



SENIOR COMMUNITY SERVICE EMPLOYMENT STATE PLAN

The purpose of the State Senior Community Service Employment Plan is to improve coordination among organizations engaged in older worker activities and increase entered employment for older workers. The Senior Community Service Employment Program (SCSEP) administered through the South Dakota Department of Labor and Regulation (DLR) plays a lead role in older worker initiatives and in the development and implementation of South Dakota's strategies to address worker and related workforce issues. SCSEP provides employment services to adults who qualify based on four criteria:

- Are 55 years old or older
- Are residents of the state of South Dakota
- Have an income at or below 125 percent of the federal poverty level
- Are unemployed

Employment services include comprehensive training, case management, and a part-time community work experience. The goal of the program is to transition participants into unsubsidized employment where they can earn self-sufficient wages and assist older workers in aging with dignity.

The services provided by the SCSEP will continue to be vital resources. Current population projections indicate there will be 204,350 South Dakotans age 55 to 75 by the year 2025. This equals 22.5 percent of the state's total projected

population. Currently, the 2013 population estimate for this age group is 175,240 residents, or 20.7 percent of the state's total population.

Solicitation and Collection of Public Comments

To ensure all interested parties are a part of the State Plan’s development the final draft is distributed to individuals and organization with expertise in older worker issues. The State Plan will be modified in response to the advice and recommendations received during this review process.

The State Plan is posted to the Department’s website at dlr.sd.gov for public review for seven calendar days. Any individual or organization may comment on the State Plan.

Pursuant to 20 CFR part 641.345, modifications to the State Plan will be made when:

- There are changes in Federal or state law or policy that substantially change the assumptions upon which the State Plan is based;
- There are significant changes in the state’s vision, strategies, policies, performance goals, or organizational responsibilities; or
- There is a change in a grantee or grantees.

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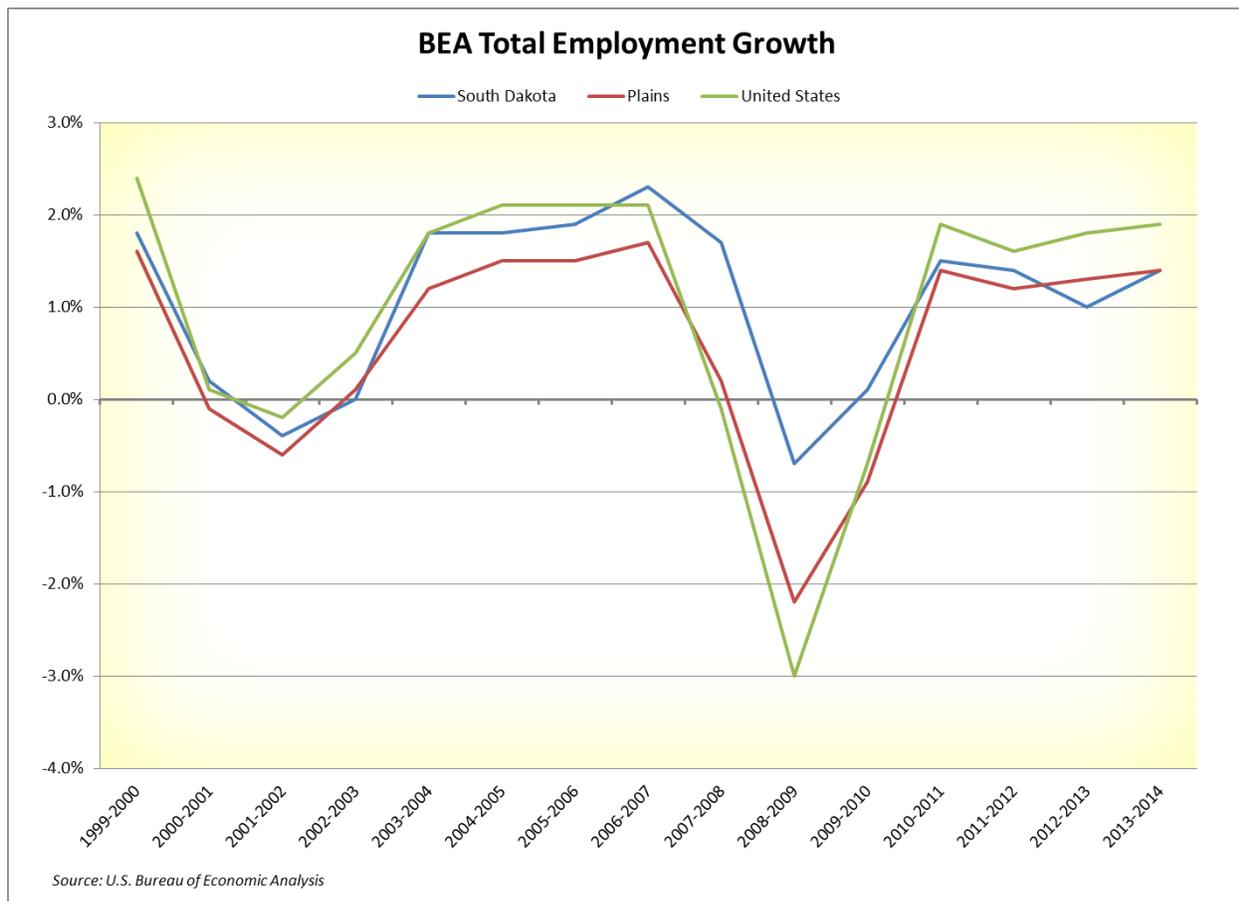
I. ECONOMIC PROJECTIONS AND IMPACT

A. Total Employment

The U.S. Bureau of Economic Analysis (BEA) publishes employment data for state and local areas, which includes an estimate of the total number of jobs, including detail by full-time or part-time status (full-time and part-time jobs are counted at equal weight) and by place of work. Employees, sole proprietors and active partners are all included, but unpaid family workers and volunteers are not. Proprietors are those workers who own and operate their own businesses and are reported as either farm or nonfarm workers.

The number of workers covered by unemployment insurance is a key component of the employment data published by the BEA and in information compiled by the U.S. Bureau of Labor Statistics. Detailed information, regarding covered workers in South Dakota, is available on the Labor Market Information Center website at: http://dlr.sd.gov/lmic/menu_covered_workers.aspx.

The chart below reflects the BEA annual employment change during the 2000-2014 period, which is the most current data available. Comparative data is included for the United States, South Dakota and the Plains Region (Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota). South Dakota experienced growth within all time periods, except when maintaining the wage and salary employment level at the beginning of the recession (2009-2010).



The table below provides more detail regarding BEA growth by employment sector Growth by Employment Sector

| Total Employment | 2009-2010 | 2010-2011 | 2011-2012 | 2012-2013 | 2013-2014 |
|-----------------------------------|------------------|------------------|------------------|------------------|------------------|
| South Dakota | 0.10% | 1.50% | 1.40% | 1.00% | 1.40% |
| Plains Region | -0.90% | 1.40% | 1.20% | 1.30% | 1.40% |
| United States | -0.70% | 1.90% | 1.60% | 1.80% | 1.90% |
| Proprietor Employment | 2009-2010 | 2010-2011 | 2011-2012 | 2012-2013 | 2013-2014 |
| South Dakota | 0.30% | 3.00% | 0.10% | 1.90% | 0.70% |
| Plains Region | -0.60% | 3.10% | -0.50% | 1.30% | 1.00% |
| United States | 0.30% | 4.40% | 0.50% | 2.60% | 1.30% |
| Wage and Salary Employment | 2009-2010 | 2010-2011 | 2011-2012 | 2012-2013 | 2013-2014 |
| South Dakota | 0.00% | 1.00% | 1.80% | 0.70% | 1.60% |
| Plains Region | -0.90% | 1.00% | 1.60% | 1.30% | 1.50% |
| United States | -1.00% | 1.20% | 1.90% | 1.60% | 2.00% |

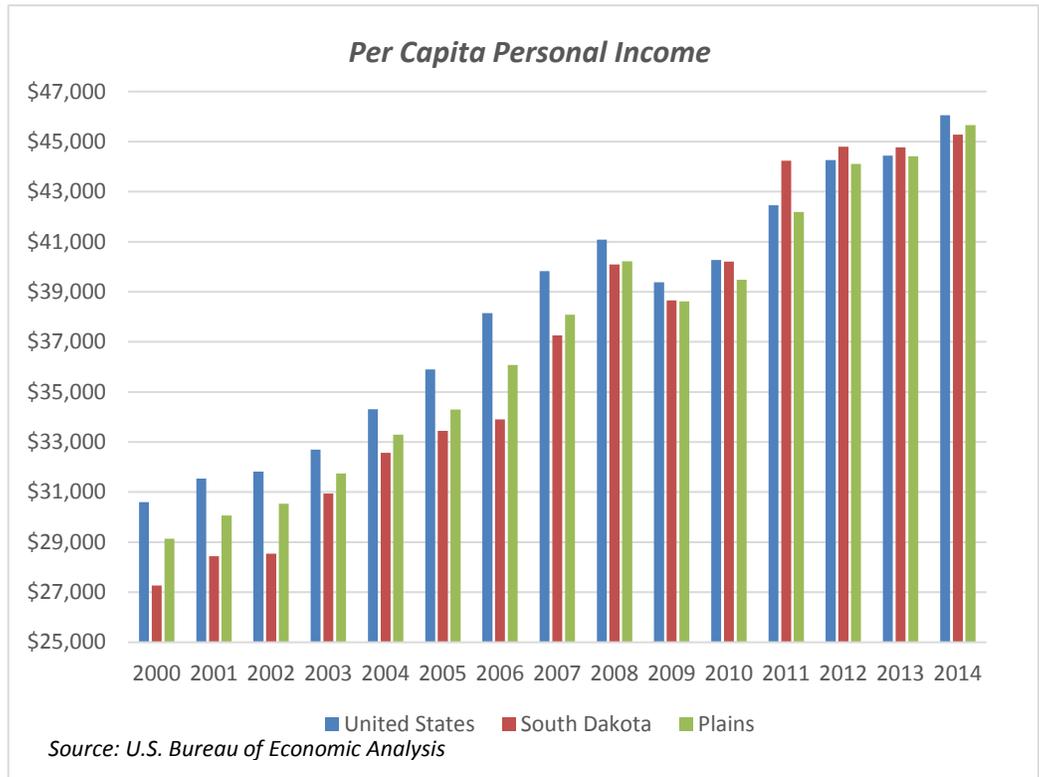
Source: U.S. Bureau of Economic Analysis

B. Personal Income

The Bureau of Economic Analysis (BEA) also compiles personal income data. The personal income of an area is the income received by, or on behalf of, all the individuals who live in a specific geographic area. The total payroll of workers covered by unemployment insurance is a component of wage and salary disbursements included in this statistic.

In South Dakota, the level of personal income grew steadily for several years prior to the recession. In fact, South Dakota’s growth in personal income from 2000-2009 surpassed the rate for the Plains Region (Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota) and the nation. South Dakota’s personal income grew by 53.5 percent, compared to a rate of 41.0 percent for the Plains Region and 40.0 percent for the nation.

Since the recession and during the economic recovery phase, South Dakota’s personal income has continued to grow faster than the Plains Region and the



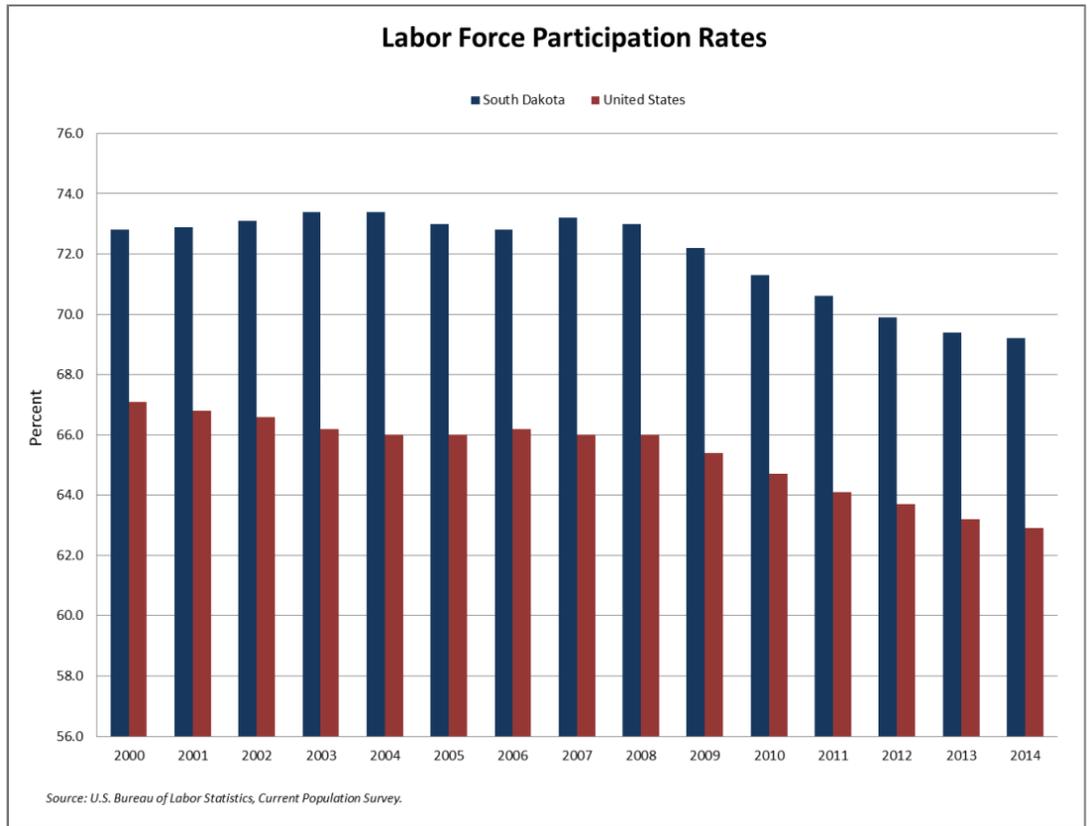
From 2010 to 2014, South Dakota’s personal income increased 19.3 percent, followed by the nation at 18.4 percent and the Plains Region at 18.3 percent.

Dividing the personal income of an area by the residents of that given area produces a widely used economic indicator called per capita personal income. Since 2000, South Dakota’s per capita personal income has

increased by 70.0 percent, compared to 56.7 percent for the Plains Region and 50.8 percent for the nation. South Dakota ranked 21 out of 50 states with a per capita personal income of \$46,345 in 2014.

C. Labor Force

The residents of South Dakota participate in the labor force at a very high rate. The most recent annual Current Population Survey (CPS) figures show South Dakota’s labor force participation rate was 69.3 percent in 2014. In other words, nearly 70 percent of all (non-institutionalized) residents age 16 years and older were in the labor force, either working or looking for work. This compares to a



2014 national average of 62.9 percent. Historically, South Dakota consistently had higher rates of labor force participation compared to the nation.

South Dakota’s participation rate of 69.3 percent was the sixth-highest rate of all states and the District of Columbia. North Dakota had the highest rate at 72.9 percent, followed by Nebraska at 70.8 percent, Iowa at 70.6 percent, Minnesota at 69.8 percent and the District of Columbia at 69.5 percent.

Youth in South Dakota were also more active than all but three states as participants in the labor force. In 2014, 50.1 percent of the state’s youth (age 16 to 19 years) were in the labor force, compared to the national rate of 34.0 percent. Iowa had the highest rate at 55.6 percent, followed by Nebraska at 51.8 percent, and Wisconsin at 51.2 percent. The District of Columbia had the lowest youth participation rate at 15.4 percent.

2014 Annual Average Labor Force Participation Rates by Age Group

| | Total | 16-19 | 20-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65+ |
|---------------|-------|-------|-------|-------|-------|-------|-------|------|
| United States | 62.9 | 34.0 | 70.8 | 81.2 | 82.2 | 79.6 | 64.1 | 18.6 |
| South Dakota | 69.3 | 50.1 | 76.1 | 89.3 | 87.8 | 85.9 | 75.2 | 23.6 |

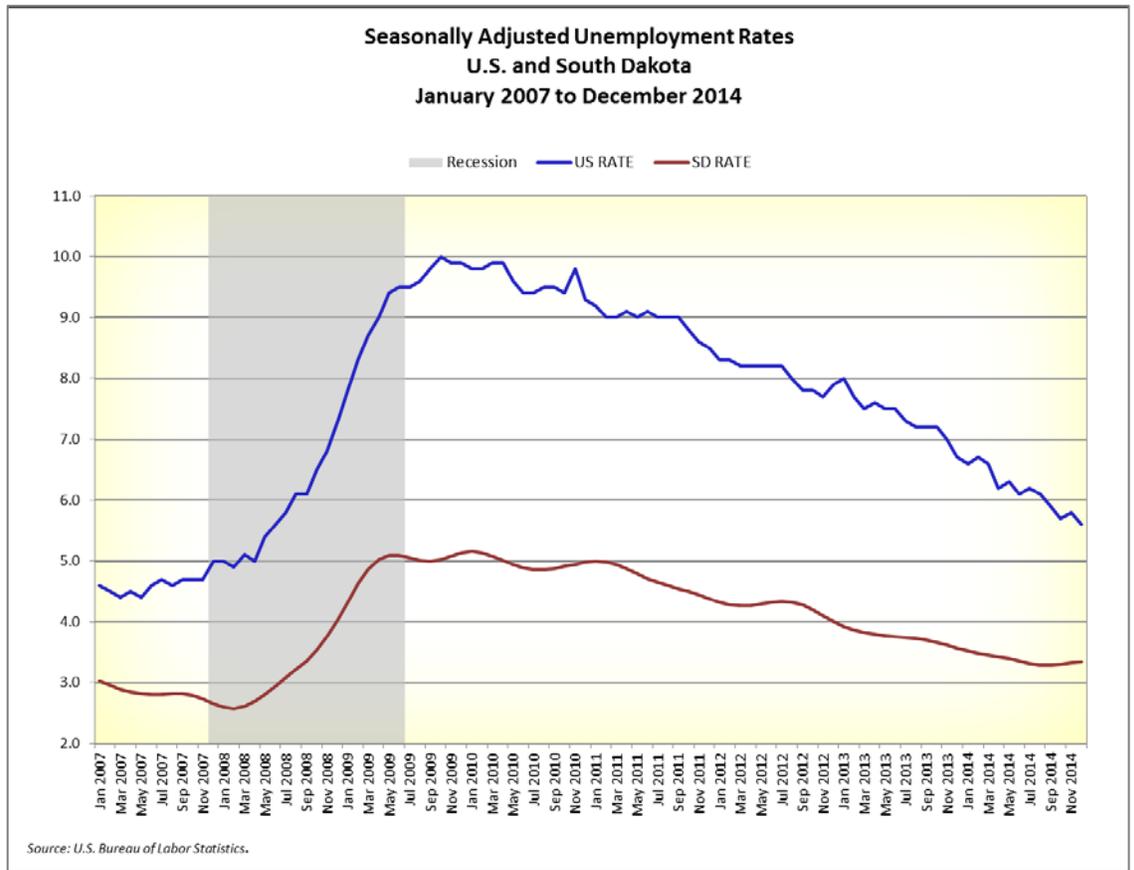
Source: *Geographic Profile of Employment, Bureau of Labor Statistics, US Department of Labor.*

At the other end of the age spectrum, South Dakota ranked seventh in the percentage of residents 65 years and older group, who participated in the labor force in 2014, which was much higher than the national average of 18.6 percent.

A closer look at some of the demographic groups shows South Dakota’s percentage of residents in the labor force ranks near the top nationally in many instances. With a female labor participation rate of 64.5 percent in

2014, South Dakota ranked sixth, behind the top ranked state of North Dakota’s 67.1 percent, only 2.6 percentage points. The national labor participation rate in 2014 for women was 57.0 percent.

The state’s male labor participation rate of 74.3 percent ranked ninth, out of the 50 states and the District of Columbia. Labor force participation rates throughout the nation varied from Utah with a rate of 78.9 percent to West Virginia with a rate of 57.9 percent, a difference of 21 percentage points. South Dakota, however, was well above the national average of 69.2 percent in 2014.

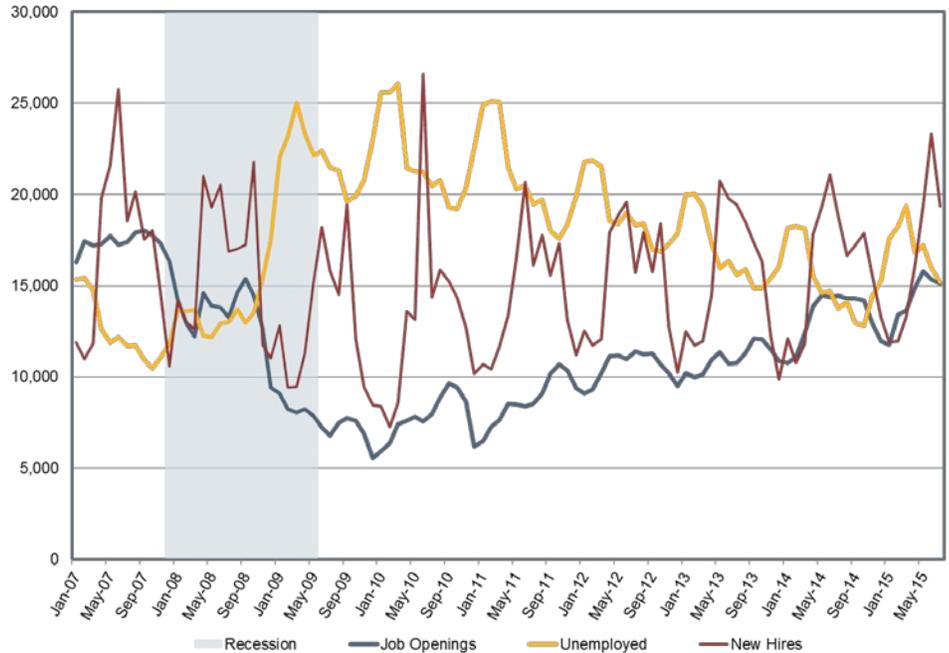


D. Unemployment Rate

South Dakota’s unemployment rate has steadily decreased since the end of the recession, peaking at an annual average of 5.0 percent in 2010. The 2014 annual average unemployment rate was 3.4 percent in South Dakota, compared to the national rate of 6.2 percent.

E. LMI Barometer

From January 2007 through October 2015, the level of unemployed in South Dakota peaked in the first quarter of 2010 following the recession. The level of job openings continued to decline after the end of the recession, which was announced by the National Board of Economic Research (NBER). However, an upward trend began in January 2010, with the current level of job openings at 14,100 for October 2015. The current level of unemployed is 11,100.



F. Nonfarm Workers by Industry

The most current over-the-year trends for South Dakota show nonfarm employment increased by 5,700 workers (or 1.3 percent) from 2013 to 2014. Most sectors showed positive gains over the year. Nationally, the nonfarm employment gain over the year was 1.9 percent.

The South Dakota nonfarm worker level was 423,400 in 2014, reflecting an increase of 5,700 workers (1.3 percent). Private industries gained 5,100 workers (1.5 percent) over the year. Goods producing industries (which include mining, logging and construction plus manufacturing) in South Dakota had a gain of 1,600 workers (2.5 percent) during 2014. Service providing industries (which include all other sectors except government) had a gain of 4,000 workers (1.1 percent).

SOUTH DAKOTA STATEWIDE NONFARM WAGE & SALARIED WORKERS BY INDUSTRY

| INDUSTRY | 2013 Annual Average | 2014 Annual Average | Net Change | Percent Change |
|---|---------------------|---------------------|------------|----------------|
| TOTAL NONFARM | 417,700 | 423,400 | 5,700 | 1.3% |
| Total Private | 340,400 | 345,500 | 5,100 | 1.5% |
| Goods Producing | 62,900 | 64,500 | 1,600 | 2.5% |
| Service Providing | 354,800 | 358,800 | 4,000 | 1.1% |
| Mining, Logging & Construction | 21,400 | 22,200 | 800 | 3.6% |
| Manufacturing | 41,500 | 42,400 | 900 | 2.1% |
| Wholesale Trade | 19,900 | 20,800 | 900 | 4.3% |
| Retail Trade | 51,100 | 51,800 | 700 | 1.4% |
| Transportation, Warehousing & Utilities | 12,600 | 13,000 | 400 | 3.1% |
| Information | 6,000 | 6,100 | 100 | 1.6% |
| Financial Activities | 29,700 | 29,600 | -100 | -0.3% |

| | | | | |
|---|--------|--------|------|-------|
| Professional & Business Services | 29,500 | 30,100 | 600 | 2.0% |
| Educational & Health Services | 68,000 | 68,400 | 400 | 0.6% |
| Leisure & Hospitality | 44,700 | 45,300 | 600 | 1.3% |
| Other Services (Except Public Administration) | 15,900 | 15,800 | -100 | -0.6% |
| Government | 77,300 | 77,900 | 600 | 0.8% |

Note: numbers may not add due to rounding.

Source: Labor Market Information Center, SD Department of Labor and Regulation

1. Rapid City Metropolitan Statistical Area (RCMSA) Nonfarm Worker Trends

The Rapid City MSA's total nonfarm worker level increased 1,000 (1.5 percent) from 2013 to 2014. All sectors had a gain or were unchanged. The highest gains were found in mining, logging and construction (200 workers or 4.3 percent) and government (200 workers or 1.8 percent).

The sectors that were unchanged were manufacturing (2,900 workers) and transportation, warehousing and utilities (1,700 workers).

Rapid City MSA Nonfarm Wage and Salaried Workers by Industry

Rapid City MSA Nonfarm Wage and Salaried Workers by Industry

| Industry | 2013 Annual Average | 2014 Annual Average | Absolute Change | Percent Change |
|---|---------------------------|---------------------------|--------------------|-------------------|
| Goods Producing | 7,400 | 7,600 | 200 | 2.6% |
| Service Providing | 57,800 | 58,700 | 900 | 1.5% |
| Mining, Logging & Construction | 4,500 | 4,700 | 200 | 4.3% |
| Manufacturing | 2,900 | 2,900 | 0 | 0.0% |
| Wholesale Trade | 2,200 | 2,300 | 100 | 4.3% |
| Retail Trade | 9,300 | 9,400 | 100 | 1.1% |
| Transportation, Warehousing & Utilities | 1,700 | 1,700 | 0 | 0.0% |
| Information | 900 | 1,000 | 100 | 10.0% |
| Financial Activities | 4,100 | 4,200 | 100 | 2.4% |
| Professional & Business Services | 5,100 | 5,200 | 100 | 1.9% |
| Educational & Health Services | 10,700 | 10,800 | 100 | 0.9% |
| Leisure & Hospitality | 9,900 | 10,000 | 100 | 1.0% |
| Other Services (except Public Administration) | 3,000 | 3,100 | 100 | 3.2% |
| Government | 10,800 | 11,000 | 200 | 1.8% |

Note: Numbers may not add due to rounding.

The Rapid City MSA includes Meade, Custer, and Pennington counties.

Source: Labor Market Information Center, SD Department of Labor and Regulation

2. **Sioux Falls Metropolitan Statistical Area (SFMSA) Nonfarm Worker Trends**

The Sioux Falls MSA total nonfarm worker level increased by 3,500 workers (2.4 percent) from 2013 to 2014. Most industry sectors added workers or remained stable, with the exception of the financial activities, which showed a drop of 200 workers (1.2 percent). The information and other services sectors were unchanged over-the-year.

Sioux Falls MSA Nonfarm Wage and Salaried Workers by Industry

| Industry | 2013 Annual Average | 2014 Annual Average | Absolute Change | Percent Change |
|---|---------------------------|---------------------------|--------------------|-------------------|
| Total Nonfarm | 143,500 | 147,000 | 3,500 | 2.4% |
| Total Private | 130,500 | 133,700 | 3,200 | 2.4% |
| Goods Producing | 20,500 | 21,200 | 700 | 3.3% |
| Service Providing | 123,000 | 125,800 | 2,800 | 2.2% |
| Mining, Logging & Construction | 7,200 | 7,500 | 300 | 4.0% |
| Manufacturing | 13,300 | 13,700 | 400 | 2.9% |
| Wholesale Trade | 7,700 | 8,000 | 300 | 3.8% |
| Retail Trade | 17,500 | 18,100 | 600 | 3.3% |
| Transportation, Warehousing & Utilities | 5,100 | 5,400 | 300 | 5.6% |
| Information | 2,700 | 2,700 | 0 | 0.0% |
| Financial Activities | 16,300 | 16,100 | -200 | -1.2% |
| Professional & Business Services | 13,400 | 13,700 | 300 | 2.2% |
| Educational & Health Services | 29,100 | 29,500 | 400 | 1.4% |
| Leisure & Hospitality | 13,500 | 14,100 | 600 | 4.3% |
| Other Services (except Public Administration) | 4,800 | 4,800 | 0 | 0.0% |
| Government | 13,000 | 13,300 | 300 | 2.3% |

Note: Numbers may not add due to rounding.

The Sioux Falls MSA includes Lincoln, Minnehaha, McCook and Turner counties.

Source: Labor Market Information Center, SD Department of Labor and Regulation

3. **Balance of State Nonfarm Worker Trends**

The balance of state area represents the more rural counties, excluding counties not defined as part of an MSA (Pennington, Meade, Custer, Lincoln, Minnehaha, McCook and Turner).

Total nonfarm employment in this area increased by 1,200 workers (0.6 percent). Gains were included in manufacturing (500 workers or 1.9 percent), wholesale trade (500 workers or 4.8 percent), and professional and business services (200 workers or 1.8 percent).

Losses occurred in other services (200 workers or 2.5 percent), leisure and hospitality (100 workers or 0.5 percent), and educational and health services (100 workers or 0.4 percent) sectors. Sectors that were unchanged included retail trade (24,300 workers), information (2,400 workers) and financial activities (9,300 workers).

Balance of State Nonfarm Wage and Salaried Workers by Industry

| Industry | 2013 Annual Average | 2014 Annual Average | Absolute Change | Percent Change |
|---|---------------------|---------------------|-----------------|----------------|
| Total Non-Farm | 209,000 | 210,200 | 1,200 | 0.6% |
| Total Private | 155,600 | 156,600 | 1,000 | 0.6% |
| Goods Producing | 35,000 | 35,700 | 700 | 2.0% |
| Service Providing | 174,000 | 174,300 | 300 | 0.2% |
| Mining, Logging & Construction | 9,700 | 10,000 | 300 | 3.0% |
| Manufacturing | 25,300 | 25,800 | 500 | 1.9% |
| Wholesale Trade | 10,000 | 10,500 | 500 | 4.8% |
| Retail Trade | 24,300 | 24,300 | 0 | 0.0% |
| Transportation, Warehousing & Utilities | 5,800 | 5,900 | 100 | 1.7% |
| Information | 2,400 | 2,400 | 0 | 0.0% |
| Financial Activities | 9,300 | 9,300 | 0 | 0.0% |
| Professional & Business Services | 11,000 | 11,200 | 200 | 1.8% |
| Educational & Health Services | 28,200 | 28,100 | -100 | -0.4% |
| Leisure & Hospitality | 21,300 | 21,200 | -100 | -0.5% |
| Other Services (except Public Administration) | 8,100 | 7,900 | -200 | -2.5% |
| Government | 53,500 | 53,600 | 100 | 0.2% |

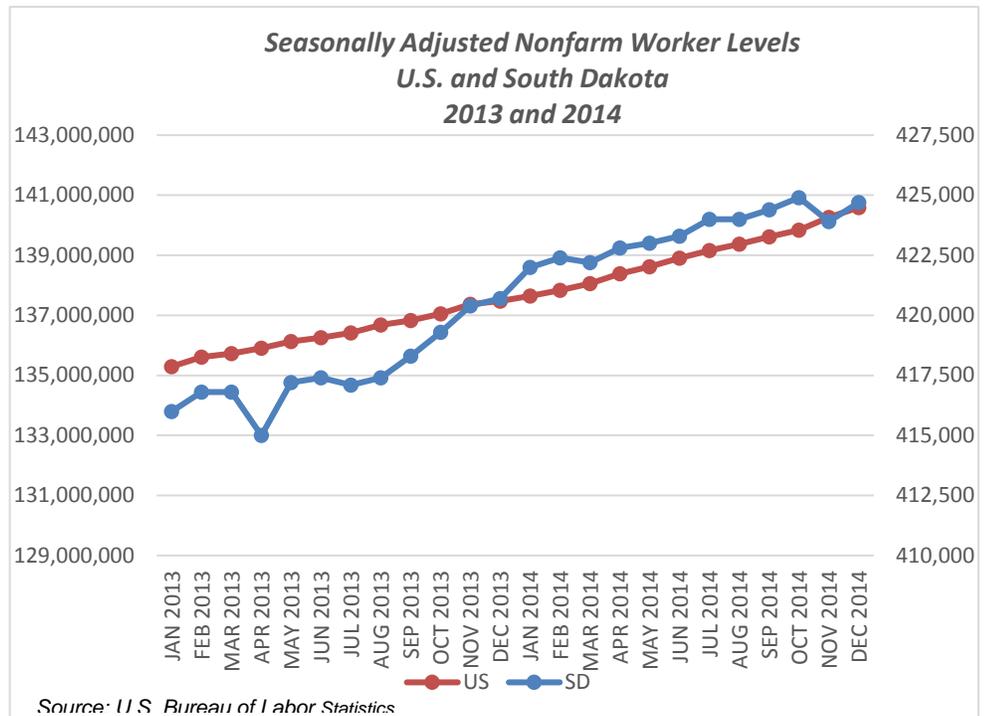
Note: Numbers may not add due to rounding.

Balance of State includes all counties of South Dakota except those included in the Metropolitan Statistical Areas (Pennington, Meade, Custer, Lincoln, Minnehaha, McCook and Turner counties).

Source: Labor Market Information Center, SD Department of Labor and Regulation

4. Seasonally Adjusted Nonfarm Worker Data

Seasonally adjusted estimates for the years 2013 and 2014 show the nonfarm employment trending upward for South Dakota. The national nonfarm worker level has also been on a steady growth trend.



G. South Dakota Worker Commuting – Inflow and Outflow of Workers (Primary Jobs)

As the labor force data measures the levels of employed and unemployed, it is important to note the South Dakota labor force data does include residents who are employed and working in other states.

The U.S. Census Bureau’s OnTheMap application provides information regarding where South Dakota workers are employed. The table references the 2013 annual data (most current available) to reflect the commuting patterns of workers. As a primary job is the highest paying job for an individual worker for the year, the count of

primary jobs is the same as the count of workers. An estimated 94 percent of those who work in South Dakota live in South Dakota.

**Home Destination Report
Home Location of Workers Employed in
South Dakota**

**Work Destination Report
Work Location of Workers Living in
South Dakota**

| Job Counts by State Second Quarter 2013 | | | Job Counts by State Second Quarter 2013 | | |
|---|----------------|--------------|---|----------------|--------------|
| States | Count | Share | States | Count | Share |
| South Dakota | 342,734 | 94.0% | South Dakota | 342,734 | 95.0% |
| Iowa | 6,327 | 1.7% | Iowa | 4,788 | 1.3% |
| Minnesota | 5,962 | 1.6% | North Dakota | 4,099 | 1.1% |
| Nebraska | 3,839 | 1.1% | Minnesota | 3,272 | 0.9% |
| North Dakota | 1,302 | 0.4% | Nebraska | 2,369 | 0.7% |
| Wyoming | 1,145 | 0.3% | Wyoming | 1,565 | 0.4% |
| South Dakota | 317 | 0.1% | Colorado | 364 | 0.1% |
| Colorado | 296 | 0.1% | South Dakota | 170 | 0.0% |
| Texas | 247 | 0.1% | Texas | 135 | 0.0% |
| Illinois | 232 | 0.1% | Alaska | 100 | 0.0% |
| All Other Locations | 2,071 | 0.6% | All Other Locations | 1,092 | 0.3% |
| Total Primary Jobs | 364,472 | | Total Primary Jobs | 360,688 | |

Numbers may not sum due to rounding. Primary Jobs: Public- and private-sector jobs, one job per worker. A primary job is the highest paying job for an individual worker.

Source: U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics (Beginning of Quarter Employment, Second Quarter of 2002-2013).

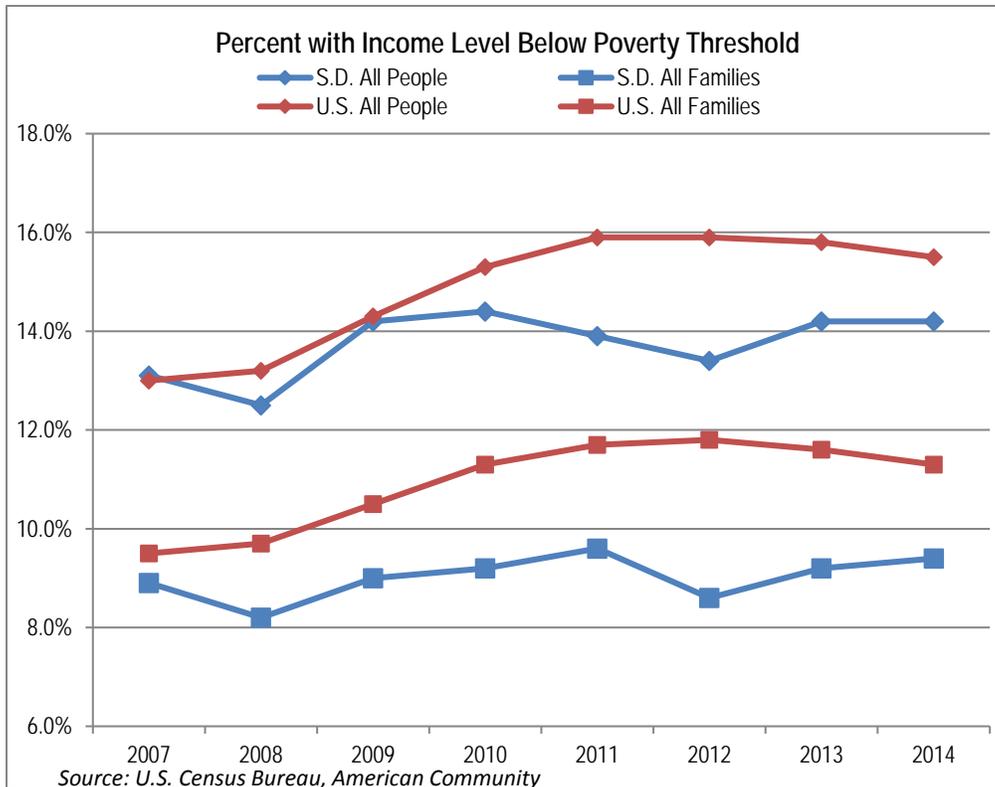
Prepared by the Labor Market Information Center, South Dakota Department of Labor and Regulation, December 2015.

H. Poverty

The American Community Survey is an annual survey conducted by the U.S. Census Bureau to collect data on socioeconomic, housing and demographic characteristics, including poverty status, of individuals and families by state. Poverty status is determined by comparing annual income to a set of dollar values called thresholds that vary by family size, number of children and the age of the householder. If a family’s before-tax money income is less than the dollar value of their threshold, then that family and every individual in it is considered to be in poverty. For people not living in families, poverty status is determined the comparing the individual’s income to his or her threshold. The poverty thresholds are updated annually to allow for changes in the cost of living using the Consumer Price Index (CPI-U).The thresholds do not vary geographically.

The percent of ‘all people’ in South Dakota with incomes below the poverty threshold increased each year from 2008 to 2010, then continued to decline through the year 2012. However, in 2014 the rate crept back up to 14.2 percent.

National data for ‘all people’ show poverty levels gradually increasing from 13.0 percent to 15.5 percent during the 2007 to 2014 period.



Regions within South Dakota typically report higher poverty rate include counties housed within the American Indian reservation areas. The graph below compares the national poverty rates to those of South Dakota for the 2007-2014 time period.

I. Projected Growth and Decline of South Dakota’s Industries

Based on the three-digit North American Industrial Classification System (NAICS) codes, the industry projected to be the fastest growing will be ambulatory healthcare care services, and will require the largest number of workers from 2012 through 2022, with an expected need of an additional 2,630 workers. Other fastest growing industries include several construction related activities, including the construction of buildings, specialty contractors, and heavy and civil engineering construction.

South Dakota Projected Fastest Growing Industries

| Industry Title | 2012 Workers | 2022 Workers | Worker Growth | Percent Growth |
|---|--------------|--------------|---------------|----------------|
| Ambulatory Health Care Services | 14,910 | 17,540 | 2,630 | 17.6% |
| Professional, Scientific and Technical Services | 11,540 | 13,450 | 1,910 | 16.6% |
| Museums, Historical Sites, and Similar Institutions | 505 | 585 | 80 | 15.8% |
| Construction of Buildings | 5,095 | 5,885 | 790 | 15.5% |
| Waste Management and Remediation Services | 800 | 915 | 115 | 14.4% |
| Heavy and Civil Engineering Construction | 3,270 | 3,725 | 455 | 13.9% |
| Social Assistance | 8,830 | 10,045 | 1,215 | 13.8% |
| Wholesale Electronic Markets and Agents and Brokers | 1,530 | 1,740 | 210 | 13.7% |
| Transportation Equipment Manufacturing | 2,750 | 3,115 | 365 | 13.3% |
| Specialty Trade Contractors | 11,765 | 13,320 | 1,555 | 13.2% |

Notes: Data is preliminary and subject to revision. Number of jobs data for 2012 and 2022 rounded to nearest five. Data for industries with 2012 employment less than 200 not included.

Source: Labor Market Information Center, SD Department of Labor and Regulation, September 2015.

Other industries expected to experience a high rate of worker growth include professional, scientific and technical services, and social assistance. There are only a few industries expected to have a declining rate of workers, including air transportation, broadcasting (except internet) and the textile product mills industry.

J. Projected in Demand Occupations

Industry trends have a large impact on the future demand for workers in both the agricultural and nonagricultural industries. The short-term occupational projections for 2013-2015 indicate the majority of job growth will be within food preparation and serving, life, physical, and social sciences, healthcare practitioners, and education and training occupational groups.

The long-term demand for workers is captured through 2012-2022 occupational projections, including an estimate of the demand for new workers needed to fill jobs due growth or replacement of workers exiting the workforce.

South Dakota Projected Fastest Growing Occupations

| Occupational Title | 2012 Workers | 2022 Workers | Worker Growth | Percent Change |
|---|--------------|--------------|---------------|----------------|
| Interpreters and Translators | 285 | 400 | 115 | 40.4% |
| Diagnostic Medical Sonographers | 300 | 400 | 100 | 33.3% |
| Personal Care Aides | 1,870 | 2,490 | 620 | 33.2% |
| Welding, Soldering and Brazing Machine Setters, Operators and Tenders | 550 | 720 | 170 | 30.9% |
| Market Research Analysts and Marketing Specialists | 410 | 535 | 125 | 30.5% |
| Computer-Controlled Machine Tool Operators, Metal and Plastic | 330 | 420 | 90 | 27.3% |
| Physical Therapist Assistants | 240 | 305 | 65 | 27.1% |
| Industrial Machinery Mechanics | 845 | 1,070 | 225 | 26.6% |
| Helpers--Electricians | 395 | 500 | 105 | 26.6% |
| Meeting, Convention and Event Planners | 305 | 380 | 75 | 24.6% |
| Physician Assistants | 470 | 585 | 115 | 24.5% |
| Surgical Technologists | 450 | 555 | 105 | 23.3% |
| Physical Therapists | 645 | 790 | 145 | 22.5% |
| Nurse Practitioners | 360 | 440 | 80 | 22.2% |
| Dental Hygienists | 490 | 595 | 105 | 21.4% |

Data is preliminary and subject to revision.

Worker data for 2012 and 2022 rounded to nearest five. Data for industries with 2012 employment less than 200 not included.

Source: Labor Market Information Center, SD Department of Labor and Regulation, September 2015.

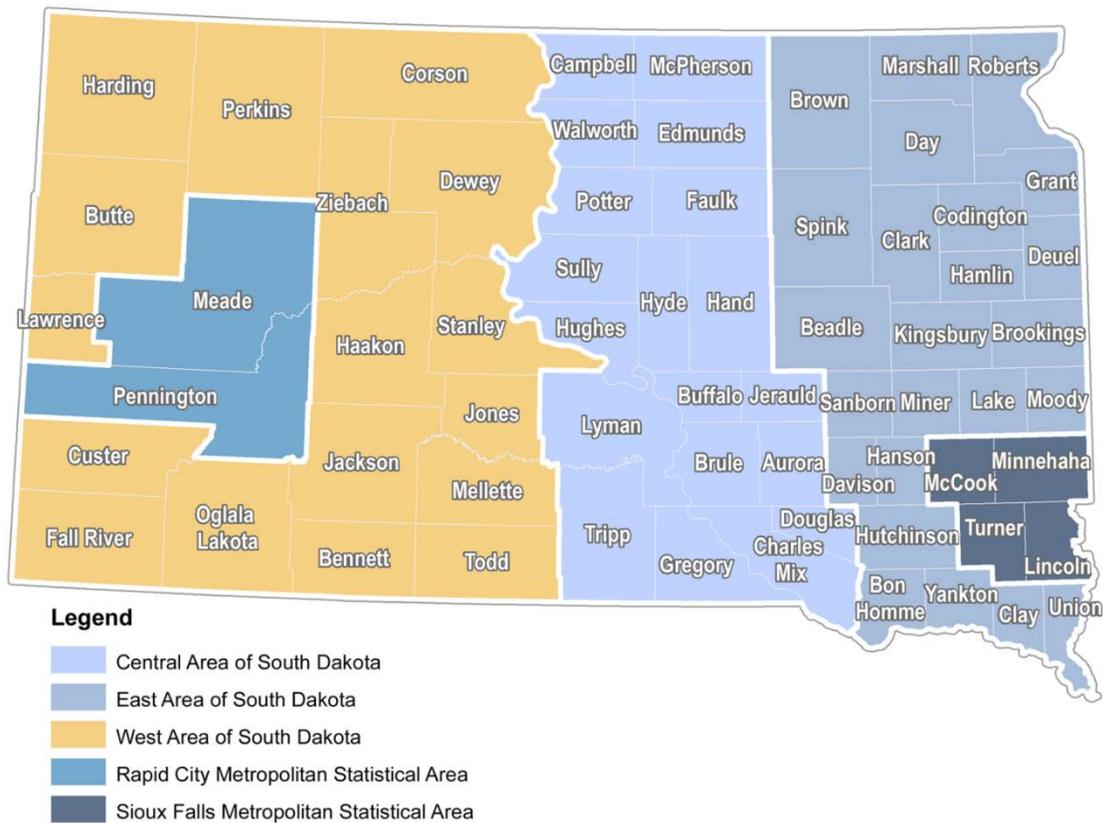
South Dakota Sub-state Areas

| | Total | | Goods-Producing | | Service-Providing | |
|-----------------|---------|---------|-----------------|---------|-------------------|---------|
| | Workers | Percent | Workers | Percent | Workers | Percent |
| Central | 45,630 | 2.5% | 9,350 | -0.5% | 29,345 | 3.3% |
| East | 172,260 | 5.7% | 47,435 | 4.7% | 113,120 | 6.3% |
| West | 46,800 | 4.8% | 9,160 | 4.7% | 31,675 | 5.0% |
| Rapid City MSA | 73,940 | 8.7% | 8,100 | 9.6% | 54,805 | 8.8% |
| Sioux Falls MSA | 167,250 | 10.4% | 20,110 | 11.8% | 131,760 | 10.8% |

Notes: Data is preliminary and subject to revision.

The Worker numbers are the 2022 projected employment rounded to nearest five. Data for industries with employment less than 200 not included. Data presented for industries will not sum to totals due to rounding and non-publishable data for additional industries being included in totals.

Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, December 2015



K. Targeted Occupations in Demand

Because the Department of Labor and Regulation (DLR) has limited resources, workforce development efforts must concentrate on critical need fields that pay well enough to justify investment in training and education. The determinations of DLR’s targeted occupations are based on the following criteria:

State occupational employment projections through the year 2022 and occupational wage data available from the Labor Market Information Center (to identify "high wage - high demand" occupations)

Current indicators of supply and demand in occupations as indicated by SDWORKS, DLR's online database of job openings and job seekers

Employer input regarding worker and skill shortages

The targeted occupations were then grouped together in categories of similar occupations as shown in the categories below.

1. Targeted Occupations by Category

a) Accounting/Finance

Accountants and Auditors
Cost Estimators
Financial Analysts
Financial Managers
Loan Officers

b) Engineers

Civil Engineers

c) Information Technology

Computer Support Specialists
Network and Computer Systems Administrators
Software Developers, Applications

d) Mechanics

Automotive Service Technicians and Mechanics
Bus and Truck Mechanics and Diesel Engine Specialists
Industrial Machinery Mechanics

e) Nurses

Registered Nurses

f) Physicians

Family and General Practitioners

g) Sales Representatives

Sales Representatives, Wholesale and Manufacturing, except Technical and Scientific Products
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products

h) Specialty Trades

Electricians
Heating, Air Conditioning and Refrigeration Mechanics and Installers
Plumbers, Pipefitters and Steamfitters

i) Supervisors

First-Line Supervisors of Construction Trades and Extraction Workers
First-Line Supervisors of Mechanics, Installers and Repairers
First-Line Supervisors of Office and Administrative Support Workers
First-Line Supervisors of Production and Operating Workers

j) Teachers

Elementary School Teachers, except Special Education
Middle School Teachers, except Special and Career/Technical Education
Secondary School Teachers, except Special and Career/Technical Education
Special Education Teachers, Preschool, Kindergarten and Elementary School

k) Truck Drivers

Heavy and Tractor-Trailer Truck Drivers

l) Welders

Welders, Cutters, Solderers and Brazers

The use of occupational employment projections (2012 to 2022) and occupational wage data available from the Labor Market Information Center (LMIC) to identify "high wage - high demand" occupations, as well as gathering input from employers representing from various industries and addressing their related workforce needs, provides a strong foundation to support our workforce system needs for seekers, employees, and employers.

L. Current and Future Employment Needs

There are 34 occupations expected to need more than 100 workers each year, on average, through 2022 based on occupational projections data. Of these occupations, the ones which require postsecondary education include:

- Registered Nurses
- Nursing Assistants
- Accountants and Auditors
- Elementary School Teachers, except Special Education
- Teacher Assistants
- General and Operations Managers
- Residential Advisors
- Secondary School Teachers, except Special and Career/Technical Education

South Dakota Occupational Employment Projections by Level of Educational Typically Needed for Entry

| Level | 2012 Workers | 2022 Workers | Change | Percent Change | Average Annual Openings | Percent of Total |
|---|-----------------|-----------------|---------------|-------------------|-------------------------------|---------------------|
| Less than high school | 128,240 | 138,750 | 10,510 | 8.2% | 5,059 | 34.5% |
| High school diploma or equivalent | 182,710 | 199,130 | 16,420 | 9.0% | 5,822 | 39.7% |
| Some postsecondary education, no degree | 24,745 | 27,340 | 2,595 | 10.5% | 789 | 5.4% |
| Associate's degree | 23,720 | 27,025 | 3,305 | 13.9% | 791 | 5.4% |
| Bachelor's degree | 51,865 | 57,395 | 5,530 | 10.7% | 1,722 | 11.7% |
| Master's degree | 4,965 | 5,550 | 585 | 11.8% | 175 | 1.2% |
| Doctoral or professional degree | 8,955 | 10,250 | 1,295 | 14.5% | 309 | 2.1% |
| Total | 425,200 | 465,440 | 40,240 | 9.5% | 14,665 | 100.0% |

Other projected critical occupations will include additional most healthcare occupations, including licensed practical and vocational nurses and nursing assistants, both will need approximately 75 workers per year. Other occupations, including middle school teachers and management analysts, will need more than 65 workers per year. Additional occupations needing more than 40 workers per year include computer, teaching, engineering and social work skills.

The following table shows the projected occupational growth by the level of education typically needed for entry-level positions. Occupations that require no postsecondary education are projected to be slower growing than those requiring postsecondary education. The combined categories of less than high school and high school diploma or equivalent are expected to grow at 8.7 percent and need over 10,000 workers per year through the year 2022. Occupations requiring some postsecondary education (with no award) will be growing at 5.4 percent, generating about 800 jobs annually from 2012-2022. Occupations requiring a bachelor’s degree are expected to have a growth of 11.7 percent, requiring over 1,700 workers per year. Even though many of the fastest-growing occupations require college degrees, the greatest demand for jobs will be for occupations that require no postsecondary education.

Job openings listed by employers with the DLR can also be used to provide a picture of the short-term demand for workers. The following table includes the occupations with more than 1,000 openings registered with the DLR One-Stops for the July 1, 2014 to June 30, 2015 period. Comparing the openings information to the number of seekers indicates a significant shortage of workers for these occupations.

| South Dakota Jobs with the Most Openings Compared to Seeker Level | | | | |
|--|--|---------------------------|--------------------------|-----------------|
| July 1, 2014- June 30, 2015 | | | | |
| SOC Code | Occupational Title | Number of Openings | Number of Seekers | Variance |
| 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand | 5,499 | 1,988 | -3,511 |
| 43-4051 | Customer Service Representatives | 4,627 | 2,094 | -2,533 |
| 47-2061 | Construction Laborers | 2,496 | 1,876 | -620 |
| 31-1014 | Nursing Assistants | 2,386 | 1,072 | -1,314 |
| 37-2012 | Maids and Housekeeping Cleaners | 2,157 | 1,460 | -697 |
| 51-3023 | Slaughterers and Meat Packers | 2,141 | 738 | -1,403 |
| 41-2031 | Retail Salespersons | 2,006 | 1,664 | -342 |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | 1,708 | 770 | -938 |
| 29-1141 | Registered Nurses | 1,683 | 180 | -1,503 |
| 41-2011 | Cashiers | 1,571 | 2,994 | 1,423 |
| 37-3011 | Landscaping and Groundskeeper Workers | 1,448 | 780 | -668 |
| 37-2011 | Janitors and Cleaners, Except Maids and Housekeepers | 1,424 | 1,563 | 139 |
| 35-3031 | Waiters and Waitresses | 1,269 | 1,248 | -21 |
| 45-2091 | Agricultural Equipment Operators | 1,187 | 138 | -1,049 |
| 35-3021 | Combined Food Preparation and Serving Workers, Inc. | 1,052 | 788 | -264 |
| 51-9199 | Production Workers, All Other | 1007 | 1,070 | 63 |

Data is preliminary and subject to revision.

Worker data for 2012 and 2022 rounded to nearest five.

Data for industries with 2012 employment less than 200 not included.

Source: Labor Market Information Center, SD Department of Labor and Regulation, September 2015.

The registered nurses and nursing assistant occupations are the only occupations, which require postsecondary education, and the comparative openings/seekers data for these occupations indicates a shortage of workers in South Dakota. The other occupations in this list tend to have higher turnover and obviously require a large number of workers to keep them staffed.

| South Dakota Population by Race and Ethnicity | Number | Percent |
|---|---------------|----------------|
| Total population | 853,175 | 100.0% |
| White | 747,070 | 87.6% |
| Black or African American | 20,603 | 2.4% |
| American Indian and Alaska Native | 86,570 | 10.1% |
| Asian | 14,278 | 1.7% |
| Native Hawaiian and Other Pacific Islander | 1,056 | 0.1% |
| Some other race | 8,059 | 0.9% |
| Hispanic or Latino | 28,719 | 3.4% |
| <i>Source: U.S. Census Bureau, 2014 American Community Survey</i> | | |

M. Characteristics and Employment Related Needs of the State Population

1. Diverse Subpopulations – Race and Ethnicity

The 2014 American Community Survey (ACS) data produced by the U.S. Census Bureau shows the greatest percent of the state population by race is comprised of White residents (87.6 percent). The next largest group is American Indian and Alaskan Native (10.1 percent). Regarding ethnicity, 3.4 percent of South Dakota’s population is Hispanic or Latino.

2. Diverse Subpopulations – Linguistics

The 2014 ACS data available for the linguistics of our state population show that a high majority of state residents (94.3 percent) speak only English. Of those residents which have the ability to speak in other languages (45,341), very few residents speak English ‘not well’ or ‘not well at all’ (5,700 persons or .07 percent).

| Age by Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over | | | | | |
|---|---------------|----------------|-----------|---------|------------------|
| Language Spoken | 5 to 17 years | 18 to 64 years | 65+ years | Total | Percent of total |
| Total | 153,538 | 512,928 | 129,354 | 792,820 | 100.0% |
| Speak only English | 142,230 | 481,292 | 123,947 | 747,469 | 94.3% |
| Speak Spanish: | 2,977 | 9,846 | 853 | 13,676 | 1.7% |
| Speak English "very well" | 2,511 | 6,416 | 736 | 9,663 | 1.2% |
| Speak English "well" | 220 | 1,567 | 57 | 1,844 | 0.2% |
| Speak English "not well" | 189 | 1,530 | 0 | 1,719 | 0.2% |
| Speak English "not at all" | 57 | 333 | 60 | 450 | 0.1% |
| Speak other Indo-European languages: | 2,002 | 7,236 | 2,467 | 11,705 | 1.5% |
| Speak English "very well" | 1,559 | 5,209 | 1,696 | 8,464 | 1.1% |
| Speak English "well" | 400 | 1,401 | 448 | 2,249 | 0.3% |
| Speak English "not well" | 43 | 356 | 238 | 637 | 0.1% |
| Speak English "not at all" | 0 | 270 | 85 | 355 | 0.0% |
| Speak Asian and Pacific Island languages: | 1,260 | 4,957 | 397 | 6,614 | 0.8% |
| Speak English "very well" | 404 | 1,842 | 252 | 2,498 | 0.3% |
| Speak English "well" | 734 | 1,233 | 0 | 1,967 | 0.2% |
| Speak English "not well" | 75 | 1,758 | 145 | 1,978 | 0.2% |
| Speak English "not at all" | 47 | 124 | 0 | 171 | 0.0% |
| Speak other languages: | 2,069 | 9,597 | 1,690 | 13,356 | 1.7% |
| Speak English "very well" | 1,925 | 8,109 | 1,538 | 11,572 | 1.5% |
| Speak English "well" | 144 | 1,135 | 112 | 1,391 | 0.2% |
| Speak English "not well" | 0 | 161 | 40 | 201 | 0.0% |
| Speak English "not at all" | 0 | 192 | 0 | 192 | 0.0% |

Source: 2014 ACS, U.S. Census Bureau

3. Diverse Subpopulations – Disabilities

The South Dakota Department of Labor and Regulation holds one of the USDOL Disability Employment Initiative (DEI) grants. These funds provide an opportunity for the state to develop and implement a plan for improving effective and meaningful participation of youth with disabilities in the workforce.

According to 2014 American Community Survey (ACS) data produced by the U.S. Census Bureau, the percent of South Dakota's population with a disability is 12.0 percent. For the age group 18-64 years, it is 10.2 percent. The highest percent is within the age group 65 years and older at 34.9 percent, which

correlates with disabilities often occurring as people age, including hearing, vision and self-care disabilities.

The rate of disabilities by race reflects higher percentages for the White and Native American and Alaskan Natives race groups compared to the other race aggregations. Disabilities among ethnic groups in South Dakota are much lower at 7.2 percent.

- White alone: 12.1 percent
- Native American and Alaskan Native: 13.8 percent
- Hispanic or Latino (of any race): 7.2 percent

For the core of the labor force (ages 18 to 64 years), the highest percent of disabilities for all races lies within the ambulatory disability, which is having difficulty walking or climbing stairs.

The next highest level is for those with a cognitive disability, defined by the ACS as

‘existing when a person has a condition lasting six months or more that results in difficulty learning, remembering, or concentrating. Individuals with such limitations are often defined as having mild traumatic brain injury (TBI). Persons with mild TBI often retain the ability to work competitively. Such individuals, however, typically earn less when employed year-round, full-time than do persons without disability and have lower levels of employment.

Unpublished tabulations for the Current Population Survey (CPS), which was conducted by the U.S. Census Bureau, also provide details regarding specific barriers to employment, including discouragement over available job prospects as detailed in the table below.

| South Dakota Residents with Disabilities | Number of Residents | Percent |
|---|----------------------------|----------------|
| Population 18 to 64 years | | |
| Total | 51,001 | 10.2% |
| With a hearing difficulty | 14,074 | 2.8% |
| With a vision difficulty | 8,340 | 1.7% |
| With a cognitive difficulty | 20,325 | 4.1% |
| With an ambulatory difficulty | 22,655 | 4.5% |
| With a self-care difficulty | 8,331 | 1.7% |
| With an independent living difficulty | 15,959 | 3.2% |
| Source: U.S. Census Bureau, 2014 American Community Survey | | |

South Dakota Civilians not in the Labor force, by Age (Number in thousands)

| South Dakota | Age | | | |
|--|-------|----------|----------|-------------------|
| | Total | 16 to 24 | 25 to 54 | 55 years and over |
| Total not in the labor force | 199.3 | 33.5 | 39.5 | 126.3 |
| Do not want a job now | 185.7 | 28.5 | 33.7 | 123.4 |
| Want a job | 13.7 | 5.0 | 5.8 | 2.9 |
| Did not search for work in previous year | 7.8 | 2.6 | 3.2 | 2.0 |
| Searched for work in previous year | 5.9 | 2.4 | 2.6 | 0.9 |
| Not available to work now | 1.4 | 0.6 | 0.4 | 0.4 |
| Available to work now | 4.5 | 1.8 | 2.2 | 0.5 |
| Reason not currently looking: | | | | |
| Discouragement over job prospects | 1.4 | 0.2 | 1.0 | 0.2 |
| Reasons other than discouragement | 3.1 | 1.6 | 1.3 | 0.2 |

Note: Subject to high rates of variability; November 2014- October 2015 reference period. Source Special tabulations of unpublished Current Population Survey (CPS), U.S. Census Bureau.

N. Employment by Educational Attainment Level

Unemployment rates by education attainment level indicate the highest unemployment rates in South Dakota correlate with residents who have an educational attainment level of 'less than a high school diploma' (9.5 percent). In contrast, the lowest unemployment rates are for those residents, which have an education attainment level of Bachelor's degree or higher (1.1 percent).

**South Dakota Employment Status of the Civilian Population
25 Years and Over by Educational Attainment
(Numbers in thousands)**

| Educational Attainment Level | Civilian Population* | Civilian Labor Force | | Employment | | Unemployed | |
|-------------------------------------|----------------------|----------------------|------|------------|------|------------|------|
| | | Total | Rate | Total | Rate | Total | Rate |
| Less than a High school diploma | 45.8 | 18.1 | 39.5 | 16.4 | 35.8 | 1.7 | 9.5 |
| High school graduates, no college 1 | 170.5 | 112.4 | 65.9 | 108.2 | 63.4 | 4.3 | 3.8 |
| Some college or associate degree | 182.5 | 136.8 | 74.9 | 134.0 | 73.5 | 2.8 | 2.0 |
| Bachelor's degree and higher 2 | 158.2 | 123.9 | 78.3 | 122.5 | 77.5 | 1.4 | 1.1 |

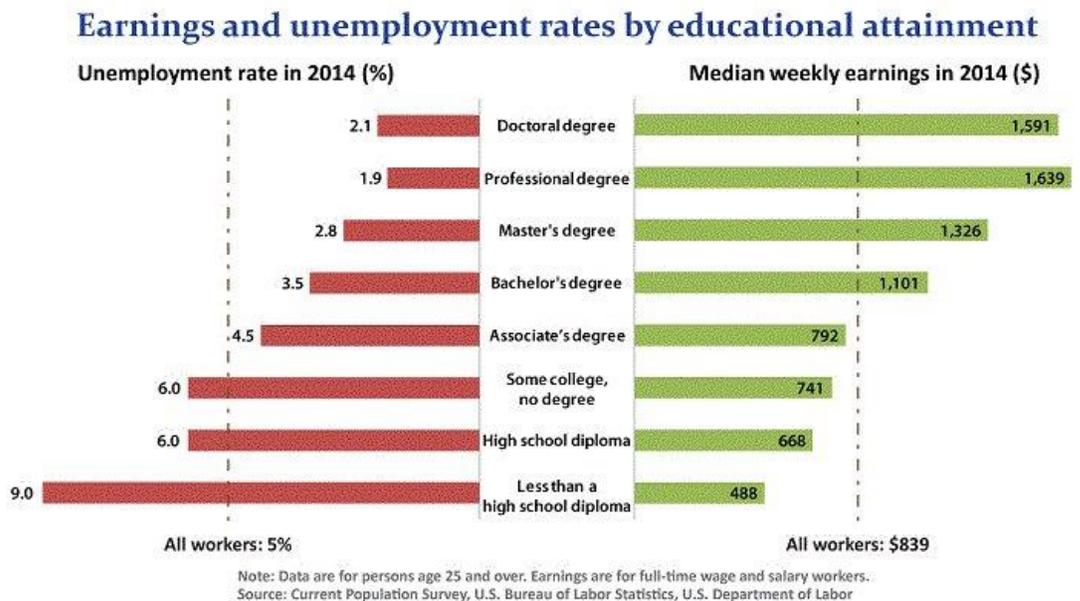
1 Includes persons with a high school diploma or equivalent
 2 Includes person with bachelor's, master's, professional and doctoral degrees
 *Non-institutionalized population

Source: Special tabulations of unpublished Current Population Survey (CPS), U.S. Census Bureau.

Note: Subject to high rates of variability. November 2014- October 2015 reference period.

Research has consistently shown that unemployment rates are significantly lower for those with higher levels of education. The higher levels of educational attainment also correlate with higher earnings levels.

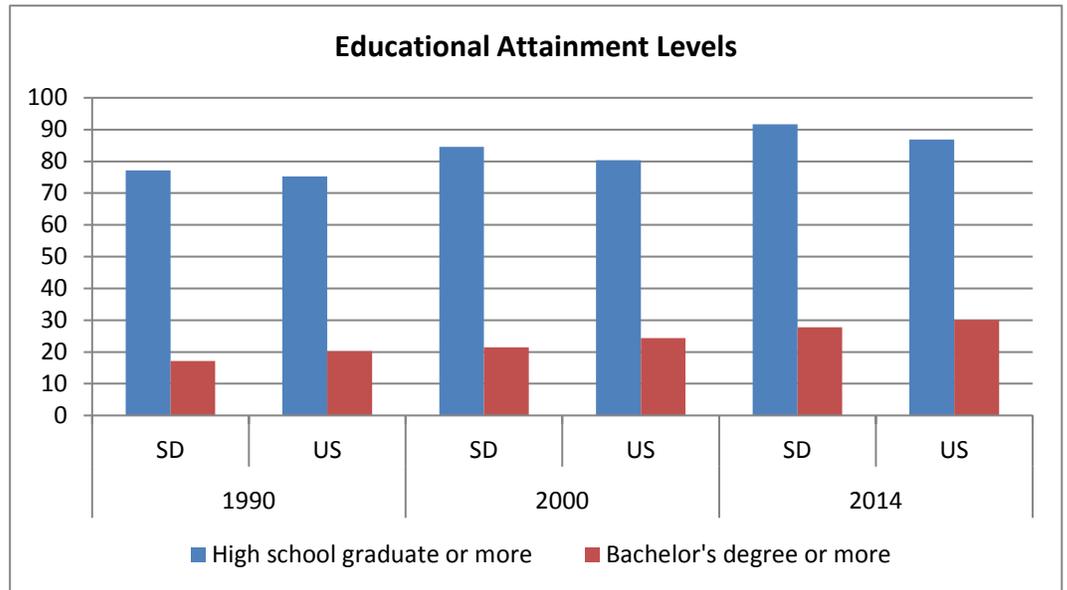
The information for South Dakota detailed in the table above correlates with this national information published on the U.S. Bureau of Labor Statistics website (http://www.bls.gov/emp/ep_chart_001.htm).



O. Skills and Education Gaps of South Dakota's Population

A review of educational attainment levels achieved over time shows a steady increase in the percent of persons age 25 years and older pursuing high school diplomas, as well as bachelor and advanced degrees. This is true for the United States as well as South Dakota.

While South Dakota has a greater rate of persons receiving high school diplomas, the U.S. has a greater rate of persons attaining Bachelor's and advanced degrees. However, this variance between South Dakota and the nation seems to be a function of differing labor markets.



| Educational Attainment Level | 1990 | | 2000 | | 2014 | |
|-------------------------------------|-------------|-----|-------------|-----|-------------|-----|
| | SD | US | SD | US | SD | US |
| High school graduate or more | 77% | 75% | 85% | 80% | 92% | 87% |
| Bachelor's degree or more | 17% | 20% | 22% | 24% | 28% | 30% |
| Advanced degree or more | 5% | 7% | 6% | 9% | 8% | 11% |

Source: U.S. Census Bureau, 1990 and 2000 data from the Statistical Abstract of the United States; 2014 data from the 2014 American Community Survey 1-Year Estimates Prepared by the Labor Market Information Center, South Dakota Department of Labor and Regulation, December 2015.

1. Challenges of Workers Attaining the Skills Needed to Obtain Employment

There are two great challenges with respect to preparing workers for future jobs and meeting the business demand for new workers. One is to provide trained, skilled workers for occupations that require postsecondary education. The second challenge is to ensure an adequate supply of workers available to fill jobs that require no postsecondary education, but tend to be entry-level, lower paying and have higher turnover.

There are certain factors that will determine whether an adequate number of workers are available for available jobs, especially for jobs requiring postsecondary education. Making sure there are enough workers prepared for these higher-skilled occupations jobs is important, since some of these jobs are critical to the state's economy.

First, there have to be enough students enrolled and graduating from postsecondary programs. Second, it is important graduates have to be licensed or certified for their chosen occupations can pass the required licensing test or meet the certification requirements. Third, enough graduates have to remain in the state and take jobs related to their education.

As mentioned previously, occupations that require no postsecondary education are expected to grow by 8.7 percent, generating about 10,000 jobs per year through the year 2022. Jobs in these occupations tend to be lower paying and experience high turnover because workers think of these jobs as stepping

stones to better paying jobs, these jobs are taken by younger workers or workers who want part-time jobs.

Some occupations face problems with job turnover. Job turnover represents the labor flows into the labor market and between businesses. The job turnover picture has two perspectives-job entries and job exits. Research data on South Dakota job turnover shows a high level of job turnover in certain business sectors. Job turnover has both a seasonal pattern and a cyclical pattern. Exits rise during the fall and winter quarters as many businesses staff down for the winter and students return to their classes. In addition, entries increase in the spring and early summer as seasonal businesses ramp up for their busy time of the year. As with other types of demand, job turnover tends to drop during business slow-downs because the opportunity for a better job has decreased.

Although some of the turnover can be explained by the seasonal nature of the business sector in the state, some of the turnover is related to job mismatches and/or because those industries staff many jobs that are considered entry-level or stepping stones to better careers. Thus, it is very important students and other career decision-makers have access to career information in order to make informed choices about occupations they are interested in and have the aptitude.

South Dakota’s workforce continues to grow steadily. As mentioned previously in this report, administrative research has shown an increase in the supply of workers entering the South Dakota labor market for the past few years. Those workers come from many different sources, including workers moving to the state, residents previously unemployed, residents of other states commuting to South Dakota to work, and new entrants and reentrants to the workforce. The new entrants would include high school students, college students, recent graduates, etc. Workers returning to the workforce after absences because of long-term illness, family responsibilities, etc. would make up the reentrant category.

Based on occupational projections, the worker level is expected to continue to grow. However, the South Dakota population projections for the 2010-2035 period released by the South Dakota State Data Center in the fall of 2012 shows continued worker growth could be a challenge. This data forecasts the South Dakota total population will reach 889,447 by the year 2020, reflecting an increase in the core workforce (age 16-64) of approximately 14,000 or a mere 2.7 percent.

Although most of the counties in South Dakota are expected to show population declines through 2020, the Rapid City (Custer, Meade and Pennington counties) and Sioux Falls (Lincoln, McCook, Minnehaha and Turner counties) Metropolitan Statistical Areas (MSAs) will be the fastest growing areas in the state, with Lincoln County leading with an expected growth rate of 38.7 percent. The core workforce age group is highlighted in the projections table below.

South Dakota Population Projections - Medium Series

| Age | 2010 | 2015 | 2020 | 2025 | 2030 | 2035 |
|-------|---------|---------|---------|---------|---------|---------|
| 55-59 | 54,231 | 58,790 | 56,783 | 47,102 | 45,429 | 49,393 |
| 60-64 | 43,573 | 52,854 | 57,344 | 55,432 | 46,037 | 44,314 |
| 65-69 | 31,944 | 41,677 | 50,577 | 54,920 | 53,134 | 44,182 |
| 70-74 | 25,683 | 29,666 | 38,624 | 46,897 | 50,971 | 49,357 |
| 75-79 | 21,724 | 22,873 | 26,368 | 34,250 | 41,616 | 45,283 |
| 80-84 | 18,004 | 18,084 | 18,985 | 21,837 | 28,282 | 34,401 |
| 85+ | 19,226 | 27,449 | 33,655 | 38,932 | 44,922 | 54,002 |
| Total | 814,180 | 852,624 | 889,447 | 922,748 | 951,885 | 977,574 |

Source: South Dakota State Data Center, South Dakota State University

With occupational projections data forecasting an estimated 14,000 jobs (new and/or replacement needs) per year for the 2012-2022 period, our state will likely experience workforce challenges.

2. Ability of Integrated Workforce Plan to Meet the Workforce Needs of Employers

South Dakota's workforce continues to grow post-recession. Administrative research has shown an increase in the supply of workers entering the South Dakota labor market for the past few years. According to wage record research, (using administrative records) conducted in the state, there were about 65,545 new workers appearing on company payrolls in 2014.

Those workers come from many different sources, including workers moving to the state, residents previously unemployed, residents of other states commuting to South Dakota to work, and new entrants and reentrants to the workforce. The new entrants would include high school students, college students, recent graduates, etc. Workers returning to the workforce after absences because of long-term illness, family responsibilities, etc. would make up the reentrant category.

South Dakota also experienced a loss of 58,465 workers from 2013 to 2014. This loss reflects the workers who migrate to other states, retire or are no longer employed by an employer covered by unemployment insurance. Overall, there was a net gain of 7,080 covered workers in South Dakota during 2014, reflective of steadily climbing worker level. The various South Dakota workforce programs, including Dakota Roots, as well as marketing efforts by the Governor's Office of Economic Development, seek to bring families and new workers into the state. Since the year 2006, Dakota Roots has enticed over 4,209 people to work in South Dakota.

Long-Term Projections for Jobs for Older Workers

South Dakota experienced a loss of 58,465 workers from 2013 to 2014. There are two great challenges with respect to preparing workers for future jobs and meeting the business demand for new workers. One is to provide trained, skilled workers for occupations that require postsecondary education. The second challenge is to ensure an adequate supply of workers available to fill jobs that require no postsecondary education, but tend to be entry-level, lower paying and have higher turnover; allowing older workers the opportunity to re-enter the workforce where jobs are typically taken by younger workers.

As mentioned, occupations requiring no post-secondary education will grow by 8.7 percent; projected to generate about 10,000 jobs per year. Jobs in these occupations tend to be lower paying and experience high turnover as they are seen as a stepping-stone for younger workers. Again, allowing an opportunity for older workers to re-enter the workforce to supplement retirement and social security pay and excess time.

Older workers who do not have a high school diploma or equivalency, or those who do, have an increased opportunity to obtain unsubsidized employment, especially in the following fields:

- Customer Service Representatives
- Nursing Assistants
- Retail Salespersons
- Heavy and Tractor-Trailer Truck Drivers
- Cashiers
- Agricultural Equipment Operators
- Food Service

These jobs do not require post-secondary education and can be suitable for older workers with ailments that occur with age.

The greatest skills gap older workers face is the lack of technology and computer knowledge. Ninety-six percent of Americans use some form of computers in their jobs; sixty-two percent use computers as an integral part of their jobs. In most cases, older workers struggle to even apply for open positions because employers are increasingly requiring job seekers to submit applications and resumes online.

Unsubsidized Work Experiences

People want to keep working for two very core reasons—the mental engagement and for the income. We’re living longer healthier lives, and no one wants to outlive their money. Older workers have the highest probability of obtaining unsubsidized employment in the following, mostly “unskilled” occupations:

- Customer Service Representatives
- Nursing Assistants
- Retail Salespersons
- Heavy and Tractor-Trailer Truck Drivers
- Cashiers
- Agricultural Equipment Operators
- Food Service

However, even jobs in occupations typically considered “unskilled,” there is still a need to use and be comfortable with technology. The South Dakota SCSEP will focus on providing technology-based training for older workers to help them obtain employment in the above-mentioned jobs.

II. SERVICE DELIVERY AND COORDINATION

A. *Provide a detailed description of what actions will be taken to coordinate SCSEP with other programs. Alternately, States may discuss this in the State strategies section of the strategic plan, but regardless of its placement in document, this section must include plans for:*

- 1. *Actions to coordinate activities of SCSEP grantees with WIOA Title I programs, including plans for using the WIOA one-stop delivery system and its partners to serve individuals aged 55 and older. (20 CFR 641.302(g), 641.325(e))***

DLR administers the SCSEP grant and the Workforce Innovation and Opportunity Act (WIOA) Title I, Title II, Title III. As such, Titles I, II, and III program administrators are co-located and share the Department’s overall mission. Title III Employment Specialists are positioned in key, regional One-Stops and oversee SCSEP in their regions. Employment Specialists’ time is reserved for WIOA Title III services as well as SCSEP. Coordination with WIOA Title IV is made easier by having offices co-located in DLR’s One-Stops. This allows the unmatched ability to coordinate WIOA and SCSEP activities.

One-Stop managers attend quarterly manager meetings to receive updates and training for WIOA and SCSEP. In turn, managers hold weekly or monthly staff meetings where WIOA and SCSEP topics are discussed in depth.

One-Stop partners are instrumental in SCSEP recruitment efforts. Each staff member in the One-Stops is able to distribute a SCSEP application packet to all interested individuals. Employer rack cards alerting local business and organizations of SCSEP opportunities is available in each One-Stop and flyers used to recruit participants hang in each One-Stop. One-Stop Business Service Representatives speak with rural organizations about SCSEP services and recommend host agencies to contact. One-Stops also participate as SCSEP host agencies for participants.

WIOA and SCSEP administrators partake in weekly meetings to discuss achievements, concerns, or local efforts. WIOA and SCSEP directors meet on a regular basis to ensure WIOA and SCSEP goals merge and collaboration and open communication continues.

To assist in this coordination, WIOA and SCSEP directors pooled grant resources to allow WIOA and SCSEP staff use of the same management information system (MIS). This allows for easy sharing of job openings, WIOA activities, SCSEP activities, referrals to additional services, and case notes. Each SCSEP participant registers as a job seeker into our shared MIS.

SCSEP also collaborates with WIOA Title IV (Vocational Rehab) program staff in order to ensure our most-in-need participants' requirements are met and assist in recruiting host agencies and participants for SCSEP. SCSEP Employment Specialists present program information to Title IV staff and maintain quarterly contact to discuss co-enrolled participant's progress.

2. Actions to coordinate activities of SCSEP grantees with the activities to be carried out in the State under the other titles of the OAA. (20 CFR 641.302(h))

SCSEP will continue to coordinate with WIOA Title III One-Stops and execute Memorandum of Understandings (MOU) with WIOA Title IV (Voc Rehab) and National grantees serving South Dakota.

One-Stops will provide basic core services, at no cost, to registered SCSEP participants, such as:

- basic computer classes
- employment search techniques
- resume development
- interview practice sessions
- access to the job order database

These core services promote the participants' confidence in their ability to find unsubsidized employment.

The South Dakota SCSEP grantee will continue its partnership with the following list of organizations and groups of individuals under OAA to help older workers. The SCSEP grantee also shares the draft SCSEP state plan with these organizations and groups in order to receive feedback and to make them aware of the plan, they include:

- Adult Services and Aging (includes Title III of the OAA Amendments)
- Information and Referral to: Adult Protective Services, Ombudsman Program, Senior Health Information and Insurance Education (SHIINE), Crime Victims Compensation, Domestic Abuse Program, Assistive Devices, RX Access, and Adult Foster Care Lutheran Social Services, HUD, domestic abuse, mental health counseling, and consumer credit counseling
- Community Action Programs: HUD, USDA Rural Housing, Elder Nutrition programs, public transit program, Corporation for National and Community Service, AmeriCorps, Learn and Serve America, National Senior Service Corps (NSSC), Foster Grandparent Program (FGP), Senior Companion Program, Retired & Senior Volunteer Program (RSVP) Transportation Advisory Councils Ticket to Work, National SCSEP Grantees, Center for Active Generations, Meals on Wheels, Adult Day Services, etc.

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(i))

Aging often decreases people's ability to remain independent. SCSEP service providers will work with host agencies and employers to develop reasonable accommodations allowing those with disabilities to work and be successful in the SCSEP training assignment or unsubsidized job following training.

Front-line staff is provided training to educate them to the needs of those with disabilities. Recruitment methods are carefully worded so as not to discourage the older person with a disability from submitting an application for SCSEP services.

There have been many years of coordination between the Rehabilitation Services, State Services for the Blind, and Veterans services for referrals and providing of services to help the older South Dakotan succeed in the job market. The staff will also provide technical assistance to employers on ADA

(Americans with Disabilities Act) requirements and available tax credits. The Ticket-to-Work program will also be used.

Medicaid waivers are another venue for the SCSEP to explore. The waivers allow people to remain in their homes rather than live in an institution. Various services from respite to transportation and personal care are offered. The caregiver can be paid if the caregiver is not the legal guardian of the recipient. This could be especially beneficial on the Indian Reservations.

Planned actions to coordinate SCSEP activities include Lutheran Social Services, Catholic Social Services, and organizations serving pocket ethnic groups.

Financial planning and assistance coordination will be done with Salvation Army and senior centers. The SCSEP providers will coordinate low-income housing, nutritional assistance and medical care services with Adult Services and Aging programs throughout the state. There will be coordination with agencies serving the homeless and those that assist recently released felons.

Vocational Rehabilitation has experienced budget cuts so some clients that have been determined eligible cannot access services at this time. They then refer these clients to SCSEP. Other partnerships include One-Stop outreach representatives, agencies that assist participants in applying for disability, community action, and public transportation organizations. Mailings to churches include inserts for their weekly bulletins and notices on bulletin boards. With the flood recovery in the state, SCSEP providers are utilizing faith-based organizations who are dealing with the recovery as host agencies and recruitment sources.

4. Actions to coordinate SCSEP with other labor market and job training initiatives. (20 CFR 641.302(j))

SCSEP performance will align with current and projected DLR employment and training opportunities determined by the Labor Market Information Center (LMIC), WIOA and Workforce Development Boards, apprenticeship program, Career Technical Education, and any governor initiatives, such as SD WINS.

SD WINS consists of four components all geared towards increasing the workforce in South Dakota, one component in particular, will most benefit SCSEP participants; Training for Skills Jobs.

The LMIC gathers information on monthly unemployment numbers in South Dakota and reviews the high-demand; high wage occupations. The information provided by LMIC is used to determine the occupations SCSEP participants are most likely to obtain which will allow Individual Employment Plans to focus on these occupations.

DLR's WIOA and SCSEP administrators partake in weekly meetings to discuss achievements, concerns, or local efforts to ensure WIOA and SCSEP goals merge and collaboration with any Workforce Development Council initiatives.

DLR partners with Career Technical Education and Apprenticeships program allowing SCSEP participants the opportunity to attend additional training opportunities to increase his or her employability for high demand; high wage occupations.

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 Dakota DLR administers the SCSEP grant as well as the Workforce Innovation and Opportunity Act (WIOA) Title II, Title III, and I. As such, Title I, Title II, and Title III program administrators' can easily coordinate services. In addition, to administrators being co-located at the central office, Title III Employment Specialists, positioned in key One-Stops also oversee the SCSEP in their regions. Employment Specialist's time is reserved for WIOA Title III services as well as SCSEP.

One-Stop managers attend quarterly manager meetings to receive updates and training for WIOA and SCSEP. In turn, managers hold weekly or monthly staff meetings where WIOA and SCSEP topics are discussed in depth.

Our One-Stop partners are instrumental in SCSEP recruitment efforts. Each staff member in the One-Stops is able to distribute a SCSEP application packet to all interested individuals. Employer rack cards alerting local business and organizations of SCSEP opportunities is available in each One-Stop and flyers used to recruit participants hang in each One-Stop. One-Stop Business Service Representatives speak with rural organizations about SCSEP services and recommend host agencies to contact. One-Stops also participate as SCSEP host agencies for participants.

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

Most counties in South Dakota are classified as rural. SCSEP coordinates with One-Stop offices located in 16 towns throughout the state. Each One-Stop office is able to provide application packets and referrals to SCSEP. In addition, SCSEP partners with Business Representatives conducting monthly outreach in rural counties. Recruitment efforts include visiting with area businesses and posting marketing material in community buildings.

DLR oversees numerous governors' initiatives and collaborates with local economic development offices and local Chambers of Commerce throughout the state.

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 641.302(e)) (Alternately, the State may discuss this in the State strategies section of strategic plan if submitting a Combined Plan.)

Local SCSEP projects provide training to participants to help them develop the skills and experience necessary to be competitive in the current labor market. They have established cooperative relationships between WIOA Title I, Title II, Title III, and Title IV staff, host agencies, community organizations, and employers. Coordination and co-location of services at the One-Stops helps to identify suitable job openings in high-demand occupations. Local projects make every effort to establish rapport with employers who offer reliable career pathways and are willing to develop and maintain a working partnership.

Identifying employers' needs is a priority activity for DLR. Employers are more likely to hire older workers when they become aware of the experience and skills older workers possess. SCSEP staff will be clear in explaining the value of providing training opportunities and hiring older workers who have completed SCSEP activities to employers. Employers are more engaged when they are able to take part in training activities. Employers can serve as trainers at job clubs or job search classes explaining the expectations and skills needed to work for their business or organization.

Reaching out to the business community can entail creative marketing. Building trust between the employers and SCSEP will result in benefits for both organizations but particularly for the older workers.

SCSEP staff is involved with local Chambers of Commerce to reach the business community as well as the Society of Human Resource Managers (SHRM) organization for the benefit of participants in job search. Building relationships through networking leads to jobs for participants. SCSEP must be visible and accessible.

1. Describe the long-term strategy for serving minorities under SCSEP. (20 CFR 641.302 (c))

Historically, the majority of participants in South Dakota SCSEP have been minority individuals. For example, the recent U.S. DOL SCSEP minority report indicates that the state's overall incidence of all minorities in the population was

DLR will continue to partner with local agencies serving minorities by ensuring a strong representation on state committees that focus on working with minority and older individuals as well as partnering with all the grass roots and non-profit organizations in the communities that the SCSEP serves.

2. Provide a list of community services needed 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. (20 CFR 641.330)

The statewide SCSEP network and their partner agencies identify community service needs through several means. The local projects identify these needs by participating in and learning from community needs assessments, information and referral networking, and local planning processes. They also review workforce data to help determine which community services might also provide training that is transferable to businesses with high-growth employment opportunities.

Project staff live and work in the communities they serve and have direct knowledge both of participants' abilities and interests and community employers' unmet needs. In some areas of South Dakota, Staff market SCSEP services and the skills of job-ready participants to private employers and host agencies, thereby increasing the number of participant exits for unsubsidized employment. Staff also are working on establishing national employer relationships. South Dakota's SCSEP grantees have established cooperative agreements established among the local One-Stops, community service agencies, and non-profit organizations. Coordination and co-location of services at the One-Stops helps to identify suitable job openings. Every effort is to establish rapport with employers who offer reliable career pathways and are willing to develop and maintain a working partnership.

The local SCSEP project director is responsible for ongoing recruitment of host agency sites. They make SCSEP community outreach contacts by networking at local job fairs, health fairs, senior centers, the Social Security Administration, state and county employers, and non-profit organizations. Host sites offering job placements in retail sales, technical occupations, managerial occupations, food preparation, and healthcare are preparing participants for unsubsidized employment in these occupations. The statewide SCSEP network is continuously refining its strategies for job development and uses this information to guide employer outreach and participant job readiness. SCSEP projects attend older adult collaborative meetings to network and recruit host agencies. others use the newspaper, word of mouth, community meetings, and the Chamber of Commerce to recruit host agencies.

The statewide SCSEP network continuously refines its expertise on the basic elements of job development including skills assessment, resume writing, Individual Employment Plan development, computer training, job placement, and retention. SCSEP accomplishes this through workshops, video conferences, and one-on-one coaching of paid and participant staff. While assisting SCSEP participants to secure unsubsidized employment is one important program objective, the statewide SCSEP network recognizes the importance of community service for those who may not find unsubsidized employment. Participants value the self-esteem and the social interactions they receive in their community service assignment.

Services most needed are:

- Interest and Skills Assessments
- Skills Training
- Transportation
- Senior Meals/Elderly Nutrition
- Senior Health Information and Insurance Education (SHIINE)
- Assistive Devices
- RX Access
- Computer Training
- Affordable housing
- Long-term care assessment
- Mental health counseling
- Consumer credit counseling

- Center for Active Generations- recreational activities, social and educational programs and provides a multitude of volunteer opportunities

Services most needed in the following counties:

- Oglala Lakota
- Bennett
- Tripp
- Gregory
- Lyman
- Buffalo
- Roberts
- Charles Mix

Organizations and groups working to meet these needs:

- Department of Labor and Regulation
 - WIOA Title I, II, III
 - SCSEP
- Experience Works
- National Indian Council on Aging
- Lutheran Social Services
- Department of Social Services
 - Adult Day Services
 - Aging and Disability Resource Connections
 - Assisted Living Centers
 - Transportation Services
 - Prescription Drug Assistance
 - Senior Centers
- Oceti Wakan
- Oceti Sakowin (Sioux Tribes)
- Department of Human Services
 - WIOA Title IV- Voc Rehab
- Career Learning Centers
- Tribal Relations
- Capital Area Counseling Services
- Black Hills Behavioral Health

3. 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))

DLR SCSEP will contact core partners to determine best practices to align WIOA Performance Measures with SCSEP Performance Measures to ensure participants have the best chance of long-term success.

DLR SCSEP will contact National grantees in South Dakota and discuss ways to decrease administrative costs by developing concurrent counties for grantees to eliminate excessive travel, collaborating to generate service referral lists for each county, and generating a host agency list.

DLR will also continue referring applicants to National grantees when open positions are unavailable or applicant resides in a county not served by the state grant.

4. 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(f))

DLR's exceeds the performance goal for Entered Employment. This success is achieved by SCSEPs strong partnership with One-Stops. One-Stops offer computer training, GED® and AEL referrals, fostering of employer relationships, collaboration with community services, development of job fairs, and job search assistance. DLR will continue to promote a strong partnership with One-Stop managers and staff.

DLR will continue developing relationships with local VR counselors to ensure our most-in-need have access to job accommodations to be successful in obtaining, and maintaining, unsubsidized employment.

**III. LOCATION AND POPULATION SERVED, INCLUDING EQUITABLE DISTRIBUTION.
States must:**

A. Describe the localities and populations for which projects of the type authorized by title V are most needed. (20 CFR 641.325 (d))

The USDOL/ETA ensures that the provision of SCSEP services is equitable within State through an ED plan, in accordance with the OAA. USDOL/ETA uses census data by county and annual program appropriations to calculate the allocation of authorized positions for each county in the State. The number of authorized positions is proportional to the number of eligible people in the county compared to the eligible State population.

Reservation Counties and our most rural counties are most in need of SCSEP projects:

- Edmunds
 - Population: 3,983
 - Ipswich 954
 - Bowdle 502
- Oglala Lakota
 - Population: 13,586
 - Pine Ridge 3,308
- Bennett
 - Population: 3,430
 - Martin 1,064
- Lyman
 - Population: 3,877
 - Lower Brule 1,518
 - Kennebec 252
 - Presho 507
- Buffalo
 - Population: 2,077
 - Crow Creek Indian Reservation: Fort Thompson 1,280
- Charles Mix
 - Population: 9,287
 - Wagner 1,576
 - Lake Andes 833
- Gregory
 - Population: 4,217
 - Gregory 1,264
- Roberts
 - Population: 10,374
 - Sisseton 2,470

- Spink
 - Population: 6,598
 - Redfield Population 2,416
- Butte
 - Population: 10,298
 - Belle Fourche 5,594

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

| | PY 16 State Grantee Allocation | PY 17 State Allocations | PY16-PY17 Change |
|----------------------------------|--------------------------------|-------------------------|------------------|
| South Dakota | 62 | 56 | -6 |
| Aurora County, South Dakota | 0 | 0 | 0 |
| Beadle County, South Dakota | 1 | 0 | -1 |
| Bennett County, South Dakota | 2 | 2 | 0 |
| Bon Homme County, South Dakota | 1 | 0 | -1 |
| Brookings County, South Dakota | 2 | 2 | 0 |
| Brown County, South Dakota | 2 | 2 | 0 |
| Brule County, South Dakota | 0 | 0 | 0 |
| Buffalo County, South Dakota | 1 | 0 | -1 |
| Butte County, South Dakota | 2 | 2 | 0 |
| Campbell County, South Dakota | 0 | 0 | 0 |
| Charles Mix County, South Dakota | 6 | 5 | -1 |
| Clark County, South Dakota | 0 | 0 | 0 |
| Clay County, South Dakota | 1 | 0 | -1 |
| Codington County, South Dakota | 2 | 2 | 0 |
| Corson County, South Dakota | 0 | 0 | 0 |
| Custer County, South Dakota | 0 | 0 | 0 |
| Davison County, South Dakota | 2 | 2 | 0 |
| Day County, South Dakota | 1 | 1 | 0 |
| Deuel County, South Dakota | 0 | 0 | 0 |
| Dewey County, South Dakota | 0 | 0 | 0 |
| Douglas County, South Dakota | 0 | 0 | 0 |
| Edmunds County, South Dakota | 2 | 2 | 0 |
| Fall River County, South Dakota | 1 | 1 | 0 |
| Faulk County, South Dakota | 0 | 0 | 0 |
| Grant County, South Dakota | 1 | 1 | 0 |
| Gregory County, South Dakota | 1 | 1 | 0 |
| Haakon County, South Dakota | 0 | 0 | 0 |
| Hamlin County, South Dakota | 0 | 0 | 0 |
| Hand County, South Dakota | 1 | 1 | 0 |
| Hanson County, South Dakota | 0 | 0 | 0 |
| Harding County, South Dakota | 0 | 0 | 0 |
| Hughes County, South Dakota | 1 | 1 | 0 |
| Hutchinson County, South Dakota | 1 | 1 | 0 |
| Hyde County, South Dakota | 0 | 0 | 0 |

| | | | |
|---------------------------------|---|---|----|
| Jackson County, South Dakota | 0 | 0 | 0 |
| Jerauld County, South Dakota | 0 | 0 | 0 |
| Jones County, South Dakota | 0 | 0 | 0 |
| Kingsbury County, South Dakota | 1 | 1 | 0 |
| Lake County, South Dakota | 1 | 1 | 0 |
| Lawrence County, South Dakota | 2 | 2 | 0 |
| Lincoln County, South Dakota | 2 | 2 | 0 |
| Lyman County, South Dakota | 2 | 2 | 0 |
| McCook County, South Dakota | 0 | 0 | 0 |
| McPherson County, South Dakota | 0 | 0 | 0 |
| Marshall County, South Dakota | 0 | 0 | 0 |
| Meade County, South Dakota | 2 | 2 | 0 |
| Mellette County, South Dakota | 0 | 0 | 0 |
| Miner County, South Dakota | 0 | 0 | 0 |
| Minnehaha County, South Dakota | 2 | 2 | 0 |
| Moody County, South Dakota | 0 | 0 | 0 |
| Oglala Lakota County | 8 | 7 | -1 |
| Pennington County, South Dakota | 5 | 5 | 0 |
| Perkins County, South Dakota | 0 | 0 | 0 |
| Potter County, South Dakota | 0 | 0 | 0 |
| Roberts County, South Dakota | 2 | 2 | 0 |
| Sanborn County, South Dakota | 0 | 0 | 0 |
| Spink County, South Dakota | 2 | 2 | 0 |
| Stanley County, South Dakota | 0 | 0 | 0 |
| Sully County, South Dakota | 0 | 0 | 0 |
| Todd County, South Dakota | 0 | 0 | 0 |
| Tripp County, South Dakota | 1 | 1 | 0 |
| Turner County, South Dakota | 1 | 1 | 0 |
| Union County, South Dakota | 0 | 0 | 0 |
| Walworth County, South Dakota | 0 | 0 | 0 |
| Yankton County, South Dakota | 0 | 0 | 0 |
| Ziebach County, South Dakota | 0 | 0 | 0 |

SCSEP Project Administered by Experience Works

| County | State | EW AP | EW E | EW V |
|-------------|--------------|-------|------|------|
| Aurora | South Dakota | 1 | 2 | 1 |
| Beadle | South Dakota | 5 | 7 | 2 |
| Bennett | South Dakota | 0 | 0 | 0 |
| Bon Homme | South Dakota | 2 | 1 | -1 |
| Brookings | South Dakota | 3 | 1 | -2 |
| Brown | South Dakota | 10 | 8 | -2 |
| Brule | South Dakota | 2 | 2 | 0 |
| Buffalo | South Dakota | 0 | 0 | 0 |
| Butte | South Dakota | 4 | 2 | -2 |
| Campbell | South Dakota | 1 | 0 | -1 |
| Charles Mix | South Dakota | 0 | 0 | 0 |
| Clark | South Dakota | 2 | 3 | 1 |
| Clay | South Dakota | 2 | 2 | 0 |

| | | | | |
|----------------------|--------------|----|----|----|
| Codington | South Dakota | 7 | 9 | 2 |
| Corson | South Dakota | 2 | 1 | -1 |
| Custer | South Dakota | 5 | 3 | -2 |
| Davison | South Dakota | 5 | 8 | 3 |
| Day | South Dakota | 3 | 1 | -2 |
| Deuel | South Dakota | 1 | 0 | -1 |
| Dewey | South Dakota | 2 | 4 | 2 |
| Douglas | South Dakota | 2 | 1 | -1 |
| Edmunds | South Dakota | 1 | 0 | -1 |
| Fall River | South Dakota | 4 | 4 | 0 |
| Faulk | South Dakota | 1 | 0 | -1 |
| Grant | South Dakota | 2 | 2 | 0 |
| Gregory | South Dakota | 2 | 0 | -2 |
| Haakon | South Dakota | 2 | 0 | -2 |
| Hamlin | South Dakota | 1 | 1 | 0 |
| Hand | South Dakota | 1 | 2 | 1 |
| Hanson | South Dakota | 2 | 1 | -1 |
| Harding | South Dakota | 1 | 0 | -1 |
| Hughes | South Dakota | 2 | 2 | 0 |
| Hutchinson | South Dakota | 3 | 2 | -1 |
| Hyde | South Dakota | 1 | 1 | 0 |
| Jackson | South Dakota | 2 | 2 | 0 |
| Jerauld | South Dakota | 1 | 0 | -1 |
| Jones | South Dakota | 1 | 0 | -1 |
| Kingsbury | South Dakota | 1 | 3 | 2 |
| Lake | South Dakota | 3 | 3 | 0 |
| Lawrence | South Dakota | 6 | 7 | 1 |
| Lincoln | South Dakota | 3 | 2 | -1 |
| Lyman | South Dakota | 0 | 0 | 0 |
| McCook | South Dakota | 2 | 0 | -2 |
| McPherson | South Dakota | 2 | 1 | -1 |
| Marshall | South Dakota | 3 | 2 | -1 |
| Meade | South Dakota | 5 | 4 | -1 |
| Mellette | South Dakota | 1 | 0 | -1 |
| Miner | South Dakota | 1 | 2 | 1 |
| Minnehaha | South Dakota | 40 | 36 | -4 |
| Moody | South Dakota | 2 | 3 | 1 |
| Oglala Lakota County | South Dakota | 0 | 0 | 0 |
| Pennington | South Dakota | 27 | 26 | -1 |
| Perkins | South Dakota | 2 | 1 | -1 |
| Potter | South Dakota | 1 | 0 | -1 |
| Roberts | South Dakota | 2 | 2 | 0 |
| Sanborn | South Dakota | 1 | 0 | -1 |
| Spink | South Dakota | 1 | 3 | 2 |
| Stanley | South Dakota | 2 | 0 | -2 |
| Sully | South Dakota | 0 | 0 | 0 |
| Todd | South Dakota | 5 | 5 | 0 |
| Tripp | South Dakota | 2 | 3 | 1 |

| | | | | |
|----------|--------------|---|---|----|
| Turner | South Dakota | 1 | 1 | 0 |
| Union | South Dakota | 4 | 0 | -4 |
| Walworth | South Dakota | 3 | 0 | -3 |
| Yankton | South Dakota | 8 | 5 | -3 |
| Ziebach | South Dakota | 2 | 1 | -1 |

SCSEP Project Administered by National Indian Council on Ageing

| County | State | NICOA[S] AP | NICOA[S] E | NICOA[S] V |
|---------------|--------------|--------------------|-------------------|-------------------|
| Aurora | South Dakota | 0 | 0 | 0 |
| Beadle | South Dakota | 0 | 0 | 0 |
| Bennett | South Dakota | 0 | 0 | 0 |
| Bon Homme | South Dakota | 0 | 0 | 0 |
| Brookings | South Dakota | 0 | 0 | 0 |
| Brown | South Dakota | 0 | 0 | 0 |
| Brule | South Dakota | 0 | 0 | 0 |
| Buffalo | South Dakota | 2 | 2 | 0 |
| Butte | South Dakota | 0 | 0 | 0 |
| Campbell | South Dakota | 0 | 0 | 0 |
| Charles Mix | South Dakota | 4 | 7 | 3 |
| Clark | South Dakota | 0 | 0 | 0 |
| Clay | South Dakota | 0 | 0 | 0 |
| Codington | South Dakota | 0 | 0 | 0 |
| Corson | South Dakota | 4 | 4 | 0 |
| Custer | South Dakota | 0 | 0 | 0 |
| Davison | South Dakota | 0 | 0 | 0 |
| Day | South Dakota | 3 | 1 | -2 |
| Deuel | South Dakota | 0 | 0 | 0 |
| Dewey | South Dakota | 3 | 3 | 0 |
| Douglas | South Dakota | 0 | 0 | 0 |
| Edmunds | South Dakota | 0 | 0 | 0 |
| Fall River | South Dakota | 0 | 0 | 0 |
| Faulk | South Dakota | 0 | 0 | 0 |
| Grant | South Dakota | 0 | 0 | 0 |
| Gregory | South Dakota | 0 | 0 | 0 |
| Haakon | South Dakota | 0 | 0 | 0 |
| Hamlin | South Dakota | 0 | 0 | 0 |
| Hand | South Dakota | 0 | 0 | 0 |
| Hanson | South Dakota | 0 | 0 | 0 |
| Harding | South Dakota | 0 | 0 | 0 |
| Hughes | South Dakota | 0 | 0 | 0 |
| Hutchinson | South Dakota | 0 | 0 | 0 |
| Hyde | South Dakota | 0 | 0 | 0 |
| Jackson | South Dakota | 0 | 0 | 0 |
| Jerauld | South Dakota | 0 | 0 | 0 |
| Jones | South Dakota | 0 | 0 | 0 |
| Kingsbury | South Dakota | 0 | 0 | 0 |
| Lake | South Dakota | 0 | 0 | 0 |

| | | | | |
|----------------------|--------------|---|---|----|
| Lawrence | South Dakota | 0 | 0 | 0 |
| Lincoln | South Dakota | 0 | 0 | 0 |
| Lyman | South Dakota | 0 | 0 | 0 |
| McCook | South Dakota | 0 | 0 | 0 |
| McPherson | South Dakota | 0 | 0 | 0 |
| Marshall | South Dakota | 0 | 0 | 0 |
| Meade | South Dakota | 0 | 0 | 0 |
| Mellette | South Dakota | 0 | 0 | 0 |
| Miner | South Dakota | 0 | 0 | 0 |
| Minnehaha | South Dakota | 2 | 1 | -1 |
| Moody | South Dakota | 0 | 0 | 0 |
| Oglala Lakota County | South Dakota | 6 | 6 | 0 |
| Pennington | South Dakota | 3 | 2 | -1 |
| Perkins | South Dakota | 0 | 0 | 0 |
| Potter | South Dakota | 0 | 0 | 0 |
| Roberts | South Dakota | 6 | 3 | -3 |
| Sanborn | South Dakota | 0 | 0 | 0 |
| Spink | South Dakota | 0 | 0 | 0 |
| Stanley | South Dakota | 0 | 0 | 0 |
| Sully | South Dakota | 0 | 0 | 0 |
| Todd | South Dakota | 2 | 3 | 1 |
| Tripp | South Dakota | 0 | 0 | 0 |
| Turner | South Dakota | 0 | 0 | 0 |
| Union | South Dakota | 0 | 0 | 0 |
| Walworth | South Dakota | 0 | 0 | 0 |
| Yankton | South Dakota | 0 | 0 | 0 |
| Ziebach | South Dakota | 0 | 0 | 0 |

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

Slot Imbalances for State Grant

| COUNTY | SG V |
|-------------|------|
| BEADLE | |
| BENNETT | -1 |
| BON HOMME | -1 |
| BROOKINGS | -2 |
| BROWN | -3 |
| BUFFALO | 2 |
| BUTTE | -1 |
| CHARLES MIX | -1 |
| CLAY | -1 |
| CODINGTON | |
| DAVISON | |
| DAY | -1 |
| EDMUNDS | -1 |
| FALL RIVER | 1 |
| GRANT | -1 |
| GREGORY | -1 |
| HAND | |

| | |
|----------------------|----|
| HUGHES | |
| HUTCHINSON | -1 |
| KINGSBURY | |
| LAKE | |
| LAWRENCE | |
| LINCOLN | -2 |
| LYMAN | 1 |
| MCCOOK | -1 |
| MEADE | -1 |
| MINNEHAHA | 3 |
| OGLALA LAKOTA COUNTY | 1 |
| PENNINGTON | 3 |
| ROBERTS | -1 |
| SPINK | -2 |
| TRIPP | |
| TURNER | -1 |
| YANKTON | -2 |

The goal for SCSEP is to distribute the workers served by the program in accordance with the equitable distribution of positions per county. The State of South Dakota continually works toward the goal of equitable distribution of the SCSEP slots within the counties so that all people have access to services under the program.

The variance can be explained by the rate of poverty, population of individual's 55 years of age and older, and the unemployment rate in counties that were over- and under-served.

By using data for the South Dakota Labor Market Information Center, we can better determine which counties have a larger total population, a high rate of poverty, a high rate of individuals 55 years of age and older and high unemployment, thus need more slots.

The same data can be used to determine which counties need fewer slots based on small total population, low rate of poverty, low number of individuals age 55 and older, and a low unemployment rate.

DLR eliminated the contracting of sub-grantees for various reasons.

South Dakota DLR, at the request of the Dallas RO, the SCSEP NO, and the SD FPO at the time, Bernie Cutter, to submit a state plan to assume the role of not only fiscal agent for the SCSEP state grant, but to also take over the programmatic side of the state grant in SD effective 07/01/2016. The request was made due to numerous 'improprieties' either known or being investigated by GAO of Experience Works upper management in Virginia. Fiscal and programmatic deficiencies and lack of overall attitude for the program and its limited funds were being displayed by this state and national provider of the SCSEP grant.

At the end of PY14 the average percent over ED was 150%. DLR used attrition during PY15 to **decrease** the percentage and the average percent over ED is down to 68.8%.

ED data for PY15 shows South Dakota is currently under enrolled in 18 counties and overenrolled in six with a total variance of 58.1%; a **decrease** from 69.4% the second quarter of PY 14.

The slot imbalances can be explained by the high rate of poverty in three of the six over-enrolled counties. The three counties are reservation counties; one of which has the highest poverty rate in the nation. The low population rate and isolated rural areas for 11 of the 18 counties are contributing factors to counties being under-served. South Dakota is primarily rural in nature. All but two counties in South Dakota are classified as rural. South Dakota is recognized as being the 16th largest state; the counties we serve are spread out and often the largest town in the county has a population that is less than 2000. For example, the largest town in Edmunds County has a population of 954 people.

DLR will continue administering SCSEP without a sub-grantee to obtain more control of enrollments and exits. Enrollment of participants in counties that are over-enrolled will cease until balanced. DLR will collaborate with National grantees and attempt to create concurrent counties to eliminate high travel costs and will conduct

outreach to rural communities at least twice per program year to conduct recruitment of participants and host agencies.

Slot Imbalances for Experience Works and NICOA

| COUNTY | EW V | NICOA[S] V |
|----------------------|------|------------|
| AURORA | 2 | |
| BEADLE | 1 | |
| BENNETT | | -1 |
| BON HOMME | -1 | |
| BROOKINGS | -3 | |
| BROWN | -1 | |
| BRULE | | -1 |
| BUFFALO | | 1 |
| BUTTE | | |
| CAMPBELL | -1 | |
| CHARLES MIX | | -1 |
| CLARK | 1 | |
| CLAY | | |
| CODINGTON | -3 | -1 |
| CORSON | | 3 |
| CUSTER | -2 | |
| DAVISON | 3 | |
| DAY | -1 | -2 |
| DEUEL | -2 | |
| DEWEY | 1 | |
| DOUGLAS | -1 | |
| EDMUNDS | | |
| FALL RIVER | -2 | |
| FAULK | -2 | |
| GRANT | -3 | -1 |
| GREGORY | -1 | |
| HAAKON | -1 | |
| HAMLIN | | |
| HAND | 1 | |
| HANSON | -1 | |
| HARDING | -1 | |
| HUGHES | | |
| HUTCHINSON | -3 | |
| HYDE | | |
| JACKSON | | |
| JERAULD | -1 | |
| JONES | -1 | |
| KINGSBURY | 1 | |
| LAKE | -1 | |
| LAWRENCE | 1 | |
| LINCOLN | -3 | |
| LYMAN | | |
| MCCOOK | -1 | |
| MCPHERSON | -2 | |
| MARSHALL | | -1 |
| MEADE | -3 | |
| MELLETTE | | |
| MINER | 1 | |
| MINNEHAHA | -2 | -4 |
| MOODY | 2 | |
| OGLALA LAKOTA COUNTY | | 2 |

| | | |
|------------|----|-----|
| PENNINGTON | -2 | -2 |
| PERKINS | -1 | |
| POTTER | -1 | |
| ROBERTS | | -11 |
| SANBORN | -1 | |
| SPINK | 2 | |
| STANLEY | -1 | |
| SULLY | | |
| TODD | | |
| TRIPP | 1 | |
| TURNER | -3 | |
| UNION | -5 | |
| WALWORTH | -1 | |
| YANKTON | -4 | |
| ZIEBACH | -1 | |

There are two counties with three SCSEP service providers operating (two national providers and the State of South Dakota positions.) To date, there have not been significant conflicts because of multiple providers in a county. The SCSEP service providers are generally working toward equitable distribution in each county.

SCSEP service providers should discuss the possibility that in some counties, there may need to be an adjustment in the numbers that differ from the Census figures in order to adequately serve these areas of the state due to shift in population since the Census figures came out.

To assist Experience Works and NICOA reach Equitable Distribution in shared counties; DLR will forward applications to areas EW and NICOA are underserved in and DLR is at or overserved.

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

1. Moves positions from over-served to underserved locations within the State in compliance with 20 CFR 641.365.

DLR eliminated the need to contract with sub-grantees for PY15. At the end of PY14 the average percent over ED was 150 percent. DLR used attrition during PY15 to **decrease** the percentage. The average percent over ED is down to 68.8 percent.

DLR will continue using attrition to decrease the number of over-enrolled counties and will increase recruitment efforts in under-enrolled counties by collaborating with WIOA, Tribal Offices, National grantees, and local governments.

DLR will collaborate with National grantees and attempt to create concurrent counties to eliminate high travel costs. DLR will contact the state director when an application for SCSEP is received for a county that is overserved. DLR asks for National Grantees to forward applications for areas in which are overserved by them.

MOUs have been created between DLR and National Grantees to assist with collaboration. An MOU has been signed between NICOA and DLR and DLR will continue working to persuade EW to sign an MOU as well.

2. Equitably serves both rural and urban areas.

All but two counties in South Dakota are classified as rural. Through our partnership with the One-Stops we are able to list SCSEP training opportunities in the job order database which is accessible to anyone with a computer and internet access. For those who don't have access to a computer or internet service, 16 One-Stops are located throughout the state, most within a few minutes of any towns. All but three One-Stops are located in rural counties.

DLR will partner with one-stops to conduct business outreach to rural areas not served by a one-stop office. One-stop Business Service Representatives will conduct in-person visits to our most rural areas and refer organizations and individuals to SCSEP. Individuals interested in SCSEP in rural counties that DLR does not have authorized positions in will be referred to National Grantees serving those areas.

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

DLR abides by best practices in delivering priority of service and follows the law. When deciding between multiple eligible candidates for an open slot, the following priorities are used in selecting an individual for participation in SCSEP:

- Are 65 years of age or older
- Have a disability
- Have limited English proficiency or low literacy skills
- Reside in a rural area
- Are Veterans or the spouse of a Veteran
- Have low employment prospects
- Have failed to find employment after using services provided through WIOA
- Are homeless or at risk for homelessness

The Employment Specialist applies the priorities from above in the following order:

- Persons who qualify as a veteran or qualified spouse of a veteran and possess any other of the priority characteristics
- Persons who qualify as a veteran or qualified spouse of a veteran and does not possess any other priority characteristics
- Persons who do not qualify as a veteran or qualified spouse of a veteran and possesses at least one of the other Most-in-Need characteristics

As vacancies become available, staff enroll applicants with the highest priority first.

Serving those ages 60 and older is a priority, which has resulted in close to 60 percent of the participants being age 60 and older. Of the total participants served, over 27 percent are qualified veterans.

E. Provide the ratio of eligible individuals in each service area to the total eligible population in the State. (20 CFR 641.325(a)). Provide the relative distribution of eligible individuals who:

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

South Dakota is primarily rural. Two areas are classified as urban; Sioux Falls metropolitan statistical area and the Rapid City metropolitan statistical area.

PY15 Quarter three data shows 86 percent of DLR's participants reside in rural areas of the state; par with the total population of state.

PY15 Quarter three data shows that 81 percent of NICOA's participants served reside in a rural area.

PY15 Quarter three data shows that 71 percent of EW's participants served reside in rural areas.

The US Census indicates that 80 percent of South Dakota residence reside in rural areas.

| Rural Population Indicators for South Dakota, 2000 | | | | | | | | | | |
|--|---|--------|--------|--|--------|--------|--------------------|--------------------------|-------------------------------|-------------|
| Rural is defined as areas outside... | Rural definition (see details in data appendix) | | | | | | | | | State total |
| | Census Places with a population ≥ | | | Census Urban Areas with a population ≥ | | | OMB metro counties | ERS RUCA tract codes 1-3 | USDA B&I ineligible locations | |
| | 2,500 | 10,000 | 50,000 | 2,500 | 10,000 | 50,000 | | | | |
| Population | | | | | | | | | | |
| Total population considered rural (million) | 0.4 | 0.5 | 0.6 | 0.4 | 0.4 | 0.6 | 0.4 | 0.5 | 0.6 | 0.8 |
| Percent of population considered rural | 48.2 | 60.1 | 75.7 | 48.1 | 56.1 | 74.2 | 58.6 | 63.5 | 73.8 | N/A |
| Percent of land area considered rural | 99.7 | 99.8 | 99.9 | 99.8 | 99.8 | 99.9 | 87.8 | 93.7 | 99.9 | N/A |
| Population density (people/sq mile) | 4.8 | 6.0 | 7.5 | 4.8 | 5.6 | 7.4 | 6.6 | 6.7 | 7.4 | 9.9 |
| Age | | | | | | | | | | |
| Percent younger than 18 | 28.8 | 28.4 | 27.4 | 28.9 | 28.8 | 27.3 | 26.9 | 27.0 | 27.3 | 26.9 |
| Percent 19 to 64 | 55.8 | 56.5 | 57.4 | 55.6 | 55.8 | 57.3 | 56.9 | 56.8 | 57.3 | 58.8 |
| Percent 65 or older | 15.3 | 15.1 | 15.2 | 15.4 | 15.4 | 15.4 | 16.2 | 16.2 | 15.4 | 14.3 |
| Ethnicity | | | | | | | | | | |
| Percent non-Hispanic Black | 0.2 | 0.3 | 0.3 | 0.1 | 0.2 | 0.3 | 0.3 | 0.3 | 0.3 | 0.6 |
| Percent American Indian | 11.6 | 10.9 | 9.2 | 11.9 | 11.4 | 9.3 | 11.4 | 10.6 | 9.3 | 8.0 |
| Percent Hispanic | 0.9 | 1.0 | 1.0 | 0.9 | 1.0 | 1.0 | 0.9 | 1.0 | 1.0 | 1.4 |
| Education | | | | | | | | | | |
| Percent not completing high school | 17.6 | 17.3 | 16.6 | 17.7 | 17.7 | 16.7 | 17.8 | 17.7 | 16.7 | 15.4 |
| Percent completing high school only | 35.8 | 35.1 | 34.3 | 35.5 | 35.4 | 34.2 | 34.2 | 34.3 | 34.3 | 32.9 |
| Percent with only some college | 22.4 | 22.8 | 22.6 | 22.2 | 22.5 | 22.5 | 22.0 | 22.2 | 22.5 | 23.0 |
| Percent with a college degree or higher | 24.2 | 24.8 | 26.5 | 24.6 | 24.4 | 26.6 | 26.0 | 25.8 | 26.5 | 28.6 |

Source: USDA

2. Have the greatest economic need

PY15 Quarter three data shows that 89 percent of DLR participants served had a family income at or below the poverty level.

PY15 Quarter three data shows that 84 percent of EW participants served had a family income at or below the poverty level.

PY15 Quarter three data show that 93 percent of NICOA participants served had a family income at or below the poverty level.

The overall poverty rate in South Dakota is 14.2 percent. Quarter three data shows that DLR and National Grantees are serving those with the greatest economic need at a high rate.

3. Are minorities

Historically, the majority of participants in South Dakota SCSEP have been minority individuals. For example, the recent U.S. DOL SCSEP minority report indicates that the state's overall incidence of all minorities in the population was 22.1 percent while the SCSEP enrollment percentage 40 percent.

| | DLR SCSEP Percent Minority | DLR Census Percent Minority | DLR Percent Difference | Less Than 80% | Significant (P<=.05) | Less Than 80%, Sig |
|--------------|----------------------------|-----------------------------|------------------------|---------------|----------------------|--------------------|
| South Dakota | 40.0% | 22.1% | 181.0% | 0 | 0 | 0 |

Source: U.S. DOL Report on Senior Community Service Employment Program - Analysis of Service to Minority Individuals, Program Year 2013, Volume II

When comparing the minority population eligible for SCSEP service and the actual representation within the SCSEP enrollment, minority populations are being served at higher levels than their ratio to the population (see table below).

| | HISPANIC | ASIAN | BLACK | AMERICAN INDIAN | PACIFIC ISLANDER |
|--------------|----------|-------|-------|-----------------|------------------|
| DLR SCSEP% | 1.2 | .0 | 2.4 | 36.5 | .0 |
| EW SCSEP% | 1 | 1 | 3 | 18 | 0 |
| NICOA SCSEP% | 0 | 0 | 0 | 100 | 0 |
| CENSUS% | .6 | .0 | .5 | 19.9 | .0 |

SCSEP projects serve a high rate of minorities than total population.

4. Are limited English proficient

DLR SCSEP providers reported serving less than 1 percent with limited English proficiency. Recruitment methods could be improved to seek out participants with limited English proficiency at multi-cultural centers and ethnic churches and organizations. WIOA Title II is administered by DLR and a partnership between SCSP and Adult Education and Literacy will grow in PY2015 in order to serve individuals who are limited in English proficiency.

DLR SCSEP will increase recruitment of participants.

| LIMITED ENGLISH PROFICIENT | |
|----------------------------|----|
| DLR SCSEP% | 0 |
| EW SCSEP% | 2 |
| NICOA SCSEP% | 0 |
| CENSUS% | .6 |

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

Recruitment of eligible participants in rural areas requires some different methods than in more urban areas due to the greater distances between participants, high transportation costs, and increased time needed to serve the participants. The SCSEP service providers in South Dakota link with the mature population in rural areas by posting flyers in high senior traffic areas, networking with senior citizen centers, aging organizations, disabilities advocacy and service groups, veteran's organizations, religious centers, city government officials, tribal leaders, and other community-based organizations.

Many of the same techniques are used to recruit participants in urban areas, but with reduced travel costs and with less time involved.

SCSEP staff work with host agencies and employers to develop reasonable accommodations that will allow those with disabilities to work and be successful in the SCSEP training assignment or unsubsidized job following training.

Front-line staff are provided training to explain the needs of those with disabilities. Recruitment methods are carefully worded so as not to discourage the older person with a disability from making application for SCSEP services. There have been many years of coordination between the Rehabilitation Services, State Services for the Blind, and Veterans Services for referrals and providing of services to help the older South Dakotans succeed in the job market. The staff will also provide technical assistance to employers on Americans with Disabilities Act requirements and available tax credits.

PY15 Quarter three data indicates 26 percent of DLR participants have a disability.

PY15 Quarter three data indicates 30 percent of NICOA participants have a disability.

PY15 Quarter three data indicates 31 percent of EW participants have a disability.

Census data indicates 8 percent of South Dakotans under the age of 64 has a disability (no data could be found for ages 65+). SCSEP projects are serving a higher rate than the population

PY15 Quarter three data shows 86 percent of DLR's participants reside in rural areas of the state; par with the total population of state.

PY15 Quarter three data shows that 81 percent of NICOA's participants served reside in a rural area.

PY15 Quarter three data shows that 71 percent of EW's participants served reside in rural areas.

The US Census indicates that 80 percent of South Dakota residence reside in rural areas. SCSEP projects are serving a higher rate than the population.

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

DLR SCSEP experienced an increase of the state minimum wage, which went into effect January 1, 2018 and the possibility of an increase each year thereafter. Total enrollment will gradually reduce through normal attrition through job placements, participant voluntary and involuntary exits.

In addition, SCSEP managers will ensure current participants are not impacted by the new census data requiring redistribution of authorizations and will work with National grantees to transfer participants as needed.

Specific program actions to minimize disruptions to current Participants include the following:

- Monitor and adjust service levels, when appropriate
- Effectively manage budgets and expenditures
- Provide extra training (including job search skills and computer training) to expedite job placements
- Ensure participants are being proactive in working with the SCSEP program offices and One-Stops to gain employment
- Provide needed supportive services and make referrals to appropriate service providers.

As SCSEP enrollment level is brought in-line with funding, new enrollments will be resumed through existing waiting lists and ongoing recruitment efforts.

The challenges that face South Dakota will continue to grow over the years as the work force continues to age. As young people leave, there is a ghosting of South Dakota, but there is also an untapped labor pool of older workers.