

Introduction

The South Carolina Department on Aging, hereafter referred to as SCDOA, is a cabinet agency under the auspices of the Governor. The governmental entity, SCDOA, is the designated agency to administer all Older Americans Act (OAA) programs including Title-V, Senior Community Service Employment Program, hereafter, referred to as SCSEP. The mission of SCDOA is to provide statewide leadership in utilizing resources effectively to promote health and the well-being for South Carolinians ages 55 and over. The agency fulfills its mission by setting policy, building partnerships, providing program oversight, and ensuring fiscal accountability to promote a system of quality health and human services. The goal of South Carolina SCSEP is to provide participants with the training experiences, supportive services and information needed to improve their lives, become economically self-sufficient, realize their goals and obtain substantial long term-employment.

The 20-23 South Carolina SCSEP State Plan is being submitted as a *stand-alone plan*, however, many organizations, as well as individuals will work with South Carolina SCSEP to ensure program goals are met. To develop the most comprehensive plan submitted to date, a number of agencies and organizations were invited to submit recommendations on how the program could be improved, how they could work with SCSEP to provide a more efficient as well as effective program and identify other potential partners. See *appendix A* for a list of organizations, individuals, programs solicited for advice and comment, and see *appendix B* for the timeline.

The South Carolina Department on Aging will continue to build coalitions and work with South Carolina Department of Employment and Workforce, national SCSEP grantees and their sub-recipients, state and local boards under WIOA and other stake holders:

- Representatives from the Area Agencies on Aging
- Social service organizations providing services to older individuals
- Grantee under Title III of OAA
- Community based organizations serving older individuals
- Affected Communities
- Business organizations and labor organizations
- Unemployed Older Adults
- Public and private nonprofit agencies and organizations providing employment services, including each grantee operating a SCSEP project within the State, except as provided under section 506(a)(3) of OAA and 20 CFR641.32(b).

The ultimate goal of SCDOA SCSEP is to find employment for seniors. *The State Plan* provides an opportunity to develop a blueprint to accomplish this goal. Specifically, it identifies stake holders along with their respective roles, it replicates activities that have been successful, defines goals to be accomplished and specify desired results. Additionally, the plan will examine the current relative distribution of eligible individuals and employment opportunities within the State.

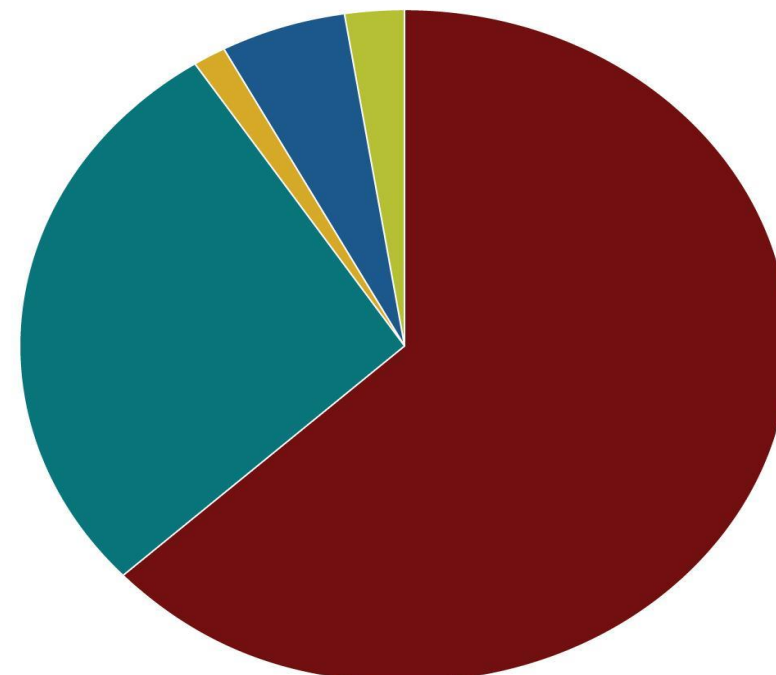
A Look at South Carolina

South Carolina is on the southeastern tip of the United States. It is one of the smallest states in the country but has a high population density by comparison. It is estimated South Carolina's population is projected to reach 5.21 million by July 2020 up from 4.64 million at the 2010 Census. South Carolina's population increased by 15 % between 2000 and 2010 and continues to increase. South Carolina currently has a growth rate of 1.06% which ranks 18th in the country and is the 24th most populous state in the country. South Carolina's population is projected to reach 1,134,459 by 2030. Natural growth and net migration is extremely healthy in South Carolina and the trend is most likely to continue according the *World Population Review*. Labor force participation is 60.5%, employment rate is 55.9% and unemployment rate is 5.0%.

Racial Composition

According to the most recent AC/US Census, the racial composition of South Carolina is as follows: White (63.9 %), Black or African American (27.9%), Hispanics (5.3%), other race (2.3%), Asian (1.5%). South Carolina is ranked among the highest in the nation for Hispanic/Latino population growth. There are approximately 235,685 Hispanics/Latinos in South Carolina. Most reside in the port cities with one exception, 15.6% reside in Greer, followed by Bluffton, 15.5 %, Myrtle Beach 13.48% and Port Royal with 13.1 %. Hispanic/Latinos ages 55 and older account for only 0.026 of the population in South Carolina. The University of South Carolina Consortium for Hispanic/Latino Immigration Studies reports that the number of Hispanics/Latinos in South Carolina is undercounted by census enumerator and may be more than 400,000.

South Carolina Racial Diversity



Education

63.9% White 1.5% Asian 2.3% Other*
27.9% African American 5.3% Hispanic

*Other includes: Native American, Pacific Islander, two or more races and NR aliens.

The highest rate of high school graduation is among Whites with a rate of 90.53%. The highest rate of bachelor degrees is among Asians with a rate of 49.48%. According to the most recent census data concerning educational attainment, South Carolina's high school completion rate is 83.6 %, and rank 40 out of 52 states. The state does a little better in obtaining bachelor degrees, 24.3 % and holds a national ranking of 37 in advanced degree acquisition , 8.4%, national ranking of 35. The chart below shows the educational level of SCSEP participants at the end of quarter 2, 2019-20 program year.

SCSEP Participant Education Level

Program Year 2019 Quarter 2 Final

Educational Level	Goodwill Industries State Program	Goodwill Industries Federal Program	Palmetto Goodwill Federal Program	Grand Total
8 th grade and under	3	13	13	29
9 th grade and under	18	30	36	84
High School diploma or equivalent	57	130	116	303
1-3 years of college	24	87	60	171
Post-secondary certificate	1	7	3	11
Associate degree	24	13	6	43
Bachelor's degree or equivalent	14	26	23	63
Some graduate school	3	3	3	9
Master's degree	7	6	7	20
Doctoral degree	0	2	0	2

Income/Poverty

The median household income in South Carolina is \$50,527, \$9766, lower than the national average; per capital income is 27,980, \$4488 lower than the national average.

The overall poverty rate in South Carolina is 16.01 %, male poverty is 14.41%, female poverty is 17.49%. South Carolina has the highest gap of any state between urban (20.8%) and rural (35.2%) child poverty rates. (Children Analysis 2016 U.S. Census data). The race most likely to be in poverty is the *other* category, with 32.72% below poverty level. The race least likely to be in poverty are Whites, with 10.72% below the poverty level. Stagnant wages, increasingly unaffordable housing costs, widening economic inequality and persistent racial disparities are leaving many low-income residents behind. According to the most recent census data available, 17 out of 100 people in South Carolina are poor. Rates range from 6.3 % in Beaufort to 27% in Allendale. Poverty rates are especially high among older women and African Americans.

Age and Gender

The median age of South Carolinians is approximately 38.8, 51.5 % of the population is female and 48.5% are males. Persons 65 years of age or older make up 17.7% of the population.

South Carolina's Population of Persons Age 55 and Older

<i>Age</i>	<i>Population</i>
55-59	118,509
60-64	112,790
75-84	71,011
85+	16,412

Other Characteristics

South Carolina is considered a rural state with 46 designated counties. The most populous counties are: Greenville, Richland, Charleston, Spartanburg, Horry, Lexington, York, Berkeley, Anderson and Beaufort. See the chart below for details.

<i>County</i>	<i>2020 Population</i>	<i>Growth Since 2010</i>
Greenville	514,213	13.60%
Richland	414,576	7.47%
Charleston	405,905	15.65%
Horry	344,147	27.34%

<i>Spartanburg</i>	313,888	10.23%
<i>Lexington</i>	295,032	12.04%
<i>York</i>	274,118	20.83%
<i>Berkeley</i>	221,091	23.23%
<i>Anderson</i>	200,482	7.15%
<i>Beaufort</i>	188,715	15.89%

The state is divided into six geographical regions. The **Blue Ridge Region** is mountainous with many forest, which contain hardwood as well as streams and waterfalls. It is picturesque, especially, in the fall of the year and attracts many tourist. The **Piedmont Region** is the foothills of the mountains. This region was once a booming farming area of the state. The **Sandhill Region** includes flat lands and sandy soil. The **Inner Coastal Plain** and the **Outer Coastal Plain** makes up two-thirds of South Carolina. The sixth region is the **Coastal Zone**, which encompasses a ten mile stretch of land from the Atlantic Coast inland. It also includes barrier islands, natural harbors and marshlands.

I Economic Projections and Impact

A. *Long-term projections for jobs in industries and occupations in the State that may provide employment opportunities for older workers*

South Carolina relies on the South Carolina Department of Commerce, Economic and Workforce Development Division, to provide data on economic projections for the State. It's their vision that "South Carolina's economy will become more competitive in a global economy, providing South Carolinians of all ages and skill levels an opportunity to maximize their talents and abilities." Their vision and the goals of SCSEP are closely aligned. Their mission statement speaks to job creation and economic growth which is the cornerstone of a successful SCSEP. Since January 2011, SC Commerce announced more than 1,000 economic development projects, 115,000 new jobs and over \$31 billion in capital investment and a project in all South Carolina's 46 counties.

The following industries have been recruited to South Carolina within the last nine years: BMW, Boeing, Bosch, Bridgestone, CompuCom., Continental Tire, Electrolux, Gestamp, Giti, Google, Honda, Magna, Michelin, Mercedes-Benz, Samsung, T-Mobile, TTi, TEL_IIN, Tower International, Verizonwireless, and Volvo. As a result of sthis aggressive and successful recruitment effort, South Carolina has seen its unemployment rate fall from 10.7 percent in January 2011 to 2.3 percent today. As of December 2019, the number of South Carolinians employed exceed 2.38 million. There are almost 363,000 more people working in South Carolina today than there were in January 2011.

Top 9 Announcements Since 2011 (by job creation)

<i>Year</i>	<i>Company</i>	<i>County</i>	<i>Investment</i>	<i>Jobs</i>
2014	LPL Financial	York	\$150 million	3000
2015	Volvo Car USA	Berkeley	\$500 million	2500
2014	The Lash Group, Inc.	York	\$90 million	2,400
2013	Boeing South Carolina	Charleston	\$1 billion	2000
2017	Volvo Car USA	Berkeley	\$620 million	1,201
2014	Giti Tire Holdings	Chester	\$560 million	1,700
2011	Continental Tire the Americas	Sumter	\$500 million	1,620
2015	Red Ventures	Lancaster	\$90 million	1,500
2016	CompuCom Systems	Lancaster	41 million	1,500.00

Top 7 Announcements Since 2011 (by investment)

<i>Year</i>	<i>Company</i>	<i>County</i>	<i>Investment</i>	<i>Jobs</i>
2011	Bridgestone Americas Tire Operation	Aiken	\$1.2 billion	850
2013	Boeing South Carolina	Charleston	\$1 billion	2,000
2014	BMW Manufacturing.	Spartanburg	\$ 1 billion	800
2014	Toray Composite Materials America, Inc.	Spartanburg	\$1million	500
2012	BMW Manufacturing	Spartanburg	\$900 million	1000
2012	Michelin North America, Inc.	Anderson & Lexington	\$750 million	500
2017	Volvo Car USA,LLC	Berkeley	\$620 million	1,910

In order to fully discuss the economic projections of South Carolina, it is important to look at each region of the state because each region offers different opportunities in employment. There are SCSEP participants in each region of the state and while the demographics maybe similar for participants statewide, there are some regional differences, particular in education attainment. Knowing what skills are needed in what region gives the SCSEP staff critical information to assist participants when setting goals and developing individual employment plans.

Pee Dee Workforce Investment Region (Chesterfield, Darlington, Dillon, Florence, Marion and Marlboro Counties)

This region continues to be robust in their growth. For example, Dillon County's GOP rose by 10.33% percent from 2015-2018. Chesterfield's economy is good. Florence Technical School continues to train a workforce for incoming industry. Manufacturing, agribusiness and aerospace industry accounts for growth in this region.

Santee-Lynches Workforce Investment Region (Clarendon, Kershaw, Lee and Sumter Counties)

This region has seen a significant increase in healthcare and nursing care employment. This region has also experienced growth in the construction industry and chemical manufacturing industry. This Santee-Lynches area mostly relies on manufacturing industries for economic growth.

Catawba Workforce Investment Region

This part of the state is in close proximity to Charlotte, North Carolina and shares a part of the financial services cluster; employment in the credit intermediation industry (lending and debt collection) has been significant in the region's economy since 2000. The regions continues to grow in the information services industry and various manufacturing subsectors as well as economic development projects which gives this region a diverse economy.

Trident Workforce Investment Region(Berkeley, Charleston, and Dorchester Counties)

This part of the state is one of the largest tourist areas in the state and its labor force statistics are strongly affected by the seasonality of the tourism industry. This area had a 400% growth in transportation equipment manufacturing employment between 2000 and 2010 and the Boeing expansion created over 4000 jobs in the same industry over through 2004. This area of the state will continue to drive economic growth in the region over the next decade. This area has had a 50% growth in the following areas, profession, scientific and tech services.

Greenville Workforce Investment Region (Anderson, Cherokee, Greenville, Oconee, Pickens and Spartanburg Counties)

This area of the state has seen tremendous growth with the acquisition of BMW,' Toray Manufacturing in Spartanburg. Just these two companies created 2,300 high paying jobs from 2012-14.

Lower Savannah Workforce Investment Region (Aiken, Allendale, Bamberg, Barnwell, Calhoun, and Orangeburg Counties)

This area has experienced low labor force growth over the last decade, compared to the rest of state. During the last decade over 3000 jobs were lost in the machinery manufacturing, textile and apparel manufacturing industries. Since 2010, economic development announcements in same or similar industries will increase employment opportunities for those workers that

have been forced out of work. Bridgestone created 850 jobs in 2011.

LowCountry Workforce Investment Region (Beaufort, Colleton, Hampton, and Jasper)

The LowCountry is a tourist area and is one of the fastest growing regions in the state. This growth is attributable to drastic seasonal employment patterns, high growth in retail employment (food service, clothing stores, merchandise) and an increase in the labor force. Additionally, this area has attracted a number of economic development projects, which has seen an influx of information services firms. This area has shown a 644% increase in professional, scientific and technical services employment since 2016.

Upstate Workforce Region (Anderson, Cherokee, Greenville, Oconee, Pickens)

This region has been plague by textile foreclosures, which increased the unemployment rate. A significant number of workers displaced were 50 and older, approximately 46 %.

Waccamaw Workforce Investment Region Georgetown, Horry, and Williamsburg Counties)

This region is one of tremendous contrast, Williamsburg County is one of the poorest counties in South Carolina. Horry is a mix of very poor and very wealthy residents. This region is a tourist area on the coast and largely depend on seasonal employment.

Midlands Workforce Region (Fairfield, Lexington, Newberry and Richland Counties)

This region encompasses the city of Columbia, which is the state's Capitol. Government workers make up the largest employed sector. However, a large segment of employment growth over the past 10 years has occurred in the financial services and insurance industries. Health care and certain retail subsectors have shown strong growth during the past 10 years. *The Bull Street Project* is under construction and has created a number of jobs in the construction field and will create other new jobs in central midlands.

Worklink Investment Region

This region is undergoing major changes in its economy. The region has sizeable job losses in the textile industry and expects growth in the advance materials cluster developing around Clemson University. The economy is showing signs of growth in the healthcare area.

South Carolina continues to attract more jobs through industrial recruitment than any other state in the southeast. South Carolina attracts new industry for several reasons: it's economically profitable for business to locate in South Carolina, lowest priced industrial electricity rates, among the top 10 in lowest labor cost, the ninth lowest corporate tax rate, the third lowest unionization rate in the United States; aggressive recruitment activities, the deep-water port at Charleston, with the ability to accommodate large ships, access to 75% of the country's population within 1,000 miles, an efficient rail system and five interstate highways. Additionally, South Carolina has a rapidly growing workforce, several highly-ranked research universities and sixteen technical colleges.

According to the South Carolina Department of Commerce, South Carolina has a transforming economy. Data indicate future employment growth in the following areas: high technology manufacturing, scientific, management and consulting services, healthcare and the transitioning from production related occupations to service occupations. The continual development of higher education and technical educational systems is critical to keep abreast of a changing economy.

Other indications of a positive economy is the decrease in unemployment rate, fewer claimants for unemployment insurance as plant, increase in hiring and job postings by private employers, an increasing use of temporary workers, a transition of the manufacturing industry from labor-intensive and a shift of occupational mix towards high-skilled workers.

The trends seem to suggest there is a need for an increase in specialized skills acquisition. Therefore, South Carolina should and become more aggressive in identifying and providing a larger percentage of participants with specialized skilled training and an increase participation in *On the Job Training* programs.

B. Describe how the long-term job projections discussed in the economic analysis section of the strategic plan, relate to the types of unsubsidized jobs for which SCEP participants will train and the types of skills training provided. (20 CFR 642.302(d))

During the last two years SCDOA has made tremendous strides executing the plan updated in 2018. We have met or exceed our goals as a result of the partnerships, programs and activities that are in place. SCDAO will continue to execute the SCSEP plan and make changes as appropriate. SCDOA will continue to use several approaches to ensure services provided by South Carolina SCSEP are relevant to the goals of SCSEP and prepare participants to obtain unsubsidized employment. Strategies will include but not be limited to the following:

Keep Abreast of current long-term employment projections for the state

The SCSEP State manager will continue to collect and review data from South Carolina Department of Commerce, Census, South Carolina Department of Employment and Workforce, annual plans developed by each South Carolina workforce investment zone. This information will provide direction for the development of a SCSEP delivery model.

Work with the South Carolina's Technical Educational System

To ensure SCSEP participants are competitive, South Carolina SCSEP will continue to work with the technical education system in South Carolina. The tech system, develops specialized programs for specific skills based of the request of a company/business that have made plans to locate to South Carolina and desires an existing trained workforce. When appropriate, participants will be

encouraged to enroll in these specialized training programs. Working with the tech systems gives us valuable information and a venue to train SCSEP participants.

Work with the adult education system in South Carolina

South Carolina SCSEP has established a partnership with the adult education system statewide. They have provided computer training, courses to develop readings and a program for participants to obtain a high school diploma. Participants who need the services provided by the adult education will be referred to this resource.

Continue to strengthen the relationship with the South Carolina Department Employment and Workforce (DEW)

The South Carolina Department of Employment and Workforce (DEW) is a state agency that is charged with putting South Carolinians to work. The agency invests in building a pipeline of quality workers, matches workers with jobs and is a bridge for individuals who find themselves out of work for no fault of their own.

The SCSEP State Coordinator and the sub-grantee, Goodwill Industries of the Upstate/Midlands, Inc., and other agencies has worked closely with DEW for the last 12 months in trying to improve the transportation system in South Carolina for citizens who have difficulties getting to and from their place of employment. This collaborative effort has enhanced SCDOA partnership efforts with DEW as well as other participating agencies. Additionally, SCDOA has worked with DEW and other agencies in discussions about the four-year state plan for DEW as well as SCDOA.

Use the Hot Jobs resources that are available for Workforce Development area in South Carolina.

The South Carolina Department of Employment and Workforce provide information on jobs by educational attainment in each Workforce Development area. See appendix A for a sample of this resource.

Other activities will include but not be limited to the following:

- Match participants to in-demand occupations where possible
- Increase participation in the "on the job training" (OJT) programs
- Continue to advocate for alternative education and training methods (virtual learning and apprenticeships)
- Continue to advocate for the older worker in the community
- Continue to work on creative partnerships with groups that advocate and provide services to veterans and people with disabilities
- Continue to house SCSEP field staff within SC Works Centers, where possible
- Encourage field staff to work closely with the SC Works staff in their respective service areas
- Continue to work with host agencies in developing meaningful training assignments

- Continue to seek the best jobs for SCSEP
- Continue to partner with the Department of Employment and Workforce in SCSEP related/ and employment activities
- Continued emphasis on strengthening and voicing value to soft skills acquisition (communication, problem solving, teamwork, flexibility, the desire to learn new skills)

C. Discuss current and projected employment opportunities in the state (such as by providing information available under 15 of the Wagner-Peyser Act (29 U.S.C. 491-2) by occupation) and the types of skills possessed by eligible individuals. (20 CFR 641.325)

South Carolina Industry and Occupation Projection

2016 – 2026

Selected Projected Job Openings by Job Knowledge Needed

<i>Job Knowledge</i>	<i>Annual Job Openings</i>
<i>Customer and Personal Service</i>	116,107
<i>English Language</i>	39,008
<i>Clerical</i>	17,666
<i>Administration and Management</i>	14,639
<i>Education and Training</i>	12,673
<i>Sales and Marketing</i>	11,019
<i>Economics and Accounting</i>	3,575
<i>Public Safety and Security</i>	3,575
<i>Transportation</i>	2,295
<i>Communication and Media</i>	1,410
<i>Personnel and Human Resources</i>	1,334
<i>Telecommunications</i>	931
<i>Food Production</i>	820

Source: S.C. Department of Employment and Workforce, Occupational Projections Program, 2016-2026

The top job knowledge categories for the state are as follows:

1. Customer and Personal Service
2. Clerical
3. Administration and Management

4. Education and Training

Job Skills

Understanding in-demand job skills can help SCSEP staff establish a curriculum to train participants in order to meet future demand. The Occupational Information Network (O*NET) of the U.S. Department of Labor defines job skills as capacities developed through education or experience that help one perform the job. Ninety two percent of SCSEP participants have had some prior work experience which helps in job placement and new skill acquisition. South Carolina will have approximately 21,000 jobs available in 20-21 that will require less than three years of college. A number of SCSEP participants could be trained to fill these jobs.

South Carolina Projected Job Openings by Job Skill Needed

<i>Skill</i>	<i>Annual Job Openings</i>
<i>Active Listening</i>	47,846
<i>Speaking</i>	44,255
<i>Reading Comprehension</i>	19,046
<i>Social Perceptiveness</i>	18,022
<i>Critical Thinking</i>	12,346
<i>Monitoring</i>	11,620
<i>Writing</i>	10,724
<i>Service Orientation</i>	9,470
<i>Instructing</i>	7,891
<i>Learning Strategies</i>	6,535
<i>Judgment and Decision Making</i>	5,805
<i>Time Management</i>	2,958
<i>Complex Problem Solving</i>	2,638

Source: S.C. Department of Employment and Workforce, Occupational Projections Program, 2016-2026

Top Projected Annual Job Openings (Labor Demand)

<i>Career Cluster</i>	<i>Less than 4 Years</i>	<i>Bachelor's Degree</i>	<i>Master's Degree</i>	<i>Doctoral or professional degree</i>	<i>Total</i>
<i>Health Sciences</i>	8,080	4,112	625	1,162	13,979
<i>Education and Training</i>	2,524	6,759	1,705	1,559	12,547
<i>Business Management and Administration</i>	2,850	8,624			11,474
<i>Transportation, Distribution & Logistics</i>	5,305	384			5,689
<i>Human Services</i>	1,584	1,447	895	124	4,050
<i>Finance</i>	12	3,710			3,722
<i>Information Technology</i>	985	2,178			3,163

Source: S.C. Department of Employment and Workforce, Occupational Projections Program, 2016-2026

Out of the 54,624 projected annual job openings, 21,340 or 39 % will require less than 4 years of college training. This data is encouraging for the SCSEP program. South Carolina SCSEP has 14 or 0.125% of the participants with four year degrees. The percentages are similar for the national contractor, Palmetto GBA.

C. Discuss current and projected employment opportunities in the state (such as by providing information available under 15 of the Wagner-Peyser Act.(29 U.S.C. 491-2) by occupation), and the types of skills possessed by eligible individuals. (20 CFR 641.325 ©).

The data obtained from the South Carolina Department of Commerce and the Workforce Investment Zones indicate there will be growth in certain industries in South Carolina. The state is diverse, as discussed in the introduction as well as the economic projections section, therefore, employment opportunities and skills needed will vary across the state. For example, in the Pee Dee Region, there is a need for heavy and tractor-trailer truck drivers, currently there are approximately 500 job openings, there are approximately 286 registered nurse jobs available, and approximately 100 openings for first line supervisors of retail sales workers. In the Lower Savannah area, the top job prospects are in sales and related occupations, office and administrative support, production management occupations and careers in education.

In the Santee-Lynches area of the state, the top jobs are in manufacturing, health care and social assistance, and retail trade. However, projections for 2022 the landscape changes a little; the three top job getters are health care and social assistance, construction and educational services.

South Carolina continues to experience consistent population growth which has and will continue to drive growth in the retail arena. Increased demand in healthcare will grow as a result of baby boomers reaching the senior ranks. In 2017, 50% of the population was 50 years of age and over. The trend for outsourcing business services and the development of smaller businesses, will increase the demand for professional service jobs, particularly in the contract and temporary service area. South Carolina has a strong tourism trade in certain parts of the state. This industry is expected to continue to grow, which will increase the demand for tourism related jobs. Many of these jobs are seasonal and low paying jobs. Manufacturing is rebounding and the trend is expected to continue, providing more employment opportunities for South Carolinians. There continues to be an increase development in distribution and port facilities, therefore, employment in logistics and transportation related fields are trending. Many of these jobs and other jobs requiring technologies will require higher skill levels.

Many areas in South Carolina are rural and unfortunately some of these rural areas have not and will not see the growth and positive economic impact as some areas of the state. The rural counties and poor counties will continue to be adversely affected with population decline, closing of businesses and increased job losses. There are several counties in SC with persistent unemployment. See chart below.

Persistent Unemployment (Counties in South Carolina)

Allendale	Bamberg	Barnwell
Chester	Clarendon	Darlington
Dillon	Fairfield	Georgetown
Lee	Marion	Marlboro
Orangeburg	Union	Williamsburg

This information is significant for SCSEP participation. In these areas resources are not always available to provide a variety of training opportunities, subsequently, waivers maybe requested for participants to remain in the program past their durational limit. This action can adversely impact employment goals and the ability to move participants out of the program when they meet their durational limits.

Hard skills and soft skills are required to be a successful candidate for any job. The hard skills include educational attainment, special training, experiences, etc. Soft skills are more difficult to define and measure. Typically, soft skills are personal skills that helps one interact positively with others. The soft skills most often sought in the work place are: effective communication, creative thinking, problem-solving-resourcefulness, team player, accepting feedback, confidence and flexibility. Soft skills, as exemplified by many older workers, is still a desirous commodity in the workforce. Soft skills can be acquired and/or updated during community service assignments. Additionally soft skills can be acquired in a relatively short period of time. Hard skills desired for job openings in South Carolina can be seen in the chart below.

**South Carolina Industry and Occupation Projection
2016 – 2026**

Selected Projected Job Openings by Job Knowledge Needed

Job Knowledge	Annual Job Openings
Customer and Personal Service	116,107
English Language	39,008
Clerical	17,666
Administration and Management	14,639
Education and Training	12,673
Sales and Marketing	11,019
Economics and Accounting	3,575
Public Safety and Security	3,575
Transportation	2,295
Communication and Media	1,410
Personnel and Human Resources	1,334
Telecommunications	931
Food Production	820

Source: S.C. Department of Employment and Workforce, Occupational Projections Program, 2016-2026

The top job knowledge categories for the state are as follows:

5. Customer and Personal Service
6. Clerical
7. Administration and Management
8. Education and Training

Understanding in-demand job skills is critically important to SCSEP staff, administrators and participants. Developing relevant curriculum and training protocols is necessary to meet future demands in the workforce.

South Carolina Projected Job Openings by Job Skill Needed

Skill	Annual Job Openings
Active Listening	47,846
Speaking	44,255
Reading Comprehension	19,046
Social Perceptiveness	18,022
Critical Thinking	12,346
Monitoring	11,620
Writing	10,724
Service Orientation	9,470
Instructing	7,891
Learning Strategies	6,535
Judgment and Decision Making	5,805
Time Management	2,958
Complex Problem Solving	2,638

Source: S.C. Department of Employment and Workforce, Occupational Projections Program, 2016-2026

Top Projected Annual Job Openings (Labor Demand)

Career Cluster	Less than 4 Years	Bachelor's Degree	Master's Degree	Doctoral or professional degree	Total
Health Sciences	8,080	4,112	625	1,162	13,979
Education and Training	2,524	6,759	1,705	1,559	12,547
Business Management and Administration	2,850	8,624			11,474
Transportation, Distribution & Logistics	5,305	384			5,689
Human Services	1,584	1,447	895	124	4,050
Finance	12	3,710			3,722
Information Technology	985	2,178			3,163

Source: S.C. Department of Employment and Workforce, Occupational Projections Program, 2016-2026

The overall projected employment opportunity data indicate the top jobs for the state will be in the following categories: Health Care and Social Assistance, Retail Trade, Manufacturing, Accommodation and Food Service, Administrative Support and Construction. A number of the jobs listed will require a high school diploma, less than 5 % will require less than a high school diploma. A number of jobs will require specialized skill training, approximately 40 percent.

The largest growth from 2012 will be in the Health Care and Social Assistance Industry. Again, Baby Boomers are getting older and are requiring medical and personal assistance. The next category is in the Administrative and Support and Waste Management Industry See chart below page 17 for industry and projections for South Carolina.

South Carolina SCSEP program managers will work closely with participants to determine their employment goals, develop strategies to reach stated goals, identify supportive services needed, share job projection information, assist participants in acquiring the skills necessary to be competitive in the workforce. This kind of information is vital, for example, in determining host agency assignments. Regardless of a participant's goal, if appropriate, each participant will be offered an opportunity to increase their reading, math and computer skills as well as obtain a high school diploma or equivalency.

South Carolina Industry Employment Projection

Industry	2022 Projected Employment
Total of All Industries	2,212,392
Construction	99,892
Health Care and Social Assistance	284,803
Professional, Scientific and Technical Services	97,807
Administrative and Support and Waste Treatment	168,228
Transportation and Warehousing	59,728
Real Estate, Rental and Leasing	28,727
Finance and Insurance	73,640
Educational Services	182,632
Arts, Entertainment, and Recreation	29,495
Other Services (except Public Administration)	90,317
Wholesale Trade	72,188
Accommodation and Food Service	207,650
Mining, Quarrying, and Oil and Gas Extraction	1,246
Utilities	13,106
Retail Trade	243,921
Information	27,332
Public Administration-Local	72,819
Management of Companies and Enterprises	17,332
Agriculture, Forestry, Fishing and Hunting	29,792
Manufacturing	220,893
Public Administration-State	41,003
Public Administration-Federal	24,499

II. Service Delivery and Coordination

A. Provide a detailed description of what actions will be taken to coordinate SCSEP with other programs. Specifically

The information that follows reflect best practices used over the years that has proven to be successful. The collaborative efforts and coordination activities have worked well for the SCSEP in South Carolina, due to the longevity of the relationships developed and the positive results derived. Consistent communication has proven to be a valuable strategy which has contributed to the strengthening of the partnerships created. Additionally, this information has been expanded to incorporate new ideas and partners,

1. Actions to coordinate activities of SCSEP grantees with WIOA Title I programs, including plans for using the WIA one-stop delivery system and its partners to serve individuals aged 55 and older (20 CFR 641.302(g), 641.3325 (c))

The sub-grantee will continue the practices implemented of working closely with local resources including WIA. For example, SCSEP participants participated in a job fair, sponsored by the one-stops in the Greenville area. Meetings will be held in the one-stops to continue to coordinate similar activities.

Workforce Investment Boards and Workforce Development Center arrangements will vary from region to region. The most typical arrangement will look like the following: sub-grantees designated staff will be located in workforce development centers and serve as the primary point of contact for older job seekers. In most cases, sub-grantees receive the space at no cost along with furniture, computers, copiers and access to phone systems. Sharing of resources is a key component to the collaboration efforts. Sharing of resources allows for maximization of the SCSEP grants in South Carolina. Sharing of resources allows for more cost effective services to more participants without exhausting or even, in some instances, using grant funds. This is a practice that has worked well in previous years and will be continued in the future. However, adjustments will be made as appropriate.

This partnership arrangement will also greatly benefit the workforce centers. SCSEP participants are routinely to local centers to provide valuable services while being trained for unsubsidized employment. Staff will be available to provide presentations on job readiness skills, as well as outreach activities in the rural communities. Other collaborative efforts will include using the centers for job orders, labor market information, coordination of intensive services and for specific training, job fairs, joint-training of staff and participants, and sharing job leads. The Work Force Development Boards and SCSEP will partner promoting the programs offered by SCSEP and the One-Stops. Both programs support local business interest and working together will increase visibility in their respective communities for both programs.

2. Actions to coordinate activities of SCSEP grantees with the activities being carried out in the State under other Titles of the OM. 20 CFR 641.325(e))

The Lieutenant Governor's Office on Aging (LGOA) is the designated State Unit on

Aging and receives Older American Act dollars that partially fund the aging network in South Carolina under the various titles. The network is made up of Area Agencies on Aging (AAA), one located in each of the 10 planning districts and local Councils on Aging (COA). There are 58 councils on aging throughout the state of South Carolina. LGOA administers two title programs other than title V, title 3 and title 7. The specific programs are as follows:

- In-home and community based services (Title III-B)
- Long term care ombudsman program (Title III-B and Title VII)
- Elder abuse prevention services (Title VII)
- Congregate nutrition services (Title III-C-1)
- Home-delivered nutrition services (Title III-C-2)
- Disease prevention and health promotion services (Title III-D)
- Family caregiver support services (Title III-E)

The SCSEP director will work with the other title program directors to determine what jobs are available and the requirements for those jobs. Training and host agency opportunities will also be explored. The program directors will meet once a quarter, with the first meeting being held in September of each year. State agencies will be solicited to partner with the network and help identify eligible participants for the SCSEP and provide supportive services as appropriate, act as host agencies and provide unsubsidized employment. The SCSEP and Aging Network representatives will meet annually in June of each year. This group will determine what jobs vacancies are projected for a 6 to 12 month period, and the required skills necessary to fill these positions. This information will be shared with the national and state SCSEP grantees. The Information and Referral Specialist will be given the job vacancy information and this information will be shared with seniors who contact them with request for various services. Information and Referral Specialist are located statewide, one in each of the 10 planning districts. This program is funded by Title III-B of the Older American Act.

3. *Actions to coordinate SCSEP with other private and public entities and programs that provide services to older Americans, such as community and faith-based organizations, transportation programs, and programs for those with special needs or disabilities (20 CFR 641.302)*

The state SCSEP program has identified and currently work with a number of organizations that provide services to older Americans: AARP, the senior network, transportation systems, Department of Health and Environmental Control (DHEC), Department of Health and Human Services (DHHS), local departments of social services (DSS), Silver Haired Legislature, South Carolina Ministerial Alliance, Civic organizations, Salvation Army, Literacy Council, Transitions Program, community action agencies, technical schools, adult education systems, faith based communities, Veterans Administration and the housing authorities.

All of these resources provided valuable information and services. For example, some faith based communities have cloths closets and provide apparel for participants for job interviews, etc. Some agencies/ organizations present information at the job clubs. - This list is not complete,

but gives an idea of the variety of organizations that will work with SCSEP to provide services to participants.

Each year in September, specific organizations and program representatives are contacted to get an update on the services they provide and the eligibility criteria for participation. This is important to know because a number of SCSEP participants need an array of services to be able to participate in SCSEP. These participants are no different than the larger community. Studies indicate individuals who are, mentally, physically and spiritually healthy are more productive, absentee rate is lower, and they tend to contribute to a better work environment.

Some of the services offered by the programs listed above are: Transitions Program provide homeless individuals with a place to live, assistance with acquiring skills, and employment. Salvation Army and the community action agencies assist individuals with utility bills, department of social services will qualify participants for the food stamp program, if appropriate. We work with the Arthritis Foundation through Health and Environmental Control to provide data and information to participants on chronic disease self-management and self-help through exercise programs. We will continue to identify programs and services to benefit our participants. We will continue to contact service providers to update materials so resources are readily available to assist participants as needed.

4. Actions to coordinate SCSEP with other labor market and job training initiatives. (20 CFR 641.3020))

The Department of Employment and Workforce will keep the SCSEP community informed of the market trends and job training initiatives; issue a formal report during the annual meeting in September and will update the information as warranted. The SCSEP community will be encouraged to be proactive in acquiring data on market trends by obtaining current literature from market trend sources: Employment and Market Trends, The Riley Guide, the annual report from the South Carolina Workforce Investment Zones, South Carolina Department of Commerce. The SCSEP community will work with local employees, technical institutions and the Department of Employment and Workforce to provide current job training initiatives.

5. *Actions the State will take to ensure that SCSEP is an active partner in the One-Stop delivery system and the steps the state will take to encourage and improve coordination with the One-Stop delivery system. (20 CFR 641.335)*

The South Carolina SCSEP community (state and national grantees) will continue to work closely with South Carolina Department of Employment and Workforce (DEW) to monitor job market trends and opportunities. Working relationships will be maintained with all DEW offices, including their disability specialist and veteran representatives.

Also, SCSEP participants will continue to be assigned at DEW locations to facilitate a cross flow of information and to receive appropriate services. SCSEP will continue to utilize on-line services i.e., South Carolina Works Online Services when training decisions are being made for participants. The SCSEP community will continue to consult with the One-Stops as participants are being transitioned into unsubsidized employment.

The South Carolina Department on Aging, the sub-grantees and representatives from the One-Stop delivery system will meet each year in September to discuss pros and cons of the past year as it relates to the collaborative effort of SCSEP and the One-Stop delivery system. A memorandum of understanding will be developed. An action plan detailing corrective action steps will be outlined to address problem areas. Best practices will be shared and grantees will be encouraged to replicate best practices in their respective areas.

Prior to enrollment in the SCSEP, all participants register with the t local one-stops. This helps to ensure the applicant is seeking employment, which is a requirement for enrollment. Once enrolled, participants attend job fairs and hiring events listed and/or hosted by their local one-stop. Listing of these and other events sponsored by the one--stops are distributed to all participants at the monthly Job Club meeting. In addition participants are assigned to train at SC Works, which strengthens our relationship as well as provide continual opportunities for participants to obtain more information on employment opportunities.

6. *Efforts the state will make to work with local economic development offices in rural locations*

SCDOA will identify a contact person from the local Economic Development Board in order to market SCSEP and to obtain information concerning employment trends in the prospective area. This information will help the SCSEP State Director to provide guidance in a timely manner.

B. Describe the long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment.
(20 CFR 641.3020)

- The SCSEP community (national, state, sub-grantees) will work as a unit
- The SCSEP community will invite state holders to local annual planning meeting to be held in October of each year, local business owners will be invited
- The SCSEP community will continue to develop relationships with local businesses
- The SCSEP community will work closely with the South Carolina Department of Employment and Workforce, the Department of Commerce and the Governor's Office and others in promoting older workers initiatives when new industry is locating to the state.
- The SCSEP community will work to establish relationships with local organizations and agencies
- The SCSEP community will schedule an annual meeting with potential stakeholders to discuss the older worker, their needs, skills and successes
- The SCSEP community will develop a promotional advertisement focusing on the advantages of hiring an older worker
- Will highlight older workers that have been successful
- Will work with businesses statewide to sponsor Older Workers week activities

C The state's long-term strategy for serving minorities older individuals under SCSEP (20 CFR .302(c))

The most recent data (Minority Analysis April 2018) revealed the following facts about minority participation in the SCSEP program for South Carolina. African Americans (Blacks) make up the largest minority population in South Carolina at 41.08 percent. However, this group participated in the SCSEP program at 52 percent for a 124.5 percent SCSEP served population incidence. Hispanics make up 1.9 percent of the population and participated in the SCSEP program at .3 percent for a population with a served incidence of 17.9 percent. American Indians Asian and Pacific islanders comprise one percent or less and had no significant in the SCSEP serves population incidence. Outreach activities will focus on all minority populations. Specific strategies will include:

- Working with the local workforce development boards in identifying minorities that are eligible for the SCSEP program
- Developing media outreach campaigns
- Continue to develop new recruitment tools to more adequately reflect the older worker and their respective cultures
- Identify and recruit liaisons from minority communities that will work with the local SCSEP programs in an advocacy /consultant capacity •
- Continue to develop SCSEP materials in Spanish
- Staff SCSEP sites with Spanish- speaking individuals
- Update data collection systems to accurately tract minority participation
- Provide cultural sensitivity training to staff every two years and to new hires at the time of hiring
- Utilize culturally relevant media
- Utilize community organizations that work with minority communities
- Utilize community venues, libraries, faith based groups, beauty and barber shops, aging networks, social, fraternal and civic organizations
- Evaluate progress quarterly and make note of best practices

D. Provide a list of community services and the exact places where these services are most needed. Specifically, the plan must address the needs and location (s) of those individuals most in need of community services and the groups working to meet their needs. (20CFR 641.330)

The specific locations for the services for most in need will be 10 the poorest counties in South Carolina which are: Allendale, Bamberg, Chesterfield, Colleton, Dillon, Lee, Marion, Marlboro, Union and Williamsburg counties and the counties with persistent unemployment. See chart of counties with persistent unemployment below.

The need for community services, resources that enhance the lives of the residents in a specific location, varies depending on the area. However, there are some basic services that are needed throughout the state by the majority of the residents. These are the services that will be discussed.

Transportation-South Carolina is primarily a rural state. Therefore there are substantial distances between towns and substantial distances to health care systems, schools, churches, municipal governments, libraries, grocery stores, cultural events and recreation activities. There are some transportation systems in rural areas with limited service. Transportation is also a problem in the more metropolitan areas of Columbia, Charleston, Greenville-Spartanburg and Florence, like the rural areas, there is considerable distances to services and again, the public transportations systems are limited in terms of service hours and destinations. The most in need category is applicable statewide, however, the poorest counties, it would logically follow, are the ones in greatest need (See chart of poorest counties in SC). The SC Transportation Department and the Human Services Transportation Committee are the organizations working to address transportation issues. Transportation is critical for seniors, older workers, persons with disabilities, as well as low to moderate income residents of South Carolina. The Lieutenant Governor's Office on Aging will continue to work as a member of the SC Human Services Transportation Coordinating Committee to develop plans to meet the demands of all South Carolinians. The committee was established by Executive Order.

Acute Care and Long Term Care- There is an increased in the number of individuals who are 65 years old and older who are frail and reside in South Carolina. As a result there will be an increased need for acute and long term care, both institutional and community based. Again the need is statewide with the poorest areas have the greatest need. The Long-Term Care Workgroup is the organization that addresses this need for the state. The group is made up of members from the following organizations: Department of Health and Human Services, AARP, Protection and Advocacy for People with Disabilities, Inc., S.C. Institute for Medicine and Public Health, Alzheimer's Association, Area Agencies on Aging, Capitol Information Affiliates, Enabling Technologies Associates, Inc., S.C. Association of Residential Care Homes, Brain Injury Association of South Carolina, Silver Haired Legislature, SC Department of Health and Environmental Control, S.C. Hospital Association, Medicaid Health Plans of South Carolina, S.C. Home Care and Hospice Association, National MS Society, SC Respite Coalition.

Increase Low Literacy-South Carolina has the third highest adult illiteracy rate in the nation. This social ill has manifested itself in high unemployment rates, a workforce, in some instances, are not marketable, and a disenfranchised unemployed population. An increased investment in the education system would have a significant impact on the literacy rate in the state. The infamous "Corridor of Shame" that brought national interest in rural South Carolina is only one example of the poor quality of some schools in our state. SCDOA Aging works with the Literacy Council and the school districts advocating for literacy and encouraging older workers to get their high school diploma or equivalent.

E. *Describe the long-term strategy to improve SCSEP services, including planned long-term changes to the design of the program within the state, and planned changes in the use of SCSEP grantees and program operators to better achieve the goals of the program. This may include recommendations to the department as appropriate. (20 CFR 641.302(k))*

- Emphasize the importance of supportive services to sub-grantee(s) as well as participants
- Develop a workshop on the role of supportive services and its role to the successful SCSEP participant
- Work with host agencies to make them more accountable for the training they provide
 - Change the thinking of participants who believe their training assignments is employment
 - Offer computer skill training to each participant
- To continue to work with national grantees so they become a viable part of the SCSEP community (state and national grantees) in the state
- Meet with representatives of the SCSEP community at least twice a year
- Continue to share information among the SCSEP community within the state
 - Develop a more detailed Individual Employment Plan (IEP) and closely monitor the plans
- The SCSEP community become more aggressive in serving individuals with physical and mental disabilities, language barriers, social or physical isolation
- Provide more meaningful community service opportunities for participants and provide opportunities for participants to acquire marketable skills
- Clearly communicate the role of host agency to host agency as well as participants
- Clearly communicate the goals of the SCSEP to participants
 - Clearly communicate the goals of the SCSEP to the communities
- Become more visible in the community
- Solicit the Department for more funding for staff and supportive services

F. *Describe a strategy for continuous improvement in the level of performance for SCSEP participants entry into unsubsidized employment, and to achieve, at a minimum, the levels specified in OAA Section 513(a)(2)(E)(ii). (20 CFR 641.302)*

South Carolina performance levels were above average for the past two years. The categories measured are: entered employment achieved at 107.9 percent, retention at 116.6 percent, participant earnings at 94.3 percent and most-in-need goal at 98.9 percent. Improving these levels is a consistent goal. The participant earnings category is the area where more works need to be done. Developing and maintaining partnerships is critical to the attainment of the goal. Several strategies are planned:

- Keeping abreast of labor market data
- understanding local and regional labor market demands (this approach drives the individual training and community service assignments and create a better opportunity for participants to be trained and placed in specific jobs where they live)
- Working with the local educational and training programs to provide a pool of older workers to meet the demand
- Developing partnerships with the various industry representatives
- Engaging in activities that promote the SCSEP concept
 - a. Provide a quarterly newsletter that highlights accomplishments

- b. Participate in local activities, for example, employment seminars, speak at local churches
- c. Coordinate presentations with social security administration and local units on aging
- Providing orientations annually for host agencies
- Working with the local Workforce Development Boards in establishing new protocols as appropriate
- Provide computer skills training to participants so they can access on-line tools for employment opportunities and resources
- Development of partnerships with local human resource directors
- Provide supportive services to help ensure participants can function optimally during the training session
- Closely monitor the participants progress and make changes as appropriate

III. Location and Population Served, including Equitable Distribution

A. Description of localities and populations most in need of the type projects authorized by title V. (20 CFR 641.325 (d))

Ten counties in South Carolina have been identified as the poorest counties in the state. Out of the 10 counties listed below, SCDOA provide SCSEP services to three counties: Dillon, Chesterfield and Marion. The National Contactor provide services to the other counties listed. These counties are located throughout the state. However, there is a concentration of four counties located in the Pee Dee: Marlboro, Marion, Chesterfield and Dillon.

Ten Poorest Counties in South Carolina	
County	Medium Income
Williamsburg	25,174
Allendale	25,966
Dillon	26,668
Lee	27,753
Marlboro	28,612
Marion	30,562
Bamberg	31,015
Chesterfield	31,279
Colleton	31,718
Union	32,549

Six of the ten counties have a majority population of African Americans. Four counties has Whites as the majority. Not surprising, the growth rate in these counties are negligible. For example, the growth rate for Allendale county is 0.52%. Poverty rates are predictable as well. For example, in Dillon County, 30.5% of the population are below the poverty level.

Population Demographics by Race

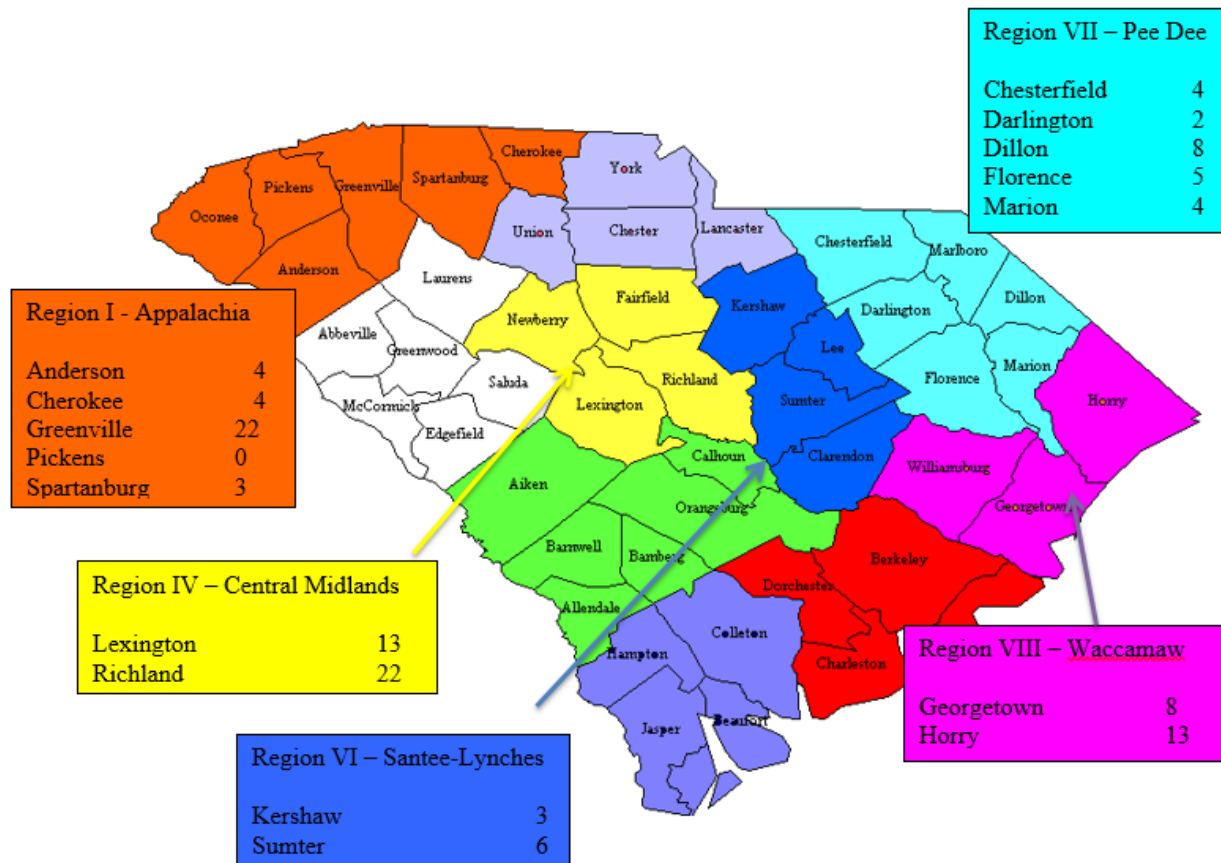
County	Percentage of African Americans	Percentage of Whites
Allendale	75.69%	23.50%
Dillon	46.4%%	46.1%
Lee	66.56%	35.03%
Marlboro	50.73%	44.49%
Marion	56.35%	41.69%
Bamberg	60.4%	37.50%
Chesterfield	32.64%	62.81%
Colleton	37.2%	59.6%
Union	32.2%	65.3%
Williamsburg	27.1%	68.5%

For the 2019-20 program year, South Carolina has a total of 586 SCSEP slots, an increase from 545 awarded in 2016. The national contractor, Goodwill Industries International (GII) was awarded 474, the state was awarded 112 an increase of 1 state slot from 2018, a reduction of 11 state slots from 2016.

The planning districts are the designated economic development areas and determine what services are needed and provided in their respective areas. What follows are the planning districts, counties incorporated in the district and the number of SCSEP slots: **Appalachia** (Anderson, Cherokee, Greenville, Oconee, Pickens and Spartanburg) 150 slots; **Upper Savannah** (Abbeville, Edgefield, Greenwood, Laurens, McCormick and Saluda) 32 slots; **Catawba** (Chester, Lancaster, York and Union) 58 slots; **Central Midlands** (Fairfield, Lexington, Newberry and Richland) 75 slots; **Lower Savannah** (Aiken, Allendale, Bamberg, Barnwell, Calhoun, and Orangeburg) 52 slots; **Santee-Lynches** (Clarendon, Kershaw, Lee and Sumter) 26 slots; **Pee Dee** (Chesterfield, Darlington, Dillon, Florence, Marion, and Marlboro) 60 slots; **Waccamaw** (Georgetown, Horry, Williamsburg) 57 slots; **Trident** (Berkeley, Charleston, and Dorchester), 67 slots, **LowCountry** (Beaufort, Colleton, Hampton and Jasper) 27 slots.

LGOA has been awarded 112 state slots for the 2019-20 program year. SCSEP state slots are distributed in 16 of the 46 counties: Anderson, Cherokee, Chesterfield, Darlington, Dillon, Florence, Georgetown, Greenville, Horry, Kershaw, Lexington, Marion, Pickens, Richland, Spartanburg and Sumter. There has not been significant change in the distribution of SCSEP state slots during the last two years. See map and equitable distribution chart (1.9) below for detailed information.

Authorized Positions SC Department on Aging



Service Area

Appalachia, once an oasis for manufacturers, is rebounding and once again offers an array of training and employment opportunities in the manufacturing, trade, research, technology, health and tourism. Greenville and Spartanburg, traditionally known for its textile industry has become one of the leading manufacturing and warehousing centers in the world. Greenville is the most populous county in South Carolina and is located in one of the fastest growing regions of the country. The Greenville-Spartanburg-Anderson standard metropolitan statistical area (SMSA) is ranked number 7 in the nation for economic development. There are 23 universities in the area. It is an international business center with high per capital foreign investments and numerous international firms, including BMW, Fuji Film, Michelin North American Headquarters. The region offers an excellent transportation system, including highways, rail and truck lines, Greenville-Spartanburg International Airport and proximity to the port city of Charleston South Carolina. Central Midlands, region IV, encompasses Fairfield, Newberry, Richland and Lexington Counties. Columbia is the capitol city and is located in Richland County. It is the hub of state government and is the home of the University of South Carolina. Region VII, Florence County is a center for industry, medicine, finance, education and trade. Other counties in this region are primarily noted for tourism.

There are 18 counties in South Carolina with the highest percentage of people who are 55 or older and living below the poverty level. Ninety percent of these areas have been identified as areas of persistent unemployment and do not have the systems to support training nor provide employment opportunities. Another problem in developing a competitive workforce is the outward migration of persons with the highest educational attainment seeking their fortune elsewhere. Additionally, those companies considering moving their operations to South Carolina are discouraged in many instances because they are looking for an existing skilled workforce.

All regions of South Carolina are in need of the SCSEP services based on the composition of the state. The Metropolitan Statistical Areas of South Carolina are no different from the rest of the country in that these areas offer more training and employment opportunities. However, South Carolina is primarily a rural state located in the South and has decades of social ills perpetuated by poor housing stock, social isolation, lack of education attainment and discrimination and the inability of the poor to negotiate systems. In every planning district there are pockets of individuals who can and have benefitted from the SCSEP.

Unfortunately, some things do not change. The areas where the SCSEP is most needed, in many instances, do not have the systems to support training nor provide unsubsidized employment opportunities. The poorest counties in the state are very rural, isolated, there is no industry, the young and the brightest leave, therefore, there is no incentive for new industry to locate in these areas and no incentive for those who want to start small businesses. These areas have aging populations, services are still being provided by adjacent towns that may be 30 to 40 miles away. Poverty is apparent; transportation is a problem, and the housing stock as well as the education system is substandard.

There are rural areas in South Carolina that are not isolated because they are in close proximity to larger cities, for example, the rural areas around Greenville-Spartanburg and the North Charleston. There are pockets of poverty due to low education attainment, discrimination and cycling poverty. These areas have great potential for the SCSEP. They have existing industry and businesses, good school systems, technical educational systems, located in growth areas of the state with employment opportunities.

B. List the cities and counties where the SC-SCSEP project will take place. Include the number of SCSEP authorized positions and indicate if and where the positions changed from the prior year.

See page 20 for the cities and counties where the SCSEP will take place and the authorized positions. There were eight shifts in slots from the previous year, 2015. No changes were significant. Four of the smaller counties lost one slot each (Sumter, Anderson and Chesterfield, Georgetown and Sumter). Richland County, one of South Carolina's larger counties lost one slot. Slots were increased by two in the following counties Horry, and Lexington, two of the fastest growing counties in the state. Kershaw County gained one slot. Kershaw is located in the center of the state and is in close proximity to Richland County. See Equitable Distribution chart below.

Equitable Distribution Chart

County	# in 2018	# in 2019	<u>Loss</u> <u>Gain</u>
Anderson	5	4	-1
Cherokee	7	4	-3
Chesterfield	5	4	-1
Darlington	3	2	-1
Dillon	5	3	-2
Florence	5	8	+3
Georgetown	7	8	+1
Greenville	12	22	+10
Horry	12	13	+1
Kershaw	5	3	-2
Lexington	12	13	+1
Marion	4	2	-2
Pickens	3	0	-3
Richland	15	22	+7
Spartanburg	6	3	-3
Sumter	6	6	0

C. Describe any slot imbalances and proposed steps to correct inequities to achieve equitable distribution

There doesn't appear any slot imbalances in South Carolina state slots. National slot imbalances will be addressed as the state and national grantees meet and review future data.

D. Explain the State's long-term strategy for achieving an equitable distribution of SCSEP positions within the State:

1. Moves positions from over-served to underserved locations within the State in compliance with 20 CFR 641.365
2. Equitably serves both rural and urban areas within the State

3. Serves individuals afforded priority for service under 20 CFR 641.520 (20 CFR 641.302(a), 641.365, 641.520)

). Currently South Carolina has one sub-grantee, Goodwill Industries of the Upstate/Midlands, SC, Inc. and one national contractor, Goodwill International State, Experience Works and. SCDOA will take the lead and convene all contractors in September of each program year to renew efforts to build meaningful partnership and identify those areas where collaborative efforts are not only desired but necessary to carry out the goals of SCSEP in South Carolina.

SCDOA will again develop a plan that will address new census or other reliable data indicating that there has been a shift in the location of eligible populations or when there is over-enrollment for any other reason. The plan will discuss the need for a gradual shift in positions to accomplish equitable distribution. It will include instructions for transferring slots along with specific language which defines the criteria to warrant the transfer. Additionally, the plan will stipulate, grantees must submit, in writing, any proposed changes in distribution that occur after the submission of the equitable distribution report. The plan will also instruct all grantees to coordinate any proposed changes to the Department for approval. The request for the Department's approval must include the comments of the State SCSEP Director, which the Department will consider in the making the decision (641.365).

before any changes are made the national and state grantees must meet to discuss proposed changes. Additionally, current data will be reviewed to ensure urban and rural areas are being served equitably as well as individuals afforded priority for service under 20 CFR 641.520. LGOA will develop a calendar to convene SCSEP providers once a quarter. Meeting agendas will be developed by the attendees. Once again, sharing information consistently will be critical to ensuring equitable distribution issues are addressed in a deliberate and timely manner. Equitable distribution strategies should improve with increased emphasis on the SCSEP grantees acting in a more coordinated fashion.

South Carolina SCSEP are serving both urban and rural areas, additionally, individuals afforded priority of services are also receiving services.

E. Provide the ratio of eligible individuals in each service area to the total eligible population in the state. (20 CFR 641.325 (a))

The ratio of eligible individuals in each service area to the total eligible population in the state. (20 CFR 641.325 (a))

REGION	COUNTIES	RATIOS
Appalachia	Anderson, Cherokee, Greenville	1:3,088
Central Midlands	Richland, Lexington	1:5,258
Santee-Lynches	Kershaw, Sumter	1:13,895
Pee Dee	Chesterfield, Marion, Dillon, Darlington, Florence	1:1,722
Waccamaw	Georgetown, Horry	1:5,258

F. Provide the relative distribution of eligible individuals who:

1). Reside in urban and rural areas within the state

South Carolina is mostly rural with a few major urban centers, therefore, relative distribution of individuals who live in rural counties versus those who live in urban centers reflect the populations in those areas, i.e., the smallest numbers of Title V positions are allocated to the small rural counties and the larger more urban counties have the highest allocations.

2). Have the greatest economic need

This conversation will focus on individuals at or below the poverty level established by the United States Department of Health and Human Services and approved by the Office of management and Budget.

Many older workers need employment to meet their basic needs for housing, food, transportation and medical care. Over one-fourth of South Carolinians 55 and older depend exclusively on Social Security for income. In South Carolina of those 65-74, 12.7 percent had incomes below the poverty level, and 19.3 percent of those over age 75 live in poverty. Percentages increase significantly among African Americans in our state with 30.percent of those 65-74 and 36 percent of those 75 plus live in poverty. The overall profile for older workers have not changed significantly for older workers in the past five years, if any chances have occurred, the picture is not encouraging. Older workers are staying in the workforce longer. For many who have retired discovered their pensions/social security benefits are insufficient and find themselves in the ranks of the poor. Medical bills claim a disproportionate amount of their fix incomes. Many seniors go back to work in low wage jobs because they are easier to get than those jobs requiring higher

skill levels. Many low-income older workers not continue to work well into their late seventies and early eighties. For them the choice is economic security.

The number of eligible older workers is expected to continually increase nationally. It is estimated that in 2020, older workers 55 years and older will comprise 23 percent of the total workforce. Additionally, the Bureau of Labor Statistics predicts that the percentage of workers over the age of 75 in 2020 will double from the 2000 level. This trend will result primarily from the baby boomers.

3). *Are Minorities*

In South Carolina 27.3 percent of the population 55 and older in South Carolina are considered minority. Thirty-six percent of African American women age 65 and older live in poverty as compared to only 12.1 percent of their white counterparts. Census 2010 for South Carolina showed that while 10.9 percent of whites 60 and older lived below poverty level, thirty-three percent of African-Americans were below poverty level. The general population data is similar, with 15 percent of whites, 37 percent African Americans and 29 percent Hispanics are below the poverty level.

4). *Are limited English proficiency*

It is estimated that less than a percentage of SCSEP participants have limited English proficiency and these individuals are disbursed throughout the state. The highest incident can be seen in rural areas if English is their first language and education attainment is low.

(5). *Have the greatest social need (20 CFR 641.325(b))*

Social needs and economic needs are closely related. If a person cannot access goods and services, isolation is usually the result. Again, South Carolina is very rural, thirty-seven of the forty-six counties are classified as rural and these counties have a high rate of poverty. Social need is a direct result of the inability to access goods and services. This inability often leads to isolation. Isolation is a direct contributing factor to acquiring and maintaining those components that satisfy the human spirit, i.e., friendships, romantic attachments, family, social groups, church and religion and affiliations with organizations.

G. Describe the steps taken to avoid disruption to service for participants to the greatest extent possible, when positions are redistributed, as provided in 20CFR 641.365; when new census or other reliable data become available, or when there is over-enrollment for any other reason (20 CFR 641.325(i), 641.302(b))

Communication within the SCSEP community; national grantees, state grantee, sub-grantees, will be important if distributional shifts occur. Therefore, quarterly meetings will be held with the SCSEP stake-holders in South Carolina. The Governor's Office on Aging, the designated state unit on aging, will facilitate the meetings. An array of pertinent SCSEP information will be shared at the meetings including data that might necessitate redistribution, i.e., over-enrollment. The SCSEP community will work as a coordinated unit. A general plan will be devised to prepare for the least disruption when change occurs. The plan will include a gradual shift of positions and increase efforts to place participants in unsubsidized employment

in over-served areas. LGOA and sub-grantee will work with the One-Stops and encourage personnel to identify SCSEP participants as a priority and work aggressively to place them in unsubsidized positions. The general plan will be discussed not only with the sub-grantee's staff, but with participants as well. Everyone becomes a stake-holder and if a change becomes necessary, everyone, including participants, will be less likely to react negatively.

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