

South Carolina Labor Force Participation

Prepared for: South Carolina Department of Employment and Workforce

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INTRODUCTION

Millan Chicago LLC recently conducted a survey of individuals who were present in South Carolina's Department of Employment and Workforce (DEW) wage data in 2019, filed an unemployment insurance (UI) claim in 2020, and who were not present in DEW's wage data in 2021. The primary purposes of the survey were to (1) identify the current work status of these individuals, and (2) for those not working, the barriers that impact their ability to get a job, and (3) how they might be convinced to return to work.

The total number of individuals initially identified through DEW records was 171,390. After removing individuals with no email address, or who had incorrect ages or were older than 79 years old, or who were known to live outside of South Carolina (SC), 150,392 individuals received email invitations to complete the survey. A survey link was also included on DEW's website. As an incentive, 150 individuals who completed the survey were randomly selected and received \$25. The total number of individuals who accessed the survey was 6,116 for a response rate of 4.07%. Of these individuals, 45 did not provide consent and are not included in the final sample which yields a final, usable sample of 6,071.

This report summarizes the results of the survey. The margin of error for the sample as a whole is ± 1 percent at a 95 percent confidence level. Margins of error for subgroups within the survey sample will be higher based on the number of individuals within each particular subgroup. For all comparisons, statistically significant differences are identified when they exist. The survey was conducted online between August 2 through September 9, 2022, and took approximately 4 minutes for the average respondent to complete. A Spanish-language version of the questionnaire was available to those residents who preferred to respond in Spanish.

The data were summarized and analyzed to identify any significant differences in work status, perceived barriers to employment, and factors that would get individuals back across various subgroups of primary interest. The following sections contain an executive summary and a detailed analysis of survey results. More comprehensive survey results are presented in Appendices A through D and a complete copy of the survey is presented in Appendix E.

EXECUTIVE SUMMARY

Overview and Objectives

Millan Chicago LLC conducted a survey of individuals who were present in South Carolina's Department of Employment and Workforce (DEW) wage data in 2019, filed an unemployment insurance (UI) claim in 2020, and who were not present in DEW's wage data in 2021. The primary purposes of the survey were to (1) identify the current work status of these individuals, and (2) for those not working, the barriers that impact their ability to get a job, and (3) how they might be convinced to return to work.

Methodology

A survey link was sent to 150,392 individuals identified as members of the focal population. All surveys were completed online using SurveyMonkey. The survey was accessed by 6,116 individuals.

Key Results

- Approximately 46% of the sample indicated they are currently working in some form. An additional 26% are individuals who are not available to work (i.e., students, retirees, those with disability or health issues). This leaves roughly 28% of respondents who are not working, but could work.
- Current work status is not consistent across demographic subgroups. Notable differences include higher percentages of women, Black/African Americans, those with less than a college degree, and rural (i.e., Tier IV) counties have greater percentages in the not working, available category.
- The most frequently identified barriers to work are lack of good paying jobs, gaps in employment history, more optimal working hours, a lack of transportation, and disabilities. These are consistently noted across ALL demographic subgroups.
- Four primary factors that would get people back to work are better paying jobs, work closer to home, and more flexible jobs (both hours and conditions). Better paying jobs are the most important factor in all cases, but the need for jobs closer to home are more critical for those in Tier IV counties than in any other Tier.
- Results suggest that better communication and/or opportunities for work would have substantial impact in getting people working as well as efforts toward providing better child care and transportation options for select demographic subgroups.
- Additional survey or focus group work could help identify the specific characteristics (and combinations) that individuals see as defining a job as "good."

SURVEY DEVELOPMENT

The survey was designed in collaboration with DEW personnel and focused on the following broad areas:

- current work status (e.g., employed, unemployed),
- barriers to employment (e.g., caregiving responsibilities, disability/health concerns),
- factors that influence labor force participation,
- individual characteristics including demographic information (e.g., race, ethnicity, gender, gender identity), geography (e.g., county, zip code), and educational attainment, and
- work experience.

Items were written to maximize simplicity and efficiency of data collection and the survey was designed to be completed in approximately 5-10 minutes.

The full survey can be found in Appendix E.

RESULTS

Sample Summary

The focal population was individuals who were present in South Carolina's Department of Employment and Workforce (DEW) wage data in 2019, filed an unemployment insurance (UI) claim in 2020, and who were not present in DEW's wage data in 2021 (N = 150,392). The total number of individuals who accessed the survey was 6,116 for a response rate of 4.07%. Of these individuals, 45 did not provide consent and are not included in the final sample which yields a final, usable sample of 6,071.

The following tables provide information about the population and sample in order to evaluate the degree to which the sample is representative. The population and sample demographic characteristics are displayed in Table 1. A higher proportion of women participated in the survey compared to the population. There was also a higher proportion of individuals that identified as White in the sample compared to the population. Finally, there was a greater percentage of older individuals in the sample; those who were older than 54 years of age were proportionally higher than in the population.

Table 1. Sample Demographic Characteristics: Population and Sample

	Population	Sample
Gender	Female (53%) Male (46%)	Female (68%) Male (30%)
Race	White (54%) Black/African American (39%)	White (59%) Black/African American (36%)
Age Group	24 years or younger (11%) 25–54 years (65%) Greater than 55 years (24%)	24 years or younger (6%) 25–54 years (56%) Greater than 55 years (37%)
Ethnicity	Not Hispanic/Latino (89%) Hispanic/Latino (4%)	Not Hispanic/Latino (87%) Hispanic/Latino (3%)

Sample Characteristics: Residents and Non-Residents

The sample contained both South Carolina residents and non South Carolina residents (Nonresidents). Demographic characteristics are displayed in Table 2. A similar pattern of demographic characteristics persists for the South Carolina resident sample. There is a higher proportion of female respondents, a higher proportion of individuals who identify as White, and proportionally, slightly older individuals responded when comparing to the population.

For all primary analyses, only South Carolina residents were included. A breakdown of the nonresident respondents is presented in Appendix D.

Table 2. Sample Demographic Characteristics: South Carolina Residents and Nonresidents

	Population	South Carolina Residents	Non-Residents
Gender	Female (53%) Male (46%)	Female (69%) Male (30%)	Female (64%) Male (35%)
Race	White (54%) Black/African American (39%)	White (58%) Black/African American (37%)	White (66%) Black/African American (21%)
Age Group	24 years or younger (11%) 25–54 years (65%) Greater than 55 years (24%)	24 years or younger (6%) 25–54 years (55%) Greater than 55 years (38%)	24 years or younger (12%) 25–54 years (67%) Greater than 55 years (21%)
Ethnicity	Not Hispanic/Latino (89%) Hispanic/Latino (4%)	Not Hispanic/Latino (87%) Hispanic/Latino (3%)	Not Hispanic/Latino (89%) Hispanic/Latino (4%)

Sample Characteristics: Workforce Development Area

South Carolina is divided into twelve (12) workforce development areas. Table 3 contains the number and proportion of individuals in the population and sample by workforce development area. The percentages of respondents in each of the twelve areas were consistent with the population.

Table 3. Sample Characteristics: Workforce Development Area

Workforce Development Area	Population	Sample
Catawba	9968 (6.63%)	363 (6.58%)
Greenville	15195 (10.10%)	605 (10.97%)
Lowcountry	7246 (4.82%)	220 (3.99%)
Lower Savannah	8302 (5.52%)	340 (6.16%)
Midlands	21848 (14.53%)	856 (15.52%)
Pee Dee	10748 (7.15%)	445 (8.07%)
Santee-Lynches	6731 (4.48%)	262 (4.75%)
Trident	25210 (16.76%)	825 (14.96%)
Upper Savannah	6009 (4.00%)	216 (3.91%)
Upstate	11609 (7.72%)	389 (7.05%)
Waccamaw	17397 (11.57%)	597 (10.83%)
Worklink	10129 (6.74%)	396 (7.18%)

Analysis Overview

Though there are some differences between population percentages and sample characteristics, sample sizes within key demographic subgroups provide sufficient information to allow for meaningful statistical comparisons.

For comparisons included in this report, subgroups with low sample sizes, responses of “Choose Not to Answer”, “Other”, or no response were excluded. For example, due to insufficient sample sizes for “Choose Not to Answer” and “Other” with respect to Gender, results are reported for only Males and Females. Appendix A includes a full listing of all responses to survey questions.

Work Status Definitions

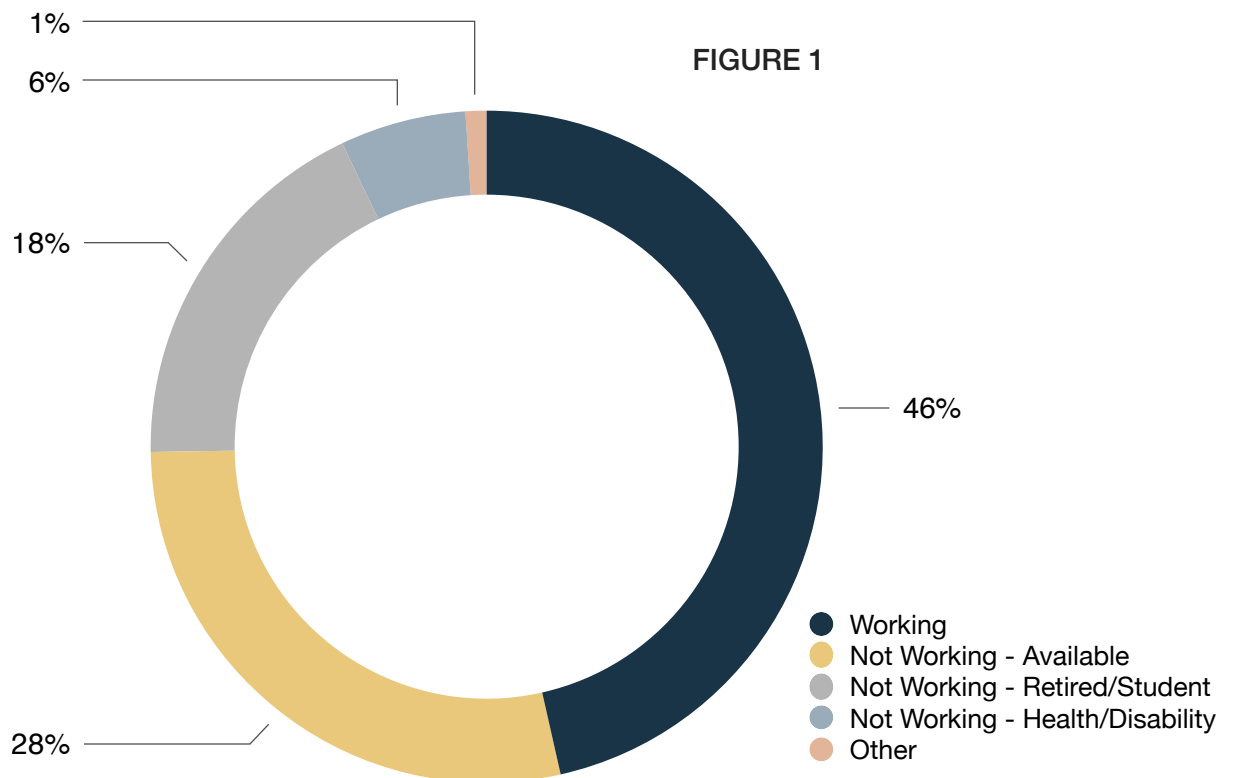
Respondents reported their current work status. For purposes of primary analyses, current work status was categorized in one of five categories (see Table 4). Appendix A includes a full listing of all responses to this survey question.

Table 4. Work Status Definitions

Category	Current Work Status
Working	Active Military Self-Employed Working Full-Time Working Part-Time Working & Student
Not Working - Available	Not Working, Available Not Working, Not looking for work
Not Working - Retired/ Student	Not Working, Retired Not Working, Student
Other	Deceased Other

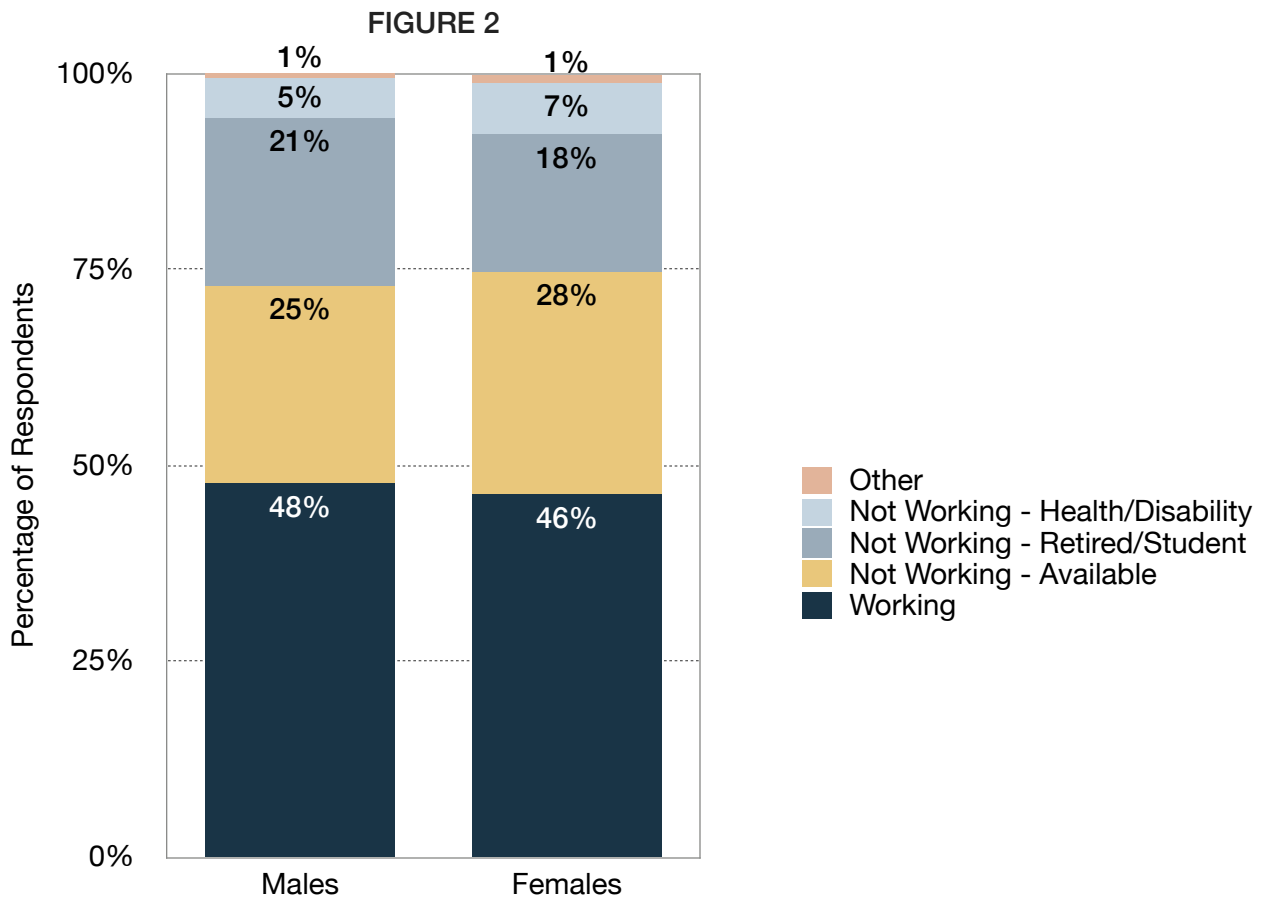
Work Status

The percentage of South Carolina residents work status categories is displayed in Figure 1. Forty-six percent of respondents reported that their current work status is working while 52% of respondents reported that they are not currently working. Within the 52% not working, 6% are not working due to health or disability, 15.73% are not working due to retirement, 2.67% are not working due to school, and 28% are not working but classified as available to work.



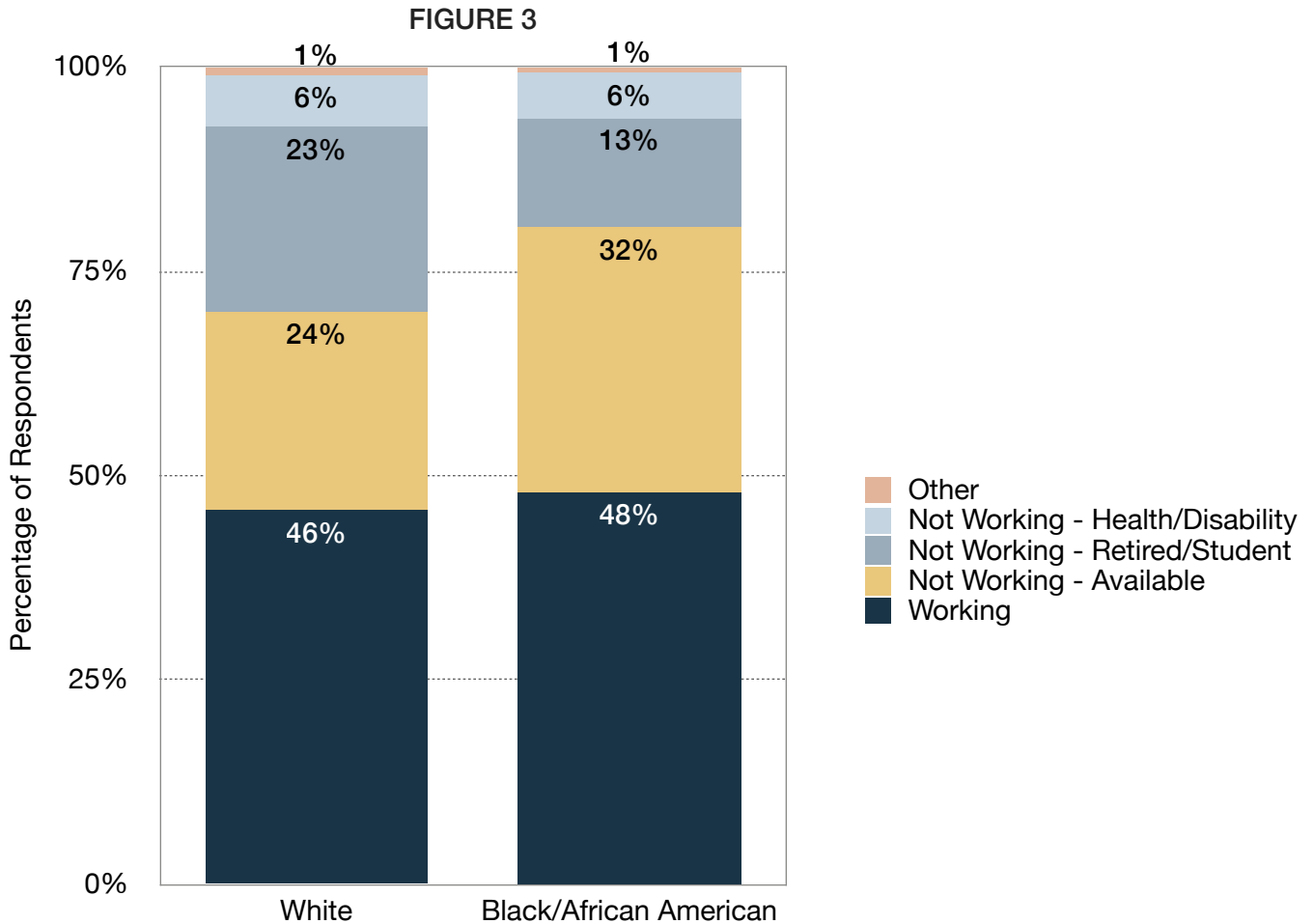
Work Status: Gender

The percentage of respondents work status by gender is displayed in Figure 2. There were no differences in *Working* between Males and Females. However, there was a higher percentage of Females who are *Not Working - Available* and *Not Working - Health/Disability* than males. For Males, there was a higher percentage of Males who are *Not Working - Retired/Student* compared to Females. The higher percentage of Males in this category was driven largely by retirees.



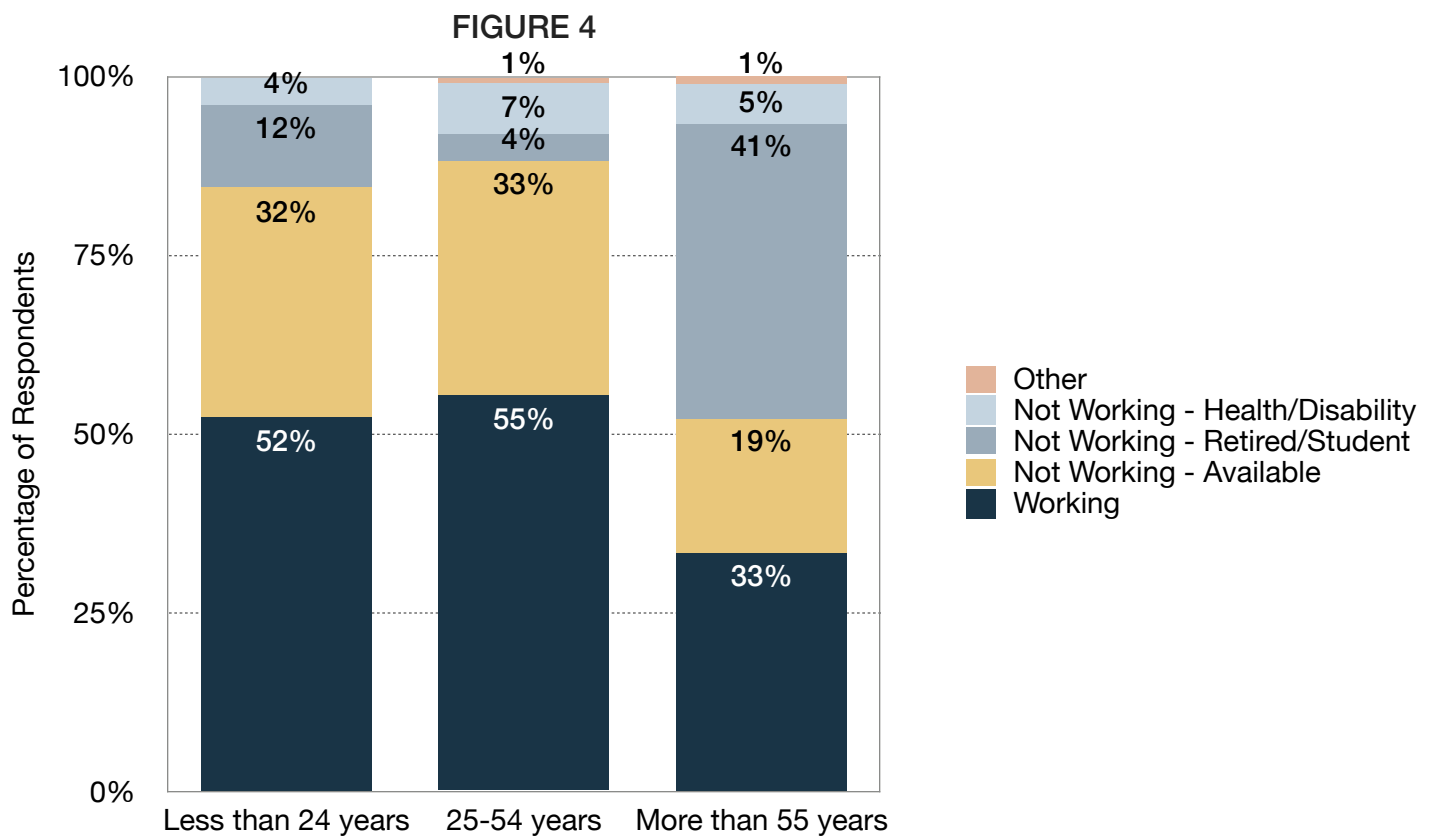
Work Status: Race

The percentage of respondents work status by race is displayed in Figure 3. There were no differences in *Working* between respondents who identified as White and Black/African American. There was a higher percentage of Whites who are *Not Working - Health/Disability* than Black/African Americans. For Black/African Americans, there was a higher percentage who are *Not Working - Available* compared to Whites.



Work Status: Age

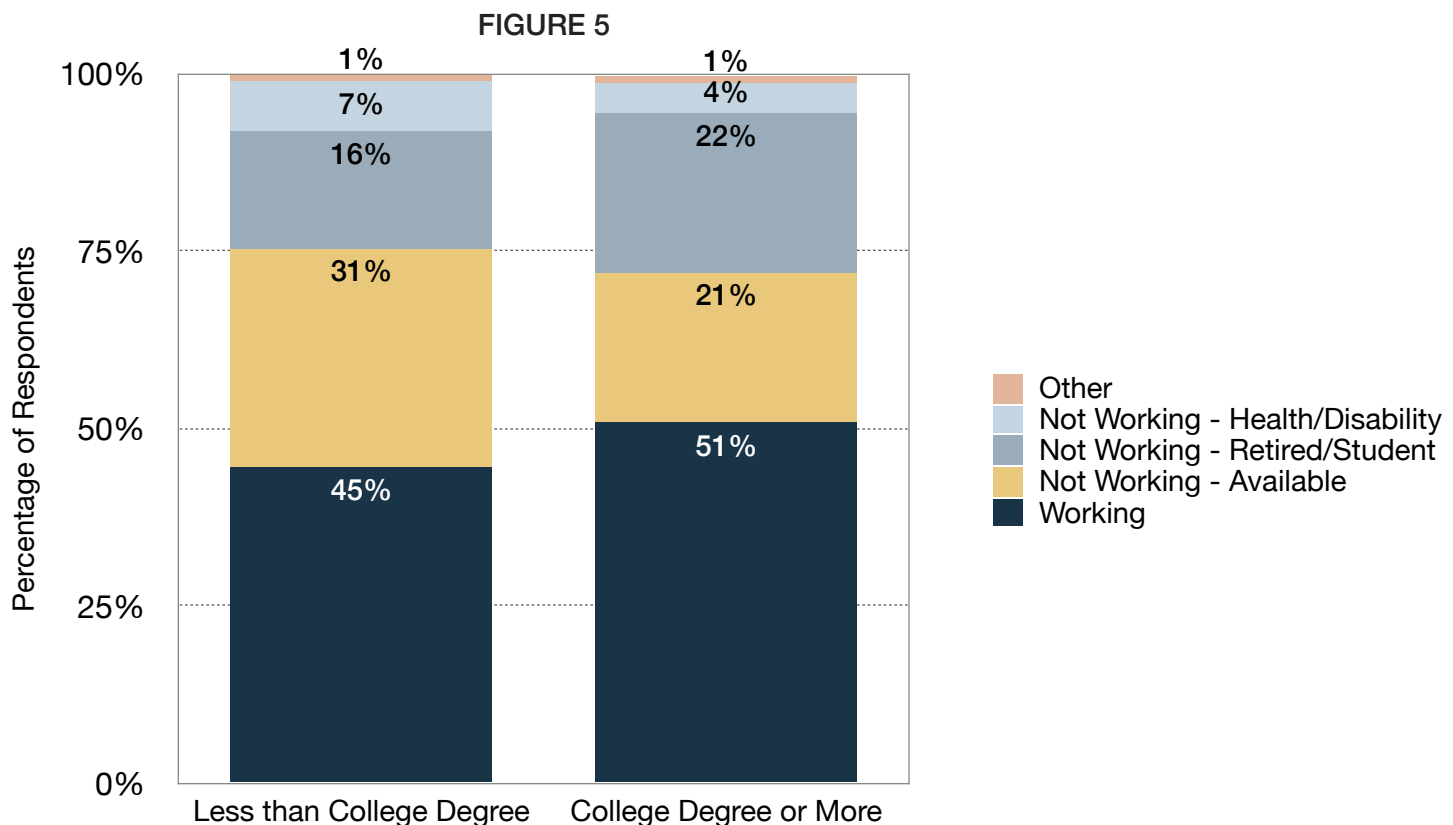
The percentage of respondents work status by age is displayed in Figure 4. There was a higher percentage of 24 years and younger and 25-54 year olds that were *Working* compared to a lower percentage of 55 years and older who had a percentage of *Working*. There was also a higher percentage of 25-54 year olds that were *Not Working - Available* compared to the 55 years and older. As expected, there was a larger percentage of individuals 55 years and older *Not Working - Retired/Student* compared to the younger ages. This result was primarily driven by the retired status. There was also a higher percentage of 25-54 year olds that were *Not Working - Health/Disability* compared to the younger and older age groups.



Work Status: Educational Attainment

Educational attainment was collapsed into two categories. Individuals with a college degree or more included the following levels: Associates Degree, Bachelor's Degree, Master's Degree, Professional degree beyond bachelor's degree and Doctorate degree. Individuals with less than a college degree included the following levels: Did not complete high school, Regular high school diploma, GED or alternative credential, Some college credit but less than 1 year of college, and 1 or more years of college credit, no degree.

The percentage of respondents work status by educational attainment is displayed in Figure 5. There was a higher percentage of individuals with a college degree or more in the *Working* and *Not Working - Retired/Student* categories compared to individuals with less than a college degree. There was a higher percentage of individuals with less than a college degree in the *Not Working - Available* and *Not Working - Health/Disability* categories compared to individuals with a college degree or more.



Work Status: Previous Job

An individual's previous job was classified into one of 23 major groups (2 digit SOC codes). A category representing Business Owner/Independent Contractor was also included. Differences in percentages across the major groups were evaluated by comparing a focal group to all others with that group removed. In short, we can evaluate if a certain group is higher or lower than the average of all other groups.

Working compared to Not Working (Are some jobs associated with a greater likelihood of being employed?)

The percentage of respondents that indicated a work status of *Working* was higher in the following groups:

- Business Owners/Independent Contractors,
- Community and Social Services, and
- Personal Care and Service.

The percentage of respondents that indicated a work status of *Not Working* was higher for:

- Production.

Not Working - Available compared to all other Not Working (Are there some jobs that have a greater rate of individuals who are available to work?)

The percentage of individuals with a current work status of *Not Working - Available* was greater for four groups:

- Building and Grounds Cleaning and Maintenance,
- Business Owner/Independent Contractor,
- Food Preparation and Serving Related, and
- Transportation and Material Moving.

The percentage of individuals with a current work status of *Not Working - Available* was smaller for four groups:

- Arts, Design, Entertainment, Sports and Media,
- Educational Instruction and Library,
- Healthcare Practitioners and Technical, and
- Installation, Maintenance, and Repair.

Tier Definition

Current work status was examined by the four tiers produced by the South Carolina Department of Revenue.

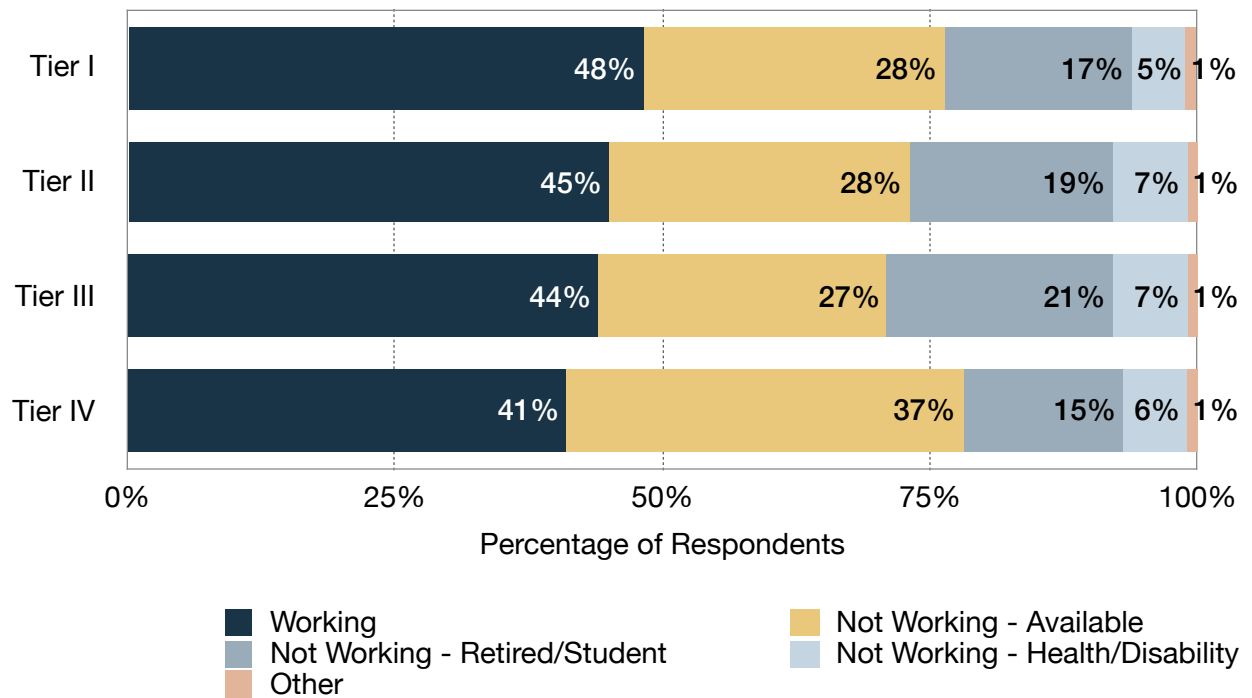
Table 5. Tier Composition

Tier 1	Tier II	Tier III	Tier IV
Aiken	Anderson	Abbeville	Allendale
Beaufort	Calhoun	Chesterfield	Bamberg
Berkeley	Dorchester	Clarendon	Barnwell
Charleston	Edgefield	Colleton	Cherokee
Greenville	Florence	Darlington	Chester
Kershaw	Georgetown	Fairfield	Dillon
Lexington	Hampton	Greenwood	Lee
Newberry	Lancaster	Horry	Marion
Oconee	Pickens	Jasper	Marlboro
Richland	Saluda	Laurens	Orangeburg
York	Spartanburg	McCormick	Union
		Sumter	Williamsburg

Work Status: Tiers

Work status by Tiers can be found in Figure 6. There was a higher percentage of respondents in Tier I with a current work status of *Working* compared to respondents in Tier III and Tier IV. There was a higher percentage of respondents in Tier IV with a current work status of *Not Working - Available* compared to respondents in Tiers I, II, and III. There was a higher percentage of respondents with a current work status of *Not Working - Retired/Student* compared to Tiers I and IV.

FIGURE 6



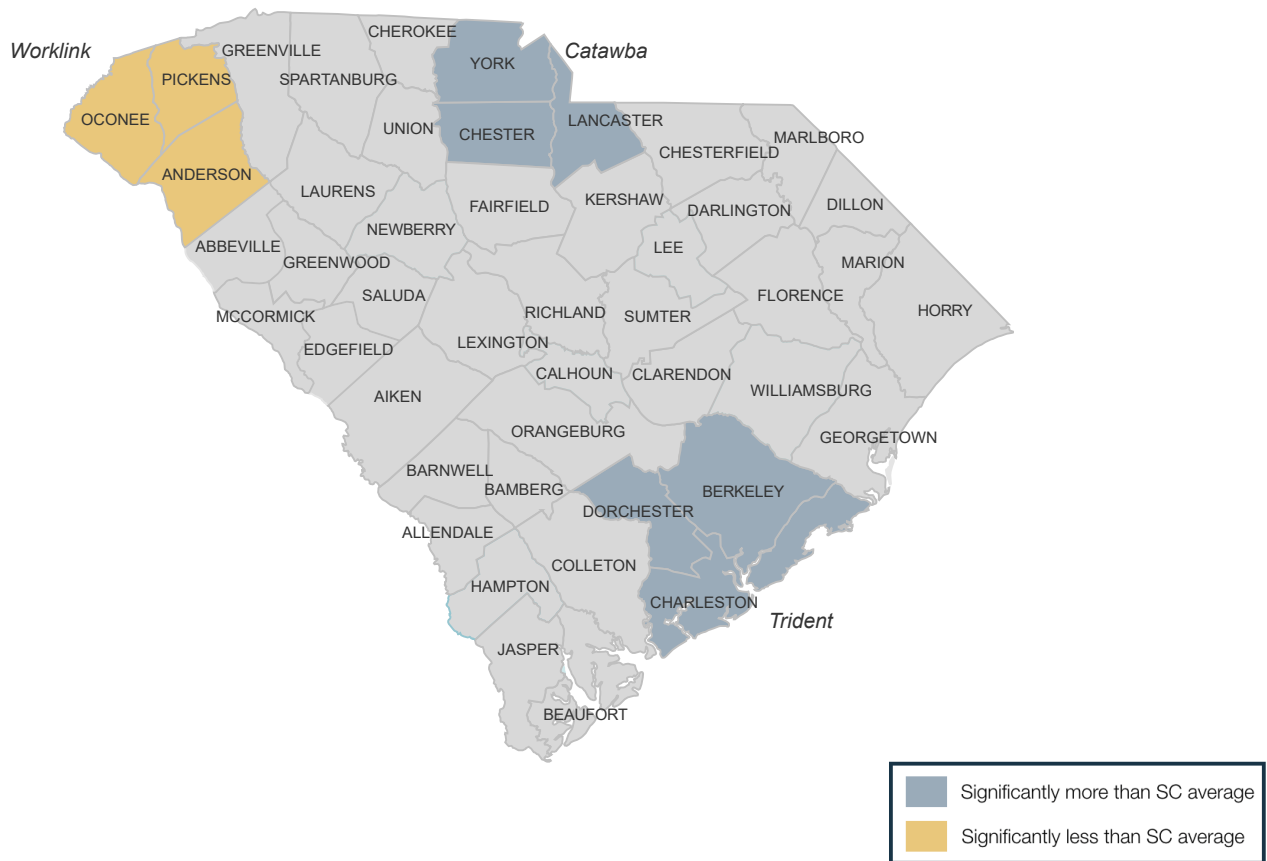
Work Status: Workforce Development Zones

There are 12 Workforce Development Zones. Each zone was compared to the average of the other zones to determine whether the zone was different and if so, how it was different from the other zones.

WORKING

There was a higher percentage of respondents with a current work status of *Working* in Catawba and Trident and a lower percentage of respondents with a current work status of *Working* in Worklink (Figure 7).

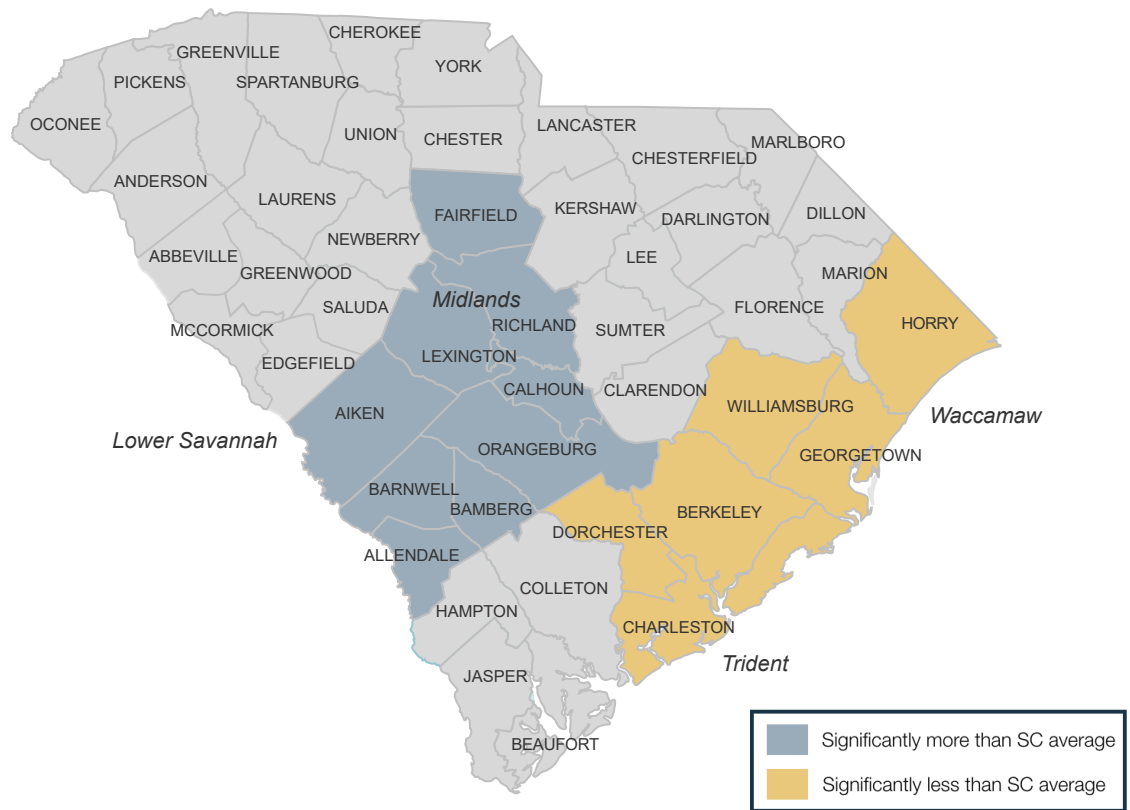
FIGURE 7



NOT WORKING - AVAILABLE

There was a higher percentage of respondents with a current work status of *Not Working - Available* in Midlands and Lower Savannah and a lower percentage of respondents with a current work status of *Not Working - Available* in Trident and Waccamaw (Figure 8).

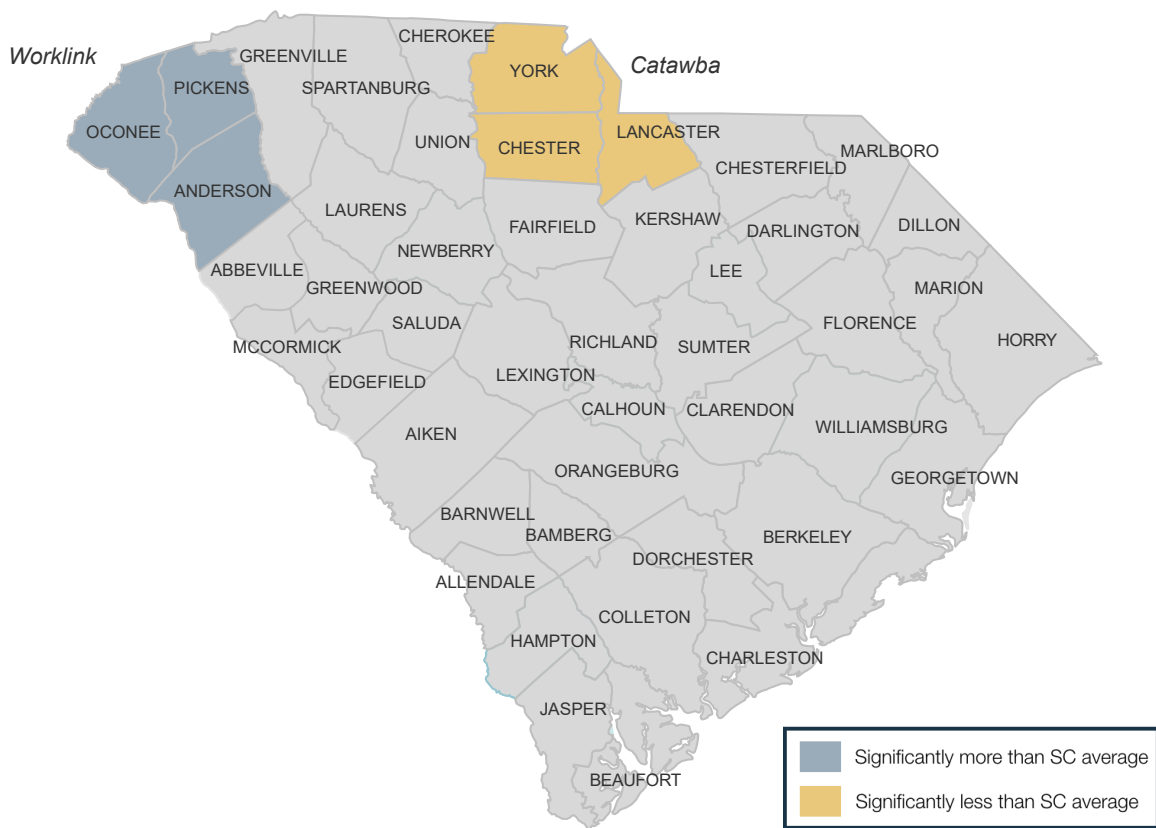
FIGURE 8



NOT WORKING - HEALTH/DISABILITY

There was a higher percentage of respondents with a current work status of *Not Working - Health/Disability* in Worklink and a lower percentage of respondents with a current work status of *Not Working - Health/Disability* in Catawba (Figure 9).

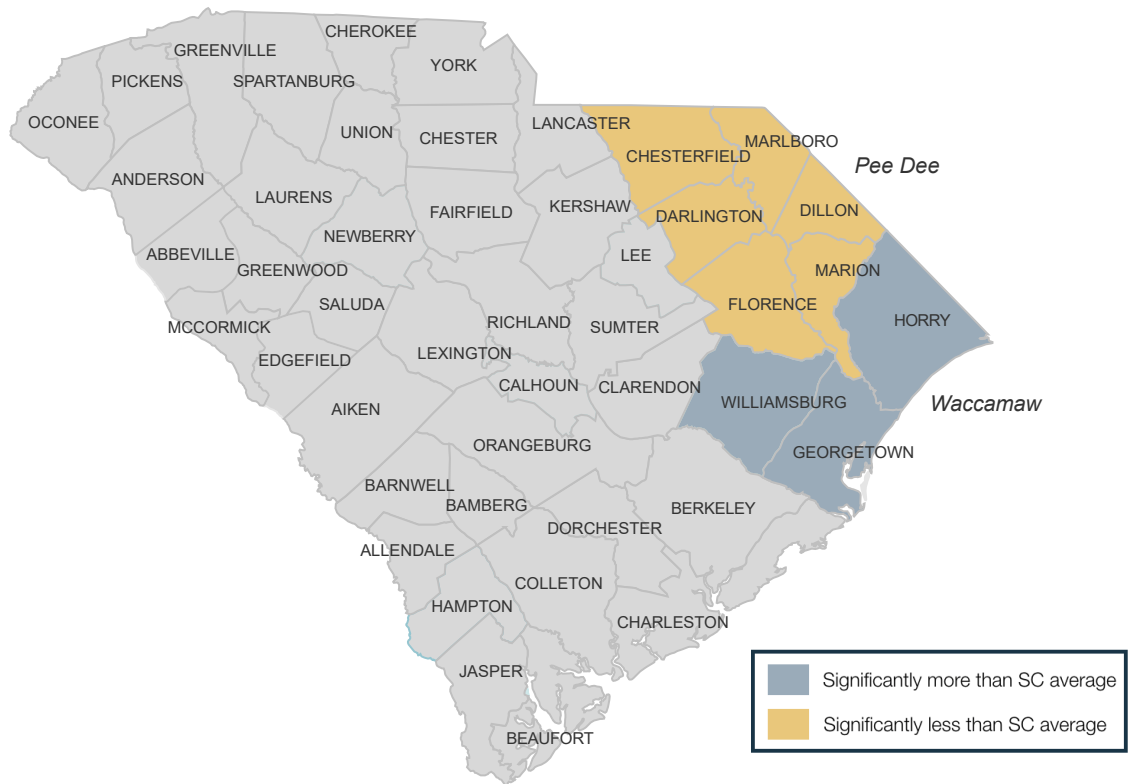
FIGURE 9



NOT WORKING - RETIRED/STUDENT

There was a higher percentage of respondents with a current work status of *Not Working - Retired/Student* in Waccamaw and a lower percentage of respondents with a current work status of *Not Working - Retired/Student* in Pee Dee (Figure 10).

FIGURE 10



Barriers to Getting a Job

Respondents indicating their current work status as *Not Working - Available* were given a list of 29 barriers in which they could select as many as they believed to be important barriers to obtaining a job. The Top 10 noted across the entire sample are included in Table 6.

Table 6. Top 10 Barriers to Getting a Job

Barrier	Percent
Low pay jobs	23%
Health	20%
Gaps in employment history	19%
Lack of transportation	18%
Optimal hours not available	16%
Disabilities	15%
Lack of child care	14%
Stay with child	13%
Age (too old)	12%
Criminal record	11%

Barriers to Getting a Job: Gender

The top 10 barriers to get a job for Females and Males are presented in Table 7. There were two barriers that were different between Females and Males. Females indicated that lack of child care and wanting to stay with child as two barriers to obtaining a job while Males indicated a criminal record and lack of information about jobs were barriers.

Table 7. Top 10 Barriers to Getting a Job for Females and Males

Barrier	Females	Males
Low pay jobs	23%	27%
Health	20%	19%
Gaps in employment history	20%	20%
Optimal hours not available	20%	9%
Lack of Transportation	19%	18%
Lack of child care	19%	
Stay with child	18%	
Disabilities	15%	19%
Age (too old)	12%	15%
Low self-esteem	10%	9%
Criminal record		19%
Lack of information about jobs		8%

Barriers to Getting a Job: Race

The top 10 barriers to get a job for individuals who identify as Black/African American and White are presented in Table 8. There were four barriers that were different between individuals who identify as Black/African American and White. Black/African Americans indicated that criminal record and lack of training as two barriers to obtaining a job while Whites indicated age (too old) low self-esteem were barriers.

Table 8. Top 10 Barriers to Getting a Job: Race

Barrier	Black/African American	White
Low pay jobs	22%	24%
Health	18%	25%
Gaps in employment history	17%	23%
Optimal hours not available	17%	17%
Lack of Transportation	21%	18%
Lack of child care	16%	13%
Stay with child	11%	16%
Disabilities	14%	17%
Age (too old)		19%
Low self-esteem		14%
Criminal record	13%	
Lack of information about jobs		
Lack of training	8%	

Barriers to Getting a Job: Age

The top 10 barriers to get a job for individuals across the three age groups is presented in Table 9. There were several differences that emerged in the barriers to getting a job. Younger respondents indicated child care issues and family problems as unique barriers in comparison to older respondents. Older respondents indicate age (too old), a lack of computer skills, and a lack of information about jobs as unique barriers in comparison to younger respondents.

Table 9. Top 10 Barriers to Getting a Job: Age

Barrier	24 years or younger	25-54 years	55 years or older
Low pay jobs	28%	24%	24%
Health		21%	27%
Gaps in employment history	20%	22%	14%
Optimal hours not available	14%	18%	14%
Lack of Transportation	23%	23%	7%
Lack of child care	23%	18%	
Stay with child	22%	18%	
Disabilities	11%	16%	17%
Age (too old)			36%
Low self-esteem	15%	10%	6%
Criminal record	11%	15%	
Lack of information about jobs			8%
Lack of training			
Family problems	12%		
Lack of computer skills			12%

Barriers to Getting a Job: Tiers

The top 10 barriers to get a job for individuals across the four Tiers is presented in Table 10. For each of the Tiers, the same barriers were in the top 10. The only difference was the particular ranking of the barrier. For example, lack of transportation was the number 1 barrier for Tier IV while low paying jobs was the top barrier for Tiers I, II, and III. Also, lack of transportation was noted as the single biggest barrier for those in Tier IV while those in Tiers I, II, and III ranked lack of transportation lower.

Table 10. Top 10 Barriers to Getting a Job: Tiers

Barrier	I	II	III	IV
Low pay jobs	22%	24%	25%	23%
Health	20%	22%	23%	17%
Gaps in employment history	19%	23%	18%	15%
Optimal hours not available	17%	17%	15%	12%
Disabilities	17%	13%	14%	19%
Lack of transportation	16%	18%	16%	27%
Lack of child care	14%	15%	11%	12%
Stay with child	14%	13%	13%	12%
Age (too old)	13%	11%	10%	11%
Criminal record	11%	12%	12%	11%

Barriers to Getting a Job: Summary

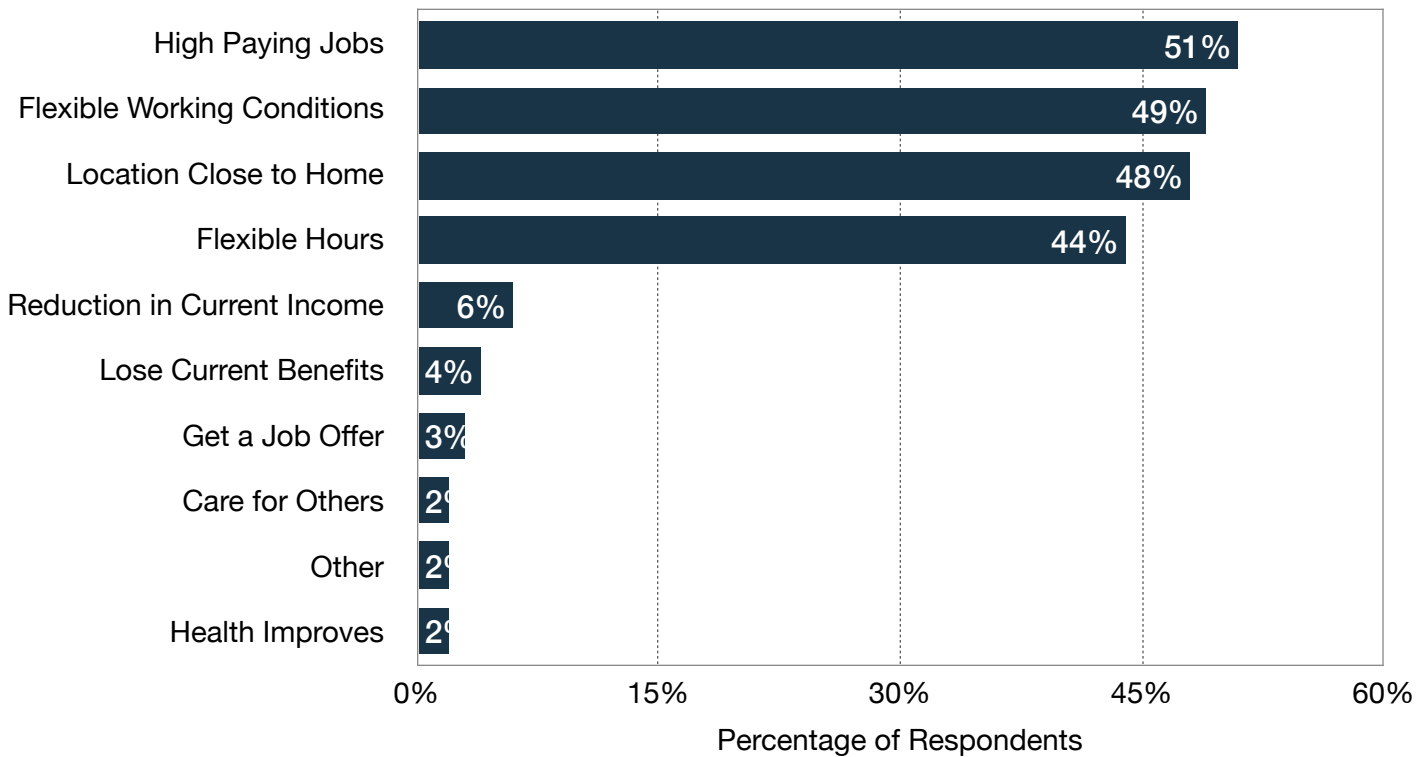
The top five barriers to getting a job that were present in every subgroup included:

1. Low paying jobs
2. Gaps in employment history
3. Optimal hours not available
4. Lack of transportation
5. Disabilities

Back to Work Factors

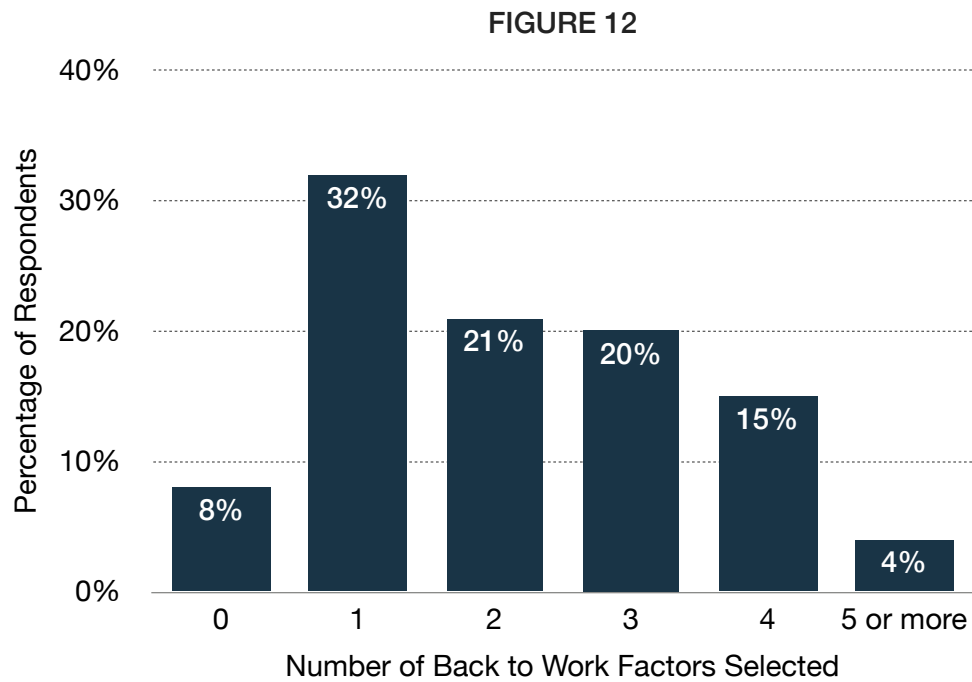
Respondents indicating their current work status as *Not Working - Available* were given a list of factors in which they could select as many as they believed to be important factors to get back to work. Figure 11 illustrates that there are four factors that are overwhelmingly important: high paying jobs, flexible working conditions (e.g., working from home), work location close to home, and flexible hours.

FIGURE 11



Back to Work Factors: Number Selected

The frequency of back to work factors selected is presented in Figure 12. About a third of respondents only indicated one factor while 60% of individuals indicated two or more factors needed to get back to work.



Back to Work Factors: Profiles

The combination of back to work factor profiles are displayed in Table 11. These profiles represent the combination of factors to give a profile of what respondents indicated would get them back to work.

Table 11. Back to Work Profiles

Combination of Back to Work Factors	Count
High Pay + Location + Flexible Hours	85
High Pay + Flexible Hours + Flexible Conditions	84
Location + Flexible Hours + Flexible Conditions	76
High Pay + Location + Flexible Conditions	59
High Pay + Location	100
Flexible Hours + Flexible Conditions	74
High Pay + Flexible Hours	43
High Pay + Flexible Conditions	43
Location + Flexible Conditions	42
Location + Flexible Hours	34

Back to Work Factors: Tiers

The top four back to work factors for each Tier are in Table 12. Across the Tiers, the same four factors emerged as the top factors that would get respondents back to work. Of note, however, the top factor is different across the Tiers; for Tier IV, a location close to home was the top factor while flexible working conditions was the top for Tier I and then for Tiers II and III, the top factor was a high paying job.

Table 12. Top Back to Work Factors

Factor	I	II	III	IV
Flexible Working Conditions	51%	49%	48%	42%
High Paying Job	50%	52%	52%	49%
Location Close to Home	46%	47%	48%	54%
Job with Flexible Hours	46%	42%	42%	44%

APPENDIX A

SURVEY RESULTS BY QUESTION FOR SC RESIDENTS

Which of the following best describes your current work situation?

TABLE A.1

Current Work Status	Count	Percentage
Not working, Looking for work	1297	23.05%
Working Full-Time	1282	22.79%
Not Working, Retired	873	15.52%
Working Part-Time	635	11.29%
Self-Employed	619	11.00%
Not working, Not looking for work	283	5.03%
Disability/Health	244	4.34%
Not working, Student	148	2.63%
Family Care	90	1.60%
Other	59	1.05%
Working/Student	14	0.25%
Active Military	5	0.09%
Deceased	2	0.04%
(Blank)	75	1.33%
Grand Total	5626	100%

What source(s) do you rely on to replace the income from not working or receiving unemployment?

TABLE A.2

Source of Support	Count	Percentage
Partner/Spouse Income	495	31.33%
Support from other Family Members	441	27.91%
Odd Jobs	382	24.18%
Savings	325	20.57%
Welfare	189	11.96%
Support from Friends/Community	130	8.23%
Child Support	74	4.68%
Retirement	71	4.49%
Disability	34	2.15%
Other Support	29	1.84%
Alimony	7	0.44%
Grand Total	1580	100%

Which of the following would get you to go back to work?

TABLE A.3¹

Factors Back to Work	Count	Percentage
High Paying job	800	51%
Job with Flexible Working Conditions	776	49%
Location Close to Home	751	48%
Job with Flexible Hours	699	44%
Reduction in Current Income	90	6%
Lose Current Benefits	59	4%
Get a Job Offer	54	3%
Care for Others	38	2%
Other	37	2%
Health Improves	34	2%
Transportation	15	1%
Can't Work	8	1%
COVID	5	0%
Medical Benefits	5	0%
Grand Total	3371	

¹ Percentages do not sum to 100.

Please indicate which of the following are things that make it harder to get a job.

TABLE A.4²

Barrier	Count	Percentage
Low paying jobs	364	23.04%
Health	327	20.70%
Gaps in employment history	303	19.18%
Lack of transportation	282	17.85%
Optimal hours not available	255	16.14%
Disabilities	243	15.38%
Lack of child care	214	13.54%
Stay with child	213	13.48%
Age (too old)	191	12.09%
Criminal record	181	11.46%
Low self-esteem	147	9.30%
Family problems	128	8.10%
Mental illness	119	7.53%
Lack of education	114	7.22%
Lack of training	114	7.22%
Housing	112	7.09%
Lack of information about jobs	100	6.33%
Fear of interviewing	100	6.33%
Lack of computer skills	97	6.14%
Special needs child	86	5.44%
Lack of clothing	80	5.06%
Disadvantaged background	79	5.00%
Lack of job search skills	74	4.68%
Poor work history	60	3.80%

² Percentages do not sum to 100.

Barrier	Count	Percentage
No interest	37	2.34%
Other barriers	37	2.34%
Domestic violence	34	2.15%
Drug and/or alcohol abuse	29	1.84%
Losing welfare	25	1.58%
Limited English	10	0.63%
Total	4155	

What is your current age (in years)?

TABLE A.5

Age	Count	Percentage
24 or younger	325	5.8%
25-34	1002	17.8%
35-44	1108	19.7%
45-54	907	16.1%
55-64	1136	20.2%
65 or older	930	16.5%
Choose not to answer	41	0.7%
(Blank)	177	3.1%
Grand Total	5626	100%

What is your gender?

TABLE A.6

Gender	Count	Percentage
Female	3734	66.37%
Male	1612	28.65%
Choose not to answer	71	1.26%
Other	11	0.20%
(blank)	198	3.52%
Grand Total	5626	100%

What is your race?

TABLE A.7

Race	Count	Percentage
White	2983	53.02%
Black/African American	1889	33.58%
Two or More Races	105	1.87%
Asian	65	1.16%
American Indian/Alaska Native	37	0.66%
Choose not to answer	20	0.36%
Native Hawaiian or other Pacific Islander	9	0.16%
(blank)	518	9.21%
Grand Total	5626	100%

What is your ethnicity?

TABLE A.8

Ethnicity	Count	Percentage
Not Hispanic or Latino	4594	81.66%
Choose not to answer	536	9.53%
Hispanic or Latino	163	2.90%
(blank)	333	5.92%
Grand Total	5626	100%

Are you a Veteran?

TABLE A.9

Veteran	Count	Percentage
No	5031	89.42%
Yes	355	6.31%
Choose not to answer	52	0.92%
(blank)	188	3.34%
Grand Total	5626	100%

Do you have a disability?

TABLE A.10

Disability	Count	Percentage
No	4335	77.05%
Yes	809	14.38%
Choose not to answer	308	5.47%
(blank)	174	3.09%
Grand Total	5626	100%

What is the highest level of education you completed?

TABLE A.11

Level of Education	Count	Percentage
1 or more years of college credit, no degree	920	16.35%
Associates degree (for example: AA, AS)	666	11.84%
Bachelor's degree (for example: BA, BS)	937	16.65%
Did not complete high school	312	5.55%
Doctorate degree (for example: PhD, EdD)	24	0.43%
GED or alternative credential	388	6.90%
Master's degree (for example: MA, MS, MEng, MEd, MSW, MBA)	336	5.97%
Professional degree beyond bachelor's degree (for example: MD, DDS, DVM, LLB, JD)	36	0.64%
Regular high school diploma	1184	21.05%
Some college credit, but less than 1 year of college	580	10.31%
(blank)	243	4.32%
Grand Total	5626	100%

Do you have professional certificates or licenses related to your most recent job?

TABLE A.12

Certifications	Count	Percentage
No	3935	69.94%
Yes	1464	26.02%
(blank)	227	4.03%
Grand Total	5626	100%

What was your previous job?

TABLE A.13

2 Digit SOC Category	Count	Percentage
Office and Administrative Support	667	11.86%
Management	616	10.95%
Sales and Related	520	9.24%
Transportation and Material Moving	402	7.15%
Food Preparation and Serving Related	353	6.27%
Production	336	5.97%
Healthcare Support	280	4.98%
Business and Financial Operations	266	4.73%
Educational Instruction and Library	244	4.34%
Other	223	3.96%
Healthcare Practitioners and Technical	187	3.32%
Personal Care and Service	178	3.16%
Building and Grounds Cleaning and Maintenance	168	2.99%
Installation, Maintenance, and Repair	122	2.17%
Business Owner/IC	120	2.13%
None	90	1.60%
Arts, Design, Entertainment, Sports and Media	82	1.46%
Construction and Extraction	81	1.44%
Computer and Mathematical	66	1.17%
Architecture and Engineering	65	1.16%
Life, Physical, and Social Science	55	0.98%
Community and Social Services	53	0.94%
Protective Service	51	0.91%
Legal	30	0.53%
Military Specific	9	0.16%
Farming, Fishing, and Forestry	3	0.05%
(blank)	359	6.38%
Grand Total	5626	100%

How long did you work in your previous job?

TABLE A.14

Time in Previous Job	Count	Percentage
Less than 1 year	1503	26.72%
Between 1 and 5 years	1999	35.53%
More than 5 years	1783	31.69%
(blank)	341	6.06%
Grand Total	5626	100%

How were you paid in your previous job?

TABLE A.15

How Paid	Count	Percentage
Hourly	3638	64.66%
Salaried	984	17.49%
Other	667	11.86%
(blank)	337	5.99%
Grand Total	5626	100%

How many hours did you work in your previous job?

TABLE A.16

Hours Worked	Count	Percentage
40 hours or more	2981	52.99%
20 to 39 hours	1729	30.73%
1 to 19 hours	574	10.20%
(blank)	342	6.08%
Grand Total	5626	100%

Workforce development area of previous job

TABLE A.17

WFDA Previous Job	Count	Percentage
Midlands	833	14.81%
Trident	817	14.52%
Greenville	657	11.68%
Waccamaw	529	9.40%
Pee Dee	400	7.11%
Upstate	351	6.24%
Worklink	299	5.31%
Catawba	275	4.89%
Lower Savannah	267	4.75%
Santee-Lynches	193	3.43%
Lowcountry	191	3.39%
Upper Savannah	177	3.15%
N/A (zip not in SC)	636	11.30%
(blank)	1	0.02%
Grand Total	5626	100%

Tier of previous job

TABLE A.18

Tier	Count	Percentage
I	2785	49.50%
II	1035	18.40%
III	847	15.06%
IV	322	5.72%
N/A (zip not in SC)	636	11.30%
(blank)	1	0.02%
Grand Total	5626	100%

APPENDIX B

WORK STATUS AND BARRIERS BY TIER FOR SC RESIDENTS

Current work status by Tier

TABLE B.1

Current Work Status	Tier			
	I	II	III	IV
Not working, Looking for work	23.11%	22.28%	21.68%	31.35%
Working Full-Time	23.74%	22.85%	21.08%	22.65%
Not Working, Retired	15.00%	16.62%	18.28%	10.30%
Working Part-Time	11.13%	11.03%	12.59%	11.44%
Self-Employed	12.57%	10.46%	9.89%	6.41%
Not working, Not looking for work	4.87%	5.30%	5.00%	5.72%
Disability/Health	3.87%	5.01%	4.70%	4.81%
Not working, Student	2.32%	2.58%	2.70%	4.81%
Family Care	1.22%	2.22%	2.10%	0.92%
Other	1.14%	0.79%	1.20%	0.92%
Working/Student	0.29%	0.29%	0.20%	0.00%
Active Military	0.15%	0.00%	0.00%	0.00%
Deceased	0.00%	0.00%	0.00%	0.23%
(blank)	0.59%	0.57%	0.60%	0.46%
Grand Total	100%	100%	100%	100%

Barriers to work by Tier

TABLE B.2

Barrier	I	II	III	IV
Low paying jobs	21.87%	24.42%	25.09%	22.84%
Health	20.03%	22.08%	22.85%	17.28%
Gaps in employment history	18.58%	22.86%	17.98%	15.43%
Disabilities	16.60%	12.99%	13.86%	18.52%
Optimal hours not available	16.60%	17.14%	15.36%	12.35%
Lack of transportation	16.47%	17.66%	16.48%	27.16%
Lack of child care	14.10%	14.55%	11.24%	12.35%
Stay with child	14.10%	12.99%	13.48%	11.73%
Age (too old)	13.31%	11.17%	10.49%	11.11%
Criminal record	11.07%	12.47%	11.99%	9.88%
Low self-esteem	9.35%	10.91%	9.74%	4.94%
Family problems	8.17%	8.05%	7.49%	8.64%
Lack of training	8.17%	6.49%	6.37%	6.17%
Mental illness	7.64%	8.31%	6.74%	6.79%
Housing	7.38%	7.01%	6.37%	6.79%
Lack of education	6.98%	8.05%	7.87%	4.94%
Lack of computer skills	6.98%	4.42%	7.12%	4.94%
Fear of interviewing	5.80%	8.31%	5.24%	6.17%
Lack of clothing	5.53%	4.94%	4.49%	4.32%
Special needs child	5.40%	4.16%	7.49%	4.32%
Lack of information about jobs	5.01%	6.49%	7.12%	11.11%
Lack of job search skills	4.87%	4.68%	4.12%	4.94%
Disadvantaged background	4.61%	5.19%	4.87%	6.79%
Poor work history	3.69%	3.64%	4.12%	3.70%
Other barriers	3.43%	1.04%	1.50%	1.85%
Domestic violence	2.37%	1.30%	3.00%	1.85%
Drug and/or alcohol abuse	2.24%	1.56%	2.25%	0.00%
No interest	2.11%	2.08%	4.12%	1.23%
Losing welfare	1.71%	1.56%	0.75%	2.47%
Limited English	0.66%	0.52%	1.12%	0.00%

Factors for getting back to work by Tier

TABLE B.3

Factors Back to Work	Tier			
	I	II	III	IV
Job with Flexible Working Conditions	51.12%	49.35%	47.57%	41.98%
High Paying Job	50.07%	51.95%	50.56%	49.38%
Location Close to Home	46.11%	47.27%	48.31%	53.70%
Job with Flexible Hours	45.98%	42.34%	41.95%	44.44%
Reduction in Current Income	6.59%	6.23%	4.49%	2.47%
Lose Current Benefits	3.69%	4.94%	1.87%	4.32%
Get a Job Offer	3.56%	2.60%	4.12%	3.70%
Other	2.64%	1.56%	2.62%	1.85%
Care for Others	2.24%	3.12%	1.87%	2.47%
Health Improves	2.24%	2.86%	1.12%	1.85%
Transportation	0.79%	1.82%	0.37%	0.62%
Can't Work	0.53%	0.26%	0.37%	1.23%
COVID	0.40%	0.26%	0.37%	0.00%
Medical Benefits	0.40%	0.52%	0.00%	0.00%

APPENDIX C

SELECT RESULTS FOR LAURENS COUNTY

Which of the following best describes your current work situation?

TABLE C.1

Current Work Status	Count	Percentage
Working	24	42.86%
Not Working - Available	14	25.00%
Not Working - Student/Retired	13	23.21%
Not Working - Disability/Health	4	7.14%
Other	1	1.79%
Grand Total	56	100%

What is your current age (in years)?

TABLE C.2

Age	Count	Percentage
24 or younger	6	10.53%
25-34	12	21.05%
35-44	10	17.54%
45-54	3	5.26%
55-64	10	17.54%
65 or older	13	22.81%
Choose not to answer	1	1.75%
(blank)	2	3.51%
Grand Total	57	100%

What is your gender?

TABLE C.3

Gender	Count	Percentage
Female	38	66.67%
Male	17	29.82%
(blank)	2	3.51%
Grand Total	57	100%

APPENDIX D

RESULTS BY QUESTION FOR NONRESIDENTS

Which of the following best describes your current work situation?

TABLE D.1

Current Work Status	Count	Percentage
Working Full-Time	217	52.93%
Not working, Looking for work	62	15.12%
Working Part-Time	38	9.27%
Not Working, Retired	32	7.80%
Self-Employed	20	4.88%
Not working, Student	14	3.41%
Disability/Health	8	1.95%
Not working, Not looking for work	5	1.22%
Active Military	2	0.49%
Family Care	2	0.49%
Deceased	1	0.24%
Working/Student	1	0.24%
Other	2	0.49%
(blank)	6	1.46%
Grand Total	410	100%

What is your current age (in years)?

TABLE D.2

Age	Count	Percentage
24 or younger	46	11.22%
25-34	125	30.49%
35-44	76	18.54%
45-54	65	15.85%
55-64	54	13.17%
65 or older	29	7.07%
Choose not to answer	2	0.49%
(blank)	13	3.17%
Grand Total	410	100%

What is your gender?

TABLE D.3

Gender	Count	Percentage
Female	252	61.46%
Male	136	33.17%
Choose not to answer	3	0.73%
Other	2	0.49%
(blank)	17	4.15%
Grand Total	410	100%

What is your race?

TABLE D.4

Race	Count	Percentage
White	261	63.66%
Black/African American	85	20.73%
Two or More Races	8	1.95%
Asian	7	1.71%
American Indian/Alaska Native	4	0.98%
Native Hawaiian or other Pacific Islander	2	0.49%
Choose not to answer	30	7.32%
(blank)	13	3.17%
Grand Total	410	100%

What is your ethnicity?

TABLE D.5

Ethnicity	Count	Percentage
Not Hispanic or Latino	328	80.00%
Hispanic or Latino	34	8.29%
Choose not to answer	30	7.32%
(blank)	18	4.39%
Grand Total	410	100%

APPENDIX E

FULL SURVEY

SOUTH CAROLINA DEPARTMENT OF Employment and Workforce



South Carolina Labor Force Participation (SCLFP) Survey 2022

The South Carolina Department of Employment and Workforce (DEW) is investigating labor force participation and we need your help to understand what's important to people in finding work.

Your responses to ALL questions in this survey are confidential and will only be reported after combining everyone's responses together.

Your privacy is very important to us. This survey is being powered by SurveyMonkey, one of the most widely used and trusted survey platforms. Please review SurveyMonkey's [Privacy Policy](#) to view how your data will be safeguarded.

The survey should take you about **10 to 15 minutes** to complete. We know your time is valuable, so we are offering **\$25 to 150 randomly selected** people who complete the survey. After you finish taking the survey, you can tell us if you would like to be entered into this drawing.

1. Do you agree to the above terms? By clicking the "Yes" button below, you consent that you are willing to answer the questions in this survey and for your information to be combined with all other responses and shared with the South Carolina Department of Employment and Workforce.

Yes

No

SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce



South Carolina Labor Force Participation (SCLFP) Survey
2022

2. Do you currently reside in South Carolina?

- Yes, I am a current resident of South Carolina.
- No, I am not a resident of South Carolina.

SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce



South Carolina Labor Force Participation (SCLFP) Survey
2022

3. What is your 5-digit zip code?

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Employment and Workforce



South Carolina Labor Force Participation (SCLFP) Survey
2022

4. Which of the following best describes your current work situation?

- Working Full-Time
- Working Part-Time
- Self-Employed
- Active Military
- Not working, Student
- Not working, Retired
- Not working, Looking for work
- Not working, Not looking for work
- Other (please specify)

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South Carolina Labor Force Participation (SCLFP) Survey
2022

5. What is the main reason you are not looking for work?

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South Carolina Labor Force Participation (SCLFP) Survey
2022

6. What is the main reason you have not found a job?

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South Carolina Labor Force Participation (SCLFP) Survey 2022

7. What source(s) do you rely on to replace the income from not working or receiving unemployment? (Check all that apply)

- Partner's or spouse's income
- Other family member's financial support (Parent, Child, Extended Family)
- Savings
- Perform odd jobs (for example, house cleaning, painting, yard work)
- Welfare or other governmental assistance
- Friend's financial support
- Child support
- Alimony
- Other (please specify)

8. Which of the following would get you to go back to work? (Check all that apply)

- High paying job
- Work location close to my home
- Job with flexible hours (for example, 4-day work week)
- Job with flexible working conditions (for example, working from home)
- A reduction in my household income
- Loss of current benefits
- Other (please specify)

9. There are many things that make it harder to get a job. For the reasons listed below, please indicate whether each is important to you. (Select all that apply)

- Lack of transportation
- Lack of adequate childcare
- Spotty or no work history
- Too old
- Criminal record
- Disabilities
- Disadvantaged background
- Domestic violence
- Drug and/or alcohol abuse
- Lack of education
- Have a child with special needs
- Housing issues or homelessness
- Need better job search skills
- Lack of computer skills
- Limited English proficiency
- Fear of losing welfare benefits
- Mental illness
- Need relevant training
- Gaps in employment history
- Health problems
- No interest in working
- Don't want to leave children
- Low self-esteem or confidence
- Lack of information about job openings
- Lack of appropriate clothing
- No good jobs available/Don't pay enough
- Fear of interviewing
- Family problems
- Hours not available that I want to work









































Other (please specify)

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South Carolina Labor Force Participation (SCLFP) Survey 2022

10. Please rank the barriers you checked on the previous page from most to least important to you. The most important barrier should be labeled as "1", the second most important "2", and so on. *You can drag and drop the choices to indicate your order or select the number of each choice from the dropdown boxes.*

-   Lack of transportation
-   Lack of adequate childcare
-   Spotty or no work history
-   Too old
-   Criminal record
-   Disabilities
-   Disadvantaged background
-   Domestic violence
-   Drug and/or alcohol abuse
-   Lack of education
-   Have a child with special needs
-   Housing issues or homelessness
-   Need better job search skills
-   Lack of computer skills
-   Limited English proficiency
-   Fear of losing welfare benefits
-   Mental illness
-   Need relevant training
-   Gaps in employment history
-   Health problems



No interest in working



Don't want to leave children



Low self-esteem or confidence



Lack of information about job openings



Lack of appropriate clothing



No good jobs available/Don't pay enough



Fear of interviewing



Family problems



Hours not available that I want to work

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South Carolina Labor Force Participation (SCLFP) Survey 2022

Demographic Information

11. What is your current age (in years)?

- 24 or younger
- 25-34
- 35-44
- 45-54
- 55-64
- 65 or older
- Choose not to answer

12. What is your gender?

- Female
- Male
- Other
- Choose not to answer

13. What is your race? (Select all that apply)

- | | |
|--|--|
| <input type="checkbox"/> American Indian/Alaska Native | <input type="checkbox"/> Native Hawaiian or other Pacific Islander |
| <input type="checkbox"/> Asian | <input type="checkbox"/> White |
| <input type="checkbox"/> Black/African American | <input type="checkbox"/> Choose not to answer |

14. What is your ethnicity?

- Hispanic or Latino
- Not Hispanic or Latino
- Choose not to answer

15. Are you a Veteran?

- Yes
- No
- Choose not to answer

16. Do you have a disability?

- Yes
- No
- Choose not to answer

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South Carolina Labor Force Participation (SCLFP) Survey
2022

17. Please tell us the nature of your disability.

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South Carolina Labor Force Participation (SCLFP) Survey
2022

Education Background

18. What is the highest level of education you completed?

19. Do you have professional certificates or licenses related to your most recent job?

Examples include Certified Teacher, Registered Nurse, Licensed Professional Engineer, Real Estate License, Project Management certification, or IT certification.

Yes

No

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2022

20. Please list any professional certificates or licenses you have. *Examples include Certified Teacher, Registered Nurse, Real Estate License, Licensed Professional Engineer, Project Management certification, or IT certification.*

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South Carolina Labor Force Participation (SCLFP) Survey 2022

Work Experience

For the next set of questions, please tell us about your most recent job.

21. What was your job title?

22. How long did you work in this job?

- Less than 1 year
- Between 1 and 5 years
- More than 5 years

23. How were you paid for this job?

- Hourly
- Salaried
- Other (please specify)

24. How many hours was your typical workweek?

- 1 to 19 hours
- 20 to 39 hours
- 40 hours or more

25. Did you supervise others?

- Yes
- No

26. In what county was this job performed?

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South Carolina Labor Force Participation (SCLFP) Survey
2022

End of the Survey

Thank you for taking the time to answer these questions. We will use the information provided by all the people who responded to improve the employment opportunities and experiences for South Carolina residents.

Please indicate below whether you would like to be included in the random drawing to receive **\$25**. After the survey closes in mid-September, we will randomly select **150** people who responded to receive a **\$25** check. If you select "Yes," you will be asked for your name and mailing address to be included in the drawing. This information will NOT be connected to the answers you provided. It will only be used to enter you into the drawing.

27. I would like to be included in the random drawing for **\$25**.

- Yes
- No

SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce



South Carolina Labor Force Participation (SCLFP) Survey
2022

28. Please provide your contact information

Name

Address

Address 2

City/Town

State/Province

ZIP/Postal Code