South Dakota SCSEP State Plan

Senior Community Service Employment Plan
Title V

CONTENTS

The purpose of the Senior Community Service Employment Program (SCSEP) Stand-Alone State Plan is to improve coordination among organizations engaged in older worker activities and increase entered employment for older workers. SCSEP, administered through the South Dakota Department of Labor and Regulation (DLR), plays a lead role in older worker initiatives and the development and implementation of South Dakota's strategies to address workforce issues. SCSEP provides employment services to adults age 55 years old or older who qualify based on four criteria:

- Are residents of the state of South Dakota
- Have an income at or below 125% of the federal poverty level
- Are unemployed at the time of application
- Resides within a county that is under DLR's jurisdiction for managing SCSEP

Services provided by DLR include comprehensive skills/industry-related training, case management, and 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 participate in their community. With an aging population that will remain in the workforce longer, older workers are one large proportion of South Dakota's future labor pool.

This state plan will be submitted on behalf of the National Indian Council of Aging (NICOA), one additional provider who implements SCSEP in South Dakota. In each question, there will be mention of possible strategies and overall program goals from NICOA if they are different from the state grantee plan.

Current population projections indicate there will be 204,350 South Dakotans aged 55 to 75 by the year 2025. This equals 22.5% of the state's total projected population. Currently, the 2013 population estimate for this age group is 175,240 residents or 20.7% 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 organizations with expertise in older worker issues. The State Plan will be modified in response to the advice and recommendations received during this review process. In addition, this plan is posted to the Department's website at www.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 grantees.

I. Economic Projections and Impact

A. Discuss long-term projections for jobs in industries and occupations in the state that may provide employment opportunities for older workers. (20 CFR 641.302(d)).

There are 22 major occupational groups. All of South Dakota's major occupational groups are expected to add jobs over the projected decade. Fourteen of these groups are projected to show growth faster than the state average. South Dakota's computer and mathematical occupations (12.3%), personal care and service occupations (11.6%), and health care practitioners and technical occupations (11.3%) are projected to be among some of the fastest-growing occupational groups during the 2018-2028 projections decade. When combined these three major groups account for half of the top 10 fastest growing occupations in South Dakota, including the number one spot. Factors such as the increased need by individuals and businesses for information security and technology and an aging population, longer life expectancies, and growing rates of chronic conditions will continue to be driving forces in the demand for computer technology and health-related occupations. Another reason health care services in South

South Dakota Occupational Employment Projections 2018-2028 Top Ten in Percent Growth					
Rank	Occupation	2018 Workers	2028 Workers	Actual Change	Percent Growth
1	Information Security Analysts	253	342	89	35.2%
2	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	77	102	25	32.5%
3	Respiratory Therapists	336	430	94	28.0%
4	Nursing Instructors and Teachers, Postsecondary	245	312	67	27.3%
5	Nurse Practitioners	549	697	148	27.0%
6	Personal Care Aides	2,981	3,783	802	26.9%
7	Physician Assistants	544	685	141	25.9%
8	Software Developers, Applications	1,041	1,300	259	24.9%
9	Health Specialties Teachers, Postsecondary	161	201	40	24.8%
10	Occupational Therapy Assistants	119	147	28	23.5%

Notes:
Data is preliminary and subject to revision.
Fastest growing occupations are defined as those occupations with the highest percent change in employment from 2018 to 2028.
Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, July 2020.

Dakota will continue to see fast occupational growth is the influx of population. Occupational trends are driven largely by trends in the industries where those occupations are found. Occupational employment is expected to increase by 7.1% in South Dakota between 2018 and 2028. The table below features the 10 occupations projected to grow the fastest. Fastest growing occupations are defined as occupations with the highest percent change of employment between 2018 and 2028. It should be noted that "fastest-growing" does not necessarily mean the newest jobs. Projected annual demand is a more complete indicator of the future outlook for occupations since it also includes demand created by the need to replace workers who will switch to other occupations or leave the labor force entirely. The South Dakota LMIC identifies occupations projected to have the greatest annual demand and high pay as "Hot Careers." To be considered a "Hot Career," an occupation must be projected to show employment growth, have greater than average projected demand, and have wages above the median. Those Hot Careers with the very highest projected annual demand were identified as the Top 30 Careers, which are featured in the table below.

South Dakota's Highest Projected Demand and Highest Wage Occupations 2016-2026								
SOC Code	Occupational Title	Annual Average Demand	2016 Workers	2026 Workers	Actual Change 2016-2026	Percent Change 2016-2026	Annual Median Wage	Annual Average Wage
00-0000	Total, All Occupations	58,885	487,455	520,526	33,071	6.8%	$32,338	$40,766
13-2011	Accountants and Auditors	513	5,073	5,570	497	9.8%	$61,515	$65,456
49-3023	Automotive Service Technicians and Mechanics	238	2,364	2,506	142	6.0%	$37,839	$39,581
47-2031	Carpenters	639	6,343	6,810	467	7.4%	$34,504	$35,774
47-2051	Cement Masons and Concrete Finishers	229	1,904	2,080	176	9.2%	$36,526	$37,028
21-1021	Child, Family, and School Social Workers	187	1,701	1,817	116	6.8%	$38,163	$39,767
21-2011	Clergy	209	1,790	1,901	111	6.2%	$44,146	$47,036
27-2022	Coaches and Scouts	185	1,245	1,377	132	10.6%	$31,217	$33,978
47-2111	Electricians	265	2,288	2,383	95	4.2%	$44,577	$45,951
25-2021	Elementary School Teachers, Except Special Education	324	4,156	4,407	251	6.0%	$40,781	$41,575
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	157	1,461	1,585	124	8.5%	$61,284	$63,210
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	301	1,929	2,109	180	9.3%	$32,852	$33,470
43-1011	First-Line Supervisors of Office and Administrative Support Workers	190	1,871	1,934	63	3.4%	$47,486	$49,263
41-1011	First-Line Supervisors of Retail Sales Workers	435	3,813	4,061	248	6.5%	$42,695	$47,039
11-1021	General and Operations Managers	380	4,094	4,459	365	8.9%	$110,150	$123,306
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,005	8,604	9,257	653	7.6%	$38,550	$40,853
47-4051	Highway Maintenance Workers	173	1,665	1,711	46	2.8%	$33,322	$33,685
41-3021	Insurance Sales Agents	315	2,884	3,171	287	10.0%	$47,648	$64,762
43-4131	Loan Interviewers and Clerks	236	2,105	2,371	266	12.6%	$32,718	$33,425
13-2072	Loan Officers	155	1,620	1,808	188	11.6%	$60,177	$63,988
49-9071	Maintenance and Repair Workers, General	313	2,873	3,118	245	8.5%	$35,770	$36,597
13-1111	Management Analysts	299	2,935	3,310	375	12.8%	$67,496	$79,099
25-2022	Middle School Teachers, Except Special and Career/Technical Education	166	2,126	2,257	131	6.2%	$41,901	$42,518
47-2073	Operating Engineers and Other Construction Equipment Operators	229	1,976	2,075	99	5.0%	$42,706	$43,753
41-2022	Parts Salespersons	226	1,627	1,793	166	10.2%	$32,395	$34,537
47-2152	Plumbers, Pipefitters, and Steamfitters	170	1,436	1,579	143	10.0%	$41,096	$43,195
29-1141	Registered Nurses	837	12,334	14,052	1,718	13.9%	$55,658	$57,014
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	640	5,650	6,151	501	8.9%	$57,176	$62,175
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	187	1,601	1,776	175	10.9%	$71,907	$84,582
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	268	3,509	3,724	215	6.1%	$41,475	$41,985
51-4121	Welders, Cutters, Solderers, and Brazers	391	3,150	3,555	405	12.9%	$36,910	$37,614

B. Describe how the long-term job protections discussed in the economic analysis section of strategic plan relate to the types of unsubsidized jobs for which SCSEP participants will be trained and the types of skill training to be provided.

Most SCSEP participants that are deemed eligible for the program have not obtained degrees in postsecondary education, but most do have a high school degree or an equivalent (GED). SCSEP can readily access relevant work experience training for exposure to maintenance, sales construction, supervisors of food-service and office/administrative work, coaches, etc. A good percentage of individuals who apply for SCSEP with DLR is in desperate need of soft skills training (punctuality, working with difficult coworkers, proper behavior with superiors, etc). Other skills required for the specific occupations above can be learned during the work experience training at the Community Service Assignment. The most needed type of skills training for an individual to succeed in unsubsidized employment is computer training. Computer training is found to be a skill that is widely needed by older Americans as it is a necessity in today's job market. The training can not only be completed at the Community Service Assignment, but DLR offers Teknimidia and Allison courses to their SCSEP Participants. These two pieces of training can be done at the SCSEP participant's home or a DLR Job Service Office. Due to COVID-19 and Host Agency shut downs these types of online training continue to make an impact on the participant. For example, if there is an outbreak at the Host Agency facility the SCSEP participant can continue to receive training at home by completing Teknimedia and Allison courses and getting paid.

The state grantee received a federal grant to purchase fidelity bonds for the Federal Bonding Program from April 7th-2021-April 6th, 2025. Allowable activity is purchasing fidelity bonds to assist a person with criminal records in obtaining employment. This grant can be used for a SCSEP participant who was formerly incarcerated. Not only will an employer be taking a risk hiring an older worker, but then adding on a criminal background comes with more risk. Offering the bond(s) to the employer gives the SCSEP participant a higher chance of long-term job protection.

C. Discuss current employment and projected employment opportunities in the state and types of skills possessed by eligible individuals.

Data from LMIC's virtual labor market data system shows the skills most in-demand based on current job openings advertised online are: customer service, problem-solving, must be flexible, attention to detail, working independently, interpersonal skills, self-motivated, time management, critical thinking, and organizational skills.

For these employment opportunities, there are certain skills needed by individuals to succeed in these industries:

Wholesale Trade: In the wholesale trade, establishments arrange the purchase of a sale of a good for resale to another business, capital/durable non-consumer goods, and raw materials used in production. There are two types of wholesalers: merchant wholesalers and agents/brokers. Merchants buy and sell goods on their accounts and brokers buy goods for specific clients. Individuals in this field will need to understand business practices, display an ability for continuous learning and information systems, learn how to drive with a CDL, or work on packaging/assembly lines. To work in the wholesale trade, one can be a warehouse manager, truck driver, warehouse worker, or sales associate for products. Bookkeeping, Interpersonal, and Customer Service are the tops skills needed in the trade.

Professional and Business Services: in professional/business services, the subsectors consist of temporary staffing services, payroll processing services, engineering services, landscaping services, travel agencies, and security guard services. Essentially, wherever there is a business that is specifically geared towards helping others, it falls into the classification of professional/business services. The obvious skill requirement here for this profession would be customer service and communication skills.

Construction: Within the construction industry, there are multiple fields of employment such as the construction of buildings, civil engineering, trade contractors, highway construction, etc. The construction trade

requires more of the technical know-how to perform jobs in this industry well, but the basic skills that are required for this position are understanding diagrams and measurements, having spatial awareness and applying measurements into real performance, being able to follow instructions, etc.

Manufacturing: To understand the manufacturing industry, individuals must keep in mind the numerous types of manufacturing that can occur: food, beverage, appliances, machinery, equipment, furniture, paper, textiles, etc. No matter the type of manufacturing, individuals in this industry need critical thinking, strong communication, the ability to use technology and learn new, upcoming tech, and attention to detail.

Leisure and Hospitality: this industry growth is region-specific in South Dakota and is only being seen outside of the Sioux Falls and Rapid City metro areas. Examples of possible jobs in this industry include hunting guide services, hunting camps, hotels, restaurants, and coffee shops. One of South Dakota's most successful ways of generating revenue for the state is tourism. If attendance for deer and pheasant hunting, the Black Hills, and the Sturgis Bike Rally remain strong, this is a consistent employment opportunity for SCSEP participants in the state. Customer service, Food Preparation, Interpersonal, and communication are important skills to acquire to remain successful in these jobs.

II.   Service Delivery and Coordination

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

> **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 SCSEP, Wagner-Peyser Title III, and the Workforce Innovation and Opportunity Act (WIOA) Title I grants in job service offices located across the state. These programs are co-located in each office and share similar beliefs and overall mission of leading job seekers to sustainable employment. Outreach and services to formerly incarcerated individuals are a priority for the state grantee. The state grantee received a federal grant to purchase fidelity bonds for the Federal Bonding Program from April 7th- 2021-April 6th, 2025. Allowable activity is purchasing fidelity bonds to assist a person with criminal records in obtaining employment. This grant can be used for a SCSEP participant who was formerly incarcerated. Not only will an employer be taking a risk hiring an older worker, but then adding on a criminal background comes with more risk. Offering the bond(s) to the employer gives the SCSEP participant a higher chance of long-term job protection.

Since December 2018, it has become a requirement that all individuals, whether deemed eligible or ineligible for SCSEP, must also be co-enrolled into both Title I and III upon applying for SCSEP. To assist in this coordination, SCSEP participants are registered for the SDWORKS management information system allowing them access to job openings as they search for unsubsidized employment. Enrollment in WIOA Title I also expands access to additional support services or skills training.

Coordination with WIOA Title IV, or Vocational Rehabilitation, is made easier by having the South Dakota Department of Human Service (DHS) offices co-located in most of the DLR job service offices. In South Dakota, Title IV is not administered by DLR but by DHS, but a partnership between the agencies allows the grantee to ensure the most-in-need participants are being served effectively and remain sensitive to possible disabilities. Vocational Rehabilitation makes referrals and guides possible applicants to DLR. If the applicant is eligible for the program, DLR and DHS staff work together for effective case management (determination of need, possible employment opportunities, possible objectives for the employment plan).

As DLR administers both the SCSEP and WIOA Title I programs together, only six job service employment specialists are authorized by the grant's budget to administer SCSEP out of the job services offices, two in the West River region, two in the Central region, and two in the East River region. All job service offices, or One-Stop Career Centers, are not located in the state grantee's coverage area. In these situations, the SCSEP Participant will have two Case Managers roles and responsibilities of the two Case Managers are stated in the DLR SCSEP Policy Guide. If an individual asks for information

about SCSEP in a county the state grantee doesn't cover, individuals are referred to the national grantee, NICOA. With the new SCSEP National Grantee, communication and collaboration between grantees have greatly improved and continue on an ongoing basis.

One-Stop Career Center partners are instrumental in SCSEP recruitment efforts for both participants, possible employers, and host agencies. Each staff member understands the purpose and eligibility requirements of SCSEP, watches for potential applicants, and distributes a SCSEP application packet to all interested individuals. Employer rack cards are available to potential host agencies and organizations and flyers are used to recruit participants. Additionally, DLR staff speak with rural organizations about SCSEP services to garner potential host agencies. If SCSEP slots are full in the respective county of the applicant, employment specialists understand to refer applicants to NICOA for possible placement.

> **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 is represented in the state's American Job Center Memorandum of Understanding, which represents all workforce programs of the One-Stop System in South Dakota. Coordination with all partners takes place at both the local level with partner meetings that take place at least quarterly, with informal communication taking place as needed. At the state level, partner meetings occur at least annually starting in 2022. With the enrollment of SCSEP participants in WIOA Title III, the Wagner-Peyser program provides basic career services. These basic services increase the participant's confidence and give them guidance in finding a job. Examples of such services are basic computer classes, employment search techniques, resume development, job referrals, job search assistance, and access to the job order database. In addition, the WIOA Title I Adult program offers mock interviews, support services, and training services. SCSEP participants are referred to WIOA Title IV Vocational Rehabilitation based on needs identified through the assessment and case management process.

The state grantee also shares the draft SCSEP State Plan with specific organizations and state agencies to receive feedback and provide awareness. The South Dakota SCSEP grantee will continue its partnership with the following list of organizations and state agencies under the Older Americans Act (OAA) to help older workers:
- **Long Term Services and Supports** – This division is the equivalent of Adult Services and Aging (includes Title III of the OAA Amendments).
- **Information and referrals** to Adult Protective Services, 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 Grantee, 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 the ability to remain independent and increases the chance for the development of a disability. SCSEP service providers will continue to work with host agencies and employers to develop reasonable accommodations for those with disabilities and/or special needs to work and be successful in the SCSEP training assignment or unsubsidized job placement following training.

DLR staff are trained to educate and encourage employers to access untapped labor pools for recruitment needs and will also provide technical assistance to employers about ADA (Americans with Disabilities Act) requirements and available tax credits through the Work Opportunity Tax Credit (WOTC) program.

There have been many years of coordination between the DHS, State Services for the Blind (SBVI), and veteran services for referrals and service provision to help older South Dakotans succeed in the job market. Continued referrals between

DLR and these respective organizations will continue. The Ticket-to-Work program is a possible avenue for disabled participants to receive job search help through Vocational Rehabilitation. This program has not been widely utilized for SCSEP participants on Social Security Disability Insurance (SSDI) previously. DLR will work to train staff about this possible opportunity within Vocational Rehabilitation. A possible avenue for further program coordination is with WIOA Title II Adult Education and Literacy (AEL) would be referrals of adults over the age of 55 years who are pursuing their GED and who do experience a disability. If eligibility and a benefit from a Work Experience are determined, AEL could refer these clients during the period of GED prep work or after the GED was obtained.

SCSEP receives referrals from the VA Black Hills Health Care System. These referrals are typically veterans living in the homeless shelter who have disabilities. More coordination will be done for homeless shelters around the state, like the current relationship that is fostered with the VA Health Care System. 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 service programs alongside the Adult Services and Aging program throughout the state.

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

SCSEP performance measures are determined by unsubsidized employment placement and retention, DLR will remain current on state employment and training opportunities determined by the LMIC. The state grantee SCSEP program coordinator will continue to research national and state industry trends by reaching out to LMIC and attending any Bureau of Labor Statistics webinars focusing on employment projection topics. To place SCSEP participants into employment, program administrators must stay prepared for the changing workforce requirements and trends to identify targeted training needs related to available jobs.

For the state grantee, the SCSEP Coordinator is also able to work with the Title I program coordinator about training approaches that work specifically for older workers. One example is the Family First Initiative, which focuses on developing the family, work, and life balance to support efforts to engage individuals in the workforce. Under this initiative, DLR receives money to pay for participant attendance at "Bring Your 'A' Game" (BYAG) courses, which focus on soft skills needed to succeed in a work environment and keep your employer satisfied with job performance. Other courses offered include financial literacy and digital safety. All of these courses are available to SCSEP participants.

> **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 Department of Labor and Regulation administers the SCSEP grant while also overseeing the Workforce Innovation and Opportunity Act (WIOA) Title III and Title I programs. One-Stop partnerships continue to remain instrumental in recruitment efforts; every staff member within a One-Stop Center is aware of SCSEP's presence and understands basic program knowledge to relay to interested clients. Also, state grantee employees work with WIOA programs and have access to employers who have participated with WIOA programs to use as host agency sites. On a business outreach visit, specialists in the One-Stop Center speak to employers about SCSEP as a possible program outlet for training and recruitment. Even in a county where the state grantee does not manage the SCSEP program, specialists know to refer SCSEP applicants to the national grantees, NICOA.

 DLR Labor Program Specialists oversee the majority of the programs offered through the One-Stop Delivery System. These team members make up the DLR's Workforce Development Division. Coordination of programs occurs regularly and is supported through policy memos, which include guidance, to the Job Service Offices. In addition, One Stop Partner collaboration occurs at least quarterly at the local level. At the state level, coordination between required program leaders happens frequently. In 2022, all partners are being invited to the first WIOA Partner Symposium.   Every SCSEP applicant the state grantee receives is enrolled into both Wagner-Peyser Title III and the WIOA Title I Adult program. Once an applicant receives an eligibility determination and a host agency placement for their work experience, the SCSEP participant continues to receive WIOA services while training at their worksite. SCSEP Policy and a SCSEP guide were released in November 2021, streamlining the co-enrollment process for better alignment for both Title I and SCSEP requirements; this will be a continuous project that requires ongoing staff training.

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))*

A consistent challenge that the state grantee faces is how to encourage employers to recruit SCSEP participants, whether that be a host agency that utilizes work experiences or a neutral business looking to retain reliable employees. Coordination and co-location of basic career services at the One-Stops help to identify suitable job openings for participants that align with their respective employment plans. 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. Since SCSEP participants are dual-enrolled in the Title III Wagner-Peyser and Title I WIOA program, participants can be directly referred to an employer for a job opportunity, even if there is no current job opening on file.
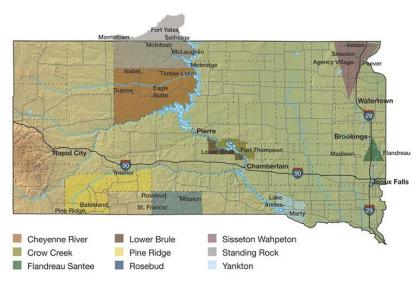
One of the current DLR priorities is to focus on business engagement strategies and service delivery to the state's businesses. Training that focuses on approaching business needs in a needs assessment and consultative approach is in current development and will be delivered to specialists in One-Stop Centers, including SCSEP specialists. Vocational Rehabilitation staff will be in attendance at the business engagement training, allowing SCSEP to further coordinate with required partner agencies. The intended outcome of this training is that specialists will be able to actively listen to a business's needs and offer tangible solutions to needs identified. For example. South Dakota businesses struggle to retain a highly-skilled workforce. These same businesses are more likely to hire older workers when they become aware of the experience and skills older workers possess, coupled with the fact that older workers are less likely to leave permanent employment. Once staff completes the training, businesses will hear about the benefits of SCSEP rather than the technical program explanations. If it is stressed that SCSEP can be used as a trial period to both train and employ SCSEP participants, businesses will know to develop and create unsubsidized employment positions.

One-Stop Center staff is involved with local Chambers of Commerce to reach the business community, as well as the Society of Human Resource Managers (SHRM) organization. In addition, the program coordinator shares about the SCSEP to South Dakota's single workforce development board, the Workforce Development Council (WDC), which is comprised of business representatives.

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

According to the 2020 US Census Bureau, South Dakota's population is 886,667 people. Out of 886, 667 people; White alone 61.6%; Black alone 12.4%; Hispanic 18.7%; Asian alone 6%; American Indian and Alaska Native alone 1.1%; Native Hawaiian and Other Pacific Islander alone 0.2%; Some Other Race alone 8.4%; Two or More Races 10.2%.

South Dakota has slots located in the following reservation counties: Oglala Lakota, Charles Mix, Roberts, Bennett, and Lyman County. See right for a visual representation of counties within South Dakota

■ Cheyenne River	■ Lower Brule	■ Sisseton Wahpeton
■ Crow Creek	■ Pine Ridge	■ Standing Rock
■ Flandreau Santee	■ Rosebud	■ Yankton

The map on the left depicts the official reservation territory within South Dakota.

By comparing the county map with the reservation map, it is shown that the state grantee delivers SCSEP services on the Sisseton Wahpeton, Pine Ridge, Lower Brule, Yankton, and a very small majority of the Flandreau Santee Reservation. The state grantee partners with three itinerant One-Stop Centers to help implement SCSEP on the reservations: the Pine Ridge Office located in Oglala Lakota County, the Lake Andes Office located in Charles Mix County, and the Sisseton Office located in Roberts County. While the Lake Andes Office is always staffed by two full-time specialists and the Sisseton Office is staffed by a Specialist who travels from the Watertown Job Service Office three times per week, Tuesday and Thursday for public appointments, and Wednesday is reserved for Business Outreach and by appointment only. Pine Ridge Office is staffed by specialists traveling down from the Rapid City Job Service Office to meet with individuals in Pine Ridge monthly and or by

appointment. All specialists know to refer potential SCSEP participants to apply for the program and refer to NICOA if state grantee slots are full.

By delivering support services to SCSEP participants on reservations and offering work experience training in a rural community that doesn't normally allow for job development opportunities, SCSEP can continue to serve and benefit our Native American population. The current challenge SCSEP will be focusing on creating a strategic plan is the development of entrepreneurial opportunities on reservations. There are not many sustainable jobs for participants to exit the program and retain employment that matches the participant's career goals. On reservations, the trend being seen for job opportunities are cashier, retail work, janitors/custodians, and fast food server positions. To create a more robust variety of employment opportunities, the state grantee will focus on all applicable grass root campaigns, state agencies, and non-profit organizations to create some self-sufficient employment opportunities. If SCSEP can place people into fulfilling employment opportunities rather than settling what available jobs, this will best serve the reservation's aging population and economic development.

> **D.   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)*

SCSEP specialists live and work in the communities they serve and have direct knowledge of both of participants' abilities, interests, and unmet needs. South Dakota is a largely rural state; less than 1 million people are living here. In South Dakota's most rural communities (Edmunds, Oglala Lakota, Bennett, Lyman, Charles Mix, Gregory, Roberts, Butte, and Spink), SCSEP participants struggle to find ways of obtaining employment in a community where few job opportunities exist and/or to travel to a neighboring community where job opportunities abundantly exist.

When participants need to travel more than 30 minutes to participate in unsubsidized employment and they don't have a car, this situation inhibits their ability to retain employment much less apply for it. South Dakota does not have public transportation in most of its smaller cities with populations of less than 15,000 people. In cities with populations larger than 15,000 people, SCSEP participants can receive transportation assistance as a support service. The One-Stop Center will work with respective transportation providers in the community and individuals can receive bus passes and tokens if their situation is deemed appropriate for a support service.

When grantees are working with individuals out in rural communities, the employment opportunities and transportation options can be severely limited for participants with a disability. The state grantee is focused on working with employers in rural communities to utilize the Work Opportunity Tax Credit (WOTC) program to receive tax incentives for hiring individuals with disabilities. Additionally, working with Vocational Rehabilitation allows the grantee to braid program and financial resources for individuals whose disability could be a barrier to employment.

One-Stop Centers help the state grantee with ongoing recruitment of host agency sites that offer varying work experience opportunities. 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.

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

To the state grantee, SCSEP service delivery is a continuous improvement project. In December 2018, all SCSEP specialists were required to enroll current and future SCSEP participants into Title I and III. The idea behind this co-enrollment was to follow the vision of the SD Department of Labor and Regulation and enroll all participants to the greatest extent possible. Title I/III enrollment and how this seamlessly matches with SCSEP requirements has been going smoothly.

By the end of 2023, the goal is to instill confidence within ES specialists about using the WIOA case management system, SDWORKS, to fully case manage SCSEP participants. To accomplish this, the program coordinator is hoping to roll out the following:

- Creation of a data entry guide that shows the technical side of service entry; will create less confusion with staff about how to properly trigger SCSEP participation and case manage staff better.

> The updated guidance has been completed/updated as of November 2021. Guidance continues to be updated when needed during the Statewide Policy Memo TEAMS call for all DLR staff to review. Quarterly Training is completed with SCSEP case managers via Microsoft TEAMS. Due to transportation budget and better use of time, Microsoft TEAMS meetings work best. The meetings include the six Employment Specialist and their managers. During the TEAMS meeting policies are reviewed and technical assistance is provided. In 2021 an emphasis on job contacts took place and writing a clear employment goal on each SCSEP participant Employment Plan. Additionally, the Waiver-Durational limit was capped at one additional year. Previously there was not a cap in place.

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

In PY19, enrollment numbers were improving and finally closer to reaching the state's modified positions, but then COVID 19 pandemic started. In PY20 participant enrollment numbers are struggling, and the current participants need lengthy soft skills training before gaining unsubsidized employment. Monthly job contacts are a requirement along with an overall employment goal(s) on the employment plan. The policy has been updated to clarify; SCSEP participants if continued eligible can serve 4 years on the SCSEP program and one additional year if they have a severe disability and or over the age of seventy-five. Title III enrollment will help participants receive basic career services to prepare for and apply to different employment opportunities. Under Title III, the state grantee can work with the One-Stop Centers to develop participant resumes, help them work on their interviewing skills, refer them to jobs that meet their qualifications. Additional training is available for SCSEP Participants such as Allison Courses, Tekimedia, and Job Search Workshop.

III.   Location and Population Served, including Equitable Distribution.

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

County	County Population	Populations of Largest Cities in the County
Edmunds	Population 3,986	Ipswich: 1,008 Bowdle: 433
Oglala Lakota	Population 13,675	Pine Ridge: 3,682
Bennett	Population 3,381	Martin: 973
Lyman	Population 3,718	Lower Brule: 897 Kennebec: 308 Presho: 426
Charles Mix	Population 9,373	Wagner: 1,482 Lake Andes: 897
Gregory	Population 3,994	Gregory: 1,507
Roberts	Population 10,280	Sisseton: 2,468
Spink	Population 6,361	Redfield: 2,583
Butte	Population 10,243	Belle Fourche: 5,616

The US DOL/ETA ensures that the provision of SCSEP services is equitable within South Dakota through an equitable distribution plan. In accordance with the Older Americans Act (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 the state's rural counties are most in need of SCSEP services. See below for a table of all related counties and the largest cities located within the respective county.

B.   List 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

County	PY18 State Grantee Allocations	PY19 State Grantee Allocations	PY18-PY19 Allocation Changes	PY20 State Grantee Allocations	PY19-PY20 Allocation Changes
Bennett	2	2	No change	1	.1
Brookings	2	2	No change	2	No change
Brown	2	2	No change	2	No change
Butte	2	2	No change	2	No change
Charles Mix	5	5	No change	4	.1
Codington	2	2	No change	2	No change
Davison	2	2	No change	1	.1
Day	1	1	No change	1	No change
Edmunds	2	2	No change	1	.1
Fall River	1	1	No change	1	No change
Grant	1	1	No change	1	No change
Gregory	1	1	No change	1	No change
Hand	1	1	No change	2	.1
Hughes	1	1	No change	1	No change
Hutchinson	1	1	No change	1	No change
Kingsbury	1	1	No change	1	No change
Lake	1	1	No change	2	+1
Lawrence	2	2	No change	2	No change
Lincoln	2	2	No change	2	No change
Lyman	2	2	No change	1	.1
Meade	2	2	No change	2	No change
Minnehaha	2	2	No change	2	No change
Oglala Lakota County	8	8	No change	8	No change
Pennington	5	5	No change	6	+1
Roberts	2	2	No change	2	No change
Spink	2	2	No change	2	No change
Tripp	1	1	No change	2	+1
Turner	1	1	No change	2	+1

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

Slot Imbalances for State Grant as of February 2022			
County	SG V (SCSEP ED)	County	SG V (SCSEP ED)
Bennett	-1	Hutchinson	-1
Brookings	-1	Lawrence	-1
Brown	+2	Lincoln	-2
Butte	+1	Meade	-1
Charles Mix	-1	Minnehaha	-2
Codington	-2	Oglala Lakota County	-2
Davison	-1	Pennington	-3
Edmunds	-1	Roberts	-2
Fall River	-1	Spink	-2
Grant	-1	Tripp	-2
Gregory	-1	Turner	-2
Hughes	-1	Kingsbury	-1
Hand	-2	Lake	-2
Hughes	-1	Lyman	0

The slot imbalances can be explained by the low population rate of counties covered by the state grantee and isolated rural areas. In South Dakota, all but two counties are classified as rural. For the past several years, the state grantee has struggled with filling all slots. Eligible people in a county may have never heard of the SCSEP, but it takes time and a sufficient travel budget to be able to reach additional individuals interested in applying. Another challenge more recently has been the COVID 19 pandemic. Many older individuals are not comfortable working in public and others have chosen not to meet the vaccination requirement of work sites.

DLR will continue administering SCSEP without a sub-grantee to obtain more control of enrollments and exits. DLR will collaborate with the National grantee 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.

D. Explain the State's long-term strategy for achieving an equitable distribution of SCSEP positions within the State that moves positions from over-served to underserved locations within the State in compliance with 20CFR 641. 365 and;

To achieve equitable distribution, the state grantee will continue to monitor the economic conditions of each county concerning how many positions are held in that county. For example, the state grantee used to oversee Beadle County and this slot was removed when the National Office redistributed authorized positions. At the time, the coordinator found this was the correct move, as these slots could go to a more rural community. Unfortunately, it appears that the need for SCSEP does exist within Beadle County, as we have had our Huron One-Stop Center reach out and express how beneficial SCSEP is for Huron residents. Based on the feedback provided from all One-Stop Centers across the state, the coordinator will work to move around slots from an area where applications are easy to receive to a county that has the need and is underserved.

1. Equitably serves rural and urban areas (20CFR 641. 302 (a)(2) and

All but two counties in South Dakota are classified as rural. The state grantee's coverage area incorporates a majority of the most rural counties in the state, while also including Rapid City and Sioux Falls in program participation.

2. Servies individual afforded priority for service under 20 CFR 641. 520 (20 CFR 641. 302(a), 641.365

When deciding between multiple, eligible SCSEP candidates for an open slot in a county, 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
- Formerly incarcerated or on supervision from release from prison or jail within five years of the date of initial eligibility determination.

The Employment Specialist applies the priorities from above in the following order:
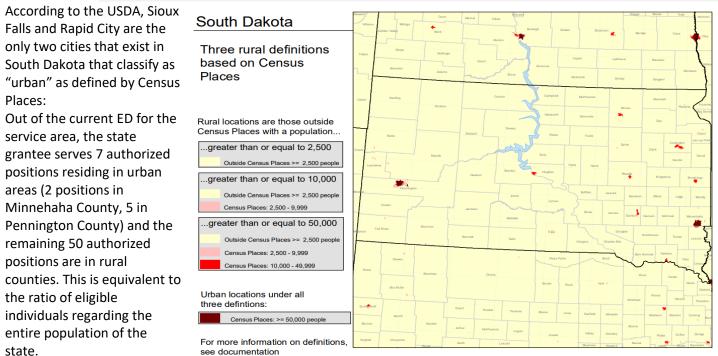- Persons who qualify as a veteran or qualified spouse of a veteran and possess any other of the priority characteristics
- Persons who qualify as a veteran or qualified spouse of a veteran and does not possess any other priority characteristics
- Persons who do not qualify as a veteran or qualified spouse of a veteran and possesses at least one of the other Most-in-Need characteristics

As vacancies become available, SCSEP specialists review individuals who were deemed eligible for the program and placed on the SCSEP waiting list. Based on the priority of services regulation, staff enrolls applicants with the highest

priority first. All applicants on the waiting list for SCSEP are enrolled into Title I and III with referrals to the national grantees if located in a coverage county.

<table>
<tr><td>E.</td><td>Provide the ratio of eligible individuals in each service area to the total eligible population.
(20 CFR 641.325(a))</td></tr>
</table>

F. Provide the relative distribution of eligible individuals who:

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

According to the USDA, Sioux Falls and Rapid City are the only two cities that exist in South Dakota that classify as "urban" as defined by Census Places:

Out of the current ED for the service area, the state grantee serves 7 authorized positions residing in urban areas (2 positions in Minnehaha County, 5 in Pennington County) and the remaining 50 authorized positions are in rural counties. This is equivalent to the ratio of eligible individuals regarding the entire population of the state.

2. Have the greatest economic need.

Elders in South Dakota need to work to pay for the necessities of life: food, housing, transportation, and medical care. Social Security benefits alone cannot cover all critical expenses to live an independent life and older individuals in the state must subsidize this with employment. The SCSEP grantees have found that many participants are working to pay for prescriptions, cover the cost of health insurance, or pay to live independently and not end up in a homeless shelter.

The counties that demonstrate the greatest economic need are Oglala Lakota and Bennett County. SCSEP participants who live in these two counties are living in areas with the highest poverty rates in the nation. It should be noted that these counties coincide with Native American reservations. Currently, Oglala Lakota has a 38.1% rate of poverty and Bennett has a 28.3% rate of poverty. Out of the current ED for the state grantee, Oglala Lakota holds 8 authorized positions and Bennett holds 2 positions. The remaining positions are held in areas that do not demonstrate the same level of economic need as individuals from the reservation counties. South Dakota does have some rural areas that need further economic innovation due to community shrinkage.

3. Are minorities

Currently, the minority demographic of participants that the state grantee is serving is 36% of the total participants: 15 participants are not white (12 Native American, and 3 Black) and 27 participants are white as of February 2022. In comparing the demographic of South Dakota's population, SCSEP serves a good portion of the minority population. According to Census data, 80.7% of the state's population in 2020 (8 715,336 people) were white. Out of the population, 2.0% % are Black/African American, 8.8% are American Indian or Alaska Native and 4.4% are Hispanic or Latino.

4.   Are limited English proficient

The State grantee reported serving less than 0% of participants with limited English proficiency as of PY21 Q2.

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

At the end of PY21 Q2 South Dakota has served 31 individuals with a family income at or below poverty level, 11 individuals with a disability, 2 individuals with low literacy skills, 22 individuals who low employment prospects, and 11 individuals who are homeless or at risk of homelessness. In the future, SCSEP will continue to use its Equitable Distribution to serve these conditions and work with core and partner programs to continue receiving referrals in this manner.

6.   Formerly incarcerated individuals, as defined in TEGL 17-20

The state grantee reported serving 12% of formerly incarcerated individuals at the end of PY21 Q2.

G. 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))

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
- Provide needed supportive services and make referrals to appropriate service providers.
- Co-enroll in Title III and Title I

Regarding counties that are over-enrolled, the state grantee will work to conduct outreach within coverage areas that have never applied. This strategy allows the state grantee to keep enrollment numbers up while also generating interest in counties that have never been visited and spoken to about the program.