Senior Community Services Employment Program
Four Year State Plan

Two Year Modification

South Carolina Department on Aging

Submitted To:
United States Department of Labor
Training and Employment Division

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Introduction

The South Carolina Department on Aging, hereafter, referred to as SCDOA, is a cabinet agency under the auspices of the Governor. It is the designated entity of state government designated to administer all Older Americans Act programs, including Title V, the Senior Community Service Employment Program, and hereafter, referred to as SCSEP. The mission of the SCDOA is to adhere to the core mission of the federal Older Americans Act to meet the present and future needs of South Carolina's senior and vulnerable adults. Through its program and services, the agency enhances the quality of life for seniors through advocating, planning and developing resources in partnership with federal, state governments, local governments, nonprofits, the private sector and individuals. The goal of South Carolina SCSEP is to provide participants with the training experiences, supportive services and information needed to improve their lives by becoming economically self-sufficient through gainful employment.

South Carolina submitted a SCSEP *Stand-A-Lone State Plan for 2020-2023*. The discussion that follows addresses modifications to that Plan. The demographics have been updated in Appendix A.

I. Economic Projections and Impact

This section looks at the industry that has and continues to locate in South Carolina. This information provides a good indicator of job trends are in the state and what skills are necessary to be competitive in these markets.

In order to prepare SCSEP participants for the industries listed below, more emphasis will be placed on On-the- Job-Employment (OJE) experiences. Plans have begun to keep abreast of industries locating in South Carolina and to make SCSEP known to these industries. The sub-grantee has begun posting various job openings from these industries on SCSEP's job board.

A. Long-Term Projections for Jobs for Older Workers

South Carolina's economic outlook looks very bright as it continues to grow in the following industries: advanced manufacturing, advanced material manufacturing, aerospace, agribusiness, distribution and logistics, electric car development, headquarters and corporate offices location industry, and life sciences.

Advanced Manufacturing Industry

South Carolina manufacturing industry is growing at a fast rate and doesn't seem to be slowing down. South Carolina has a history of textile mills and apparel manufacturing, but now we have a more diversified manufacturing industry including automotive manufacturing. South Carolina now leads the nation in the export sales of tires and passenger vehicles.

The following companies opened in South Carolina in February 2022: Bericap SC, LLC, and Somus Mattress International, LLC expanded operations in Cherokee County, and Blue Diamond Industries established East Coast operations in Laurens County.

Advanced Material Industry

South Carolina still has a strong textile industry, however, the manufacturing of advanced textiles has shifted the state's economy from plastics and optics to photonics and composite

materials. South Carolina makes contributions to the global economy by supplying the world's manufacturers with items to make some of the industry's most complex products.   Over 700 material companies are located in South Carolina.

Aerospace Industry
South Carolina is home to one of the nation's most recognizable aerospace center. Barzan Aeronautical, LLC established operations in Charleston County in November, 2021, with an economic impact of more than 28 billion dollars. The aerospace sector has evolved into an integral part of the state's economy.

Agribusiness
Agribusiness is at home in South Carolina. Most of the state is rural with a rich farming history. Agribusiness is one of the state's fastest-growing industries, with a 25% growth rate over the past decade. Contributing an annual economic impact of more than $46 billion dollars and accounting for 246,000 jobs statewide.

Three businesses located to South Carolina in September 2021: Premium Peanuts located to Orangeburg, Mira International Foods, Inc., established operations in Beaufort and Shenandoah Growers, Inc. established high-tech indoor farm in Anderson.

Distribution and Logistics Industry
South Carolina has one of the nation's fastest-growing container ports, two innovative inland ports, and 2,300 miles of rail lines and more than 41,000 miles of state-maintained highways. Because of these assets, South Carolina has become internationally-known, not only for manufacturing items, but getting them were they need to go. This industry employed 139,650 people with an economic impact of 37.2 billion dollars. South Carolina continues to take steps to ensure that this industry's capabilities exceed expectation.

Three companies have expanded facilities in South Carolina over a two-year period: In February, 2022, MSC USA expanded operations in Charleston County, in December of 2021, Ability Tri-Modal expanded operations in Charleston County and Transcom established operations in Greenville County.

Electric Car Industry
South Carolina is gearing up for the production of electric cars. The state's experience in automotive manufacturing is evident. The Palmetto state is the number one passenger vehicle exporter in the United States. There are 500 automotive companies in South Carolina, 72,000 people employed and 22,900 new jobs created in the last 10 years.

Life Sciences Industry
The life sciences industry comprises companies operating in the research, development and manufacturing of pharmaceuticals, biotechnology-based food and medicines, medical devices, biomedical technologies, nutraceuticals, cosmeceuticals, food processing and other products that improve the lives of organisms. There are 670 companies located in South Carolina and they

have employed 43,000 South Carolinians since 2011. This industry is the fastest growing innovation sector in South Carolina with an annual 12 billion dollar economic impact. Three companies either located or expanded operations in South Carolina in 2021: KIYATEC, Inc., and Luxor expanded operations in Greenville County, Belimed Life Science, Inc. established operations in Charleston County.

Location of Headquarters and Corporate Offices Industry
South Carolina ranks as one of the top five states to do business in the nation. There are many contributing factors that are key in attracting companies to locate in the Palmetto State: namely, it is situated halfway between New York and Miami, the East Coast markets are readily available and markets abroad easily reached. The state has a temperate climate and a 5% corporate tax rate. Red Ventures recently expanded its facility in Lancaster and employs approximately 3000 people.

Desirable Skills
Transferable skills are what employers are looking for in their prospective employees. They are skills that can be applied to any type work: critical thinking and problem solving, teamwork and collaboration, professionalism and strong work ethic, oral and written communication and leadership. In addition to these soft skills, there are three specific categories employers are looking for:
- world class knowledge, the ability to think outside of one's immediate environment, intentional learning
- work class knowledge, being proficient in ones skill set
- career characteristics are those attributes that define individual employees such as integrity.

Trends in the workforce predict a reskilling revolution. This trend is now being dubbed as a fourth reskilling revolution because more and more jobs are changing as a result of technologies. It is estimated more than a billion jobs, almost one third of all jobs worldwide will be reformed. The World Economic Forum estimates 133 million new jobs in the machine industry alone will be transformed in 2022.

B. Changes in Projected Employment Opportunities and Economic Conditions
There have been a number of closures and layoffs in South Carolina as a result of the pandemic. However, economists (Darla Moore Business School) predict South Carolina's economy to fully recover from the pandemic this year, 2022. South Carolina is one of only 11 states where the size of the labor force has rebounded back to pre-pandemic levels and the state's overall economic recovery has been better than most states. South Carolina had targeted shutdowns of shorter duration which may explain the state's quick recovery.

Like most SCSEP programs there were disruptions in the service delivery model, which will be discussed in section II. However, there has not been significant changes in the labor force that would require adjustment to strategies outlined in the original submission. South Carolina continues to recruit companies and a number of them have either located facilities in the state or expanded exiting facilities.

The information that has been discussed is important to obtain in the development of strategies to keep SCSEP relevant in the training and employment arena. It is even more important to the participants that participate in the program as they expect to be employed. State SCSEP will continue to receive current information from the Department of Commerce and other sources to ensure participants are receiving training in those occupations that will helpful as they compete in the job market.

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II. Service Delivery and Coordination

There are no changes to the *service delivery and coordination* section of the State Plan submitted for 2020-2023. As noted in the Training and Employment Guidance Letter (No. 6-21) this section will include discussion on *flexible service delivery strategies* developed during the pandemic. In addition, this section contains a minority report using data from Quarters 2 and 4.

A. Impact of COVID-19

The Senior Community Service Employment Program (SCSEP) was impacted by the COVID-19 pandemic and faced challenges implementing the program. The major obstacles are listed below.

- business closures and layoffs
- host agency recruitment came to a halt
- participants were unwilling to train on-site
- sub-grantee operating with a skeleton staff
- unclear guidance from CDC
- developing training programs for those participants who live in remote areas who did not have access to internet
- emotional stress due to the fear factor
- programmatic changes
- contracting the virus,
- program discontinuing
- enrollments were down

A number of strategies were developed to address these challenges:

- each participant was contacted by the state SCSEP Program Manager to reassure participants continue safeguards would be put into place to protect participants and staff
- participants concerns were addressed
- training continued for those who wanted to continue
- options were made available to those participants who did not want to continue
- remote training materials and schedules were developed
- SCSEP coordinators were available to counsel with participants daily
- Emergency Contingency Policy was updated monthly which provided guidance to SCSEP participants and staff
- As COVID numbers declined, participants were encouraged to attend job fairs and other scheduled group activities.

While we have made tremendous strides rebounding from the pandemic, there are and will be lingering effects. For instance, some participants are slow to return to on-site training. As a result, more emphasis will be placed on digital skills. These efforts will equip participants with the basic knowledge needed to apply for employment as well as acquire basic knowledge of computer systems. Virtual trainings will continue. These efforts will help participants remain safe by providing an alternative to previous in-person learning. We will continue to be flexible and develop innovative ways to keep participants engaged and safe during this pandemic.

Strategies will include, but not be limited to the following:

- hosting online training opportunities
- providing one-on-one training support
- use *web* and *app* based video conferencing to engage participants

For those participants who chose to return to on-site training, every precaution will be taken to keep participants and staff safe. We will do the following things:

- safety protocols and guidance will be issued
- monitoring host agencies for COVID-19 protocols and implementation strategies
- making PPE available for participants and staff
- following CDC guidelines for positive COVID cases
- following CDC guidelines for exposure to positive COVID cases

B. Minority Report Service Delivery

The South Carolina Department on Aging's SCSEP area covers 15 of the 46 counties in South Carolina.

Chart 1.1

	State of SC	State SCSEP Area	Percent of State SCSEP Area
Total 60+ population	1,190,310	641,629	53.9%
Minority 65+	201,914	98,746	48.9%

The information contained in this update reflect data obtained from the Senior Community Service Employment Program Analysis for the state of South Carolina, PY2019, quarters 2 and 4 and from the 2019 census data.

According to the 2020 census data, minorities make up 43.4 % of the population and participate in SCSEP at 72.7 % with a percentage difference of 165%. African Americans make up the largest percentage of minorities participating in South Carolina. Asians, American Indians and Pacific Islanders make up 2% or less of the population and participate in SCSEP at less than 1%, therefore, these groups, will not be included in discussion that follows.

C. Ethnic Participation in SCSEP

There are no statistically significant changes in the ethnic categories since the State Plan was submitted, therefore, strategies to recruit minorities as outlined in South Carolina's Four Year State Plan, hereafter, referred to as "the plan" will continue.

D. Common Measures Median Earnings by Minority Status

Obtained Employment	Number	Median Earnings
Minorities	16	$3,012.75
Non-minorities	12	$3,818.50

Non-minorities received $818.50 more than minorities. If this trend continues, South Carolina SCSEP will identify causative factors and work toward closing the pay gap. No Hispanics received unsubsidized employment during the same period. If inequities are persistent in any category, activities to identify causative factors will be explored in an attempt to close existing gaps.

E. Q2 and Q4 Employment Data

Quarter	White Employed	White Not Employed	African Americans Employed	African Americans Not Employed	Percent White Not Employed	Percent African American Not Employed
2	13	17	20	27	56.7%	57.4%
4	11	14	15	29	56%	66%

Disparities during quarter 2 and 4 are statistically insignificant and, therefore, doesn't require any adjustment to the plan.

III. Location and Population Served, Including Equitable Distribution (ED)

There are no major changes to this section of the state plan submitted for 2020-2023. The information that follows addresses item C.

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

The SCSEP administered by South Carolina provides services to 16 counties. The data used in the discussion that follows was extrapolated from SPARQ on February 23, 2022.

South Carolina SCSEP has four of the state's poorest counties in their service area: Cherokee, Chesterfield Dillon and Marion. These counties are also rural. It stands to reason that these counties were more adversely impacted by the COVID 19 pandemic. Generally speaking, there are fewer opportunities in these areas for employment and with business closures it made it even more difficult to recruit new participants or get existing participants to continue in the program. These counties will be closely monitored to ensure there is equitable opportunity to participate in SCSEP as the data related to the pandemic becomes more favorable to resume normal operations.

Greenville and Richland counties are the largest counties in the state, ranking 1 and 2, respectively. The larger counties were able to recruit more participants and provide more training and employment opportunities, therefore, causing an imbalance in slots. We anticipate these imbalances will be rectified as more and more businesses begin to reopen, and opportunities for employment is greater throughout the state. Additionally, there are plans to joint venture with the national SCSEP contractor to develop a massive recruitment campaign in rural and smaller counties in South Carolina.

Equitable Distribution Chart

County	Authorized Positions	Modified Positions	Enrolled	Variance
Anderson	5	5	4	-1
Cherokee	6	6	3	-3
Chesterfield	5	5	1	-4
Darlington	3	3	6	3
Dillon	5	5	2	-3
Florence	5	5	12	7
Georgetown	7	7	5	-2
Greenville	13	13	23	10
Horry	13	13	10	-3
Kershaw	5	5	2	-3
Lexington	11	11	10	-1
Marion	4	4	0	-4
Pickens	3	3	3	0
Richland	16	16	26	10
Spartanburg	5	5	4	-1
Sumter	7	7	4	-3
Total	**113**	**113**	**115**	**2**

A. Ratio of eligible individuals in each service area

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

B. Relative distribution of eligible individuals who are:
- urban or rural
- have the greatest economic need
- are minorities
- are limited English proficient
- have greatest social need (20 CFR 641.325(b))

Category	State Percentage	SCSEP Percentage
Reside in Rural Area	14.2%	26%
Reside in Urban Area	86%	84%
Minority	34%	76%
Limited English Proficient	7%	1%
Greatest Economic Need	14%	83%
Greatest Social Need	14%	83%