

# South Carolina Department of Commerce

## Division of Business Services

# WORKFORCE DATA ASSISTANCE

The S.C. Commerce Business Services Division provides no-cost wage and demographics data assistance for South Carolina businesses in need of workforce recruitment and retention solutions.

## Workforce Need

### BASIC

*Are my company's wages comparable to other S.C. companies? Can you provide me with the demographic composition for my region?*

### INTERMEDIATE

Is your company struggling to recruit?  
Are positions staying open longer than they should?  
*A position analysis may be the answer.*

### ADVANCED

A common example is that companies struggling to retain talent may hear that departing staff feel they have not had opportunities for pay increases.  
*What is a systematic pay progression to help retain staff?*

Companies with multiple shifts may struggle retaining workers for high-turnover shifts.  
*How do we offer a shift differential to retain talent in difficult-to-fill shifts?*

## Assistance

**Basic wage and demographic data is available** to help manufacturers compare wages with companies in their region.

A **comprehensive wage analysis** can help manufacturers prepare competitive wages for certain positions or address the findings of other root cause analysis.

To help address key causes of turnover or workforce challenges, **S.C. Commerce can provide comprehensive assistance addressing workforce needs**, including:

- Position analysis.
- Classification and compensation studies.
- Salary structure and total rewards program analysis.

### Ready to get started?

Reach out to S.C. Commerce Talent Management Consultant Kim Mann  
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