union County, although most groups experienced modest improvement over the past year. American Indian or Alaska Native workers recorded the largest decline in turnover, falling from 17.3% to 13.0%; however, these estimates should be interpreted cautiously because of the group's relatively small workforce. Asian workers recorded the lowest turnover rate at 7.5%, followed by White workers at 8.7%. Workers identifying as Two or More Race Groups experienced the highest turnover rate (14.7%) in 2026. The newly reported Native Hawaiian or Other Pacific Islander Alone category recorded a turnover rate of 0.0%, though this estimate is based on a very small workforce and should be interpreted with caution.

Average annual earnings continued to vary considerably across racial groups. Asian Alone workers earned the highest average wages in both stable and new stable jobs. White Alone workers recorded the second-highest average stable job earnings, while Native Hawaiian or Other Pacific Islander Alone workers recorded the second-highest average new stable job earnings. Earnings for American Indian or Alaska Native workers improved in both employment categories, whereas workers identifying as Two or More Race Groups experienced declines in both stable and new stable job earnings. Stable job earnings for White and Black or African American workers changed little from the previous year, although new stable job earnings declined modestly for Black or African American workers.

Compared with the broader Greenville–Spartanburg–Anderson region, Union County reported lower average stable job earnings for five of the six racial groups examined. The earnings gap ranged from approximately $3,000 for Black or African American workers to more than $13,000 for White workers and workers identifying as Two or More Race Groups. Native Hawaiian or Other Pacific Islander Alone workers were the only group with average stable job earnings exceeding the regional average; however, this result should also be interpreted cautiously because of the group's small workforce.

Average Turnover Rates & Stable Job Earnings - By Educational Attainment





As in prior years, the data continue to demonstrate a strong relationship between educational attainment, earnings, and workforce stability in Union County. Compared to last year's report, turnover rates declined modestly across most education levels, with the largest improvement occurring among workers with less than a high school education, whose turnover rate decreased from 10.1% to 9.3%. Workers whose educational attainment is not yet available (generally those age 24 and younger) continued to experience the county's highest turnover rate at 20.8%, although this represents a slight improvement from the previous year.

Average annual earnings generally increased among workers with lower and middle levels of educational attainment, including those with less than a high school education, a high school diploma or equivalent, and some college or an Associate's degree. Workers holding a Bachelor's degree or higher continued to earn substantially more than any other educational group despite modest declines in average earnings for stable jobs. Earnings also declined slightly among workers whose educational attainment is not yet available.
Overall, the data continue to demonstrate that higher levels of educational attainment are consistently associated with higher earnings and lower turnover rates in Union County, reinforcing the importance of educational attainment in supporting workforce stability and long-term economic opportunity.

Income, Cost of Living, and Poverty Levels

Median Household Income

$41,621	$67,228	$69,324
Union County	10-County Region	South Carolina

Source: Chmura Economic Overview, 10-County Upstate Region, Data extracted June 23, 2025

Cost of Living Information

	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
Union County	$49,360	81.8	$60,335
10-County Upstate Region	$59,167	89.5	$66,976
South Carolina	$62,567	91.0	$68,727

Poverty Level (all People)

22.6%	14.1%	14.1%
Union County	10-County Upstate Region	South Carolina

Source: Chmura JobsEQ Economic Overview, data extracted June 15, 2026

Data as of 2026Q1

The data presented on this slide compare median household income, cost of living, purchasing power, and poverty levels for Union County with the 10-County Upstate region, the state of South Carolina, and the United States. Union County continues to have the lowest cost of living among the comparison areas, and that advantage widened slightly as the county's Cost of Living Index declined from 84.0 to 81.8. Despite this improvement, median household income increased more slowly than in both the Upstate region and South Carolina, resulting in a slightly wider income gap between Union County and its regional and state counterparts.

USA Level Data

Annual Average Salary	Cost of Living Index	US Purchasing Power	Poverty Rate
$77,110	100	$77,110	12.5%

Lower living costs continued to support purchasing power in Union County. Average purchasing power increased 9.0% over the past year—the largest gain among the comparison areas—reflecting the combined effect of rising wages and a lower cost of living. Even so, Union County's purchasing power remained below that of the Upstate region and South Carolina.

Poverty rates changed little across all comparison areas during the past year. Union County's poverty rate declined slightly from 22.7% to 22.6% but remained substantially higher than the 10-county Upstate region (14.1%), South Carolina (14.1%), and the United States (12.5%). Nearly one in four Union County residents continues to live at or below the federal poverty level.

MIT Living Wage Estimates By Upstate County

source: MIT Living Wage Calculator, Data extracted July 2, 2026

Living Wage Calculations by County												
	1 Adult				2 Adults (1 Working)				2 Adults (Both Working)			
County	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Abbeville	$18.96	$31.24	$39.78	$49.49	$26.63	$32.13	$34.47	$39.85	$13.26	$18.25	$21.95	$26.55
Anderson	$21.65	$35.99	$46.64	$57.67	$28.97	$34.22	$36.71	$42.12	$14.43	$20.60	$25.33	$30.10
Cherokee	$19.16	$30.49	$37.72	$46.14	$26.59	$31.31	$33.32	$38.18	$13.24	$17.79	$20.85	$25.02
Greenville	$23.11	$37.77	$49.01	$59.76	$30.93	$36.06	$38.70	$43.79	$15.40	$21.58	$26.43	$31.08
Greenwood	$18.64	$34.79	$44.52	$54.88	$26.51	$31.89	$33.89	$38.51	$13.21	$19.93	$24.24	$28.87
Laurens	$20.49	$32.71	$40.97	$49.78	$27.64	$33.78	$36.25	$40.68	$13.76	$18.96	$22.51	$26.64
Oconee	$19.34	$31.47	$39.85	$48.51	$26.78	$32.68	$35.27	$39.73	$13.34	$18.41	$22.03	$26.17
Pickens	$21.24	$35.57	$46.27	$56.26	$28.93	$33.88	$36.45	$40.96	$14.41	$20.43	$25.19	$29.52
Spartanburg	$21.69	$35.96	$46.61	$56.79	$29.24	$34.18	$36.66	$41.34	$14.56	$20.58	$25.30	$29.71
Union	**$19.06**	**$30.98**	**$38.95**	**$47.26**	**$26.06**	**$31.77**	**$33.67**	**$38.30**	**$12.98**	**$17.95**	**$21.40**	**$25.45**
Average	**$20.33**	**$33.70**	**$43.03**	**$52.65**	**$27.83**	**$33.19**	**$35.54**	**$40.35**	**$13.86**	**$19.45**	**$23.52**	**$27.91**

Source: MIT Living Wage Calculator, Living Wage Calculator Data

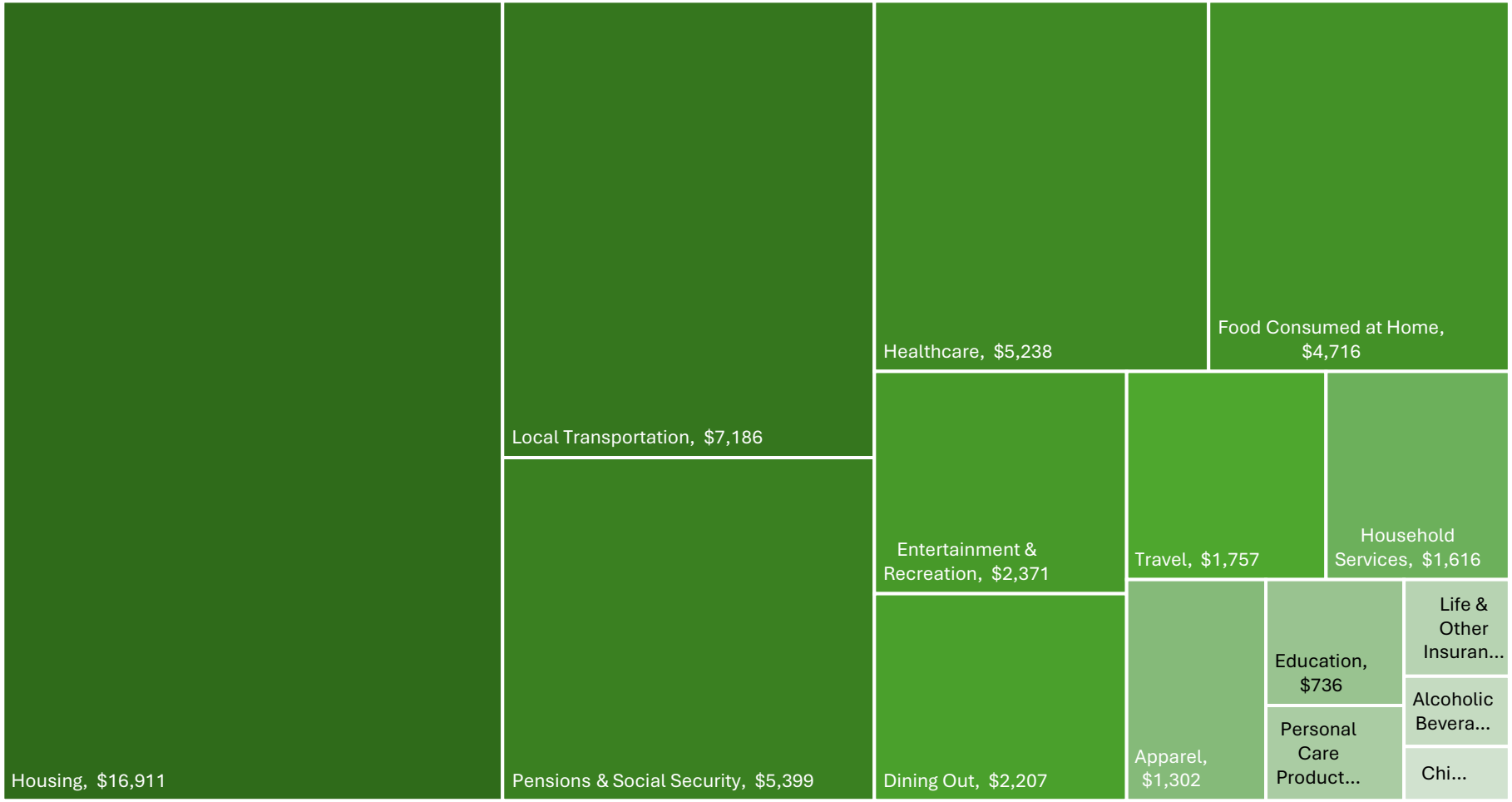
The minimum wage across all South Carolina counties remains at $7.25 per hour. However, when compared with figures from MIT's Living Wage Calculator, it is clear that this rate falls well short of providing a sustainable income for adult workers in the state.

Living wage estimates increase substantially as household size and the number of dependents grow. Across the ten-county region, a single adult with no children requires an average hourly wage of **$20.33**, while a single adult supporting three children requires **$52.65** per hour. Even in two-adult households where both adults are employed, each worker must earn an average of **$27.91** per hour to support a family with three children. Greenville County consistently records the highest living wage estimates among the region's counties, while Union and Abbeville generally report the lowest,

This disparity highlights the importance of education, workforce development, and career advancement as key strategies for improving economic mobility and family well-being. Investing in talent development remains a critical regional policy priority. Note: In 2024, 1.0% of hourly-paid workers in the United States and 2.0% in South Carolina earned wages at or below the federal minimum wage. Characteristics of minimum wage workers, 2024 : BLS Reports : U.S. Bureau of Labor Statistics

Major Categories of Consumer Spending, Union County

Source: U.S. Census Bureau, Business Builder, Data Extracted July 15, 2026



Union County households spent an estimated $55,994 on consumer goods and services during the most recent year, remaining well below the average household spending observed across the 10-county Upstate region. Housing continued to represent the county's largest household expenditure at approximately $16,900 annually, accounting for about 30% of total household spending. Local transportation, Pensions & Social Security, and Healthcare remained the next largest categories of consumer expenditures.

Overall spending patterns changed little over the past year. Housing, local transportation, and healthcare expenditures declined modestly, while spending increased in categories such as Food Consumed at Home, Dining Out, Travel, and Apparel. Education spending remained a relatively small component of household expenditures, representing just over one percent of total consumer spending, and experienced a small decline from last year's report.

Although Union County households continue to benefit from a comparatively lower cost of living, overall consumer spending remains substantially below the regional average, reflecting the county's comparatively lower household incomes and purchasing power.

Education and Training Requirements

Educational Attainment, Ages 25 - 64				
	Union County	10-County	South Carolina	USA
No High School Diploma	15.8%	10.5%	9.2%	9.8%
High School Graduate	35.9%	27.8%	27.2%	24.8%
Some College, No Degree	21.5%	19.1%	20.1%	18.9%
Associate's degree	10.5%	10.8%	10.4%	9.2%
Bachelor's Degree	12.8%	20.3%	21.0%	23.1%
Postgraduate Degree	3.5%	11.4%	12.1%	14.2%
Source: Chmura Economic Overview, Union County, Data Extracted July 15, 2026				

Education and Training Requirements Across All Occupations				
	Union County	10-County	South Carolina	USA
Short-term OJT, No Exp, No Award	39.2%	37.0%	38.1%	36.8%
Moderate-term OJT, No Exp, No Award	19.6%	17.3%	15.3%	13.4%
Long-term Training, No Exp, No Award	3.3%	3.7%	3.5%	3.5%
Previous Work Experience, No Award	8.6%	8.3%	8.6%	8.2%
2-Year Degree or Certificate	9.1%	8.9%	8.8%	8.4%
Bachelor's Degree	17.6%	20.7%	21.5%	24.9%
Postgraduate Degree	2.7%	4.2%	4.3%	4.8%
Source: Chmura Occupational Diversity, Union County, Data Extracted July 15, 2026				

Educational attainment among Union County residents improved over the past year but continues to trail broader benchmarks. Among adults ages 25 to 64, the share with at least a high school diploma increased from 82.3% to 84.2%, while the proportion holding a bachelor's degree or higher rose from 13.9% to 16.3%. By comparison, nearly 90% of adults across the 10-county Upstate region have completed high school and approximately one-third hold a bachelor's degree or higher.

Education and training requirements across Union County occupations remained largely unchanged. Approximately four in ten occupations require only short-term on-the-job training, while fewer than one in five require a bachelor's degree. The county's occupational mix therefore continues to place greater emphasis on shorter-term training and less emphasis on bachelor's-level education than the region, state, and nation.

Together, these findings reinforce the importance of continued educational attainment and workforce skill development in supporting higher earnings, workforce stability, and long-term economic opportunity.

National Educational Attainment	Median Usual Weekly Earning (national level data)
Less than high school	$784
High school graduate, no college	$977
Some college or associate degree	$1,138
Bachelor's degree or higher	$1,763
Source: Bureau of Labor Statistics, Full-time workers 25 and over	

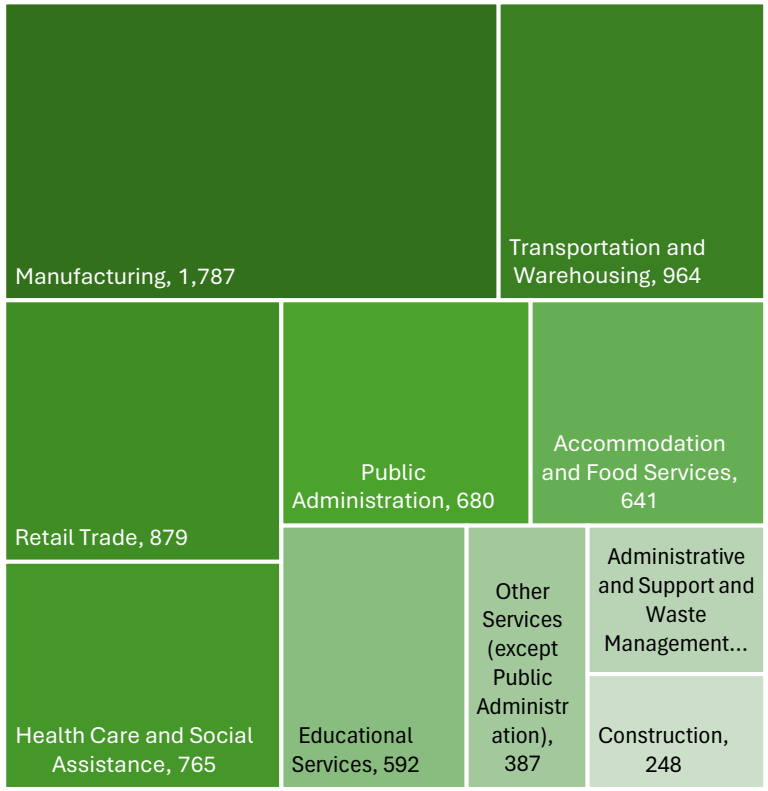
Data from the Bureau of Labor Statistics for the first quarter of 2026 demonstrate the well-established relationship between educational attainment and median usual weekly earnings. The table immediately below presents these Q1 2026 figures.

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Current Sector Employment & Annual Wages

Top 10 Industry Sectors - Current Employment - 2026Q1

Source: Chmura JobsEQ, Data Extracted July 16, 2026



Dominant Location Quotients* for Union County

Manufacturing: 2.90

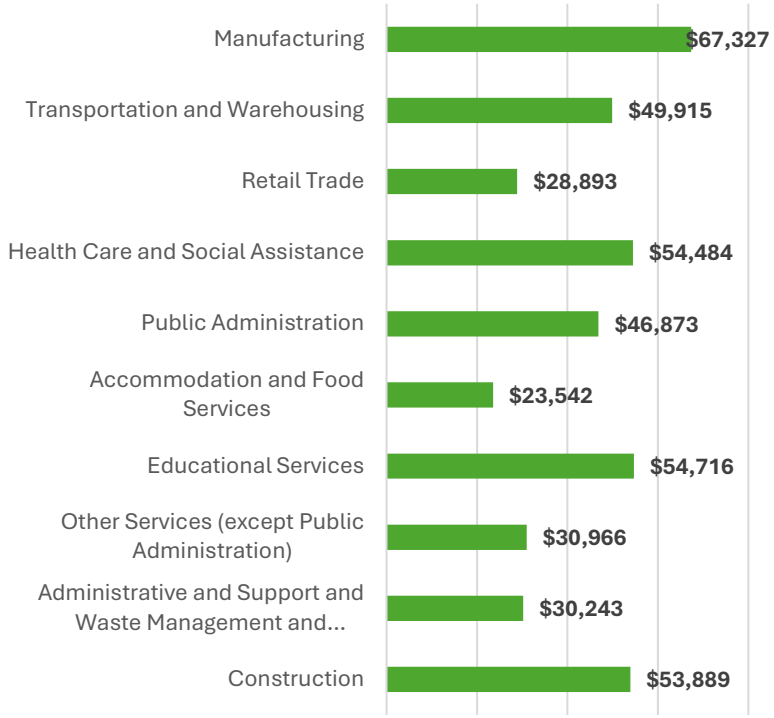
Transportation and Warehousing: 2.38

Utilities: 2.08

*Location quotients measure the relative size of the sector (essentially a concentration measure) compared to the national average (1.00).

Current Annual Average Wages – Top 10 Current Employment Sectors, 2026Q1

Source: Chmura JobsEQ, Data Extracted July 16, 2026.



Manufacturing remained Union County's largest employer and most concentrated industry, with 1,787 jobs and a location quotient of 2.90—nearly three times the national average. Although manufacturing employment declined modestly over the past year, average annual wages increased to more than $67,000. Transportation and Warehousing continued to rank as the county's second-most concentrated industry despite modest declines in both employment and concentration.

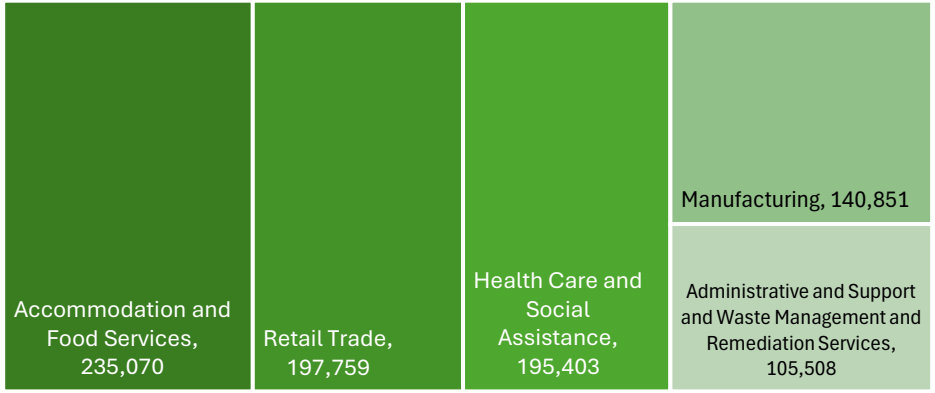
Employment levels changed little across most of the county's largest industries, with small gains in Retail Trade and Other Services offsetting modest declines in several other sectors. Average annual wages increased across nearly every major industry, led by Educational Services and Other Services, reflecting continued wage growth among many of Union County's largest employers.

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Top 5 Industry Sectors by 5-Year Forecasted Talent Demand

Source: Chmura JobsEQ 2025Q4



Top 5 Industry Sectors by Forecasted Talent Demand, Average Annual Wages

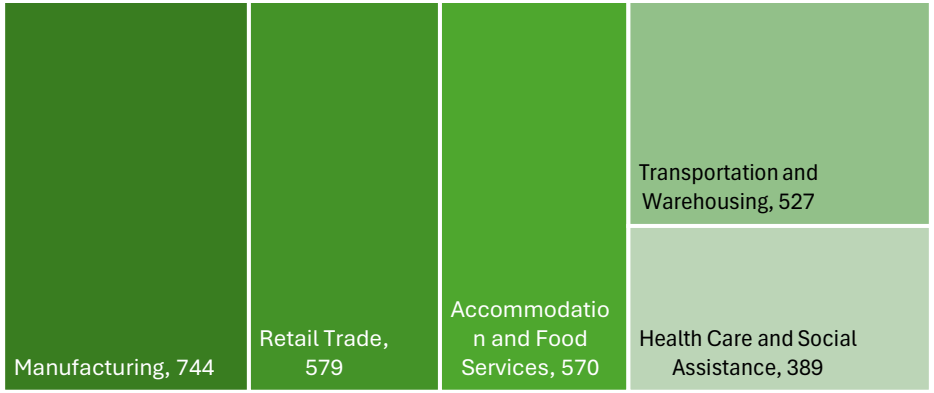
Source: Chmura JobsEQ 2025Q4



Union County

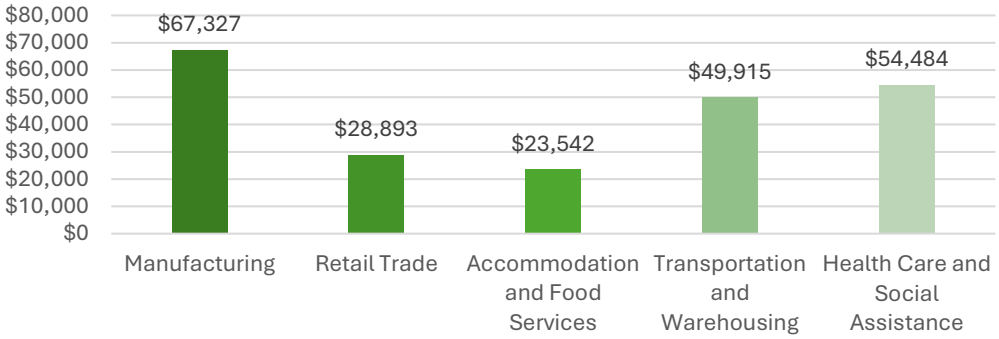
Top 5 Industry Sectors by 5-Year Forecasted Talent Demand

Source: Chmura JobsEQ 2026Q1



Top 5 Industry Sectors by Forecasted Talent Demand, Average Annual Wages

Source: Chmura JobsEQ, 2026Q1



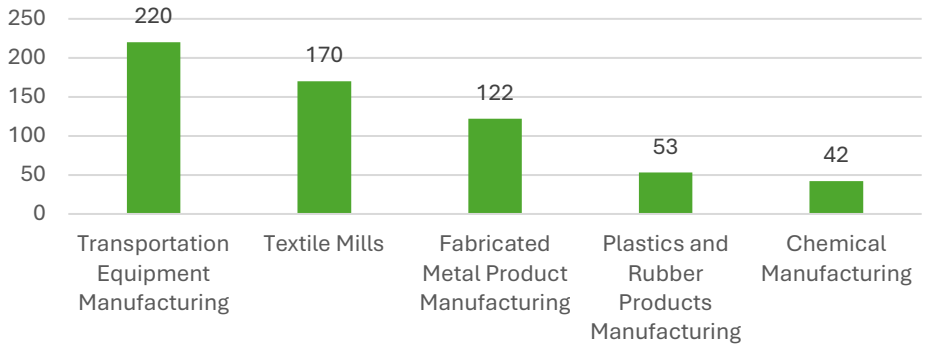
Manufacturing remains Union County's leading sector for projected five-year talent demand, with 744 forecasted openings. Retail Trade ranks second (579), followed closely by Accommodation and Food Services (570), Transportation and Warehousing (527), and Health Care and Social Assistance (389). This differs from the statewide outlook, where Accommodation and Food Services represents the largest source of projected demand, followed by Retail Trade and Health Care and Social Assistance. Manufacturing ranks fourth statewide but remains the leading source of projected talent demand in Union County.

Manufacturing also offers the highest average annual wage among Union County's five leading demand sectors, followed by Health Care and Social Assistance and Transportation and Warehousing. These three sectors currently offer average annual wages above the MIT Living Wage estimate for a single adult with no dependents ($39,645), while Retail Trade and Accommodation and Food Services remain below that threshold.

Manufacturing

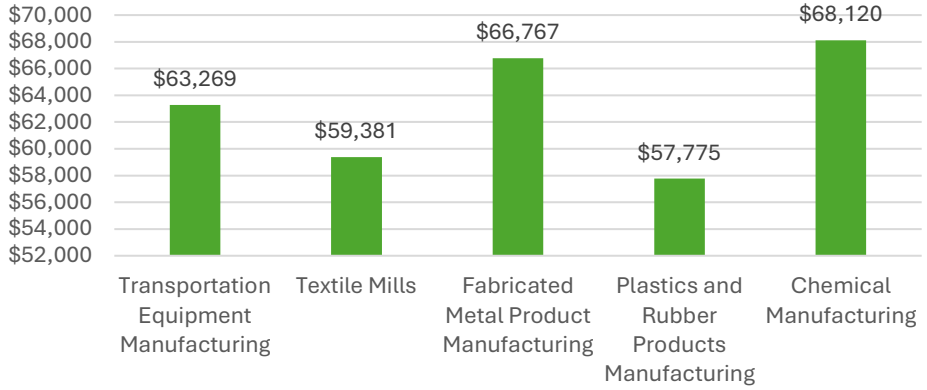
Top Manufacturing Sectors, Ranked by 5-Year Forecasted Total Talent Demand

Source: Chmura JobsEQ, 2026Q1



Current Average Annual Salaries

Source: Chmura JobsEQ, 2026Q1



Manufacturing continues to be a cornerstone of Union County's economy, although projected talent demand is shifting among manufacturing subsectors. Transportation Equipment Manufacturing is now projected to generate the greatest five-year talent demand, followed by Textile Mills and Fabricated Metal Product Manufacturing. While projected demand declined in several traditional manufacturing industries, average wages increased across the major subsectors shown.

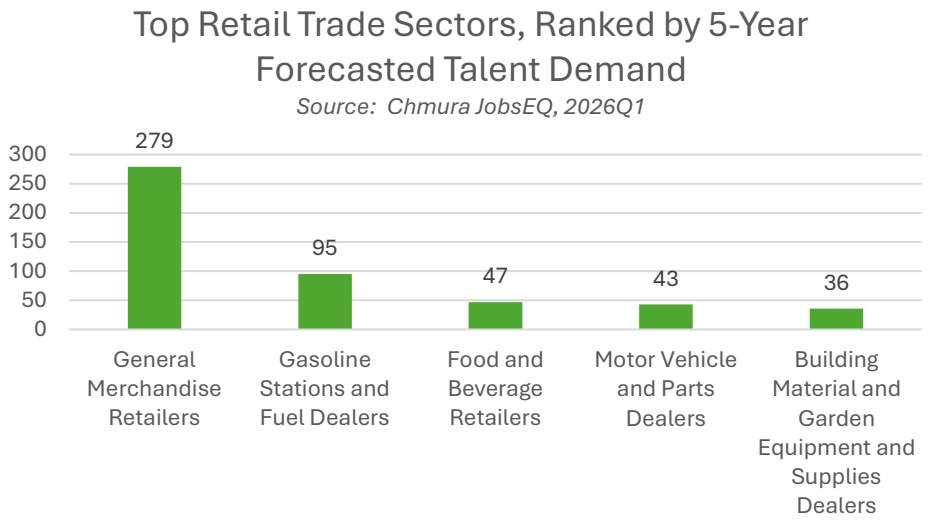
Higher-value manufacturing continues to offer some of the county's strongest wage opportunities. Miscellaneous Manufacturing and Primary Metal Manufacturing report average annual wages exceeding $90,000 while still generating projected demand for more than 30 workers over the next five years (not shown in charts). Among individual occupations, Team Assemblers remain the largest source of projected hiring demand, followed by inspectors, supervisors, industrial machinery mechanics, and other skilled production occupations. Together, these data highlight manufacturing's continued importance as both a major employer and a source of higher-wage career opportunities in Union County.

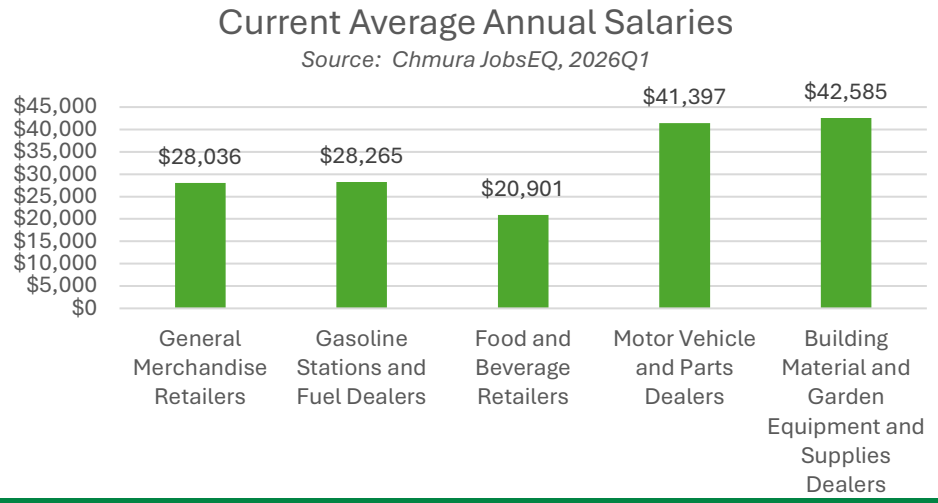
Top 15 Occupations for Manufacturing, 5-Year Forecast, Union County

Source: Chmura JobsEQ, 2026Q1

Occupation	Average Current Annual Wage	5-Year Forecast Demand
Team Assemblers	$56,000	85
Inspectors, Testers, Sorters, Samplers, and Weighers	$47,800	37
Laborers and Freight, Stock, and Material Movers, Hand	$36,700	34
First-Line Supervisors of Production and Operating Workers	$75,700	33
Industrial Machinery Mechanics	$57,300	22
Textile Bleaching and Dyeing Machine Operators and Tenders	$41,600	21
Textile Knitting and Weaving Machine Setters, Operators, and Tenders	$38,700	19
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	$36,800	18
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	$40,900	18
Welders, Cutters, Solderers, and Brazers	$48,900	16
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	$42,500	16
Maintenance and Repair Workers, General	$53,500	14
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	$45,600	13
Industrial Engineers	$92,500	12
Shipping, Receiving, and Inventory Clerks	$40,300	12

Retail Trade





General Merchandise Retailers remain by far the largest retail trade subsector in Union County and continues to account for the greatest projected five-year talent demand. Motor Vehicle and Parts Dealers moved ahead of Building Material and Garden Equipment Dealers in projected demand, while forecasted demand declined modestly across several other retail subsectors. Average annual wages increased across all five retail subsectors; however, only Motor Vehicle and Parts Dealers and Building Material and Garden Equipment Dealers currently offer average wages above the county's estimated living wage.

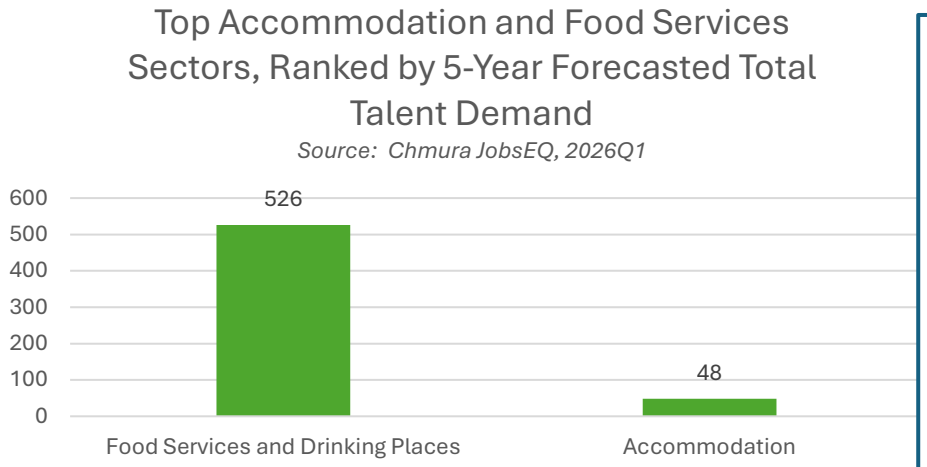
Cashiers, Retail Salespersons, and Stockers and Order Fillers continue to account for the largest share of projected occupational demand within the retail sector. Although wages increased across many retail occupations, most of the highest-demand positions continue to offer earnings below the county's estimated living wage, highlighting ongoing opportunities to strengthen career pathways into higher-paying retail management and specialized occupations.

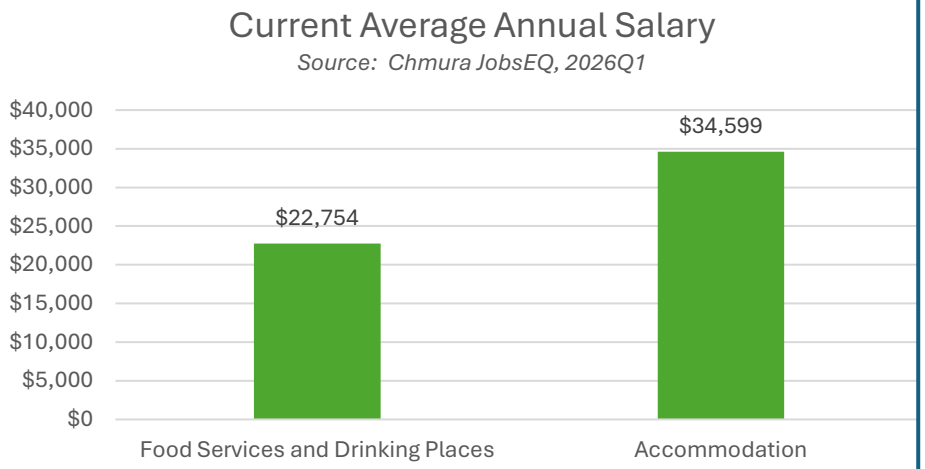
Top 15 Occupations for Retail Trade, 5-Year Forecast, Union County

Source: Chmura JobsEQ, 2026Q1

Occupation	Average Current Annual Wage	5-Year Forecast Demand
Cashiers	$27,800	149
Retail Salespersons	$30,500	134
Stockers and Order Fillers	$34,200	101
First-Line Supervisors of Retail Sales Workers	$49,100	32
Customer Service Representatives	$40,100	17
Laborers and Freight, Stock, and Material Movers, Hand	$35,500	16
Fast Food and Counter Workers	$25,500	13
Pharmacy Technicians	$41,200	9
Parts Salespersons	$31,700	8
Food Preparation Workers	$28,600	8
Automotive Service Technicians and Mechanics	$49,400	7
Tire Repairers and Changers	$36,000	6
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	$29,800	6
Light Truck Drivers	$21,100	6
General and Operations Managers	$97,500	5

Accommodations and Food Services





Accommodation and Food Services continues to represent an important source of projected talent demand in Union County. Food Services and Drinking Places accounts for the overwhelming majority of projected openings within the sector, although forecasted demand declined modestly over the past year. Demand in the Accommodation subsector also eased slightly. Average annual wages remained substantially higher in Accommodation than in Food Services and Drinking Places, despite a decline from the previous year.

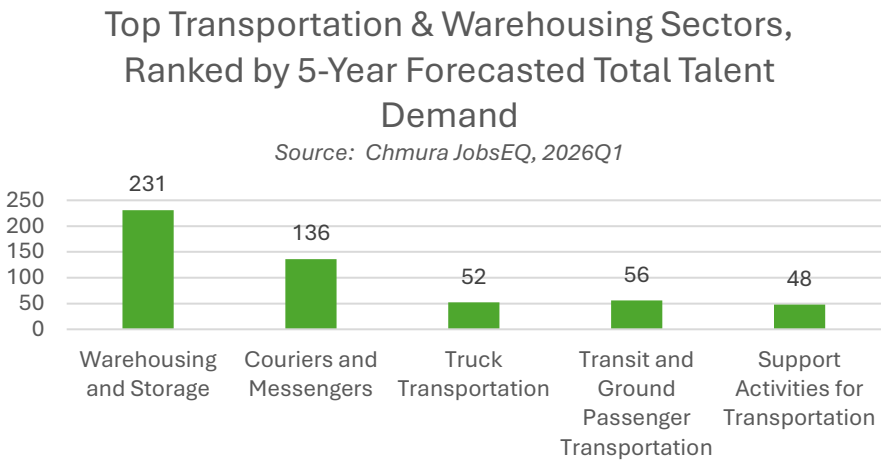
Fast Food and Counter Workers, Waiters and Waitresses, and First-Line Supervisors of Food Preparation and Serving Workers continue to account for the largest share of projected occupational demand within the sector. While wages increased across many of the highest-demand occupations, only Food Service Managers and First-Line Supervisors currently offer average annual earnings that meet or exceed the county's estimated living wage, highlighting the concentration of projected demand in occupations with comparatively modest wages.

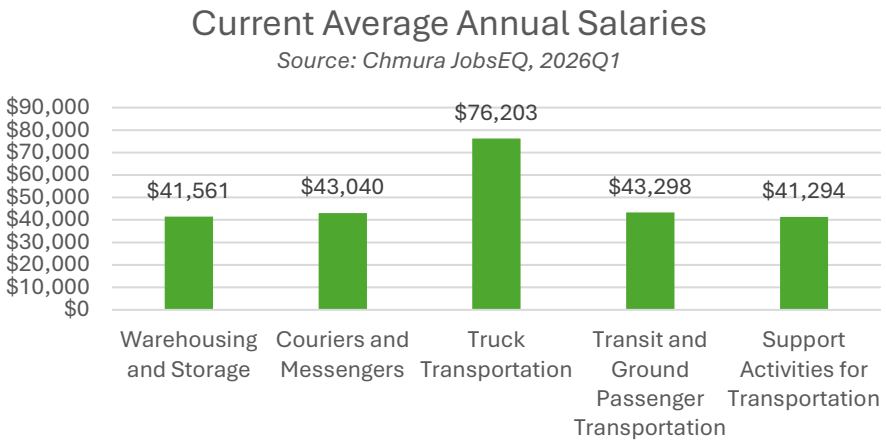
Top 15 Occupations Accommodation and Food Services for , 5-Year Forecast, Union County

Source: Chmura JobsEQ, 2026Q1

Occupation	Average Current Annual Wage	5-Year Forecast Demand
Fast Food and Counter Workers	$25,400	253
Waiters and Waitresses	$23,100	59
First-Line Supervisors of Food Preparation and Serving Workers	$37,100	41
Cooks, Restaurant	$32,600	33
Bartenders	$27,500	23
Cooks, Fast Food	$26,000	22
Food Preparation Workers	$29,900	19
Cashiers	$28,000	16
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	$25,000	13
Food Service Managers	$65,200	10
Dishwashers	$27,700	9
Dining Room and Cafeteria Attendants and Bartender Helpers	$26,000	9
Maids and Housekeeping Cleaners	$32,600	8
Driver/Sales Workers	$25,000	7
Hotel, Motel, and Resort Desk Clerks	$27,200	6

Transportation and Warehousing





The composition of projected talent demand within Transportation and Warehousing shifted over the past year. Warehousing and Storage remains the sector's largest subsector for forecasted openings despite a decline in demand, while Couriers and Messengers gained ground. The sector also maintains a relatively strong wage profile, with its five leading subsectors offering average annual earnings that meet or exceed the county's estimated living wage. Truck Transportation provides the highest average wage among the group.

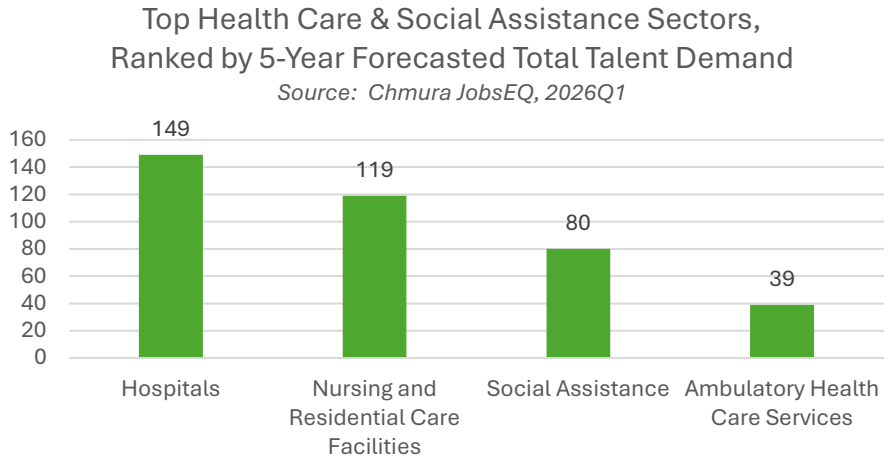
At the occupational level, Laborers and Freight, Stock, and Material Movers, Hand account for the greatest projected demand, followed by Heavy and Tractor-Trailer Truck Drivers. Demand increased for both heavy and light truck drivers while declining for several warehouse support occupations, including Stockers and Order Fillers and Industrial Truck and Tractor Operators. Earnings vary across these high-demand occupations: many transportation and skilled logistics positions meet or exceed the county's estimated living wage, while several warehouse and material-moving positions remain below that threshold.

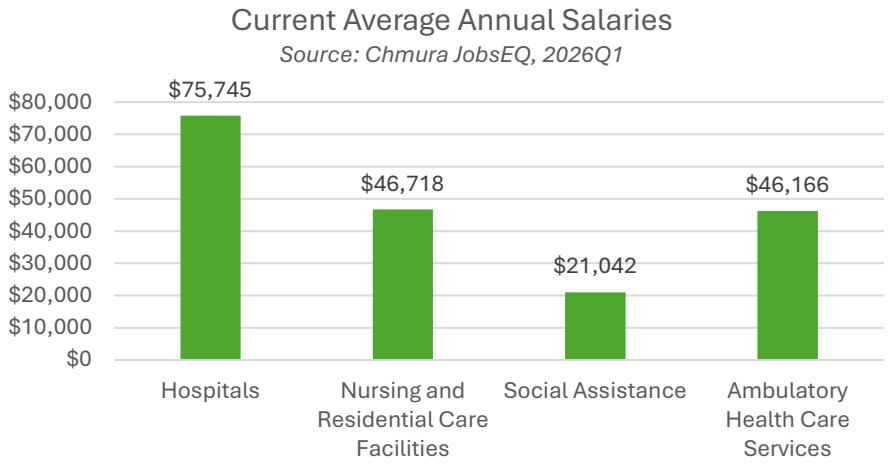
Top 15 Occupations for Transportation & Warehousing, 5-Year Forecast, Union County

Source: Chmura JobsEQ, 2026Q1

Occupation	Average Current Annual Wage	5-Year Forecast Demand
Laborers and Freight, Stock, and Material Movers, Hand	$38,200	126
Heavy and Tractor-Trailer Truck Drivers	$53,400	74
Stockers and Order Fillers	$35,800	61
Light Truck Drivers	$37,400	44
Industrial Truck and Tractor Operators	$42,400	31
Shuttle Drivers and Chauffeurs	$30,000	30
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	$62,200	16
Shipping, Receiving, and Inventory Clerks	$43,400	11
Postal Service Mail Carriers	$56,500	9
Customer Service Representatives	$41,700	8
Couriers and Messengers	$36,900	7
Office Clerks, General	$35,800	7
Packers and Packagers, Hand	$35,500	7
First-Line Supervisors of Office and Administrative Support Workers	$67,700	6
Taxi Drivers	$42,600	6

Health Care and Social Assistance





Projected talent demand within Health Care and Social Assistance remains concentrated in Hospitals and Nursing and Residential Care Facilities. Hospitals account for the greatest five-year demand, while Social Assistance recorded the largest increase in forecasted openings over the past year. Demand declined modestly in Nursing and Residential Care Facilities and Ambulatory Health Care Services. Average annual wages increased across most healthcare subsectors, with the largest gains occurring in Hospitals and Social Assistance.

Nursing Assistants and Personal Care Aides continue to account for the largest share of projected occupational demand within the sector. While wages increased for both occupations, average annual earnings remain below the county's estimated living wage for a single adult with no dependents. This contrast highlights the continued importance of supporting workforce recruitment, retention, and career advancement within these high-demand direct-care occupations.

Top 15 Occupations for Health Care & Social Assistance, 5-Year Forecast, Union County

Source: Chmura JobsEQ, 2026Q1

Occupation	Average Current Annual Wage	5-Year Forecast Demand
Nursing Assistants	$36,200	66
Personal Care Aides	$28,600	38
Registered Nurses	$78,200	31
Childcare Workers	$28,500	16
Home Health Aides	$28,600	14
Licensed Practical and Licensed Vocational Nurses	$59,300	13
Maids and Housekeeping Cleaners	$27,100	11
Medical Secretaries and Administrative Assistants	$39,700	9
Medical and Health Services Managers	$118,200	8
Medical Assistants	$39,800	8
Cooks, Institution and Cafeteria	$29,800	7
Food Servers, Nonrestaurant	$29,300	7
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	$29,500	7
Recreation Workers	$29,100	7
Office Clerks, General	$34,800	5

Top Demand Occupations From Online Job Postings By Education Level, Union County*

High School Online Job Postings, July 1 2025 - June 30, 2026

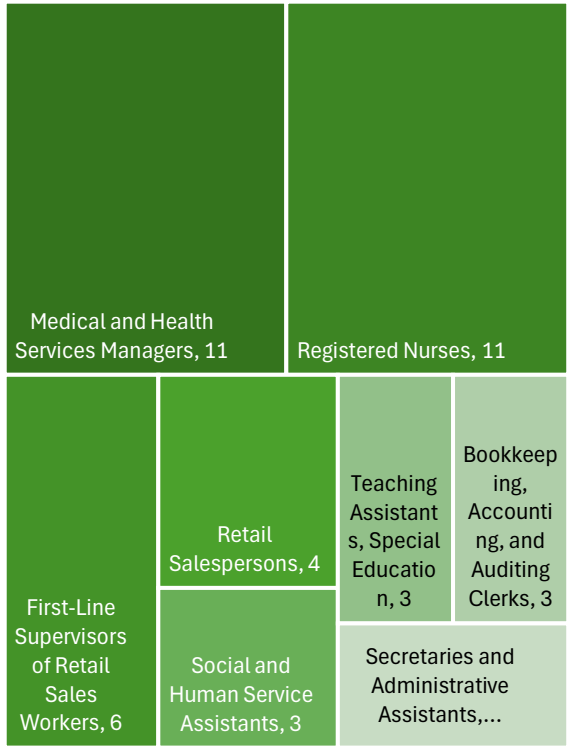
Source: Chmura RTI



92 of 571 Part-Time

Associate Online Job Postings, July 1, 2025 - June 30, 2026

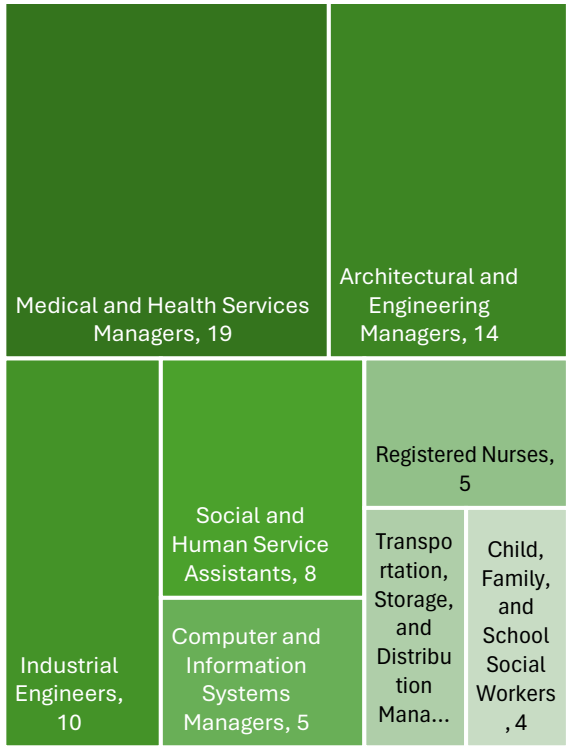
Source: Chmura RTI



18 of 81 Part-Time

Bachelor Online Job Postings, July 1, 2025 - June 30, 2026

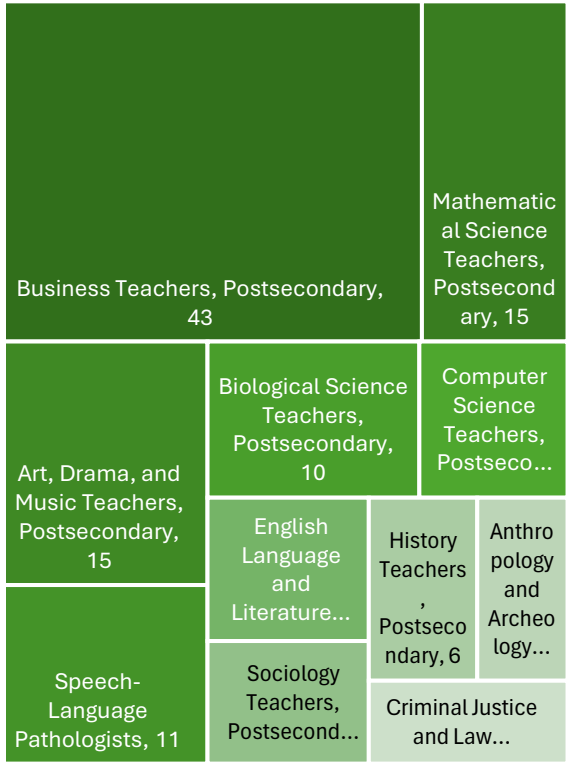
Source: Chmura RTI



4 of 154 Part-Time

Postgraduate Online Job Postings, July 1, 2025 - June 30, 2026

Source: Chmura RTI



127 of 156 Part-Time

***Note:** The job postings include any ZIP code located in, or that intersects, the boundaries of Union County. As such, it is possible not all jobs listed are exclusively within the county.

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Hard Skills by Preferred Educational Attainment Listed in Job Posting

Job Postings from July 1, 2025 – June 30, 2026

Top Hard Skills – High School Postings

Source: Chmura JobsEQ, RTI – Data Extracted July 21, 2026

Skill Name	Active Job Ads
Ability to Lift 41-50 lbs.	67
Microsoft Office	63
Ability to Lift 51-100 lbs.	61
Manufacturing	53
Microsoft Excel	43
Retail Sales	34
Mathematics	31
Forklifts	28
Microsoft Outlook	28
Cash Handling (Cashier)	23
Merchandising	23
Cash Registers	22

Top Hard Skills – Associates Postings

Source: Chmura JobsEQ, RTI – Data Extracted July 21, 2026

Skill Name	Active Job Ads
Microsoft Excel	14
Microsoft Office	12
Microsoft PowerPoint	10
Long-Term Care	9
Manufacturing	8
Microsoft Word	6
SAP	6
Mathematics	5
Ability to Lift 51-100 lbs.	4
Critical Care	4
Personal Computers (PC)	4
Community Outreach	3

Top Hard Skills – Bachelors Postings

Source: Chmura JobsEQ, RTI – Data Extracted July 21, 2026

Skill Name	Active Job Ads
Manufacturing	50
Microsoft Office	28
Microsoft Excel	19
Lean Manufacturing	17
Lean Six Sigma	16
SAP	14
Kaizen	12
Process Development	11
Teaching/Training, School	10
Industry 4.0*	8
Microsoft PowerPoint	8
Change Management	7

Top Hard Skills – Post Graduate Postings

Source: Chmura JobsEQ, RTI – Data Extracted July 21, 2026

Skill Name	Active Job Ads
English	8
Ability to Lift 21-30 lbs.	5
Mathematics	5
Home Health Care	4
Microsoft Office	4
Pediatrics	4
Teaching/Training, School	3
Ability to Lift 11-20 lbs.	2
Anatomy	2
Asset Management	2
Counseling	2
Hospitality	2

Durable Skills by Preferred Educational Attainment Listed in Job Posting

Job Postings from July 1, 2025 – June 30, 2026

Top Durable Skills – High School Postings

Source: Chmura JobsEQ, RTI – Data Extracted July 21, 2026

Skill Name	Active Job Ads
Communication (Verbal and written skills)	359
Customer Service	195
Cooperative/Team Player	182
Problem Solving	132
Organization	95
Supervision/Management	85
Detail Oriented/Meticulous	84
Ability to Work in a Fast-Paced Environment	77
Adaptability/Flexibility/Tolerance of Change and Uncertainty	75
Self-Motivated/Ability to Work Independently/Self Leadership	61
Interpersonal Relationships/Maintain Relationships	55
Time Management/Time Utilization	42

Top Durable Skills – Associates Postings

Source: Chmura JobsEQ, RTI – Data Extracted July 21, 2026

Skill Name	Active Job Ads
Communication (Verbal and written skills)	53
Cooperative/Team Player	29
Organization	21
Problem Solving	16
Leadership	12
Enthusiastic/Energetic	11
Good Judgment	10
Prioritize	10
Supervision/Management	10
Ability to Work in a Fast-Paced Environment	9
Adaptability/Flexibility/Tolerance of Change and Uncertainty	7
Customer Service	7
Multi-Task	7

Top Durable Skills – Bachelors Postings

Source: Chmura JobsEQ, RTI – Data Extracted July 21, 2026

Skill Name	Active Job Ads
Communication (Verbal and written skills)	87
Cooperative/Team Player	67
Supervision/Management	48
Problem Solving	39
Project Management	33
Leadership	30
Analytical	23
Interpersonal Relationships/Maintain Relationships	22
Organization	21
Detail Oriented/Meticulous	18
Self-Motivated/Ability to Work Independently/Self Leadership	16
Time Management/Time Utilization	16

Top Durable Skills – Post Graduate Postings

Source: Chmura JobsEQ, RTI – Data Extracted July 21, 2026

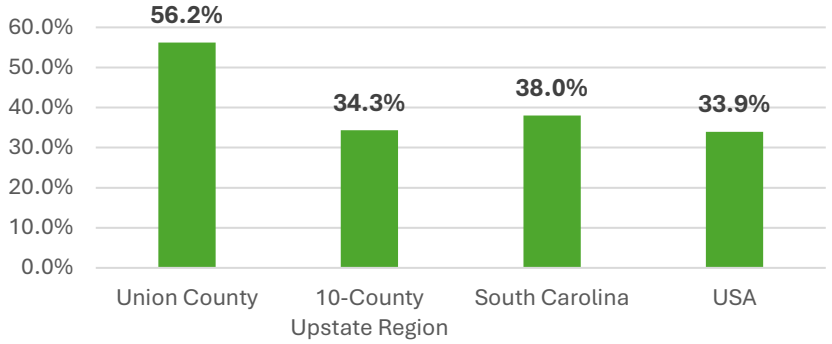
Skill Name	Active Job Ads
Adaptability/Flexibility/Tolerance of Change and Uncertainty	130
Communication (Verbal and written skills)	25
Cooperative/Team Player	17
Organization	7
Critical Thinking	6
Detail Oriented/Meticulous	6
Good Judgment	5
Initiative	5
Public Speaking	4
Confidentiality/Information Sensitivity	3
Interpersonal Relationships/Maintain Relationships	3

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Additional Demographic & Employment Data

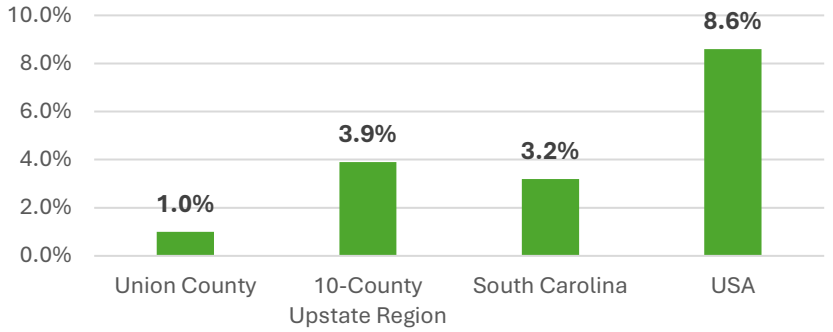
Children in Single Parent Families (% of all Children)

Source: Chmura JobsEQ, Economic Overview, Data Extracted July 22, 2026



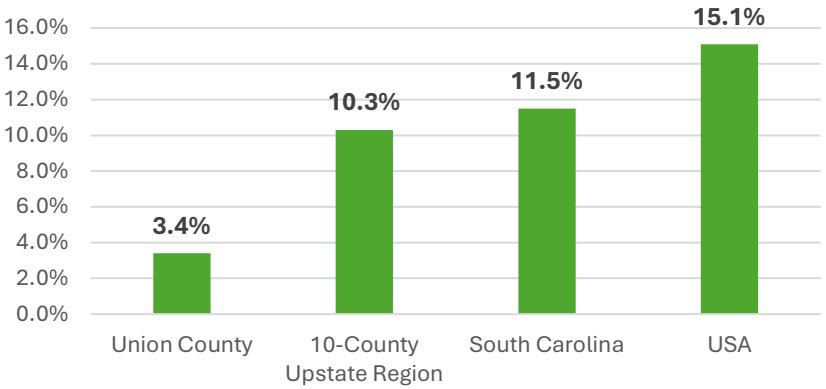
Speak English Less Than Very Well (Population 5 years and over)

Source: Chmura JobsEQ, Economic Overview, Data Extracted July 22, 2026



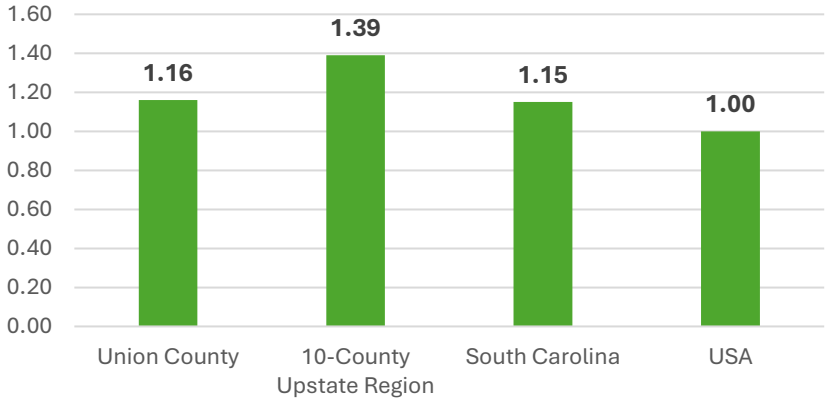
Work from Home

Source: Chmura JobsEQ, Economic Overview, Data Extracted July 22, 2026



Engineering LQ

Source: Chmura JobsEQ, Data Extracted July 22, 2026



Union County continues to report a substantially higher percentage of children living in single-parent households than the Upstate region, South Carolina, and the nation. At 56.2%, the share changed little over the past year but remains a distinguishing demographic characteristic of the county, with potential implications for education, workforce participation, and community well-being.

The county also reports a relatively small share of residents who speak English less than "very well," suggesting fewer language-related barriers than those observed across the comparison areas.

Although remote work increased modestly over the past year, it remains far less common in Union County than elsewhere. At the same time, Union County's Engineering Location Quotient increased to 1.16 *(up from 1.05 last year)*, exceeding both the state and national averages and reinforcing the county's concentration in engineering-related occupations that support its advanced manufacturing and technology-oriented economy.

*The location quotient is a measure of the relative size of the selected region's occupation employment compared to the national average. A number greater than 1 means that the occupation employment for the region exceeds the occupation's national average, and a number less than 1 means that it falls short of the occupation's national average.

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Partnering Through Data, Research, and Analytics

The Center for Business Analytics and Community Research

Johnson College of Business and Economics, USC Upstate

We partner with businesses, nonprofits, government agencies, and community organizations to transform data into informed decisions and meaningful action. What makes the Center unique is the integration of faculty expertise, student learning, and applied research to address real-world challenges. Every partnership creates value for our clients, our students and the communities we serve, advancing our shared commitment to a stronger Upstate.

Business Analytics Solutions:

- Strategic Planning & Decision Support
- Business Intelligence & Dashboard Development
- Data Collection, Preparation & Management
- Descriptive, Predictive & Prescriptive Analytics
- Data Visualization & Storytelling
- Workforce Analytics & Talent Intelligence
- AI Readiness & Digital Transformation
- Executive Education & Customized Training

Applied Projects & Community Research:

- Workforce and Labor Market
- Analysis Economic Impact Studies
- Community Indicators & Benchmarking
- Nonprofit & Public Sector Analytics
- Survey Design, Focus Groups & Program Evaluation
- Policy Research & White Papers

The Center is built on the principle of reciprocity—working alongside community partners to create solutions that benefit organizations, students, and the Upstate region. We believe the best outcomes emerge when knowledge, experience, and data are shared through meaningful collaboration.

Contact: Sam Cooper, Ph.D.
Email: scooper7@uscupstate.edu
Telephone: 864-503-5854
Website: CBACR

The Center sits at the intersection of academic expertise, applied analytics, and community impact.

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