



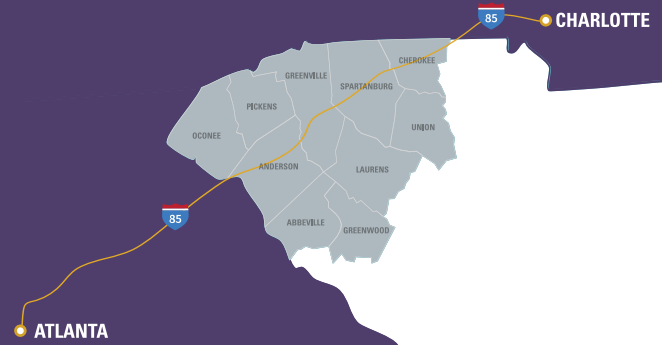
UPSTATE SOUTH CAROLINA

Workforce Availability Kit



UpstateSCAlliance

Upstate South Carolina WORKFORCE AVAILABILITY KIT



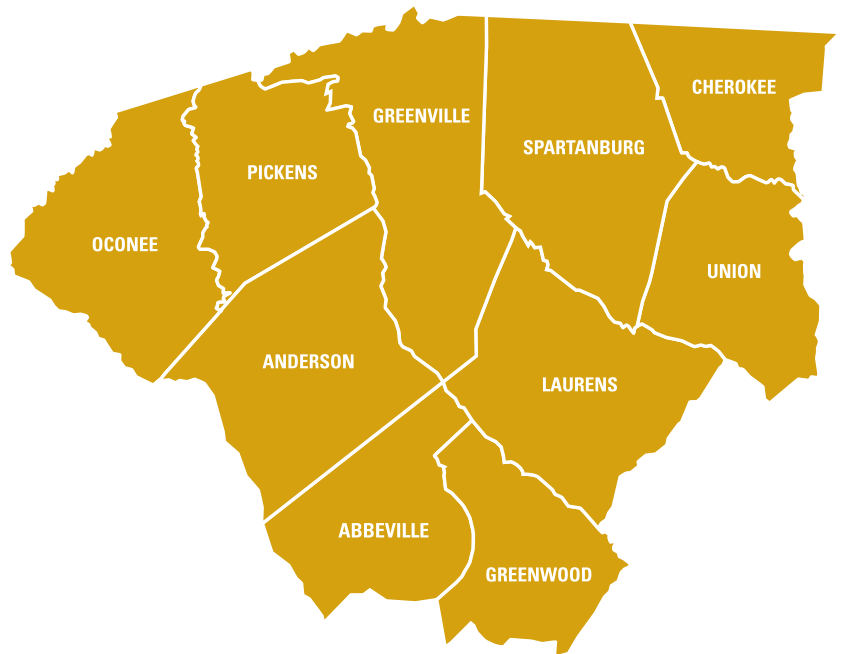
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INTRODUCTION



Upstate South Carolina is a 10-county region, comprised of two metropolitan statistical areas (Greenville-Anderson-Greer, SC and Spartanburg, SC) and three micropolitan statistical areas (Gaffney, Greenwood, and Seneca). The Upstate offers an innovative business climate, a can-do attitude from government and public organizations, and a strong workforce to serve business and industry needs.

This report includes data on the Upstate's workforce in the overarching categories of Advanced Manufacturing and Office/Professional. We have the resources to provide more specific and specialized labor reports by industry, by job classifications, or in a more specific geography; and, reports that compare regions. Please let us know if we can provide customized reports for your needs.



1,627,507

**UPSTATE
POPULATION**
2025

8.4%

**POPULATION
GROWTH**
2019-2024

29,641

PEOPLE
Net migration to Upstate
2023-2024

781,488

WORKERS
Upstate Labor Force
December 2025

26+

**COLLEGES &
UNIVERSITIES**

26,942

GRADUATES
Total post secondary
graduates in 2024

2,546

MANUFACTURERS

590

**INTERNATIONAL
COMPANIES**

103M

CONSUMERS
within a day's drive

LARGEST MANUFACTURING EMPLOYERS

by Combined Upstate SC Regional Employment

COMPANY	COUNTY	EMPLOYEE RANGE	LINE OF BUSINESS
BMW Manufacturing Co.	Greenville, Spartanburg	5000+	Automobile manufacturer
Michelin, NA	Anderson, Greenville, Laurens, Spartanburg	5000+	Designs, manufactures, and sells tires for every type of vehicle
GE Vernova	Greenville, Laurens	2501 to 5000	Gas turbines for energy use
Milliken & Company	Anderson, Cherokee, Greenville, Laurens, Spartanburg, Union	2501 to 5000	Manufactures textiles, fibers, and chemicals
ZF	Laurens, Spartanburg	2501 to 5000	Automatic transmissions and axle system assemblies
AFL	Spartanburg	1001 to 2500	Fiber optic products
Arthrex South Carolina	Anderson	1001 to 2500	Orthopedic medical device company
BorgWarner Inc.	Oconee	1001 to 2500	Powertrain components and transfer cases; EV battery systems
DAA Draexlmaier Automotive of America LLC	Spartanburg	1001 to 2500	Motor vehicle parts and accessories
Eaton Corp.	Greenwood, Spartanburg, Union	1001 to 2500	Medium voltage assembly site
Electrolux Home Products	Anderson	1001 to 2500	Top-freezer refrigerators and under-the counter refrigerators
Freightliner Custom Chassis Corp. (FCCC)	Cherokee	1001 to 2500	Manufactures chassis for RV, walk-in van, commercial and school bus industries
International Vitamin Corporation (IVC)	Anderson, Greenville	1001 to 2500	Manufacturers vitamin preparations
Lockheed Martin Aeronautics	Greenville	1001 to 2500	Aircraft MRO, Final Checkout & Assembly (FACO) of T-50A and F-16
Magna International	Greenville, Spartanburg	1001 to 2500	Products for the Automotive Industry
Nestle Prepared Foods Division	Cherokee	1001 to 2500	Frozen food specialties
OPMobility	Anderson, Spartanburg	1001 to 2500	Automotive interior systems, modules, and advanced technologies
Robert Bosch, LLC	Anderson	1001 to 2500	Manufactures gasoline systems and electronic automotive components
Sealed Air Corp.	Greenville, Spartanburg	1001 to 2500	Plastic film for food packaging
Techtronic Industries (TTI)	Anderson, Spartanburg	1001 to 2500	Power-driven hand tools

LARGEST EMPLOYERS LIST



Source: Upstate SC Alliance Research, compiled March 2026

MANUFACTURING INDUSTRY COMPARISON

with Other Regions

REGION	2020 JOBS	2025 JOBS	% CHANGE	2025 CONCENTRATION	2025 AVERAGE EARNINGS	2025 PAYROLLED BUSINESS LOCATIONS
Upstate SC	108,639	117,896	9%	2.15	\$89,711	2,546
Atlanta- Sandy Springs- Alpharetta, GA	160,919	174,883	9%	0.75	\$97,64	6,941
Charlotte-Concord- Gastonia, NC	104,577	109,114	4%	1.00	\$94,132	3,413
Los Angeles- Long Beach- Anaheim, CA	462,492	457,549	-1%	0.91	\$125,443	17,177
New York-Newark- Jersey City, NY-NJ-PA	307,203	321,536	5%	0.42	\$121,450	15,311
Charleston- North Charleston, SC	27,639	33,799	22%	1.06	\$114,068	1,118

Source: Lightcast Q1 2026

TOP MANUFACTURING OCCUPATIONS

2025 Jobs

SOC CODE	DESCRIPTION	UPSTATE SC	ATLANTA-SANDY SPRINGS-ALPHARETTA, GA	CHARLOTTE-CONCORD-GASTONIA, NC-SC	CHARLESTON-NORTH CHARLESTON, SC	LOS ANGELES-LONG BEACH-ANAHEIM, CA	NEW YORK-NEWARK-JERSEY CITY, NY-NJ-PA
51-2098	Miscellaneous Assemblers and Fabricators	26,840	20,633	13,360	4,839	37,413	24,057
	CONCENTRATION	4.35	0.78	1.08	1.35	0.66	0.28
	AVERAGE HOURLY EARNINGS	\$22.65	\$19.41	\$21.27	\$23.50	\$22.75	\$21.64
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	6,439	9,466	4,659	1,307	22,210	16,674
	CONCENTRATION	2.54	0.87	0.92	0.89	0.95	0.47
	AVERAGE HOURLY EARNINGS	\$23.07	\$23.36	\$24.15	\$24.02	\$27.10	\$25.89
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	19,271	75,289	39,498	7,472	126,066	120,298
	CONCENTRATION	1.51	1.38	1.55	1.01	1.08	0.67
	AVERAGE HOURLY EARNINGS	\$18.50	\$19.42	\$18.20	\$19.04	\$20.57	\$22.60
51-1011	First-Line Supervisors of Production and Operating Workers	5,102	11,817	5,940	1,561	19,363	19,207
	CONCENTRATION	1.87	0.94	1.01	0.91	0.71	0.46
	AVERAGE HOURLY EARNINGS	\$36.92	\$34.81	\$35.42	\$37.69	\$37.41	\$41.35
17-2112	Industrial Engineers	3,464	3,887	2,601	1,015	8,857	7,936
	CONCENTRATION	2.30	0.60	0.86	1.16	0.64	0.37
	AVERAGE HOURLY EARNINGS	\$47.72	\$50.46	\$50.52	\$53.66	\$58.03	\$54.55

Source: Lightcast Q1 2026 Data Set
Industry: Code 31-33 Manufacturing

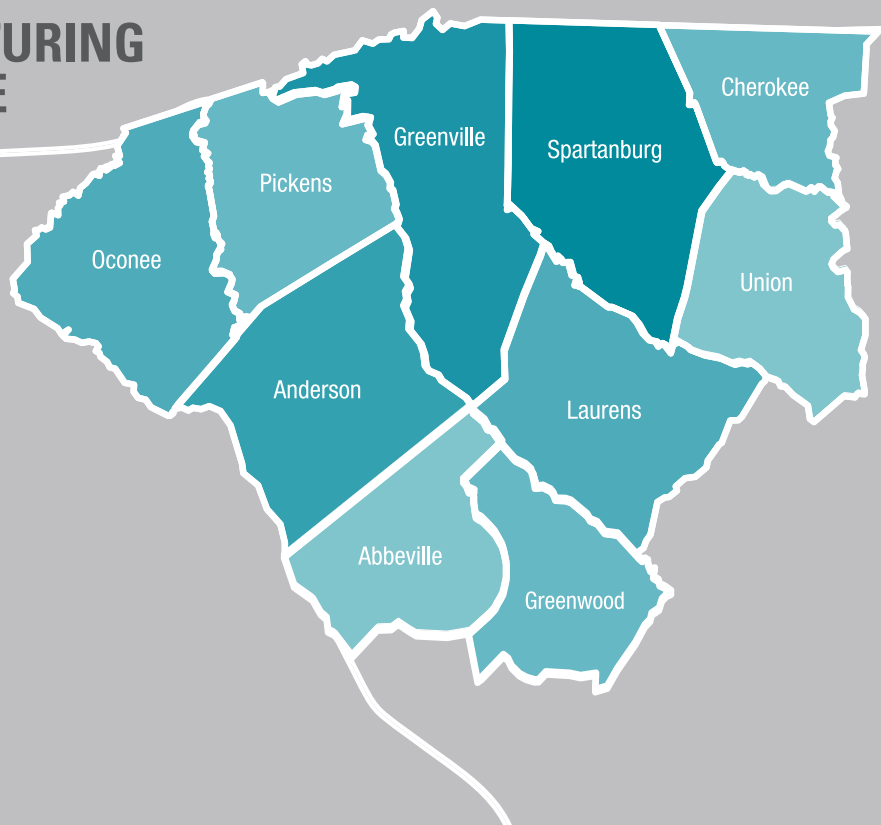
TOP MANUFACTURING OCCUPATIONS

2025 Jobs

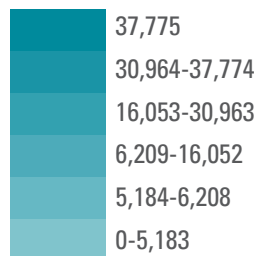
SOC CODE	DESCRIPTION	UPSTATE SC	ATLANTA-SANDY SPRINGS-ALPHARETTA, GA	CHARLOTTE-CONCORD-GASTONIA, NC-SC	CHARLESTON-NORTH CHARLESTON, SC	LOS ANGELES-LONG BEACH-ANAHEIM, CA	NEW YORK-NEWARK-JERSEY CITY, NY-NJ-PA
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	2,181	2,748	967	299	13,645	9,158
CONCENTRATION		1.90	0.56	0.42	0.45	1.29	0.56
AVERAGE HOURLY EARNINGS		\$21.53	\$21.64	\$20.63	\$23.03	\$22.44	\$23.05
49-9041	Industrial Machinery Mechanics	3,989	5,644	4,352	1,158	7,917	11,383
CONCENTRATION		2.15	0.71	1.17	1.08	0.46	0.43
AVERAGE HOURLY EARNINGS		\$29.64	\$30.18	\$32.17	\$29.61	\$35.86	\$35.88
49-9041	Welders, Cutters, Solderers, and Brazers	3,319	6,121	1,235	3,726	8,345	5,851
CONCENTRATION		1.83	0.78	1.18	1.03	0.50	0.23
AVERAGE HOURLY EARNINGS		\$23.35	\$23.95	\$24.20	\$25.46	\$28.33	\$30.09
43-5071	Shipping, Receiving, & Inventory Clerks	4,990	16,969	6,952	2,331	36,349	36,776
CONCENTRATION		1.37	1.09	0.95	1.10	1.09	0.71
AVERAGE HOURLY EARNINGS		\$20.61	\$21.35	\$21.48	\$21.57	\$22.18	\$23.31
49-9071	Maintenance and Repair Workers, General	8,073	25,103	11,910	4,436	41,076	110,081
CONCENTRATION		1.21	0.88	0.89	1.15	0.67	1.17
AVERAGE HOURLY EARNINGS		\$25.31	\$25.15	\$25.97	\$23.88	\$27.74	\$29.15
11-3051	Industrial Production Managers	2,444	2,412	2,536	1,000	8,648	6,612
CONCENTRATION		2.44	0.56	1.27	1.72	0.94	0.47
AVERAGE HOURLY EARNINGS		\$63.72	\$63.32	\$65.04	\$64.09	\$63.29	\$74.77

Source: Lightcast Q1 2026 Data Set
Industry: Code 31-33 Manufacturing

UPSTATE MANUFACTURING WORKFORCE PROFILE



2025 JOBS



EXECUTIVE SUMMARY FOR MANUFACTURING SECTOR

2,546

PAYROLLED BUSINESS LOCATIONS

Payrolled business locations increased by 484 over the last 5 years.

117,896

JOBS

Jobs increased by 9,257 over the last 5 years. Projected to increase by 6,534 over the next 5 years.

2.15

CONCENTRATION

Regional job concentration is 2.15 times the national job concentration.

\$89,700

EARNINGS PER JOB

Regional earnings per job are \$16.9K below the national earnings per job of \$106.6K.

REGIONAL TRENDS FOR MANUFACTURING SECTOR

REGION	2020 JOBS	2025 JOBS	2030 JOBS	CHANGE	2020-2025 GROWTH %	2025-2030 GROWTH %
Upstate, SC	108,639	117,896	124,431	15,792	8.5%	5.5%
Nation	12,083,477	12,647,146	12,982,242	898,765	4.7%	2.6%

TOP MANUFACTURING OCCUPATIONS

SOC CODE	DESCRIPTION	2025 JOBS	2025 EMPLOYMENT CONCENTRATION	AVG. HOURLY EARNINGS	10% HOURLY EARNINGS	90% HOURLY EARNINGS
51-2098	Miscellaneous Assemblers and Fabricators	26,840	4.35	\$22.65	\$16.46	\$32.71
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	19,271	1.51	\$18.50	\$14.42	\$23.14
53-3032	Heavy and Tractor-Trailer Truck Drivers	9,464	1.06	\$26.54	\$18.75	\$35.14
49-9071	Maintenance and Repair Workers, General	8,073	1.21	\$25.31	\$15.98	\$36.75
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	6,870	1.25	\$38.36	\$17.05	\$69.64
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	6,439	2.54	\$23.07	\$15.82	\$32.32
51-1011	First-Line Supervisors of Production and Operating Workers	5,510	1.87	\$36.92	\$23.05	\$50.76
53-7051	Industrial Truck and Tractor Operators	4,018	1.16	\$20.64	\$16.98	\$24.97
49-9041	Industrial Machinery Mechanics	3,989	2.15	\$29.64	\$21.67	\$39.16
53-3033	Light Truck Drivers	3,971	0.92	\$19.82	\$8.86	\$30.80
17-2112	Industrial Engineers	3,464	2.30	\$47.72	\$32.61	\$64.34
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	2,581	1.00	\$37.50	\$23.16	\$51.88
11-3051	Industrial Production Managers	2,444	2.44	\$63.72	\$37.70	\$92.31
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	2,208	3.94	\$24.02	\$16.06	\$35.78
51-4041	Machinists	2,195	1.75	\$26.21	\$18.87	\$33.11

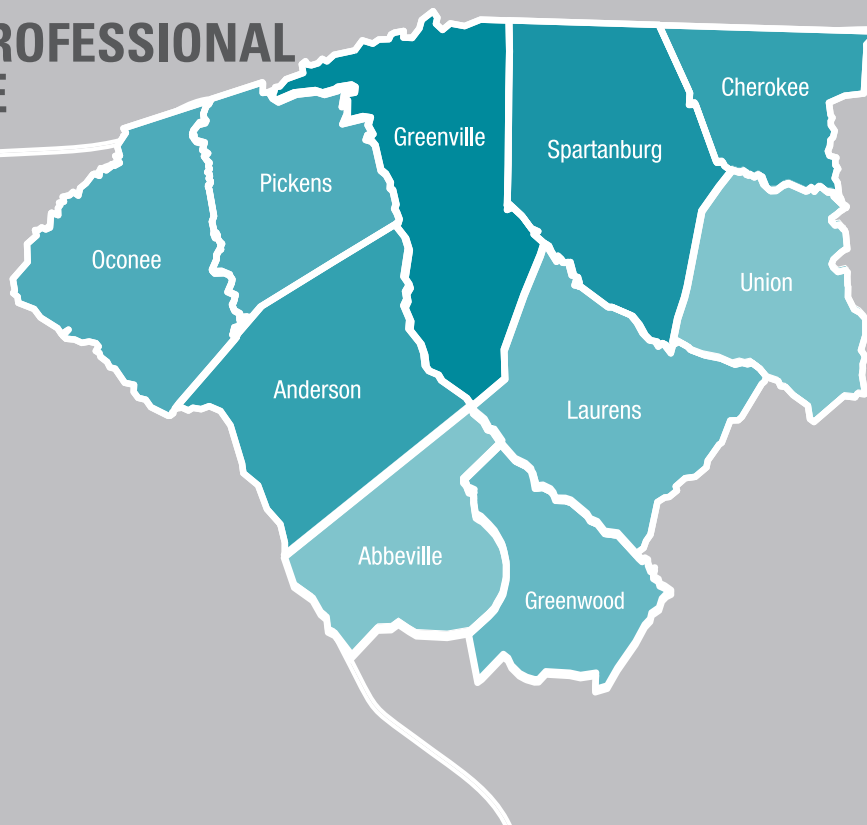


TOP MANUFACTURING OCCUPATIONS

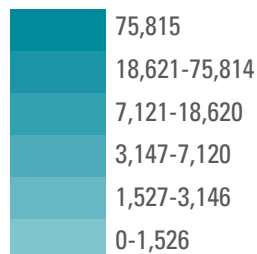
SOC CODE	DESCRIPTION	2025 JOBS	2025 EMPLOYMENT CONCENTRATION	AVG. HOURLY EARNINGS	10% HOURLY EARNINGS	90% HOURLY EARNINGS
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	2,181	1.90	\$21.53	\$17.11	\$25.77
17-2141	Mechanical Engineers	2,143	1.73	\$49.53	\$32.01	\$73.42
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	2,084	2.82	\$21.88	\$17.36	\$29.20
51-9111	Packaging and Filling Machine Operators and Tenders	2,026	1.21	\$18.94	\$15.20	\$23.66
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	1,628	2.49	\$21.60	\$15.78	\$29.74
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	1,332	20.77	\$19.87	\$16.00	\$23.99
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	1,151	1.71	\$23.72	\$17.06	\$30.62
11-3021	Computer and Information Systems Managers	1,140	0.41	\$72.49	\$42.91	\$104.57
51-9161	Computer Numerically Controlled Tool Operators	1,121	1.49	\$23.91	\$17.13	\$32.73
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	998	0.78	\$53.50	\$22.42	\$81.48
51-9198	Helpers — Production Workers	649	0.91	\$18.87	\$11.55	\$24.25

Source: Lightcast Q1 2026 Data Set
Industry: Code 31-33 Manufacturing

UPSTATE OFFICE & PROFESSIONAL WORKFORCE PROFILE



2025 JOBS



EXECUTIVE SUMMARY FOR OFFICE & PROFESSIONAL SECTOR

12,751

PAYROLLED BUSINESS LOCATIONS

Payrolled business locations increased by 3,437 over the last 5 years.

114,552

JOBS

Jobs increased by 1,395 over the last 5 years. Projected to increase by 3,715 over the next 5 years

0.80

CONCENTRATION

Regional job concentration is 0.80 times the national job concentration.

\$94,900

EARNINGS PER JOB

Regional earnings per job are \$47.5K below the national earnings per job of \$142.4K.

REGIONAL TRENDS FOR OFFICE & PROFESSIONAL SECTOR

REGION	2020 JOBS	2025 JOBS	2030 JOBS	CHANGE	2020-2025 GROWTH %	2025-2030 GROWTH %
Upstate, SC	113,157	114,552	118,267	5,110	1.2%	3.2%
Nation	30,615,448	33,063,83	34,603,817	3,988,36	8.0%	4.7%

TOP OFFICE & PROFESSIONAL OCCUPATIONS

SOC CODE	DESCRIPTION	2025 JOBS	2025 EMPLOYMENT CONCENTRATION	AVG. HOURLY EARNINGS	10% HOURLY EARNINGS	90% HOURLY EARNINGS
43-4051	Customer Service Representatives	14,023	1.16	\$19.79	\$13.24	\$28.30
43-9061	Office Clerks, General	13,579	1.14	\$18.68	\$10.04	\$27.71
31-1128	Home Health and Personal Care Aides	13,574	0.65	\$14.25	\$10.87	\$17.12
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	9,085	1.04	\$20.79	\$14.16	\$28.14
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	7,121	1.24	\$38.41	\$16.78	\$69.93
43-3031	Bookkeeping, Accounting, and Auditing Clerks	6,729	0.96	\$23.76	\$14.28	\$32.54
43-1011	First-Line Supervisors of Office and Administrative Support Workers	6,365	0.93	\$32.27	\$20.38	\$46.89
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	5,498	1.02	\$33.47	\$15.99	\$62.06
13-2011	Accountants and Auditors	4,800	0.69	\$41.46	\$23.05	\$64.99
13-1071	Human Resources Specialists	4,025	0.93	\$35.47	\$20.41	\$55.83

Source: Lightcast Q1 2026 Data Set
Industries included: NAICS 5111-5615

TOP OFFICE & PROFESSIONAL OCCUPATIONS

SOC CODE	DESCRIPTION	2025 JOBS	2025 EMPLOYMENT CONCENTRATION	AVG. HOURLY EARNINGS	10% HOURLY EARNINGS	90% HOURLY EARNINGS
13-1082	Project Management Specialists	3,930	0.86	\$48.37	\$27.78	\$76.05
17-2112	Industrial Engineers	3,506	2.29	\$47.76	\$32.56	\$64.40
15-1232	Computer User Support Specialists	2,991	0.94	\$27.00	\$17.43	\$38.69
41-3021	Insurance Sales Agents	2,916	0.88	\$34.06	\$14.77	\$51.04
13-1111	Management Analysts	2,870	0.59	\$57.53	\$20.25	\$96.24
13-1161	Market Research Analysts and Marketing Specialists	2,855	0.71	\$38.63	\$16.51	\$67.75
11-3031	Financial Managers	2,832	0.73	\$71.51	\$36.15	\$113.35
13-1199	Business Operations Specialists	2,478	0.46	\$44.59	\$18.95	\$73.87
11-2022	Sales Managers	2,449	0.90	\$68.30	\$29.21	\$107.62
17-2141	Mechanical Engineers	2,188	1.71	\$49.83	\$31.92	\$73.76
41-9022	Real Estate Sales Agents	2,129	0.97	\$60.29	\$10.09	\$155.07
13-1151	Training and Development Specialists	2,016	1.01	\$31.75	\$18.49	\$49.01
23-1011	Lawyers	1,849	0.46	\$76.79	\$28.59	\$157.08

Source: Lightcast Q1 2026 Data Set
Industries included: NAICS 5111-5615

RANKINGS & RECOGNITIONS

#1

OVERALL COST OF DOING BUSINESS

South Carolina // Area Development

#2

STATE FOR DOING BUSINESS

South Carolina // Area Development

#1

EXPORTER OF *Completed Passenger Vehicles & Tires*

South Carolina //
U.S. Department of Commerce

#1

SITE READINESS PROGRAMS

South Carolina // Area Development

#2

FOR HIGH-TECH JOB GROWTH

South Carolina // The Computing
Technology Industry
Association (CompTIA)

#1

FOR FDI JOB CONCENTRATION

South Carolina //
Global Business Alliance

#1

BUSINESS INCENTIVES PROGRAM

South Carolina // Area Development

INDUSTRIAL ENGINEERING CONCENTRATION

2.3X

NATIONAL AVERAGE

Upstate SC

#2

FOR FDI COMPETITIVENESS

South Carolina // Business Facilities

#2

FOR GDP GROWTH

South Carolina // Business Facilities

#2

STRONGEST STATE HOUSING MARKET

South Carolina // CNBC

#1

FASTEST GROWING STATE

South Carolina // U.S. Census Bureau

221
DAYS OF
SUNSHINE

3,138
MILES OF
SHORELINE

325+
PUBLIC
PARKS

780+
MILES OF
TRAILS



PROJECT SUPPORT & CUSTOMIZED REPORTS

SERVICES

The Upstate SC Alliance provides key services to companies and site selectors who are exploring opportunities for launching new business operations in the U.S. Our experienced team of economic development professionals are here to be a first point of contact, providing you a seamless experience to make your search process as efficient as possible. We work as a team with the S.C. Department of Commerce and our local economic developers, and there is no cost to utilize our services, research, and support.

PROVIDING RELEVANT AND CUSTOMIZED DATA

Let us be your go-to resource for current data and information on our region, as well as for comparison data between our region and other regions that you may be considering.

Our research department has access to a variety of databases and resources and can provide tailored research for your specific needs. When it comes to data on our region's existing industry, our proprietary database is the best and most reliable resource. Let us prepare customized industry reports for you, and, explore the depth of our industry clusters with our interactive mapping and lists at our [Map Center](#). And, access current and historical Upstate information in our [Data Center](#).

SITE SEARCH AND COMMUNITY TOURS

We provide confidential and customized site location assistance to your team. Whether you are looking for a large acreage site for advanced manufacturing or start-up office space, or anything in between, our team can perform a search based on your criteria. We will provide you all the relevant details of properties that match your criteria in a report, along with any other data or research requested that is pertinent to your search.

We welcome the opportunity to host you in the Upstate and provide a customized tour of our community based on your needs. If you are planning a first visit and exploratory mission, let us provide a welcome and an overview of our state and region and introduce you to others in the community. And, if you are ready to start your property search, we can discuss in advance of your visit the specific properties and industry assets that you want to explore and then execute a detailed itinerary to make the best use of your time.

SUPPORTING INTERNATIONAL COMPANIES

Navigating the nuisances of opening operations in a new country is made simpler when you have the right contacts and service providers. With more than 590 international companies in our region, there is a tremendous base of knowledge and expertise in serving companies who are launching new business operations in the U.S. We can provide you connections and introductions to professional service providers who are experienced in helping international companies through this process. [Learn more by visiting our International Support and Resources page.](#)

See More & Contact Us.





UpstateSCAlliance

Business moves here.

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