State Workforce Development Board Meeting
Wednesday, September 28, 2022, at 11:00 a.m.

Physical Access
S.C. Department of Employment and Workforce
C. Lem Harper Building
631 Hampton Street, Columbia, SC 29201

Virtual Access
Join on your computer or mobile app
Click here to join the meeting

Or call in (audio only)
+1 803-400-6195
Phone Conference ID: 784 922 166#

AGENDA

I. Welcome and Opening Remarks ..... Mr. Thomas Freeland, SWDB Chair

II. Approval of Minutes from June 28, 2022* ..... Mr. Freeland

III. Director's Report ..... Director Dan Ellzey

IV. Rural Workforce Analysis ..... Dr. Joseph Von Nessen

V. SC Works Virtual Engagement Center Demonstration ..... Ms. Kelli Grant

VI. SC Works Outstanding Employee Recognition ..... Mr. Freeland

VII. Other Business/Adjourn ..... Mr. Freeland

*Denotes voting item

Governor's State Workforce Development Board
June 28, 2022 State Workforce Development Board Meeting Minutes

MEMBERS PRESENT:		**MEMBERS ABSENT:**
Mr. Thomas Freeland	Mr. John Uprichard	Senator Ross Turner
Mr. Dan Ellzey	Ms. Felicia Johnson	Representative Joe Daning
Col. Craig Currey	Mr. Gregory Clark	Mr. Michael Sexton
Dr. Windsor Sherrill	Mr. Cliff Bourke, Jr.	Mr. Warren Snead
Mr. Pat Michaels	Ms. Valerie Richardson	
Mr. Jay Holloway	Mr. Charles Brave, Jr.	
Mr. Mike King	Mr. Gregory Tinnell	
	Mr. H. Perry Shuping	

Welcome and Opening Remarks ..... Mr. Thomas Freeland, SWDB Chair
Chairman Thomas Freeland called the meeting to order at 11:00 a.m. A quorum was present, with members participating in person and virtually.

Director's Report ..... Director Dan Ellzey
Mr. Dan Ellzey, Executive Director, SC Department of Employment and Workforce, delivered a presentation on the status of Unemployment Insurance claims, South Carolina employment levels, reemployment initiatives, and UI system enhancements. His presentation covered the following points:

- South Carolina's economy continues to be strong. UI claims are below pre-pandemic levels, with 1,937 individuals filing initial claims during the week ending June 23, 2022. The UI Trust Fund had a balance of nearly $1.4B on June 27, 2022.
- There are 72,736 more people employed than in February 2020. The preliminary Unemployment Rate for May 2022 is 3.3%. This rate is lower than the US average unemployment rate of 3.6%. As of June 24, 2022, there are more than 115,000 jobs posted in SCWOS, which is approximately 50,000 more than pre-pandemic.
- The state's Employer Penetration Rate for Program Year 2020 is 8.9%. In the program year 2020, the most frequent services provided to businesses included Recruitment Services, Information and Support Services, and Untapped Labor Pool Information.
- Each local area has a Business Service Teams (BST) responsible for interacting with local businesses. On June 29, 2022, the LWDA Business Service Teams (BST) will convene to discuss business engagement best practices. Each teams will develop a Business Engagement Plan.
- DEW convened Business Consultants (from local areas) to review outreach activity goals and receive training on available employer services. Director Ellzey elaborated on several of these programs and initiatives, including Enhanced Referrals, incumbent worker training options in lieu of layoff, Recall Taskforce, and the One County Pilot.
- WIOA Funds for program year 2022 were reduced by approximately $2M. To counteract the decrease in funding, LWDAs are proactively implementing cross-area cost savings through Regionalism.

*Denotes voting item

Governor's State Workforce Development Board
June 28, 2022 State Workforce Development Board Meeting Minutes

Approval of Minutes from March 29, 2022* .....Mr. Freeland
Ms. Felicia Johnson motioned to approve the March 29, 2022, meeting minutes. The motion was seconded by Mr. Gregory Clark and unanimously approved by the State Workforce Development Board.

Revised SWDB Bylaws* .....Mr. Pat Michaels
Mr. Pat Michaels presented the revised SWDB Bylaws, explaining that the SWDB reviews its bylaws every 2-3 years. The last revisions were completed in September 2019. The suggested revisions before the Board remove duplication and bring the bylaws into alignment with the current operations of the Board. Mr. Michaels suggested the following *key* revisions:

- **Article IV** – Name changed from Officers to Organization; Article IV now combines sections from Officers (original Article V) and Committees (original Article VII) to provide a more holistic overview of the leadership and structure of the SWDB.
- **Article V –** Name changed from Meetings and Attendance to Meetings; this revised Article combines sections related to SWDB meetings (original Article V) and committee meetings (original Article VII) to remove duplication.
- **Article VI** – Name changed from Voting to Attendance; Article VI addresses the expectation of regular attendance as well as the Alternative Designee Process.
- **Article VII** – Name changed from Committees to Voting; Article VII outlines expectations for voting and conflict of interest.
- **Article VIII** – Transparency is a new article, which combines requirements of the Freedom of Information Act and WIOA Sunshine Provisions.

Col. Craig Currey motioned to approve the amended SWDB Bylaws. Mr. Perry Shuping seconded the motion. The amended Bylaws were unanimously approved by the State Workforce Development Board.

SC's Cybersecurity Economy and Workforce ..... Mr. Brian Shea, Simon Everett
Mr. Brian Shea, Co-Founder and Principal of Simon Everett, presented findings from the 2021-2022 Statewide Cyber Ecosystem Study regarding cyber security workforce trends in South Carolina. Simon Everett completed the study for the University of South Carolina in partnership with the South Carolina Department of Commerce and the South Carolina Governor's office. The project purpose is aimed at accomplishing three goals:

- Aligning ecosystem organizations to ensure resources and initiatives are optimized,
- Augmenting state and regional capacity to create a secure and vibrant cyberspace for residents, businesses, and the public sector.
- Attracting investors, executives, and professionals to catalyze economic growth and develop a world-class workforce.

*Denotes voting item

Of South Carolina's more than 5,500 cybersecurity specialists, 4% are employed by companies whose only focus is cyber security. There are thirteen standard occupational categories (SOCs) for the cybersecurity professions. Information Security Analysts, Network and Computer Systems Administrators, and Computer and Information Systems Managers account for eighty percent of the SC cybersecurity workforce. South Carolina is sixth in the Southeast region for the average concentration of cyber workers per state and is ranked 28th in the nation.

Recommendations from the project are as follows:

- Create career pathways to ensure assets and programs are mapped and individuals can find their on-ramps.
- Add Cyber to Workforce Development portfolios.
- Increase SkillBridge participation.
- Develop opportunities with stakeholders across South Carolina beyond only the commercial hubs.
- Centralize cyber work opportunities in a Program Management Office to avoid competition and inefficiency.

Other Business/Adjourn.....Mr. Freeland
Mr. Freeland reminded board members of the Strategic Planning Session at 1 p.m. A separate meeting link was sent to members attending virtually.

Mr. Freeland recognized Mr. Archie Maddox, appointed in 2013, for his service on the State Workforce Development Board. During his tenure, Mr. Maddox served on the Policy and Advocacy, Priority Populations, and Innovation Committees. His experience and passion for youth made him a powerful advocate for this population, which aligns directly with the workforce system's emphasis on serving at-risk youth.

Director Ellzey introduced the new Chief of Staff, Mr. William Floyd.

Mr. Freeland adjourned the meeting at 12:04 p.m.

*Denotes voting item

1st Quarter SWDB Progress Report

July – September 2022

Board Development Committee

- The Board Development Committee reviewed priorities that developed as a result of survey feedback and PY'21 carry-over. The Committee will address the following priorities in PY'22:
    - Allow board members to revisit committee assignments that align with their skills and interests
    - Coordinate Diversity, Equity, and Inclusion training in the new program year
    - Request and display board member biographies and headshots on the SC Works website
- The Committee conducted a routine review of the three Board policies: Attendance, Conflict of Interest, and Travel. The Committee does not recommend any revisions to the policies.
- The Committee also reviewed new member orientation resources in the portal, which includes a 7 module video series that totals 65 minutes and supplements new member orientation.
- The average attendance rate of 1st quarter committee meetings is 73%.

Collaboration and Partnership Committee

- The Collaboration and Partnership Committee reviewed its duties and corresponding deliverables, and reflected on the following accomplishments:
    - The Collaboration and Partnership Committee supported and led development of the first-ever state-level, cross-agency workforce development MOU, which was signed by 14 partners and paved the way for partners to implement WIOA.
    - The Committee led the implementation of sector strategies as a vehicle for aligning education, workforce, and economic development partners to engage and meet the needs of business and industry in priority sectors. To expand the reach of sector strategies, the SWDB invested in the development of Sector Partnerships.
    - Partners have aligned efforts and investments to these priority sectors through:
        - Adult Education's integrated education and training pathways
        - Department of Education's stackable credentials and career pathways
        - SC Technical College's WIN Scholarships
    - More recently, the Committee is credited with forming a work-based learning work group to develop strategies for increasing the utilization of work-based learning across partners.
- The Committee agreed that its role and function has been fulfilled or is being carried out by other committees or workforce development partners, and presented a recommendation to Chairman Freeland to sunset the Committee.
- Chairman Freeland has agreed with the Committee's recommendation and the Committee is sunsetted.
- Former committee members will be encouraged to select a new committee on which to serve.

SC Works Management Committee

- The SC Works Management Committee reviewed priorities that developed as a result of June 28th Planning Session and PY'21 carry-over. The following are the priorities that the Committee is considering for advancement in PY'22.
    - Measuring outreach to employers through an Employer Services Dashboard
    - Improving SC Works staff training through a learning management system

  - Assessing the SC Works Customer Experience through the Secret Shopper Initiative
  - Expanding virtual Services through the Virtual Engagement Center
  - Enhancing system efficiency through regionalism
  - Implementing a statewide soft skills certificate
  - Supporting the Governor's cybersecurity strategy by targeting training for high-demand cybersecurity occupations
  - Increasing work-based learning
  - Deploying of career pathways
- The Committee will finalize its priorities in the 2nd quarter.

Committee on Workforce Innovation

- The Innovation Committee reviewed priorities that developed as a result of June 28th Planning Session and PY'21 carry-over. The following are the priorities that the Committee will be advancing in PY'22:
  - Implementing rural engagement strategies informed by the Rural Workforce Analysis
  - Providing LMI training for board members
  - Researching a shared case management system to support intake, referral and co-enrollment
  - Supporting targeted investments for in-demand training through data analysis of current and projected labor shortages in critical industries
  - Supporting career exploration and training by deploying a statewide survey of current and projected use of virtual reality across education and workforce development partners
- Ms. Johnnie-Lynn Crosby also shared an overview of the Upstate Local Workforce Area's utilization of virtual reality in workforce development activities.

Executive Committee

- The Executive Committee convened twice this quarter:
  - During the August 2nd special Executive Committee meeting, the Committee approved $4,000,000 in funding for Engage, Build, and Serve grants to be awarded to local areas and $227,000 in funding to cover SC Works Online Services system costs. The Committee also reviewed recommendations from the June 28th planning session, including the recommended assignment of priorities to each of the standing committees.
  - During the September 13th regularly scheduled meeting, the Committee Chairs presented on the activities of their committees this past quarter.

Upcoming Meetings

2nd Quarter (October 1 – December 31, 2022)		
Tuesday, November 1	11:00 a.m.	Board Development
Wednesday, November 9	11:00 a.m.	Workforce Innovation
Thursday, November 10	11:00 a.m.	SC Works Management
Wednesday, November 16	**11:00 a.m.**	**Executive**
Wednesday, December 14	**11:00 a.m.**	**State Workforce Development Board**

State Workforce Development Board

SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce
"The Workforce Agency"

Executive Director Dan Ellzey

September 28, 2022

EMPLOYMENT SITUATION

Month	Employed [1]	Unemployed [1]	Unemployment Rate
February 2020	2,249,353	67,120	2.9%
April 2020	2,042,032 (-207,321)	268,537 (+201,417)	11.6% (+8.7 percentage pts)
August 2022 (preliminary)	2,320,187	74,539	3.1%
NET CHANGE (August 2022 vs February 2020)	+70,834	+7,417	+0.2 percentage pts

Post Pandemic Employer Demand	
Jobs: +70,834	Postings: +47,387
	Feb 2020: 64,000 Sept 2022: 111,387 [2]
Total Change in Demand: +118,221	

Location	Unemployment Rate
United States	3.7%
Georgia	2.8%
North Carolina	3.5%

Initial Claims Per Week	1,800
Trust Fund Balance	$1.4 Billion

1. Household Survey: Nationally, there is a monthly Current Population Survey of about 60,000 households conducted by the Census Bureau for the Bureau of Labor Statistics (BLS) to determine employment status of the civilian population. This information, along with other inputs, are used by DEW to operate the Local Area Unemployment Statistics program, which estimates the number of individuals employed and those not employed, but actively seeking employment for statewide and a variety of substate geographies.
2. Approximation of daily jobs posted in SC Works Online Services Database.

EMPLOYMENT SITUATION – QUITS AND HIRES

Month	Quits [1]	Quit Rate	Hires [1]	Hire Rate
JULY 2022 (preliminary)	80,000	3.6%	115,000	5.1%
JUNE 2022 (revised)	84,000	3.8%	109,000	4.9%

Average Hourly Earnings	
August 2022	$28.06
January 2022	$28.10
January 2021	$27.06
January 2020	$25.47

1. Job Openings and Labor Turnover Survey (JOLTS) state-level figures from the Bureau of Labor Statistics.

LABOR FORCE PARTICIPATION RATE

1. What is it?
    - Number of people employed + number of people unemployed but looking for work divided by the adult population.
    - US Labor Force Participation Rate:
        - 62.4%
    - South Carolina Labor Force Participation Rate:
        - 57.0%
2. How do we increase the rate for South Carolina?
    - Labor Force Participation Task Force Survey
    - Labor Force Participation Task Force Research
    - County Direct Connect
        - Laurens County

LAURENS DIRECT CONNECT

1. What is it:
   - A bottom-up
   - Direct contact approach to improving labor participation.
2. The Process:
   - Identify individuals with earnings in 2019.
   - Filed for UI in 2020.
   - Did not have earnings in 2021.
   - Based on data collected from our tax and unemployment benefits databases and the RFA Database.
3. CBOs and FBOs
   - Work with these groups to locate others that can work but are not working.
4. Reach out to this group and offer job search assistance.
   - If interested in a job:
     - Job matching
     - Help with resume
     - Help with job application
     - Refer to employers
   - If not interested in job:
     - Why not?
     - Training?
5. Employers:
   - Work with employers to hire those interested in going back into the workforce.
   - In Laurens County.
   - In neighboring counties.

Thank You

Any Questions?

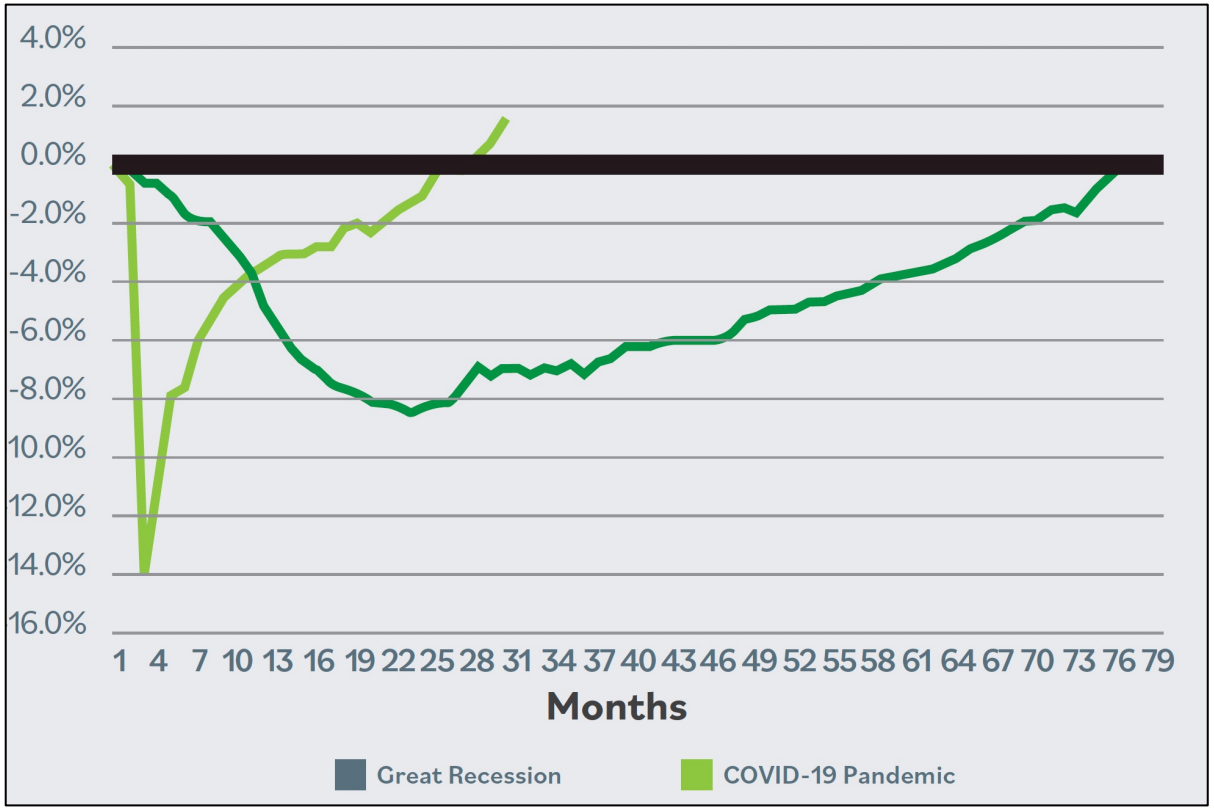
The Impact of Rural Residency on the Likelihood of Long-Term Unemployment in South Carolina

SC WORKS | BRINGING EMPLOYERS AND JOB SEEKERS TOGETHER

Joseph Von Nessen, Ph.D.
Research Economist
September 28, 2022

joey.vonnessen@moore.sc.edu

S.C. Employment as Pct. of Pre-Recession High



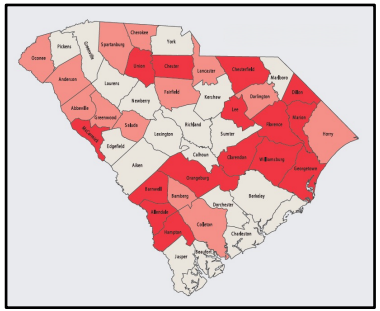
Source: U.S. Bureau of Labor Statistics, CES, SA

The Primary Question

Among all S.C. workers laid-off during the COVID-19 recession, were rural workers more likely to experience a longer period of unemployment than their urban counterparts?

S.C. Unemployment Rates by County: 2005-2022

Feb.'05



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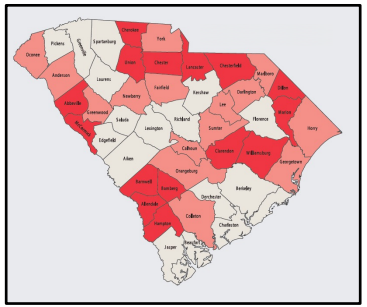

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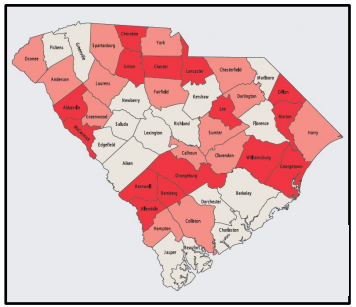

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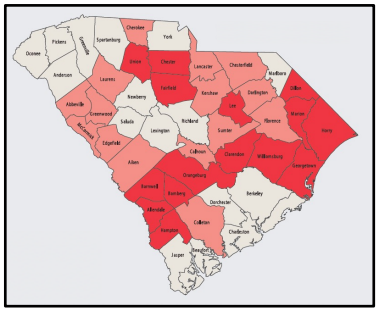

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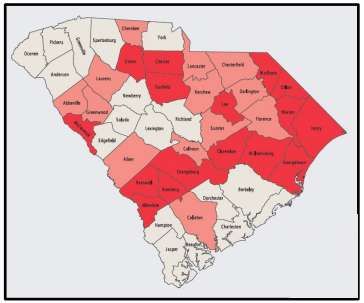

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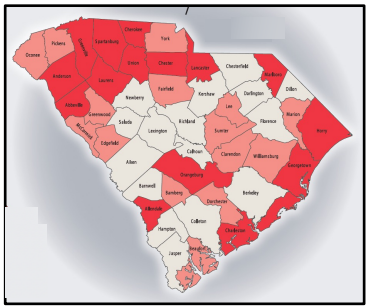
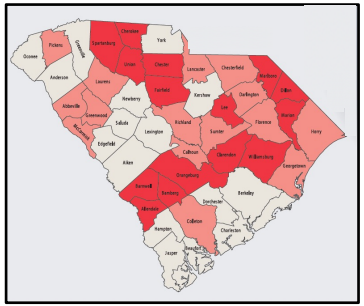


Jul.'22



High
Medium
Low

Source: U.S. Bureau of Labor Statistics, LAUS

S.C. Unemployment Rates by County: 2005-2022

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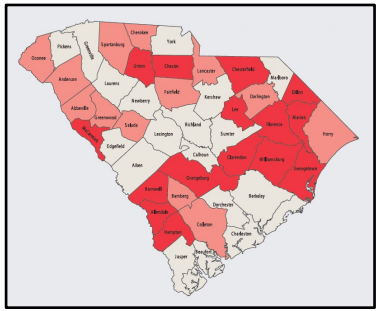

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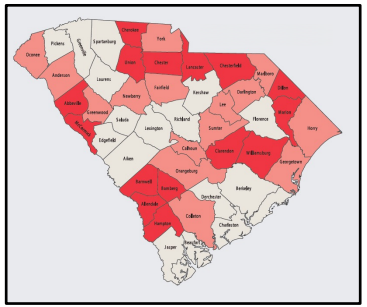

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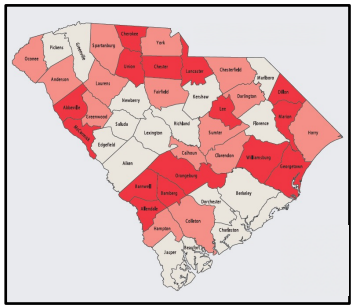

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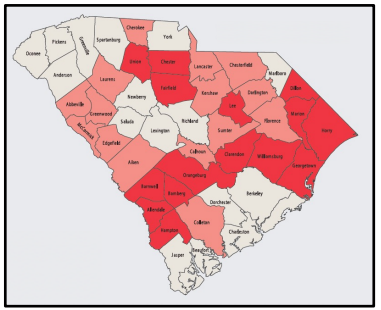

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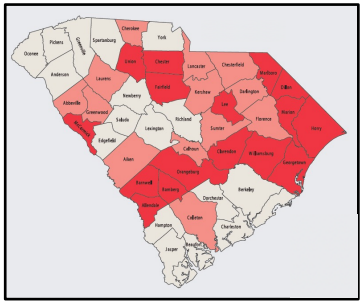

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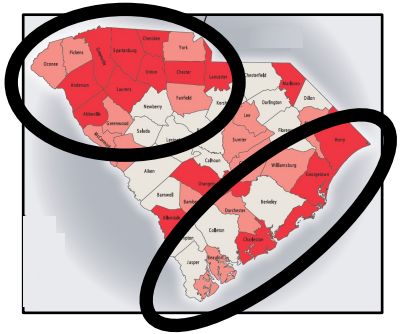
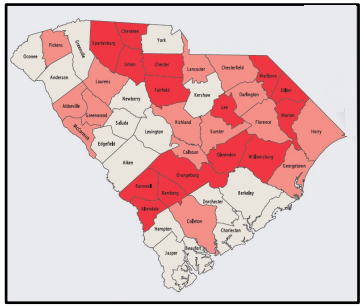


Jul.'22



High
Medium
Low

Source: U.S. Bureau of Labor Statistics, LAUS

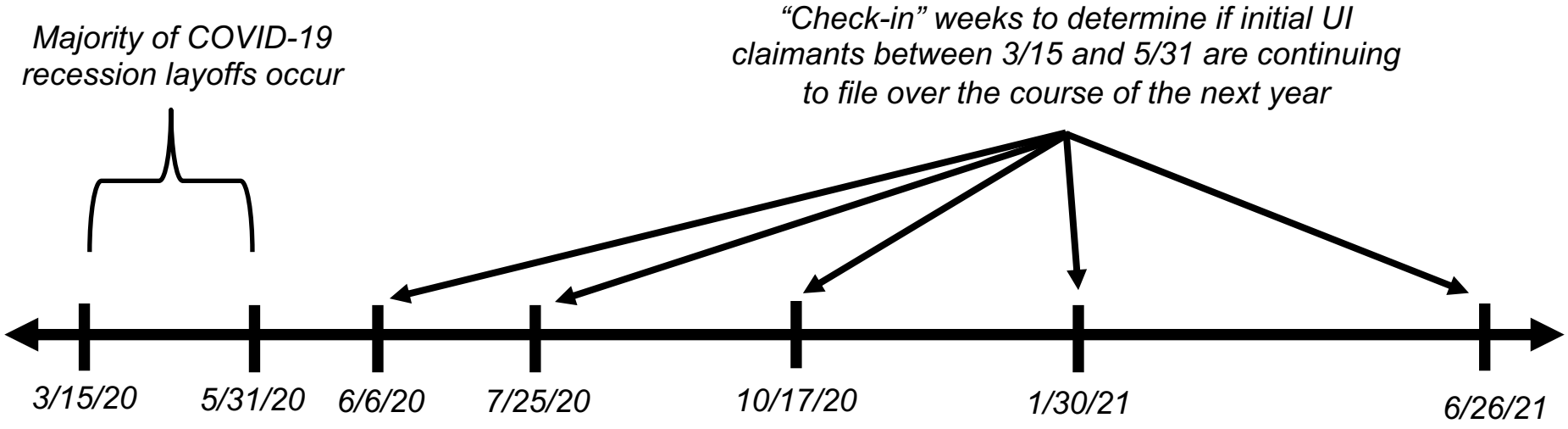
Methodology

- *Obtain records for all S.C. initial UI claimants (who were paid at least one week of benefits) for the ten-week period from March 15, 2020 until May 31, 2020*

- *Match these initial UI claimant records to continued UI claimant records that were filed during the following five weeks over the next year:*
  - *June 6, 2020*
  - *July 25, 2020*
  - *Oct. 17, 2020*
  - *Jan. 30, 2021*
  - *June 26, 2021*

- *The initial UI claimants that later reappeared as continued claimants during all five weeks are those individuals who were classified as "long-term unemployed." The characteristics of these individuals can then be analyzed.*

Timeline Illustration



→ *An initial UI claimant is considered "long-term unemployed" if this individual also filed in each of the subsequent "check-in weeks"*

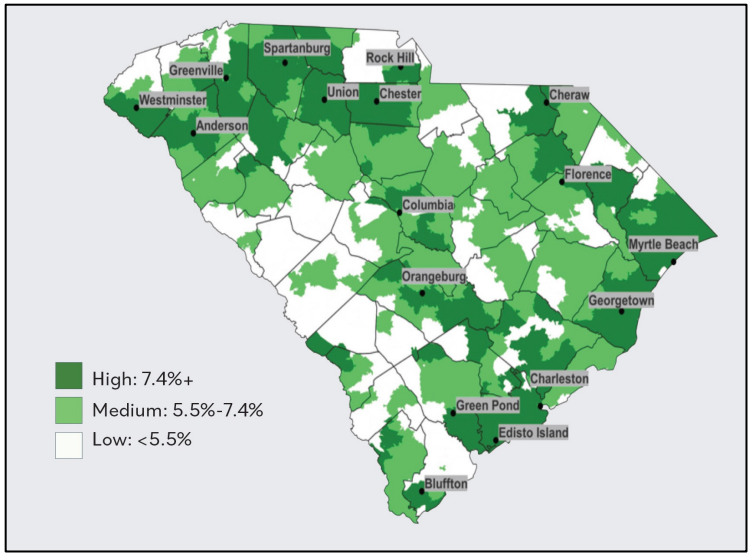
How Many People Were Long-Term Unemployed?

- There were ***399,130*** initial UI claimants during the 10-week period from 3/15/20 - 5/31/20

- Of these, ***60,229 (or 15.1%)*** filed in all five time periods and were therefore considered long-term unemployed

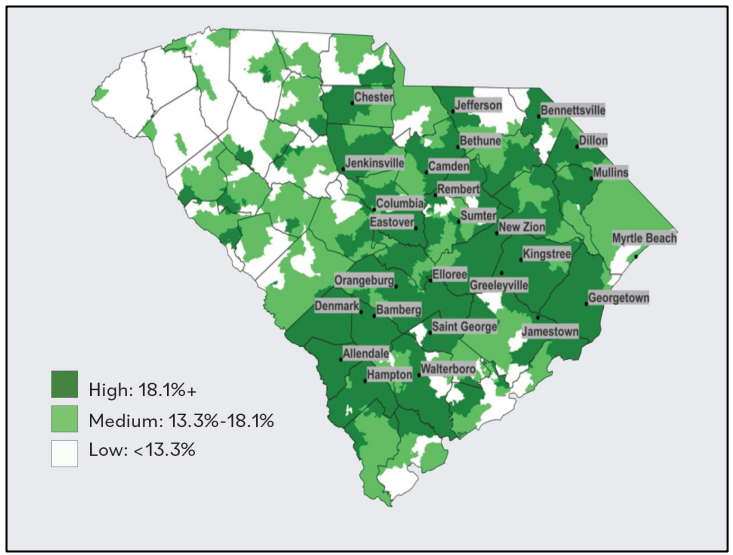
Distribution of 399,130 Initial UI Claimants

Initial UI Claims Per Capita, by Zip Code
3/15/20 - 5/31/20

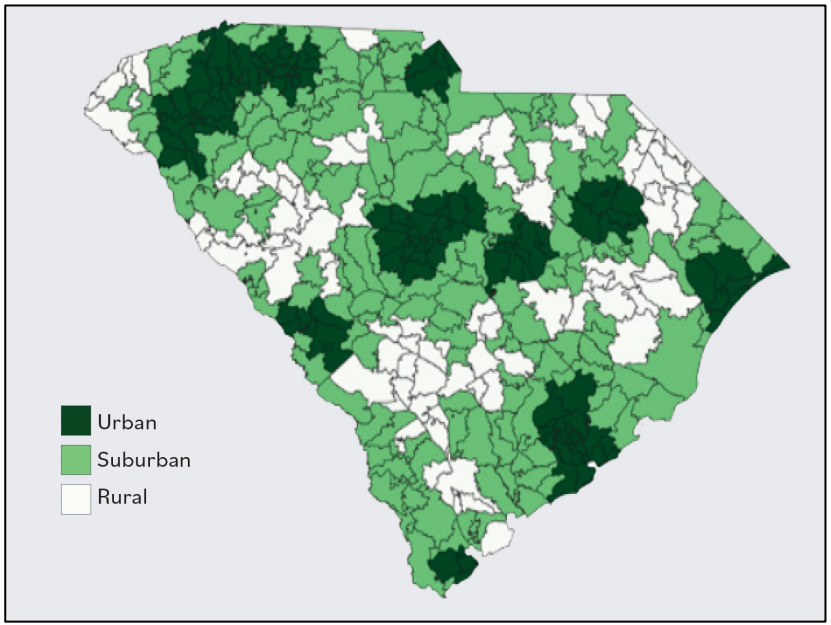


Distribution of 60,229 Long-Term Unemployed

Pct. of Long-Term Unemployed, by Zip Code



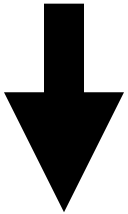
S.C. Zip Codes Defined as Rural vs. Urban/Suburban



- While just ***6 percent*** of all zip codes in S.C. are classified as rural in this analysis, ***45 percent*** of all zip codes with the highest concentrations of individuals considered long-term unemployed were rural.

- Long-term unemployment is correlated with location of residence.

But does this relationship hold when accounting for other factors like demographics, weekly benefit amount, prior industry of employment, and occupation?



Yes!

How Do We Know?

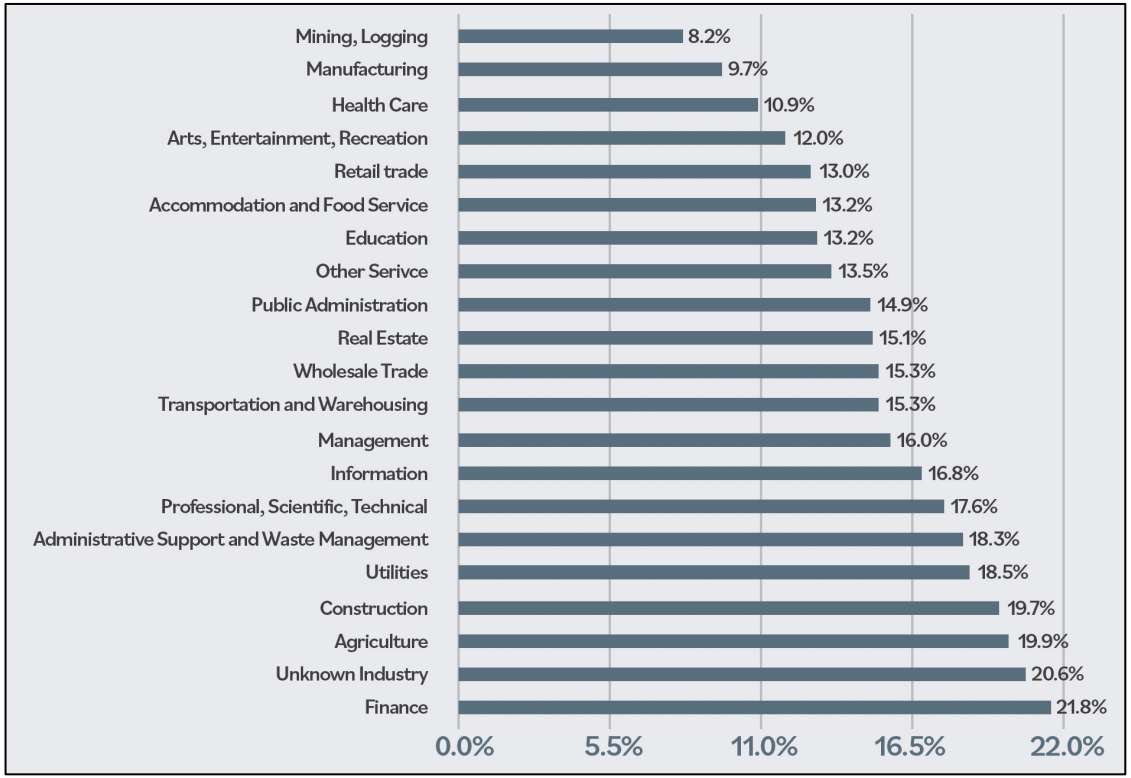
- We use a statistical technique known as a logistic regression to isolate the effects of geography (rural vs. non-rural)
- Even when accounting for race, gender, age, weekly benefit amount (WBA), education level, prior industry of employment, occupation, disability status, and veteran status, ***residing in a rural location is still associated with a higher likelihood of long-term unemployment***
- The probability that a UI claimant living in a rural location experienced long-term unemployment after being laid off during the COVID-19 recession was ***16.8 percent***, compared to ***15.1 percent*** for non-rural residents
- This implies that geography, especially living in a rural location, should be considered a risk factor for long-term unemployment

Predicted Probability of Long-Term Unemployment

CHARACTERISTIC	CATEGORY	PREDICTED PROB.	DIFFERENCE
Gender	Male	14.4%	1.4 Pct. Points
	Female	15.8%	
Race	White	11.9%	7.3 Pct. Points
	Non-White	19.2%	
Education	Less than HS	16.5%	3.4 Pct. Points
	Bachelor's Degree or Higher	13.1%	
Weekly Benefit Amount (WBA)	$100-$149	21.0%	11.8 Pct. Points
	$300-$326	9.2%	
Geography	Rural	16.8%	1.7 Pct. Points
	Urban	15.1%	
Age	20	11.9%	8.2 Pct. Points
	70	20.1%	

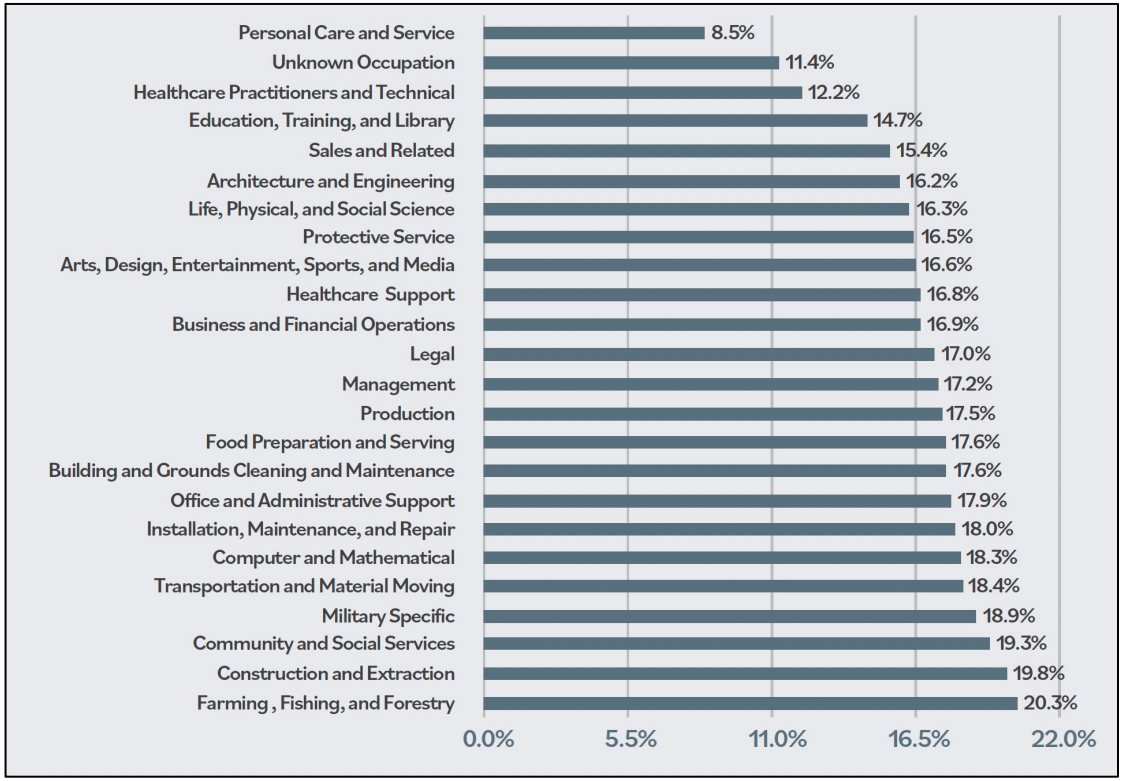
Predicted Probability of Long-Term Unemployment

Note: By NAICS Code



Predicted Probability of Long-Term Unemployment

Note: By SOC Code



The Bottom Line

- *The COVID-19 recession was unique in that it temporarily disrupted the long-run pattern of higher rural unemployment in South Carolina, though this long-run pattern was restored by 2022.*
- *An examination of workers laid-off as a result of the recession shows that laid-off workers living in rural areas of S.C. were more likely to still be unemployed one year later than those living in more urbanized regions.*
- *This result holds even when accounting for differences in race, gender, age, weekly benefit amount, education levels, prior industry of employment, and occupation.*
- *These results imply that residing in a rural location should be considered a significant risk factor for long-term unemployment alongside these other worker characteristics.*

Thank You!

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THE IMPACT OF RURAL RESIDENCY ON THE LIKELIHOOD OF LONG-TERM UNEMPLOYMENT IN SOUTH CAROLINA

2022

Darla Moore School of Business

SC WORKS | BRINGING EMPLOYERS AND JOB SEEKERS TOGETHER

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Developed by:
Division of Research
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Executive Summary

The onset of the COVID-19 pandemic in the United States in early 2020 led to a national economic recession in which approximately 308,000 jobs in South Carolina – or fourteen percent of the state's total workforce – were lost in the span of just sixty days between February 2020 and April 2020. Yet despite the rapid economic recovery that took place in the following months, the speed with which laid-off workers returned to the workforce varied significantly across the state. Moreover, approximately 15 percent of South Carolinians who were laid-off and began receiving unemployment insurance (UI) benefits in the spring of 2020 were still unemployed and receiving benefits in June 2021 – more than one year later.

The purpose of this study is to conduct an analysis using data from the South Carolina Department of Employment and Workforce (SCDEW) to identify the characteristics of workers who remained unemployed the longest after being laid-off as a result of the COVID-19 recession. A better understanding of characteristics associated with those at highest risk for long-term unemployment can help better inform future reemployment initiatives.

The key findings of this report are as follows:

- *Rural areas of South Carolina have historically experienced consistently higher rates of unemployment relative to the state's more urbanized areas. One of the unique aspects of the COVID-19 recession in South Carolina was the way in which it temporarily disrupted these long-term patterns, with employment losses being primarily concentrated in and around South Carolina's major metropolitan regions.*

- *Following a rapid economic recovery in 2020 and 2021, the more traditional rural-based unemployment distribution pattern was restored as the metropolitan areas of the state rebounded to pre-pandemic employment levels.*

- *Through a detailed analysis of workers who were laid-off as result of the pandemic-induced recession, this study finds that laid-off workers living in rural areas of South Carolina were more likely to still be unemployed one year later than those living in more urbanized regions.*

- *This increased likelihood of "long-term unemployment" holds even when accounting for differences in race, gender, age, income and education levels, prior industry of employment, and occupation. This implies that residing in a rural location should be considered a risk factor for long-term unemployment alongside these other worker characteristics.*

- *South Carolina's rural workforce continues to face significant challenges, including higher unemployment compared to the state average. It is important to prioritize these communities in order to both improve employment opportunities for individuals and to increase long-run rates of economic growth across all of South Carolina's 46 counties.*

Introduction

In South Carolina, as in much of the United States, rural areas are often more economically distressed and experience lower rates of long-run economic growth when compared to their more urban counterparts. For example, among the 12 counties that the S.C. Department of Revenue (DOR) currently identifies as being most economically distressed[1], none have a total population of more than 100,000. These economically distressed counties are specifically defined by the DOR as having a combination of the lowest per capita income levels along with the highest unemployment rates in the state. Many of these counties are located along the I-95 corridor, a region of South Carolina that has historically experienced consistently high unemployment, population stagnation or decline, and slower economic growth.

In addition to these trends, South Carolina's rural areas were also among those that were the most negatively impacted by the COVID-19 pandemic over the long-run. ***Through a detailed analysis of workers who were laid-off as result of the pandemic-induced recession, this study finds that laid-off workers living in rural areas of South Carolina were more likely to experience long-term unemployment than those living in more urbanized regions. This result holds even when accounting for differences in worker demographics, income levels, prior industry of employment, and occupation***.

Because of the focus on the intense losses and subsequent recoveries of the state's major industries throughout 2020 and 2021, these findings on the long-run effects of the COVID-19 recession on the rural workforce have largely been underreported. However, despite a broad-based labor market recovery that has now resulted in a statewide unemployment rate of 3.2 percent (as of July 2022), South Carolina's rural workforce continues to face significant challenges including higher unemployment compared to the state average.[2] It will be increasingly important to prioritize these communities in order to both improve employment opportunities for individuals and to increase long-run rates of economic growth across all of South Carolina's 46 counties.

The remainder of this report provides a brief overview of the statewide impacts of the COVID-19 recession, highlights and specifically defines the rural areas of South Carolina, and then examines the extent to which living in rural locations impacted the probability of being unemployed long-term following layoffs during the COVID-19 recession.

[1] The South Carolina DOR annually ranks and designates the state's 46 counties into four tiers based on their unemployment rates and per capita income levels. Tier designation directly impacts the number of Job Tax Credits that businesses in each tier can receive and are, as such, used as incentives to increase job creation in various regions.

[2] The unemployment rate in Tier 4 counties as of July 2022 was 6.5 percent compared to just 3.7 percent for Tier 1 counties. Note that unemployment rates are not generally available at the zip code level from the U.S. Bureau of Labor Statistics. However, using the American Community Survey (ACS) 5-Year 2020 estimates of zip code level unemployment, the rural areas, as defined in this study, had an average unemployment rate of 6.2 percent while the urban areas had an average unemployment of 5.3 percent. As of July 2022, the counties designated as rural by the U.S. Department of Agriculture had an average unemployment rate of 3.9 percent compared to 3.0 percent for counties designated as urban.

Statewide Labor Market Impacts of the COVID-19 Recession

While the primary goal of this analysis is to determine whether workers in rural South Carolina who were laid-off during the COVID-19 recession were more likely to experience long-term unemployment than their urban (or suburban) counterparts, it is important to first note that certain areas of South Carolina have experienced consistently higher rates of unemployment historically. **Figure 1** illustrates this consistency by showing county-level unemployment rates over time from February 2005 to February 2020. Notice that the distribution of unemployment across South Carolina is relatively stable, including throughout 2009 and 2010, which represents the depth of the Great Recession and its aftermath.

One of the unique aspects of the COVID-19 recession in South Carolina was the way in which it temporarily disrupted many of these long-term patterns due to the severity of the job losses that occurred. Between February 2020 and April 2020, approximately 308,000 jobs were lost statewide, which represents roughly 14 percent of South Carolina's employment base. **Figure 1** also displays the distribution of county-level unemployment rates during the COVID-19 pandemic itself. Examining unemployment rates in April 2020 reveals how these sizable employment losses extended across all of South Carolina and were especially concentrated in and around the metropolitan areas of Greenville, Spartanburg, Charleston, and Myrtle Beach – illustrating a major break in long-run unemployment patterns. The bulk of these employment losses were contained within the Manufacturing and Leisure & Hospitality industry sectors. These losses, in turn, were followed by an economic recovery in which the more traditional unemployment distribution was restored by July 2022.

Figure 1: South Carolina Unemployment Rates by County

February 2005 – July 2022

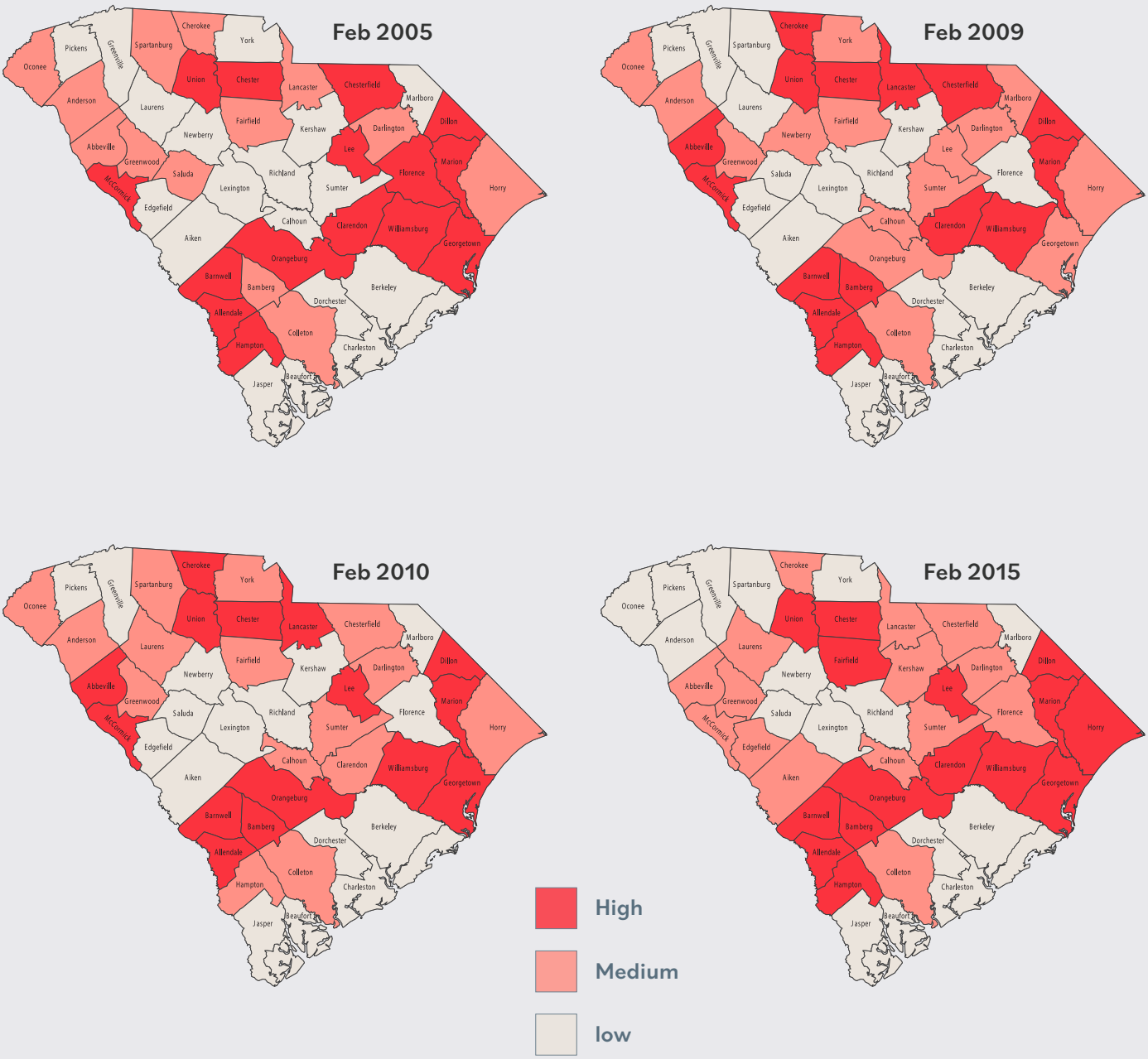
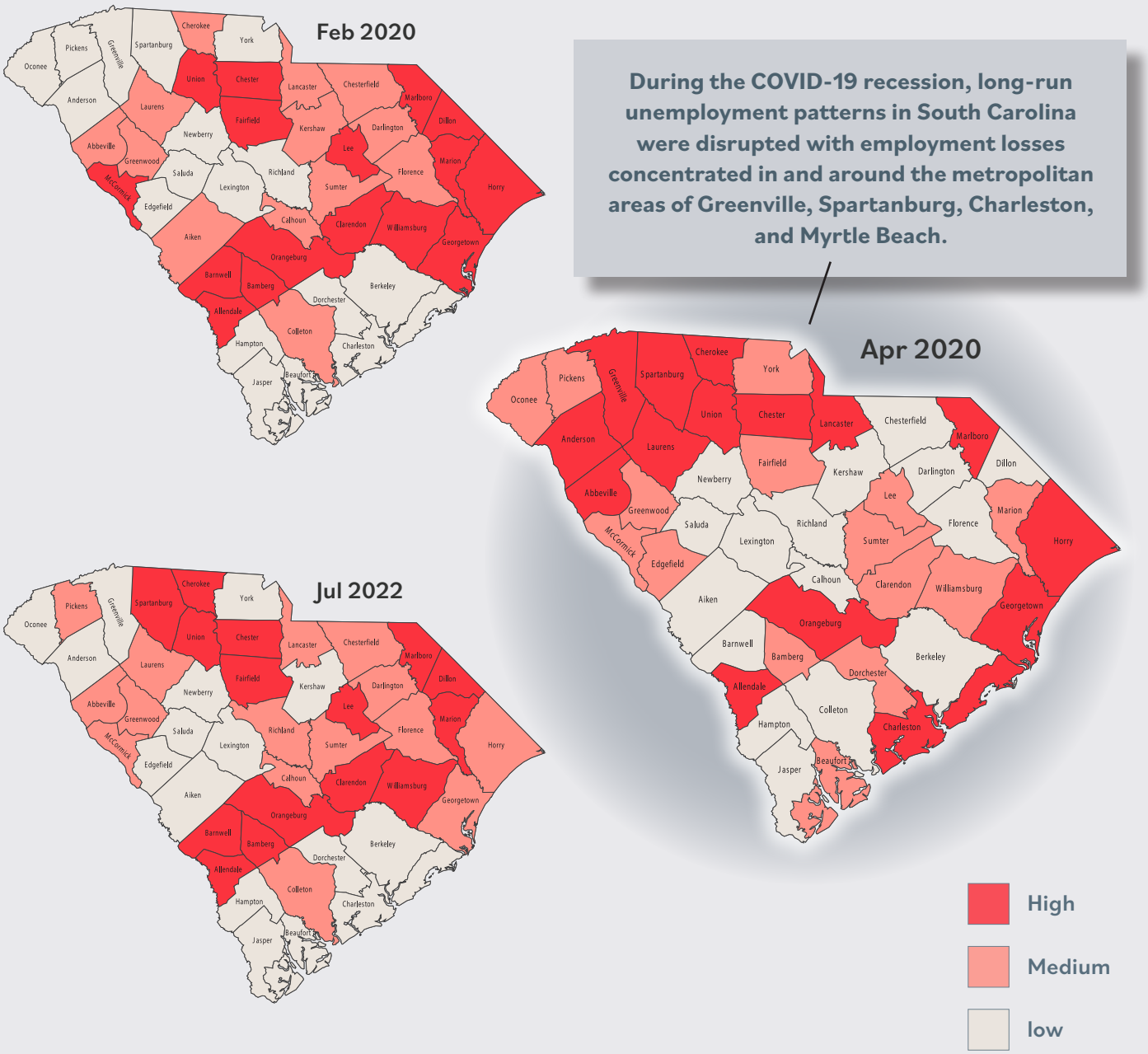


Figure 1: South Carolina Unemployment Rates by County

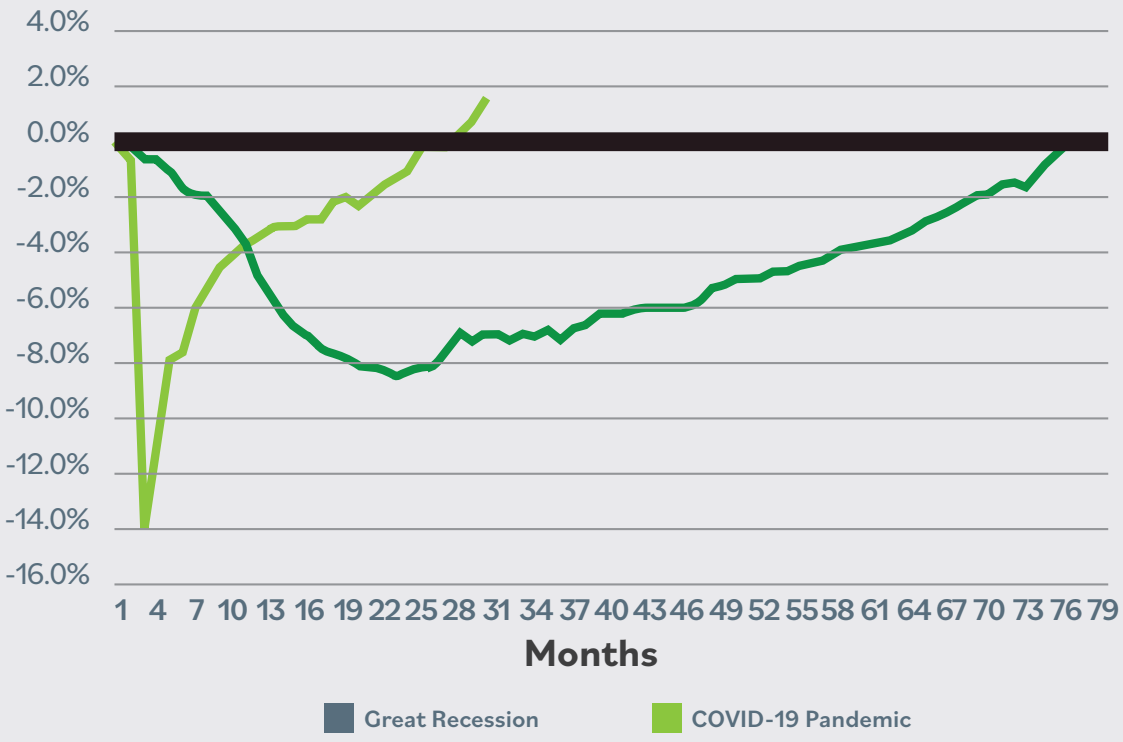
February 2005 – July 2022



More specifically, by July 2022 South Carolina had recovered all of the employment losses incurred during the pandemic-induced recession, with total employment approximately 1.5 percent higher than it was in February 2020. This economic recovery stands in stark contrast to most other economic recoveries South Carolina has experienced because of its speed. For example, in contrast to this roughly two-year recovery period from April 2020 to July 2022, it took more than six years for South Carolina's economy to recover from the Great Recession that took place between 2007 and 2009. **Figure 2** illustrates South Carolina's job losses along with the subsequent statewide employment recovery following both the Great Recession and the COVID-19 recession, revealing a V-shaped recovery pattern for the latter.

Figure 2: South Carolina Employment as Pct. of Pre-Recession High

Source: U.S. Bureau of Labor Statistics, CES, SA



Were Rural Workers More Likely to Experience Long-Term Unemployment?

Background and Data

The fact that South Carolina's county-level long-term unemployment distribution was disrupted in 2020 and then restored by 2022 does not reveal much about the average duration of unemployment for the rural South Carolinians who were laid-off during the COVID-19 recession. In order to assess whether these rural South Carolinians were more likely to experience long-term unemployment, an analysis of unemployment insurance (UI) claimant data is required.[3]

To complete this analysis, data from the South Carolina Department of Employment and Workforce (SCDEW) were obtained for all initial UI claimants for the ten-week period from March 15, 2020 until May 31, 2020. Initial UI claimants are defined as those individuals who apply for unemployment insurance benefits for the first time following a layoff. The ten-week period identified reflects the peak layoff period of the COVID-19 recession and thus captures most of the layoffs that can be tied directly to the recession. In sum, there were 399,130 total initial claimants identified.[4]

[3] See Appendix A for additional information on claimants and other characteristics of long-term filers.

[4] Individuals who filed an initial UI claim during this time period but never received any payments were excluded because they cannot be tracked in subsequent weeks.

Next, these initial claimants were matched to data on continued unemployment insurance claims over the following year (through the summer of 2021). A continued UI claimant is defined as any individual who files for unemployment insurance in any week following their initial claim. This matching exercise allows for a determination of how many of the 399,130 initial claimants remained unemployed over time. Continued claims data were obtained from SCDEW for each of the following five periods: weeks ending June 6, 2020; July 25, 2020; October 17, 2020; January 30, 2021; June 26, 2021.[5] Any initial claimant who was found to also be a continued claimant during each of these five periods was, for the purposes of this study, considered to be a long-term filer or long-term unemployed. By contrast, those that did not show up in all of these subsequent five periods were considered to be short-term filers. Short-term filers who did not claim UI benefits through the summer of 2021 were assumed to either have returned to work or dropped out of the labor force.

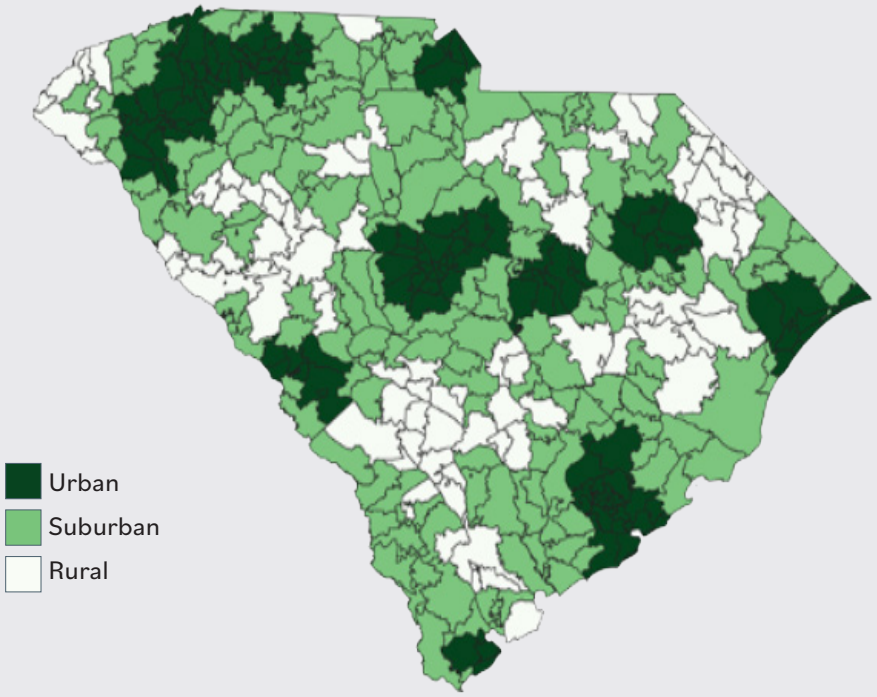
Of the 399,130 initial claimants identified during the spring of 2020, 60,229 (15.1%) filed in all five time periods and thus were considered long-term filers – or long-term unemployed. It is this 15.1 percent of UI claimants that this study focuses on to determine their unique characteristics, including the extent to which these claimants were more (or less) likely to be from rural areas of South Carolina.

[5] The week of June 26, 2021 was chosen as the final week of analysis because this was the final week in which individuals could receive federal UI benefits that extended beyond the standard 20-week period for state UI benefits.

Defining South Carolina Regions: Rural vs. Urban

In South Carolina there is no single, official definition of what constitutes a rural area. For example, the definition of rural could prioritize any or all of the following: population thresholds, population densities, land use, distance from an urban center, accessibility of services, or geographic features. Moreover, the U.S. government relies on at least three different measures of rural as defined by the U.S. Census Bureau, the U.S. Department of Agriculture (USDA), and the U.S. Office of Management and Budget (US-OMB). This study utilizes the definition of rural developed by the USDA, which is primarily based on population density and commuting patterns.[6] Among these three measures, the USDA definition estimates that approximately 17 percent of the U.S. population lives in a rural area. This compares to 15 percent and 19 percent using the US-OMB and U.S. Census definitions, respectively. Rural areas were identified at the zip code level and are displayed in **Figure 3**. Note that in this analysis urban and suburban regions are combined in order to be explicitly compared to rural regions.

Figure 3: South Carolina Zip Codes Defined as Rural or Urban/Suburban

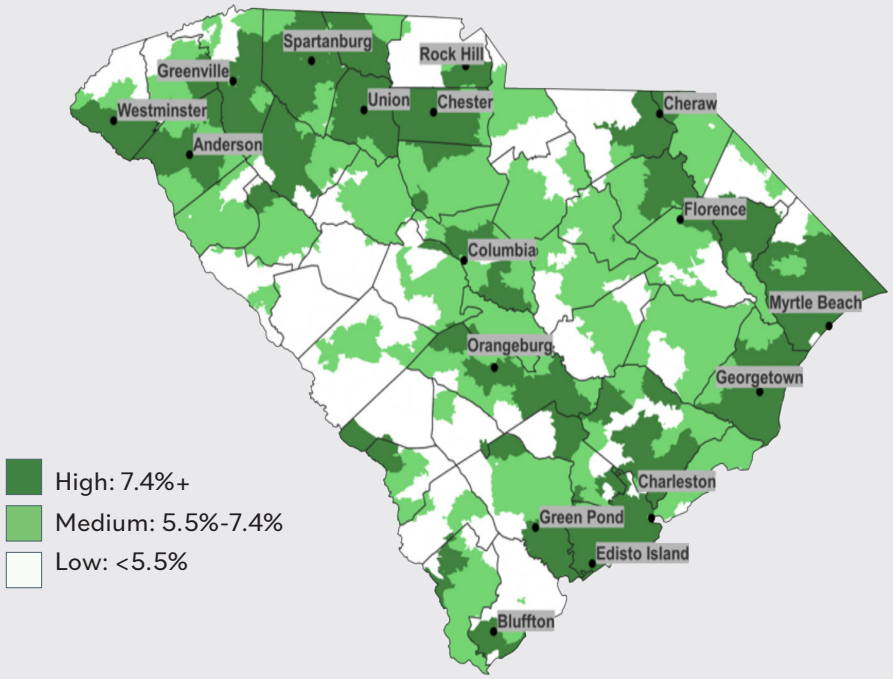


[6] Rural-Urban Commuting Area (RUCA) codes 1-4 were classified as urban/suburban, while codes 5-10 were considered rural. Using this definition, 94 South Carolina zip codes were considered rural out of a total of 477.

Primary Results

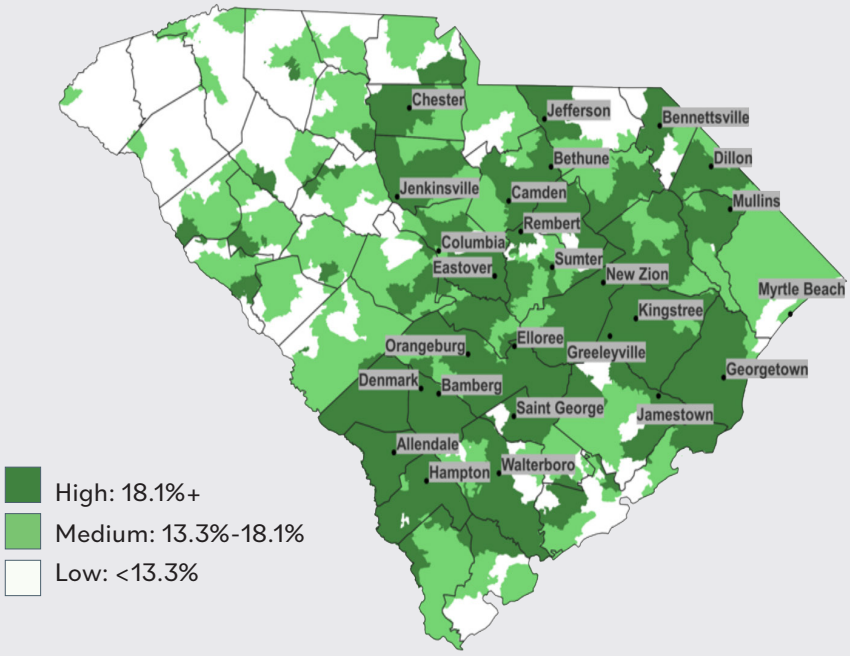
Initial UI claims were filed across all regions of South Carolina during the COVID-19 recession. However, these claims were most concentrated in and around the Greenville, Spartanburg, Charleston, and Myrtle Beach metropolitan regions – as many manufacturing facilities were temporarily shut down and tourism activity plummeted. **Figure 4** highlights this concentration by displaying initial claims per capita by zip code during the ten-week period of March 15, 2020 through May 31, 2020. Note how the distribution of initial UI claims also reflects the distribution of unemployment rates from April 2020 as previously displayed in **Figure 1**.

Figure 4: Initial Claims per Capita by Zip Code, Spring 2020



As the state's labor market recovered throughout the latter half of 2020 and into 2021, it is important to note that the 15.1 percent of initial UI claimants previously identified as long-term filers were not concentrated in the areas that were "hardest hit" in the spring of 2020. For example, while the Greenville and Spartanburg metropolitan regions experienced intense layoff activity in the spring of 2020 (previously shown in **Figure 4**), they also maintained among the lowest rates of long-term unemployment in the state (as shown in **Figure 5**). This same trend emerged in many of the coastal regions of South Carolina. The statewide unemployment pattern shown in **Figure 5** is also consistent with the state's historic county-level unemployment trends displayed in **Figure 1**.

Figure 5: Percentage of Long-Term Unemployed by Zip Code



While just 6 percent of all zip codes in South Carolina were classified as rural, 45 percent of all zip codes with the highest concentrations of long-term filers were rural. Thus, it is clear that long-term unemployment is correlated with location of residence. Overall, 19.3 percent of residents living in South Carolina's rural zip codes were determined to be long term filers compared with just 14.9 percent of residents living in urban zip codes.

Given this finding, it is important to next determine whether this relationship continues to hold even when accounting for other characteristics, such as worker demographics, income levels, prior industry of employment, and occupation. For example, it could potentially be the case that older workers were more concentrated in rural geographic areas and were also more reluctant to return to the workforce due to health concerns associated with COVID-19. In such a case, rural residents would be more likely to be at high risk for long-term unemployment because of their age – not because they live in a rural region.

Methodology

In order to assess the unique characteristics of the long-term unemployed, this study applies a statistical modeling technique known as a logistic regression to the UI claimant data provided by SCDEW. A logistic regression is designed to estimate the probability that an event will occur given a set of known facts. For example, a logistic regression could be used to estimate the probability that the daily high temperature in a specific city would exceed 90 degrees Fahrenheit given that both the month of the year and the region of the world in which the city is located were known. In the case of UI claimants, a logistic regression can be estimated to determine the probability of long-term unemployment following the COVID-19 recession given a series of known facts about an individual's characteristics. While the primary focus of this analysis is to determine the extent to which long-term UI claimants are more (or less) likely to live in rural areas of South Carolina, the extent to which other characteristics matter are examined as well. These include claimant demographics, income levels, prior industry of employment, and occupation. Data on each of these elements were available from SCDEW for the individual claimants previously identified. Detailed statistical results of this analysis are shown in **Table C1** located in Appendix C.

Even after accounting for demographics, industry, occupation, education, Local Workforce Development Area (LWDA) of residence, weekly benefit amount (WBA), disability status, and veteran status, residing in a rural zip code is still associated with a higher likelihood of long-term unemployment. More specifically, the probability that a UI claimant living in a rural region experienced long-term unemployment after being laid off during the COVID-19 recession was 16.8 percent, compared to 15.1 percent for non-rural residents. This implies that there was a 1.7 percentage point difference between the probability of long-term unemployment for rural and non-rural UI claimants, even when accounting for all other claimant characteristics previously described. And while this difference of 1.7 percentage points may be considered relatively small, it is nevertheless statistically significant. As such, this implies that geography, especially residing in a rural location, should be considered a risk factor for long-term unemployment alongside other worker characteristics such as race, gender, age, and education level.

Selected claimant characteristics and their associated predicted probabilities are presented in **Table 1**. For characteristics with more than two categories, the highest and lowest probabilities are presented. For example, **Table 1** reveals that the probability that a UI claimant without a high school diploma experiences long-term unemployment is 16.5 percent. This contrasts with a probability of 13.1 percent for a UI claimant with a bachelor's degree or higher. This represents a 3.4 percentage point difference between the two levels of educational attainment.

Table 1: Predicted Probability of Long-Term Unemployment by Selected Characteristics

Note: All probabilities shown are statistically significant. For all characteristics with more than two categories, only the two categories with the highest and lowest probabilities are shown.

CHARACTERISTIC	CATEGORY	PREDICTED PROB.	DIFFERENCE
Gender	Male	14.4%	1.4 Pct. Points
	Female	15.8%	
Race	White	11.9%	7.3 Pct. Points
	Non-White	19.2%	
Education	Less than HS	16.5%	3.4 Pct. Points
	Bachelor's Degree or Higher	13.1%	
Industry	Manufacturing	9.7%	12.1 Pct. Points
	Finance and Insurance	21.8%	
Occupation	Personal Care & Service	8.5%	11.8 Pct. Points
	Farming, Fishing, & Forestry	20.3%	
Weekly Benefit Amount (WBA)	$100-$149	21.0%	11.8 Pct. Points
	$300-$326	9.2%	
Geography	Rural	16.8%	1.7 Pct. Points
	Urban	15.1%	
Age	20	11.9%	8.2 Pct. Points
	70	20.1%	

Conclusion

The purpose of this study has been to examine the characteristics of South Carolina workers who remained unemployed the longest after being laid-off as a result of the COVID-19 recession, with a specific focus on the rural-urban divide. Or put another way, this study focused primarily on the question of whether laid-off workers living in rural areas were more likely to experience a period of longer unemployment relative to their more urban counterparts following the COVID-19 recession. Because of the intense and widespread employment losses and subsequent recoveries across all of South Carolina throughout 2020 and 2021, the long-run effects of the COVID-19 recession on the rural workforce have largely been underreported.

Through an analysis of UI claimant data provided by SCDEW that revealed detailed information on various individual characteristics of workers who were laid-off as result of the pandemic-induced recession, this study finds that residing in a rural location should be considered a risk factor for long-term unemployment alongside other worker characteristics.

South Carolina's rural workforce continues to face significant challenges and higher rates of unemployment in 2022 compared to their urban counterparts despite a broad-based labor market recovery over the past two years. As such, reemployment initiatives directed towards rural areas of South Carolina will be a crucial component of any economic development strategy to help improve long-run economic growth.

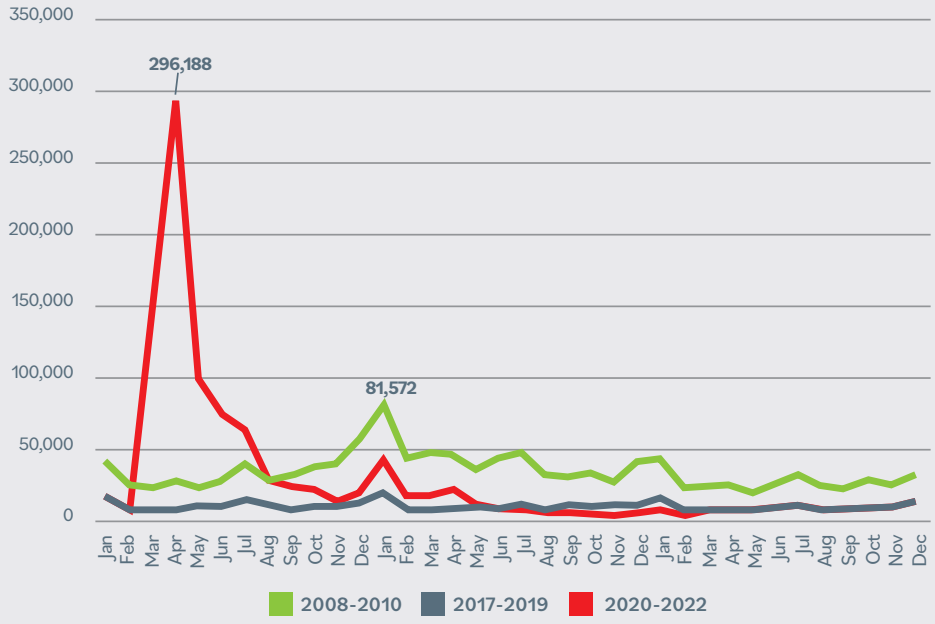
Appendix A
Additional Analysis of COVID-19 Unemployment Insurance Claimants

Initial Claims Spring 2020

According to data provided by the South Carolina Department of Employment and Workforce (SCDEW) there were approximately 399,130 initial claims for unemployment benefits between March 15th and May 31st 2020 that ultimately received at least one payment from the agency. This was a uniquely high number of claims filed and paid in such a short period. Total initial claims filed during this period surpassed even the levels experienced throughout the Great Recession, although the duration of high claim levels was significantly shorter.

Figure A1: Monthly Initial Unemployment Insurance Claims, S.C.

Source: USDOL, Monthly Initial Claims



Appendix B, **Table B1** provides a detailed profile of the individuals who became unemployed during the height of the COVID-19 pandemic (March 15th-May 31st, 2020) and received at least one payment in any benefit program. Claimants during this period were significantly more likely to be:

- Female
- White
- Non-Hispanic
- High School Graduates
- Not Disabled
- Non-Veterans
- Aged 25-34
- Working in manufacturing or accommodation and food service industries
- Working in food preparation and serving, office and administrative support, or production occupations

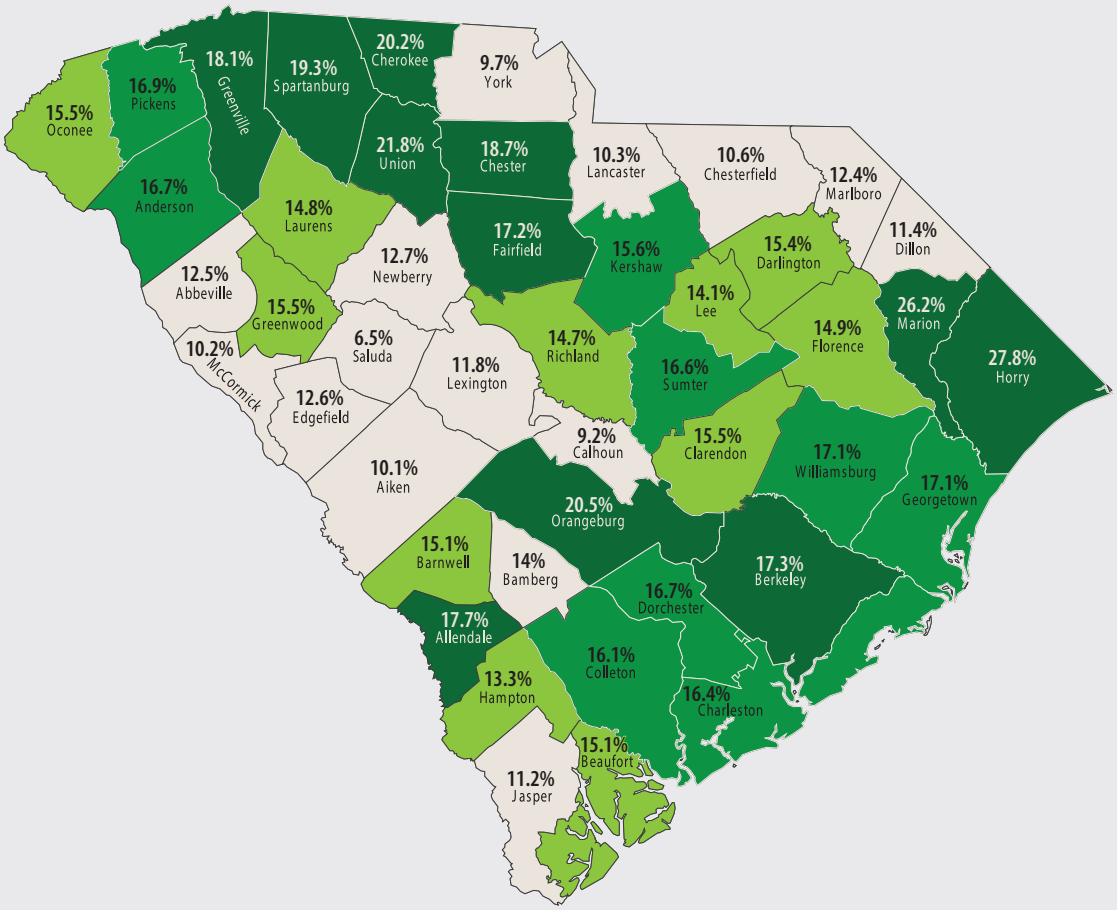
While South Carolina's more rural counties tend to generally experience the highest levels of unemployment during "normal" times, during the COVID-19 pandemic, a higher level of claim activity was observed in such areas as Greenville, Spartanburg, Charleston, and Myrtle Beach. **Figure A2** compares the number of initial claims filed between March 15th and May 31st that received at least one payment as a percentage of the county's labor force in February 2020.

By far, the largest negative impacts from COVID-19 related layoffs occurred in the tourism-heavy Waccamaw region (Horry, Georgetown, and Williamsburg counties). Over 25 percent of the region's labor force filed for unemployment benefits during this period. This was followed by the manufacturing-heavy Upstate (Spartanburg, Cherokee, and Union counties) and Greenville regions, which experienced nearly 20 percent and over 18 percent of their labor forces filing for benefits, respectively.

Accurately assessing the true impact in border counties and border regions of South Carolina is more difficult because individuals who live in South Carolina may work for companies located in North Carolina or Georgia. They would likely have filed claims for unemployment in those states, so the percentages for regions like Catawba, Lower Savannah, Upper Savannah, and Lowcountry may be understated.

Figure A2: UI Claims as a Percent of February 2020 Labor Force

Source: SCDEW UI Claims Data and LAUS, NSA Labor Force

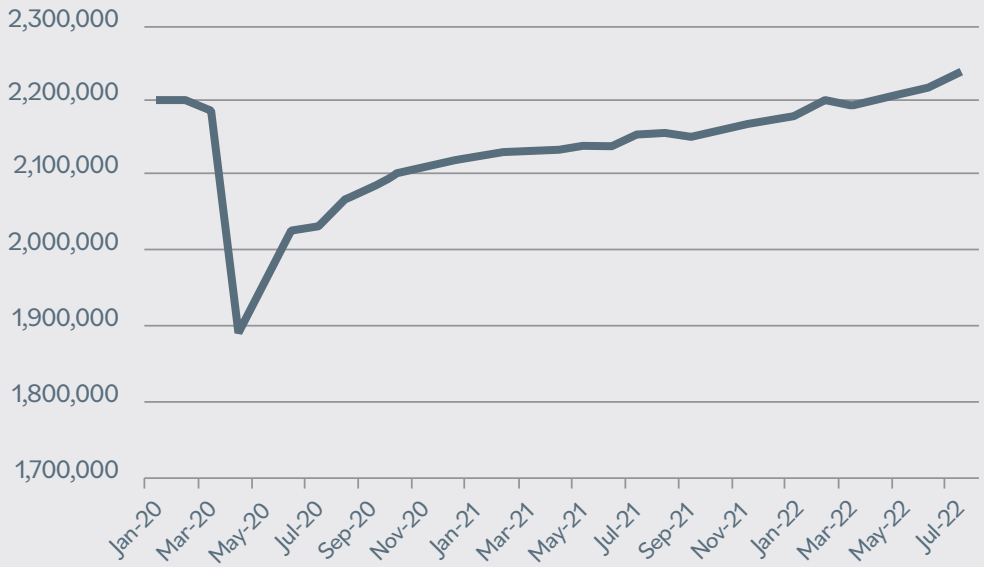


COVID-19 and the Long-Term Unemployed

In total, there were 60,229 individuals out of the 399,130 total initial claimants previously cited who filed in all five of the time periods and were considered to be long-term unemployed or long-term filers. The remaining 338,901 filers did not file in each of these periods. A detailed profile of the Long-Term Unemployed is provided in Appendix B, **Table B2**.

Note that the vast majority of individuals who filed initial claims for benefits in Spring 2020 were not considered long-term unemployed. Only 15.1 percent of the original 399,130 individuals claimed benefits in each of the five periods, through June 26, 2021. Thus, the vast majority of claimants likely returned to work. This is consistent with the "V-shaped recovery" pattern experienced in the aftermath of the 2020 recession as employment quickly rebounded as the state's economy reopened, shown in **Figure A3**.

Figure A3: South Carolina Non-Farm Employment, 2020-July 2022



By June 2021, employment levels were at approximately 97.3 percent of their February 2020, pre-pandemic levels.

Logistic Regression Results

Using a logistic regression, it is possible to distinguish whether specific characteristics of a claimant statistical impact their likelihood of long-term unemployment. The full results of the logistic regression are presented in Appendix C in **Table C1**.

Demographic Characteristics

Several demographic characteristics were found to be statistically significant when predicting the probability of long-term unemployment. The following tables and figures provide predicted probabilities of long-term unemployment based on the claimant's demographic characteristics holding all other information about the claimant constant.

Figure A4: Probability of Long-Term Unemployment, by Demographic Characteristic

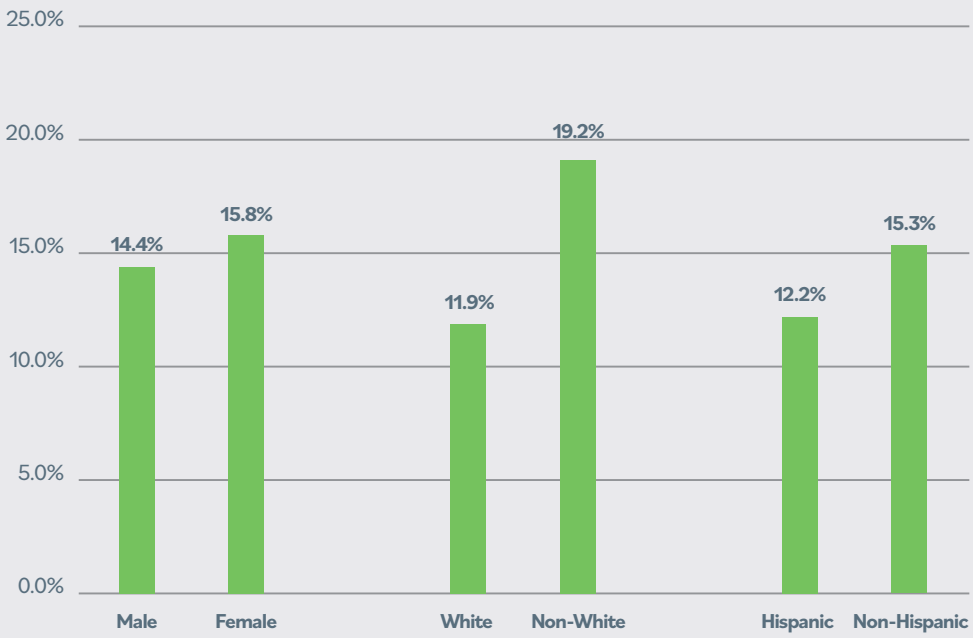


Figure A5: Probability of Long-Term Unemployment, by Educational Attainment

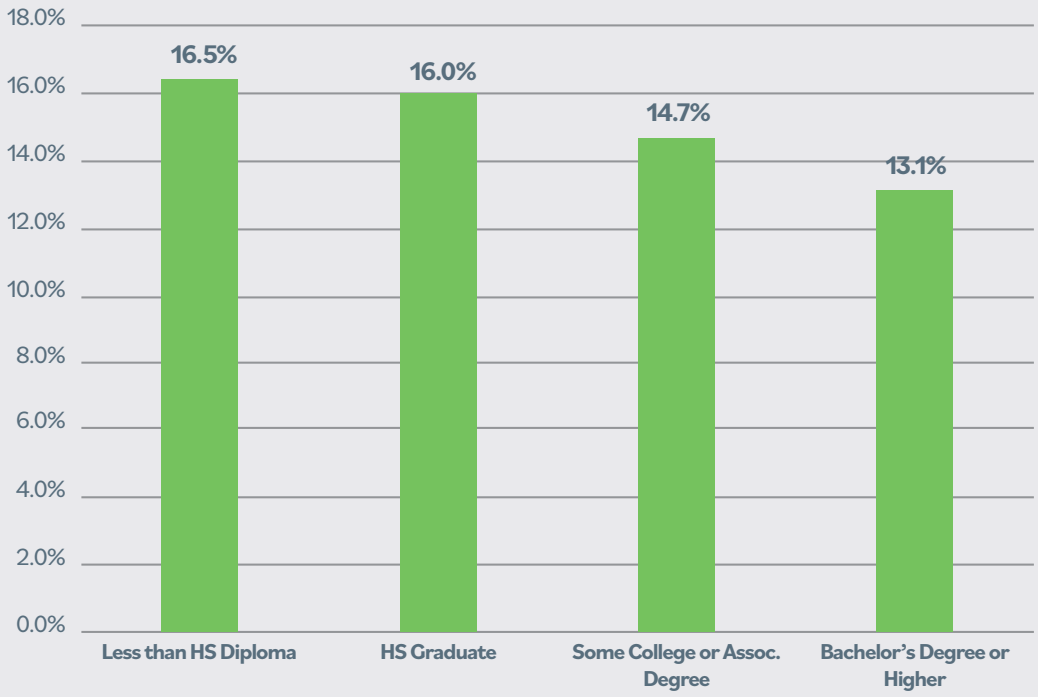


Figure A6: Probability of Long-Term Unemployment, by Age

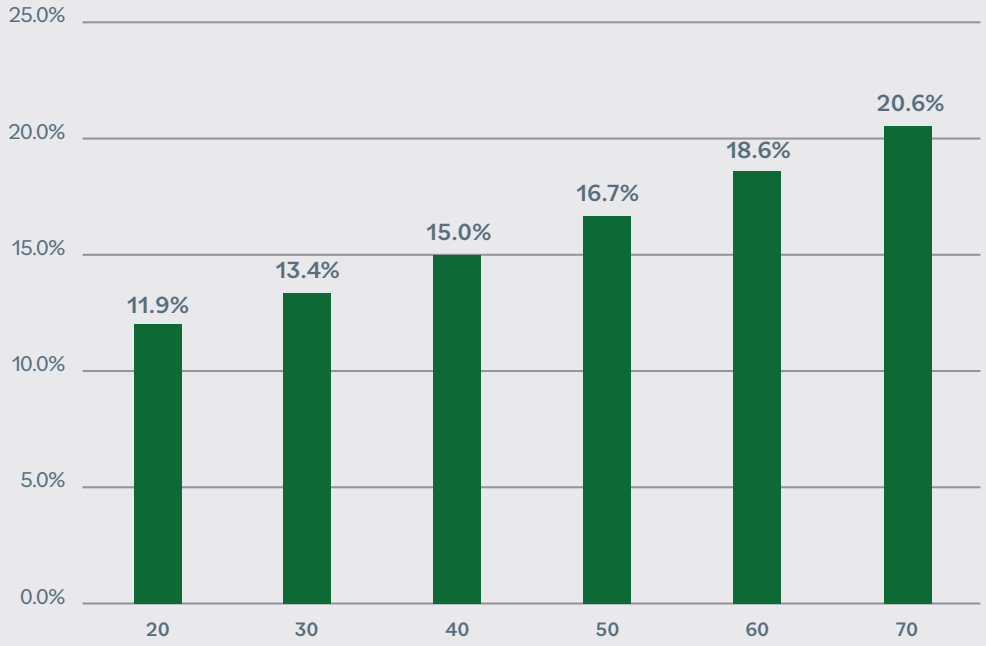
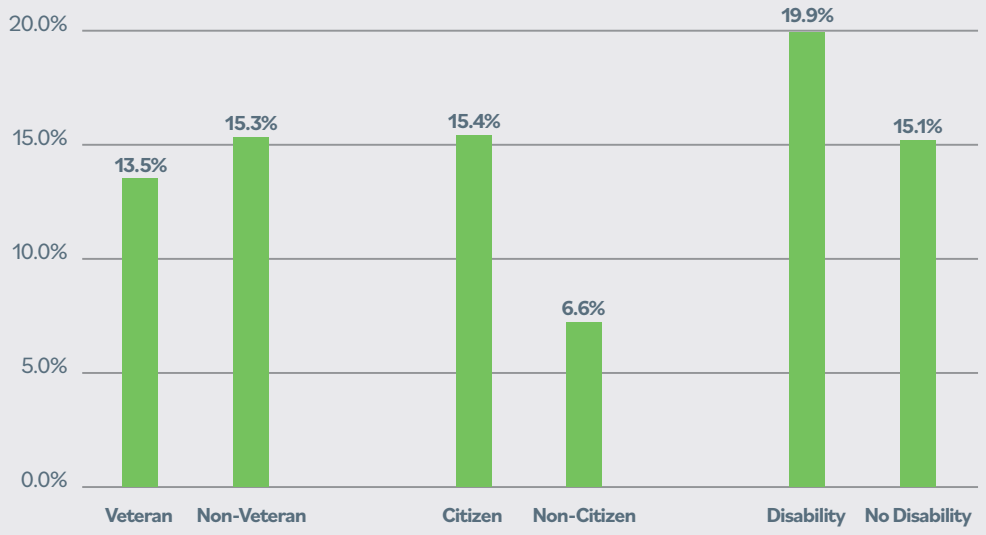


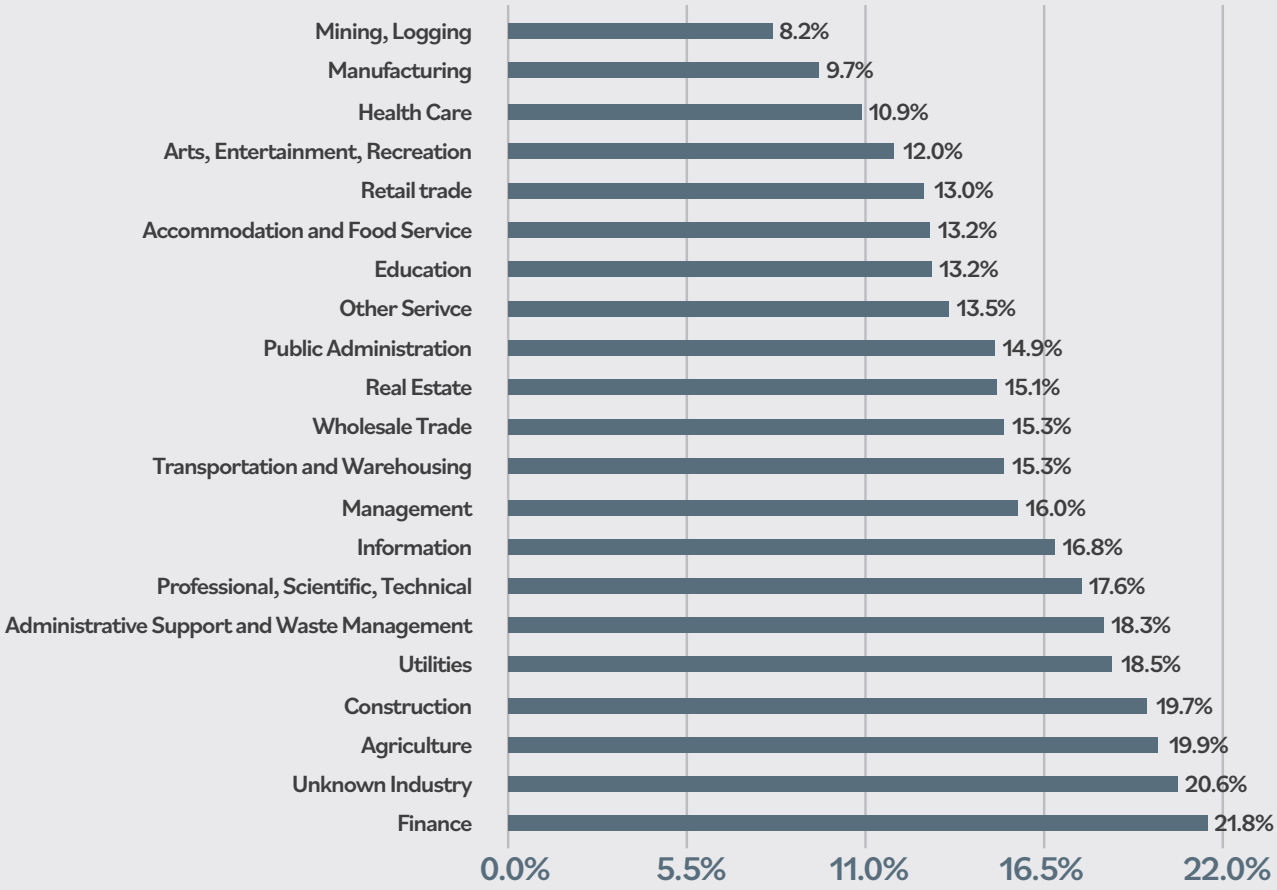
Figure A7: Probability of Long-Term Unemployment, by Demographic Characteristics



Prior Work and Financial Characteristics

Industry

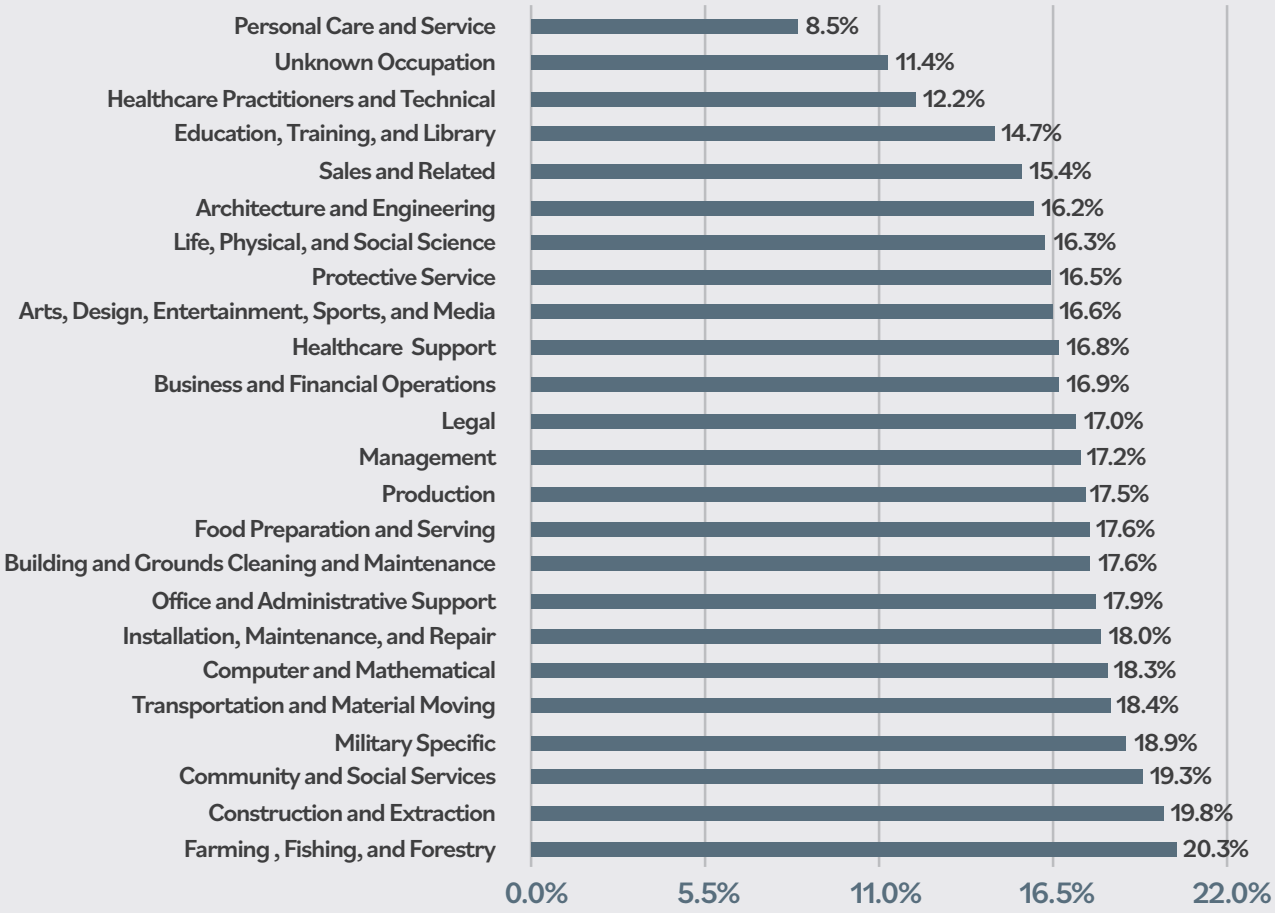
Figure A8: Probability of Long-Term Unemployment, by NAICS[7] Code



[7] North American Industry Classification System presented at the two-digit level

Occupation

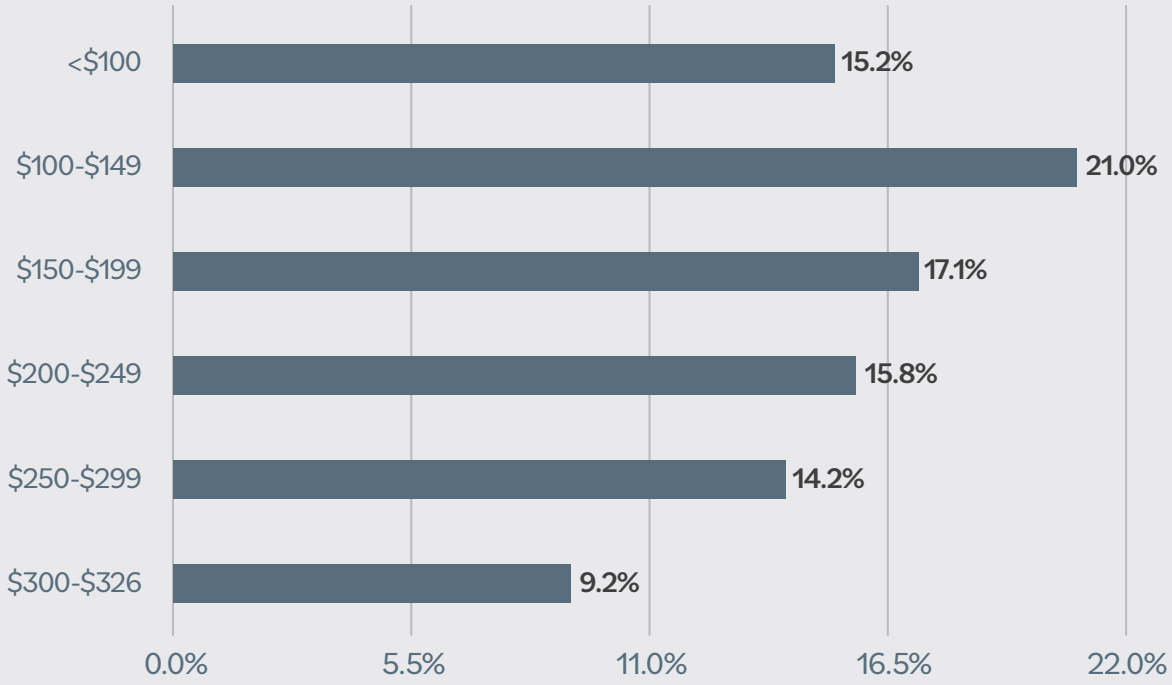
Figure A9: Predicted Probability of Long-Term Unemployment, by SOC[8] Code



[8] Standard Occupational Classification system presented at the two-digit level

Financial

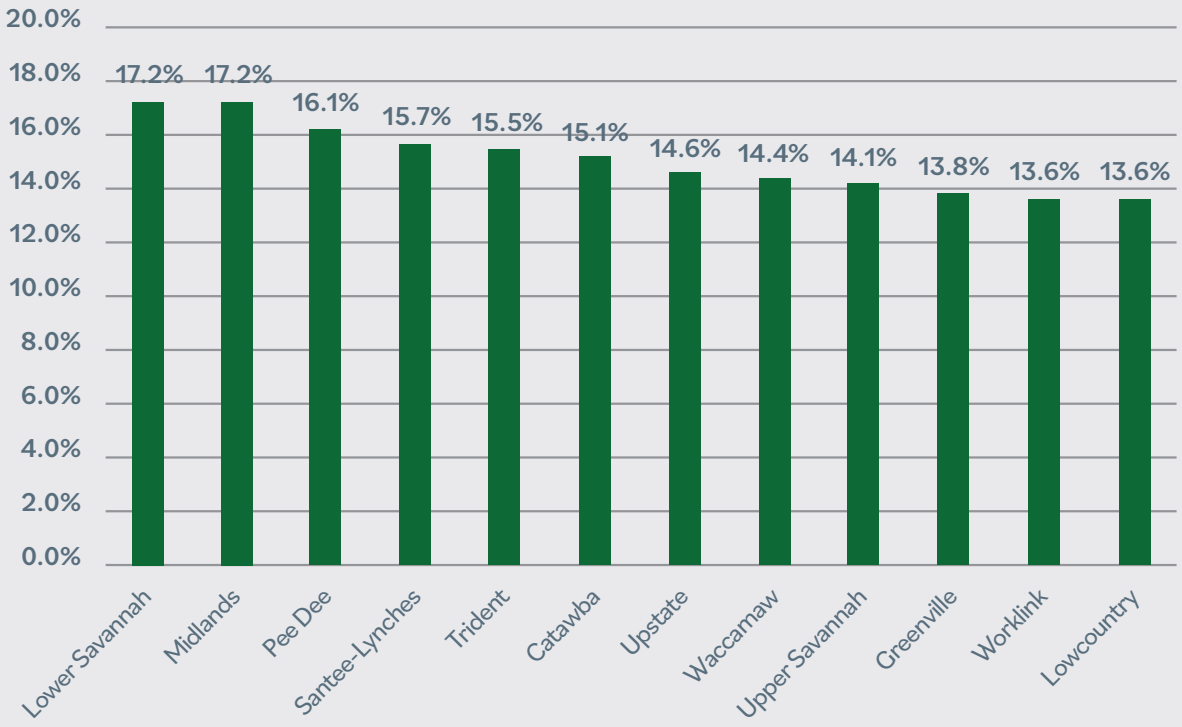
Figure A10: Predicted Probability of Long-Term Unemployment by WBA[9]



[9] Weekly benefit amount was chosen rather than base period wages due to missing base period wages for a sizable percentage of the sample.

Geographic

Figure A11: Predicted Probability of Long-Term Unemployment by LWDA



Appendix B

Profile of South Carolina Unemployment Insurance Claimants

Table B-1 provides a profile of UI claimants who filed an initial claim between March 15 and May 31, 2020 who received at least one payment. Filers during this "early pandemic" period are not necessarily representative of those filing claims during other periods of time including both pre-pandemic and today.

Table B1: Characteristics of Initial UI Claim Filers, March 15-May 31, 2020

Characteristic	Count	Percent Overall	Percent of Known
DEMOGRAPHICS			
SEX			
Male	176,925	44.3%	
Female	219,792	55.1%	
No Answer/Other	2,413	0.6%	
RACE			
Black/African-American	140,868	35.3%	
White	224,121	56.2%	
Other Race	13,709	3.4%	
No Answer	20,432	5.1%	
ETHNICITY			
Hispanic	16,113	4.0%	
Not Hispanic	351,982	88.2%	
No Answer	31,035	7.8%	
EDUCATION LEVEL			
Less than High School	40,332	10.1%	
High School or GED	159,950	40.1%	
Some College or Associate's	133,846	33.5%	
Bachelor's or Higher	65,002	16.3%	
DISABILITY STATUS			
Disabled	5,067	1.3%	
Not Disabled	371,042	93.0%	
No Answer	23,021	5.8%	
CITIZENSHIP STATUS			
Citizen	390,326	97.8%	
Not Citizen	8,804	2.2%	
No Answer	0	0.0%	
VETERAN STATUS			
Veteran	17,880	4.5%	
Not Veteran	362,467	90.8%	
No Answer	18,783	4.7%	

Characteristic	Count	Percent Overall	Percent of Known
DEMOGRAPHICS			
AGE			
<25	59,191	14.8%	
25-34	104,657	26.2%	
35-44	83,761	21.0%	
45-54	72,800	18.2%	
55-64	56,441	14.1%	
65-74	19,182	4.8%	
75+	3,085	0.8%	
Unknown Age	13	0.0%	
Median Age	39.0		
Mean Age	40.9		
PREVIOUS WORK			
INDUSTRY			
Agriculture	460	0.1%	0.1%
Mining and Logging	132	0.0%	0.0%
Utilities	353	0.1%	0.1%
Construction	8,590	2.2%	2.7%
Manufacturing	64,378	16.1%	20.0%
Wholesale	8,159	2.0%	2.5%
Retail	30,279	7.6%	9.4%
Transportation	9,894	2.5%	3.1%
Information	2,167	0.5%	0.7%
Finance	2,293	0.6%	0.7%
Real Estate	4,774	1.2%	1.5%
Prof, Sci, Technical	9,860	2.5%	3.1%
Management	1,549	0.4%	0.5%
Admin Support	34,362	8.6%	10.7%
Education	8,047	2.0%	2.5%
Health Care	38,305	9.6%	11.9%
Arts, Entertainment	8,971	2.2%	2.8
Accommodation and Food	72,240	18.1%	22.5%
Other Services	14,119	3.5%	4.4%
Public Administration	2,198	0.6%	0.7%
Missing/Unknown	78,000	19.5%	

Characteristic	Count	Percent Overall	Percent of Known
PREVIOUS WORK			
OCCUPATION			
Management	23,269	5.8%	7.6%
Business and Financial Operations	6,535	1.6%	2.1%
Computer and Mathematical	2,494	0.6%	0.8%
Architecture and Engineering	8,447	2.1%	2.8%
Life, Physical, and Social Science	3,057	0.8%	1.0%
Community and Social Services	1,617	0.4%	0.5%
Legal	816	0.2%	0.3%
Education, Training, and Library	9,017	2.3%	2.9%
Arts, Design, Entertainment, Sports, and Media	5,582	1.4%	1.8%
Healthcare Practitioners and Technical	12,300	3.1%	4.0%
Healthcare Support	11,054	2.8%	3.6%
Protective Service	1,784	0.4%	0.6%
Food Preparation and Serving Related	49,497	12.4%	16.1%
Building and Grounds Cleaning and Maintenance	10,131	2.5%	3.3%
Personal Care and Service	20,746	5.2%	6.8%
Sales and Related	30,205	7.6%	9.8%
Office and Administrative Support	35,863	9.0%	11.7%
Farming, Fishing, and Forestry	608	0.2%	0.2%
Construction and Extraction	8,896	2.2%	2.9%
Installation, Maintenance, and Repair	10,634	2.7%	3.5%
Production	31,642	7.9%	10.3%
Transportation and Material Moving	22,330	5.6%	7.3%
Military Specific	285	0.1%	0.1%
BASE PERIOD WAGES			
<$15,000[5]	108,584	27.2%	42.2%
$15,000-$19,999	34,107	8.5%	8.8%
$20,000-$24,999	31,472	7.9%	8.1%
$25,000-$29,999	29,126	7.3%	7.5%
$30,000-$34,999	25,564	6.4%	6.6%
$35,000-$39,999	21,182	5.3%	5.5%
$40,000-$44,999	16,476	4.1%	4.3%
$45,000-$49,999	13,200	3.3%	3.4%
$50,000-$74,999	37,058	9.3%	9.6%
$75,000-$99,999	10,019	2.5%	2.6%
$100,000-$149,999	4,072	1.0%	1.1%
$150,000+	1,601	0.4%	0.4%
Unknown/Missing	66,719	16.7%	
Median Base Period Wages	$23,726		
Mean Base Period Wages	$29,528		

Characteristic	Count	Percent Overall	Percent of Known
CLAIM INFORMATION			
FILING METHOD			
Filed by Claimant	370,097	92.7%	
Filed by Employer	29,033	7.3%	
WEEKLY BENEFIT AMOUNT			
WBA <$100	12,244	3.1%	
$100-$149	125,528	31.5%	
$150-$199	32,194	8.1%	
$200-$249	32,781	8.2%	
$250-$299	32,159	8.1%	
$300-$326	164,224	41.1%	
Unknown/Missing	50	0.0%	
Percent at Maximum WBA	148,322	37.2%	
Median WBA	$253		
Mean WBA	$235		

Characteristic	Count	Percent Overall	Percent of Known
GEOGRAPHY			
In-State	**375,855**	**94.2%**	
Abbeville	1,225	17.9%	
Aiken	7,547	2.0%	
Allendale	451	0.1%	
Anderson	14,848	4.0%	
Bamberg	674	0.2%	
Barnwell	1,168	0.3%	
Beaufort	11,368	3.0%	
Berkeley	18,257	4.9%	
Calhoun	587	0.2%	
Charleston	33,973	9.0%	
Cherokee	4,946	1.3%	
Chester	2,415	0.6%	
Chesterfield	2,253	0.6%	
Clarendon	1,917	0.5%	
Colleton	2,644	0.7%	
Darlington	4,545	1.2%	
Dillon	1,446	0.4%	
Dorchester	12,777	3.4%	
Edgefield	1,322	0.4%	
Fairfield	1,576	0.4%	
Florence	9,707	2.6%	
Georgetown	4,283	1.1%	
Greenville	45,656	12.1%	
Greenwood	4,769	1.3%	
Hampton	1,061	0.3%	
Horry	39,313	10.5	
Jasper	1,454	0.4%	
Kershaw	4,540	1.2%	
Lancaster	4,340	1.2%	
Laurens	4,325	1.2%	
Lee	920	0.2%	
Lexington	17,562	4.7%	
Marion	2,254	0.6%	
Marlboro	1,555	0.4%	
McCormick	333	0.1%	
Newberry	2,386	0.6%	
Oconee	5,286	1.4%	
Orangeburg	6,925	1.8%	

Characteristic	Count	Percent Overall	Percent of Known
GEOGRAPHY			
Pickens	9,479	2.5%	
Richland	28,467	7.6%	
Saluda	550	0.1%	
Spartanburg	29,504	7.8%	
Sumter	7,053	1.9%	
Union	2,416	0.6%	
Williamsburg	1,931	0.5%	
York	13,781	3.7%	
In-State Unknown	66	0.0%	
Out-of-State	**15,435**	**3.9%**	
Florida	667	0.2%	
Georgia	3,036	0.8%	
North Carolina	8,147	2.0%	
Other Out-of-State	3,585	0.9%	
Unknown	**7,840**	**2.0%**	

Table B2 provides statistics on those claimants who were shown to still be filing a UI claim as of week ending June 26, 2021, more than one year after filing their initial claim. These individuals were classified as long-term filers and showed evidence of filing continuously throughout the period spring 2020 through end of June 2021. The concentration of long-term unemployed is also shown by county in **Figure B1**.

Table B2: Characteristics of Long-Term UI Claim Filers

Characteristic	Count	Percent Overall	Percent of Known
DEMOGRAPHICS			
SEX			
Male	24,958	41.4%	
Female	35,057	58.2%	
No Answer/Other	214	0.4%	
RACE			
Black/African-American	30,892	51.3%	53.4%
White	25,832	42.9%	44.6%
Other Race	1,166	1.9%	2.0%
No Answer	2,339	3.9%	
ETHNICITY			
Hispanic	1,639	2.7%	2.9%
Not Hispanic	54,423	90.4%	97.1%
No Answer	4,167	6.9%	
EDUCATION LEVEL			
Less than High School	6,903	11.5%	
High School or GED	27,071	44.9%	
Some College or Associate's	18,481	30.7%	
Bachelor's or Higher	7,774	12.9%	
DISABILITY STATUS			
Disabled	1,309	2.2%	2.3%
Not Disabled	54,765	90.9%	97.7%
No Answer	4,155	6.9%	
CITIZENSHIP STATUS			
Citizen	59,653	99.0%	
Not Citizen	576	1.0%	
No Answer	0	0.0%	
VETERAN STATUS			
Veteran	2,425	4.0%	4.2%
Not Veteran	54,717	90.8%	95.8%
No Answer	3,087	5.1%	
AGE			
<25	5,866	14.8%	
25-34	15,720	26.2%	
35-44	14,342	21.0%	
45-54	10,932	18.2%	
55-64	8,443	14.1%	
65-74	4,169	4.8%	

Characteristic	Count	Percent Overall	Percent of Known
DEMOGRAPHICS			
AGE			
<25	5,866	14.8%	
25-34	15,720	26.2%	
35-44	14,342	21.0%	
45-54	10,932	18.2%	
55-64	8,443	14.1%	
65-74	4,169	4.8%	
75+	757	0.8%	
Unknown Age	0	0.0%	
Median Age	40.5		
Mean Age	42.7		
PREVIOUS WORK			
INDUSTRY			
Agriculture	115	0.2%	0.3%
Mining and Logging	10	0.0%	0.0%
Utilities	53	0.1%	0.1%
Construction	1,693	2.8%	4.0%
Manufacturing	4,535	7.5%	10.8%
Wholesale	1,099	1.8%	2.6%
Retail	3,814	6.3%	9.1%
Transportation	1,677	2.8%	4.0%
Information	332	0.6%	0.8%
Finance	530	0.9%	1.3%
Real Estate	798	1.3%	1.9%
Prof, Sci, Technical	1,674	2.8%	4.0%
Management	214	0.4%	0.5%
Admin Support	7,688	12.8%	18.3%
Education	1,181	2.0%	2.8%
Health Care	3,445	5.7%	8.2%
Arts, Entertainment	971	1.6%	2.3%
Accommodation and Food	10,177	16.9%	24.2%
Other Services	1,645	2.7%	3.9%
Public Administration	374	0.6%	0.9%
Missing/Unknown	18,204	30.2%	

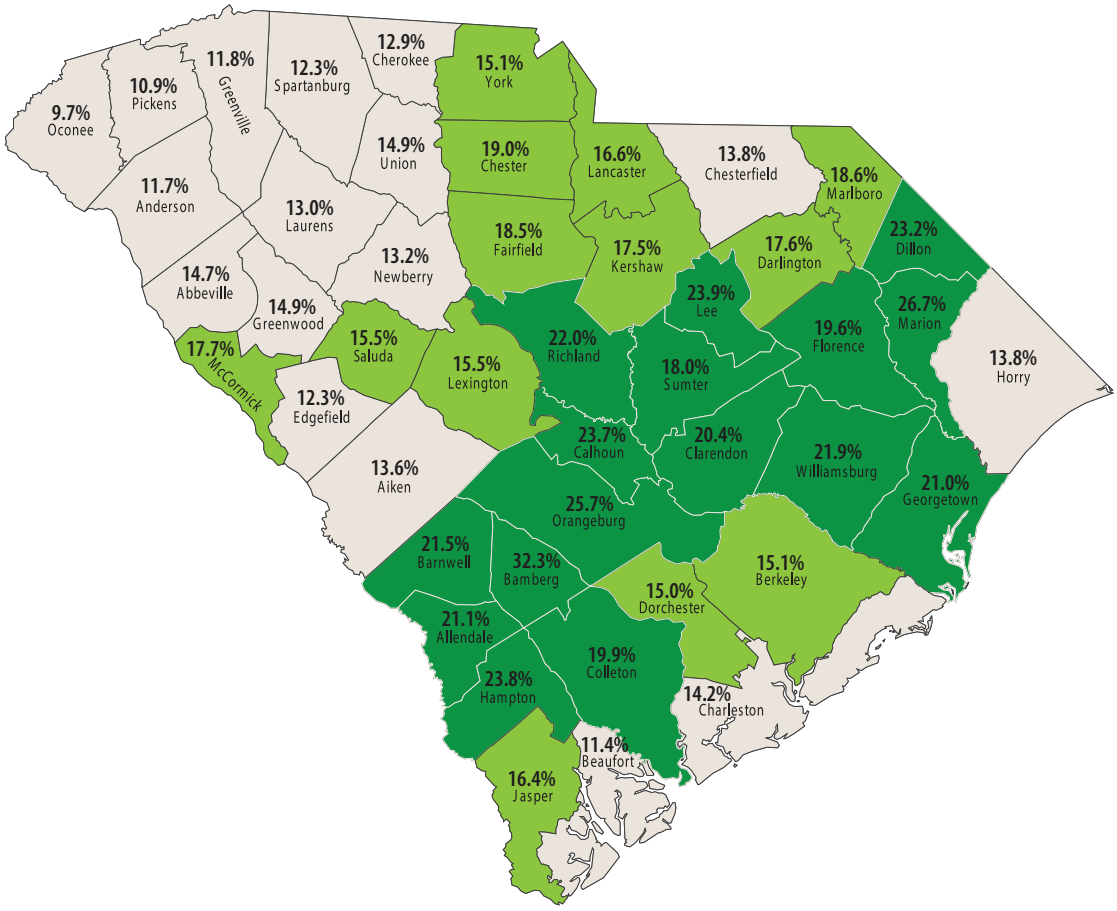
Characteristic	Count	Percent Overall	Percent of Known
PREVIOUS WORK			
OCCUPATION			
Management	3,199	5.3%	6.5%
Business and Financial Operations	1,014	1.7%	2.1%
Computer and Mathematical	378	0.6%	0.8%
Architecture and Engineering	939	1.6%	1.9%
Life, Physical, and Social Science	395	0.7%	0.8%
Community and Social Services	333	0.6%	0.7%
Legal	154	0.3%	0.3%
Education, Training, and Library	1,552	2.6%	3.2%
Arts, Design, Entertainment, Sports, and Media	995	1.7%	2.0%
Healthcare Practitioners and Technical	870	1.4%	1.8%
Healthcare Support	1,503	2.5%	3.1%
Protective Service	342	0.6%	0.7%
Food Preparation and Serving Related	7,661	12.7%	15.6%
Building and Grounds Cleaning and Maintenance	2,585	4.3%	5.3%
Personal Care and Service	2,552	4.2%	5.2%
Sales and Related	5,102	8.5%	10.4%
Office and Administrative Support	6,535	10.9%	13.3%
Farming, Fishing, and Forestry	146	0.2%	0.3%
Construction and Extraction	2,129	3.5%	4.3%
Installation, Maintenance, and Repair	1,600	2.7%	3.3%
Production	4,628	7.7%	9.4%
Transportation and Material Moving	4,453	7.4%	9.1%
Military Specific	45	0.1%	0.1%
BASE PERIOD WAGES			
<$15,000[5]	22,127	36.7%	51.3%
$15,000-$19,999	5,496	9.1%	12.7%
$20,000-$24,999	4,388	7.3%	10.2%
$25,000-$29,999	3,348	5.6%	7.8%
$30,000-$34,999	2,348	3.9%	5.4%
$35,000-$39,999	1,556	2.6%	3.6%
$40,000-$44,999	1,059	1.8%	2.5%
$45,000-$49,999	749	1.2%	1.7%
$50,000-$74,999	1,434	2.4%	3.3%
$75,000-$99,999	356	0.6%	0.8%
$100,000-$149,999	205	0.3%	0.5%
$150,000+	65	0.1%	0.2%
Unknown/Missing	17,098	28.4%	
Median Base Period Wages	$14,550		
Mean Base Period Wages	$18,840		

Characteristic	Count	Percent Overall	Percent of Known
CLAIM INFORMATION			
FILING METHOD			
Filed by Claimant	59,428	98.7%	
Filed by Employer	801	1.3%	
WEEKLY BENEFIT AMOUNT			
WBA <$100	1,849	3.1%	
$100-$149	29,573	49.1%	
$150-$199	5,820	9.7%	
$200-$249	5,391	9.0%	
$250-$299	4,609	7.7%	
$300-$326	12,987	21.6%	
Unknown/Missing	0	0.0%	
Percent at Maximum WBA		18.2%	
Median WBA	$152		
Mean WBA	$198		

Characteristic	Count	Percent Overall	Percent of Known
GEOGRAPHY			
In-State	**56,900**	**94.5%**	
Abbeville	180	0.3%	
Aiken	1,024	1.7%	
Allendale	95	0.2%	
Anderson	1,732	2.9%	
Bamberg	218	0.4%	
Barnwell	251	0.4%	
Beaufort	1,298	2.2%	
Berkeley	2,758	4.6%	
Calhoun	139	0.2%	
Charleston	4,810	8.0%	
Cherokee	639	1.1%	
Chester	460	0.8%	
Chesterfield	311	0.5%	
Clarendon	391	0.6%	
Colleton	526	0.9%	
Darlington	801	1.3%	
Dillon	335	0.6%	
Dorchester	1,913	3.2%	
Edgefield	162	0.3%	
Fairfield	292	0.5%	
Florence	1,905	3.2%	
Georgetown	900	1.5%	
Greenville	5,409	9.0%	
Greenwood	709	1.2%	
Hampton	253	0.4%	
Horry	5,427	9.0%	
Jasper	239	0.4%	
Kershaw	794	1.3%	
Lancaster	719	1.2%	
Laurens	564	0.9%	
Lee	220	0.4%	
Lexington	2,715	4.5%	
Marion	601	1.0%	
Marlboro	289	0.5%	
McCormick	59	0.1%	
Newberry	314	0.5%	
Oconee	514	0.9%	
Orangeburg	1,777	3.0%	

Characteristic	Count	Percent Overall	Percent of Known
GEOGRAPHY			
Pickens	1,032	1.7%	
Richland	6,265	10.4%	
Saluda	85	0.1%	
Spartanburg	3,641	6.0%	
Sumter	1,271	2.1%	
Union	361	0.6%	
Williamsburg	423	0.7%	
York	2,079	3.5%	
In-State Unknown	12	0.0%	
Out-of-State	**1,948**	**2.3%**	
Florida	147	3.2%	
Georgia	351	0.2%	
North Carolina	872	0.6%	
Other Out-of-State	578	1.4%	
Unknown	**1,369**	**1.0%**	

Figure B1: Percent of Claimants Long-Term Filers, by County



Appendix C
Logistic Regression Results

Note that "odds ratios" are used to compare the relative odds of the occurrence of the outcome of interest (long-term unemployment). An odds ratio of 1 means that the variable does not affect the odds of long-term unemployment. An odds ratio of less than 1 means the variable is associated with lower odds of long-term unemployment. An odds ratio of greater than 1 means the variable is associated with higher odds of long-term unemployment.

Rather than focusing on the numerical value of the odds ratio, one can focus on whether the odds ratio is greater than, less than, or equal to 1 as well as its statistical significance, as denoted with the asterisks in **Table C1**.

VARIABLE	ODDS RATIO	STD. ERR.	Z	P>|Z|
Male	0.891***	0.009	-10.86	0.000
White	0.546***	0.006	-59.44	0.000
Hispanic	0.757***	0.022	-9.73	0.000
Less than High School	1.336***	0.027	14.30	0.000
High School Graduate or GED	1.287***	0.020	16.04	0.000
Some College or Associate's Degree	1.157***	0.018	9.22	0.000
Age	1.014***	0.000	42.68	0.000
Agriculture	1.686***	0.199	4.42	0.000
Mining, logging	0.578	0.195	-1.63	0.103
Utilities	1.508	0.248	2.50	0.012
Construction	1.670***	0.060	14.17	0.000
Manufacturing	0.698***	0.017	-14.45	0.000
Wholesale trade	1.203***	0.046	4.84	0.000
Retail trade	1.004	0.025	0.15	0.879
Transportation and warehousing	1.198***	0.041	5.28	0.000
Information	1.354***	0.090	4.57	0.000
Finance	1.910***	0.106	11.64	0.000
Real Estate	1.185***	0.052	3.84	0.000
Professional, scientific, technical	1.441***	0.048	10.97	0.000
Management	1.274***	0.103	3.00	0.003
Administrative support and waste management	1.531***	0.033	19.72	0.000
Education	0.981	0.038	-0.50	0.617
Health care	0.797***	0.022	-8.28	0.000
Arts, entertainment, recreation	0.895***	0.034	-2.88	0.004
Other service	1.034	0.033	1.02	0.308
Public administration	1.159**	0.072	2.37	0.018
Unknown industry	1.768***	0.034	29.44	0.000

VARIABLE	ODDS RATIO	STD. ERR.	Z	P>|Z|
Management	0.972	0.026	-1.08	0.281
Business and Financial Operations	0.943	0.039	-1.42	0.155
Computer and Mathematical	1.063	0.068	0.96	0.339
Architecture and Engineering	0.899**	0.038	-2.53	0.011
Life, Physical, and Social Science	0.928	0.057	-1.23	0.218
Community and Social Services	1.134*	0.078	1.82	0.069
Legal	0.954	0.093	-0.48	0.629
Education, Training, and Library	0.791***	0.029	-6.36	0.000
Arts, Design, Entertainment, Sports, and Media	0.920**	0.038	-1.98	0.047
Healthcare Practitioners and Technical	0.629***	0.027	-10.66	0.000
Healthcare Support	0.944	0.035	-1.54	0.123
Protective Service	0.907	0.060	-1.46	0.143
Building and Grounds Cleaning and Maintenance	1.001	0.029	0.03	0.978
Personal Care and Service	0.408***	0.012	-30.26	0.000
Sales and Related	0.842***	0.021	-7.03	0.000
Office and Administrative Support	1.023	0.024	0.98	0.326
Farming, Fishing, and Forestry	1.213*	0.127	1.85	0.064
Construction and Extraction	1.176***	0.041	4.63	0.000
Installation, Maintenance, and Repair	1.028	0.036	0.79	0.430
Production	0.993	0.026	-0.27	0.786
Transportation and Material Moving	1.057**	0.028	2.08	0.038
Military Specific	1.097	0.189	0.54	0.591
Unknown Occupation	0.580***	0.012	-25.40	0.000
Veteran	0.853***	0.021	-6.36	0.000
Citizen	2.730***	0.128	21.38	0.000
Disabled	1.435***	0.051	10.19	0.000
WBA <$100	1.806***	0.052	20.47	0.000
WBA $100-$149	2.738***	0.039	70.17	0.000
WBA $150-$199	2.099***	0.040	39.08	0.000
WBA $200-$249	1.899***	0.036	33.75	0.000
WBA $250-$299	1.669***	0.033	26.15	0.000
Pandemic Unemployment Assistance	1.316***	0.027	13.53	0.000

VARIABLE	ODDS RATIO	STD. ERR.	Z	P>|Z|
Trident	1.160***	0.022	7.80	0.000
Lowcountry	0.984	0.027	-0.58	0.562
Midlands	1.327***	0.026	14.54	0.000
Upstate	1.075***	0.024	3.24	0.001
Catawba	1.127***	0.028	4.81	0.000
Santee-Lynches	1.180***	0.032	6.06	0.000
Waccamaw	1.058***	0.022	2.72	0.007
Upper Savannah	1.032	0.030	1.06	0.289
Lower Savannah	1.336***	0.034	11.41	0.000
Pee Dee	1.222***	0.030	8.22	0.000
Worklink	0.987	0.024	-0.54	0.592
Out-of-State/Unknown	1.265***	0.045	6.54	0.000
Urban	0.872***	0.017	-7.06	0.000
Constant	0.025***	0.001	-62.34	0.000

While broadly consistent, there are notable differences between LWDAs.
Full regression results for each LWDA similar to ***Table C1*** *are available upon request.*

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