

## Number of Open State Government Jobs v. Number of Applicants (2013-2017)<sup>19</sup>

Based on surveys of chief administrators and human resource (HR) directors in 33 states, a survey of nearly 3,000 state-government job seekers, shows a widening gap between the number of open jobs and the number of applicants.

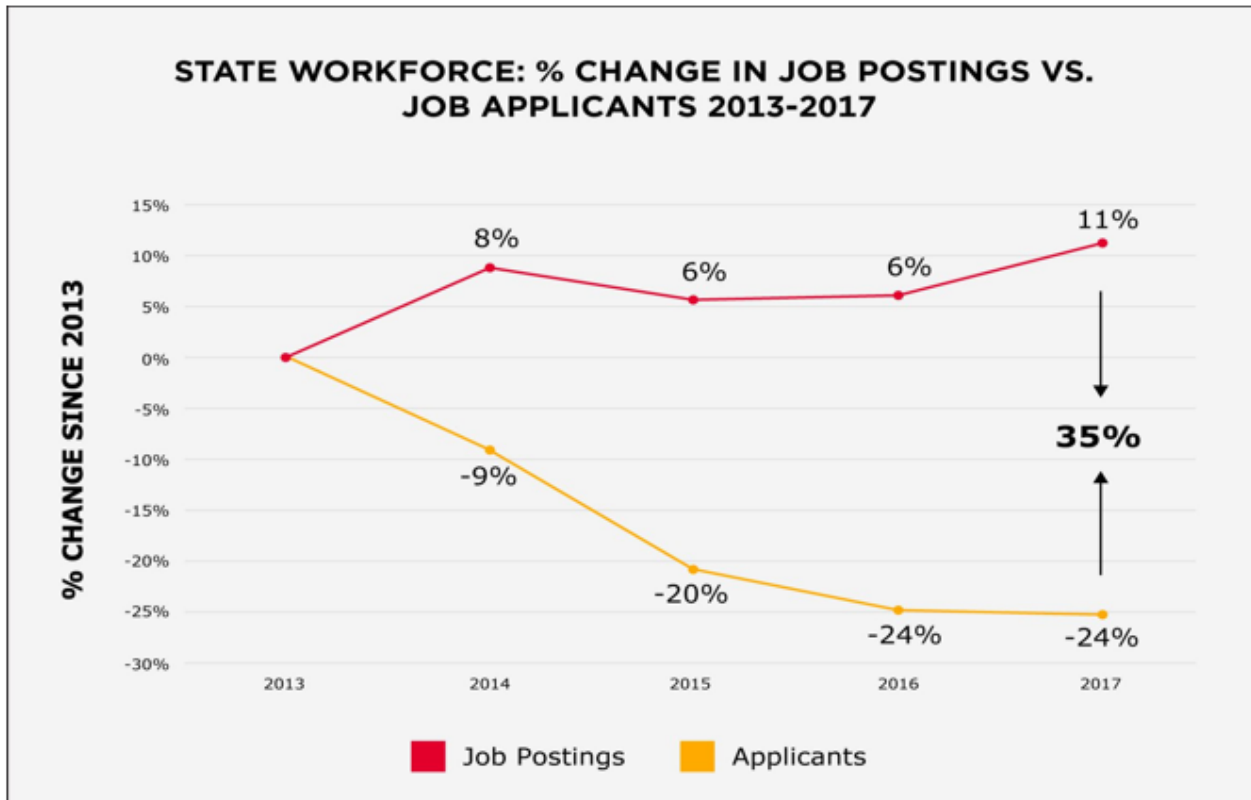
### Talent Gap Top Workforce Management Challenge

#### State Chief Administrators (Ranked within Top 3)

- 42% cited difficulty attracting new employees
- 36% cited establishing a flexible, agile workforce
- 36% cited the increasing number of retirees

Source: Accenture-NASCA Survey 2018

**In SC the gap is 44%**



<sup>19</sup> S.C. House of Representatives, House Legislative Oversight Committee, “Agency Presentation – Administration Unit (December 11, 2019),” under “Committee Postings and Reports,” under “House Legislative Oversight Committee,” under “Corrections, Department of,” and under “Meetings,”

[https://www.scstatehouse.gov/CommitteeInfo/HouseLegislativeOversightCommittee/AgencyWebpages/Corrections/SCDC%20-%20Admin%20Presentation%20\(11.25.19\).pdf](https://www.scstatehouse.gov/CommitteeInfo/HouseLegislativeOversightCommittee/AgencyWebpages/Corrections/SCDC%20-%20Admin%20Presentation%20(11.25.19).pdf) (accessed January 15, 2020), slide 63. Hereinafter “Administration Presentation.”