



Bridging The Talent Gap



Agenda

- **Individual Introductions**
- **IT Landscape- Nationally & in the Low Country**
- **The Future of Technology in Charleston**
- **Impact to Employers**
- **To Hire or Not to Hire...**
- **Closing – *Q&A and Next Steps***

Current State

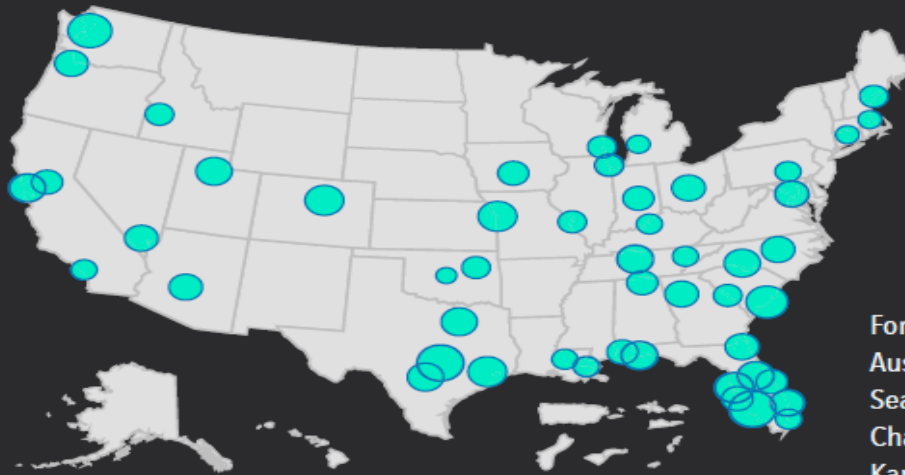
- **The National unemployment rate for computer and mathematical professions is 2% in May '16.**
- **The National unemployment rate for all individuals, age 16 and over is 4.5% in May '16.**
- **H1B Visa Utilization: USCIS accepts H1B Visa Applications on April 1 annually.**
 - '11 Visa Cap of 85,000 reached on 01/26/11 (301 Days)
 - '12 Visa Cap of 85,000 reached on 11/22/11 (236 Days)
 - '13 Visa Cap of 65,000 reached on 06/11/12 (72 Days)
 - '14 Visa Cap of 65,000 reached on 04/05/13 (5 Days)
 - '15 Visa Cap of 65,000 reached on 04/07/14 (7 Days)

1. Source: US Bureau of Labor Statistics, Labor Force Statistics from the Current Population Survey . 6/2016
2. Source: USCIS.Gov

Current State

Geographic breakdown

Employment growth in IT across the U.S.



Fort Myers, FL	+12%
Austin, TX	+11%
Seattle, WA	+8.8%
Charleston, SC	+8.0%
Kansas City, MO	+7.1%
Houston, TX	+6.0%
Denver, CO	+5.9%
Tampa/St. Petersburg, FL	+5.9%
Orlando, FL	+5.7%
Salt Lake City, UT	+5.7%

• Source: LinkedIn Industry Report, 2016

Current State

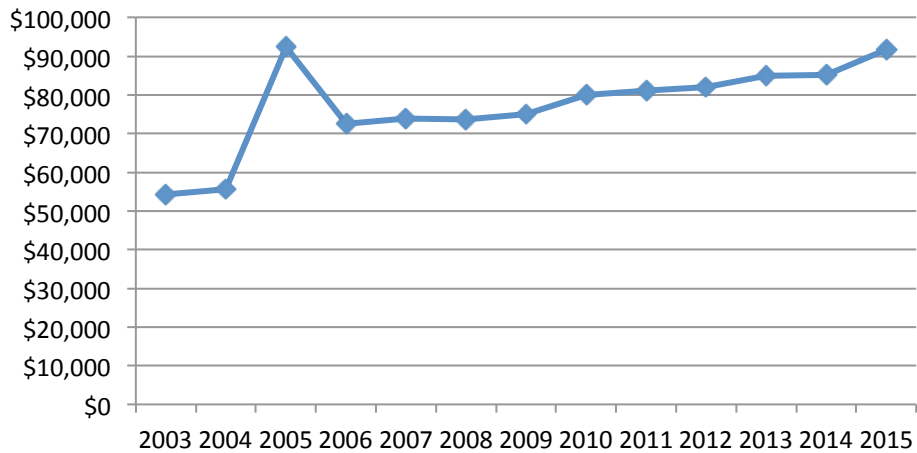
TABLE 1. TOP 25 BEST-PERFORMING LARGE CITIES
Rank according to 2015 Index

Metropolitan statistical area (MSA)	2015 rank	2014 rank	Change
San Jose-Sunnyvale-Santa Clara, CA	1	4	+3
San Francisco-Redwood City-South San Francisco, CA	2	1	-1
Provo-Orem, UT	3	3	0
Austin-Round Rock, TX	4	2	-2
Dallas-Plano-Irving, TX	5	9	+4
Raleigh, NC	6	5	-1
Seattle-Bellevue-Everett, WA	7	11	+4
Portland-Vancouver-Hillsboro, OR-WA	8	16	+8
Greeley, CO	9	14	+5
San Luis Obispo-Paso Robles-Arroyo Grande, CA	10	24	+14
Salt Lake City, UT	11	6	-5
San Antonio-New Braunfels, TX	12	10	-2
Charlotte-Concord-Gastonia, NC-SC	13	23	+10
Fort Collins, CO	14	17	+3
Naples-Immokalee-Marco Island, FL	15	60	+45
Denver-Aurora-Lakewood, CO	16	12	-4
Charleston-North Charleston, SC	17	39	+22
Nashville-Davidson—Murfreesboro—Franklin, TN	18	15	-3
San Diego-Carlsbad, CA	19	22	+3
Madison, WI	20	30	+10
Grand Rapids-Wyoming, MI	21	25	+4
Boulder, CO	22	13	-9
San Rafael, CA	23	(new)	N/A
Fayetteville-Springdale-Rogers, AR-MO	24	49	+25
Santa Rosa, CA	25	121	+96

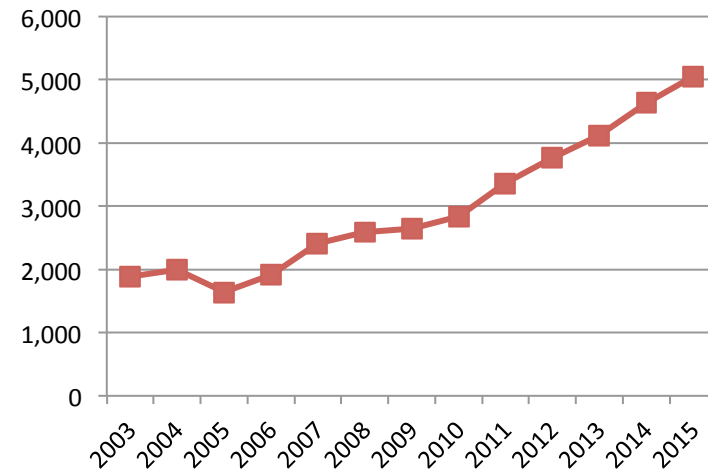
Note: List includes metropolitan divisions, the smaller geographic areas within the largest MSAs.
Source: Milken Institute

Current State

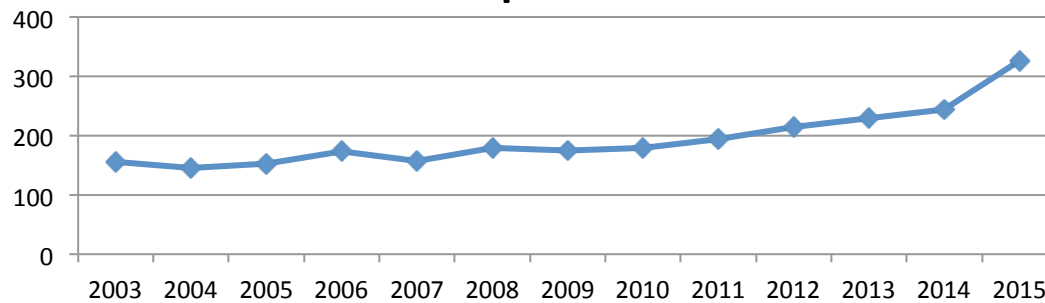
Average Compensation



Employment



Companies



Source: US Bureau of Labor Statistics, Quarterly Census of Employment and Wages, 6/2016

Future State

- **Based on the last 12 years of Charleston market data we should expect:**
 - 274 New jobs to be created each year
 - 11 New companies to be formed
 - Average salary to increase by \$2,150/year.
- **Computer and mathematical occupations are projected to grow at 13.1% Nationally between '14-'24**

• Source: US Bureau of Labor Statistics, Quarterly Census of Employment and Wages, 6/2016.

Future State

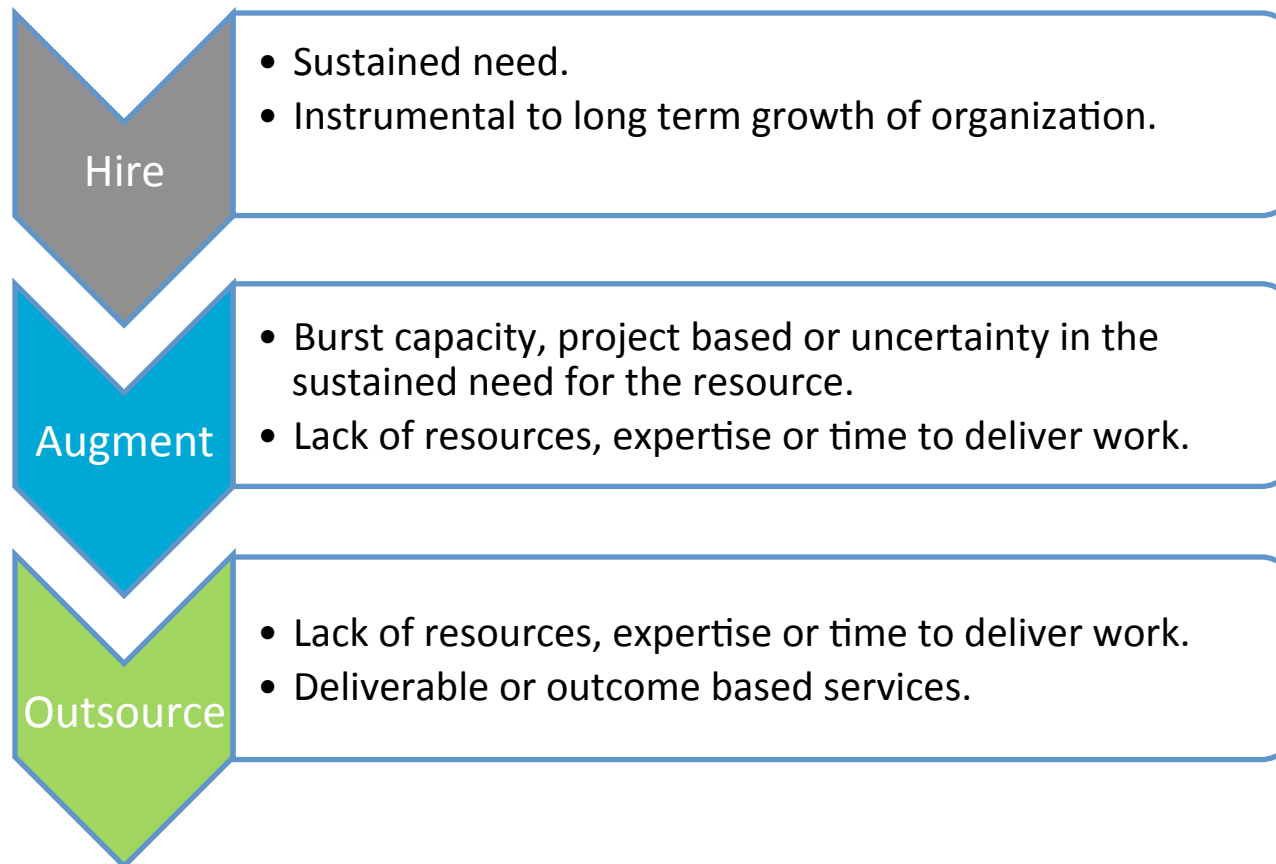
- **Charleston's Tech Sector grew 16% faster than the National Average from '10-'15.**
 - Volvo investing \$500M and 2,000 new jobs.
 - Mercedes Vans investing \$500M and 1,360 new jobs.
 - SPARC/Booze Allen Hamilton investing \$11M and 310 new jobs.
 - Blackbaud investing \$154M and 300 new jobs.
 - Viva Holdings Group investing \$28M and 200 new jobs.
 - Comcast investing \$21M and 550 new jobs.
 - Mercom investing \$6M and 152 new jobs.
- **In 2015 the SC State Commerce Department recruited 150 new projects that will create 17,280 jobs.**

Source: 2015 Milken Institute Best Performing Cities Report, Dec 2015

How Will This Impact Employers?

- Elevated attrition within existing workforce.
- Increase in employers time to hire/fill full-time positions.
- Additional delays in ability to complete technology initiatives.
- Inflation of pay rates for technology skill sets.
- Enhancement of employee attraction/retention strategy.
- Loss of intellectual property and knowledge capital.
- Stronger and more visible Succession Planning.
- Development of a multi-faceted Talent Acquisition Strategy.

To Hire or Not To Hire...





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