

South Carolina Department of Employment & Workforce: Labor Force Participation

October 31, 2022

Overview

- Introduction
- Survey
 - Sample demographic characteristics
- Results
 - Work status
 - Barriers to work
 - Catalysis for getting back to work
- Interpretations

Introduction

- SC Department of Employment & Workforce (DEW) assembled SC Force Participation Task Force to examine causes and impacts of state's relatively low rate of labor force participation
- Of the individuals who filed a UI claim in 2020, what is their current work status?
- For individuals who are not working, what are the barriers to work and what are some of factors that may encourage individuals to come back to work?

Survey Overview

- Current work status (e.g., unemployed, employed)
- Demographic information (e.g., race, ethnicity, age, gender, Veteran status, disability status, education background, certificates/licenses obtained)
- Work experience
- For those not currently working
 - Barriers to employment (e.g., caregiving responsibilities, disability/health concerns)
 - Perceptions and attitudes towards labor market (e.g., wage expectations)
 - Policy/environmental changes that could influence labor force participation

Survey

- DEW used unemployment insurance records to identify individuals who met the following criteria:
 - Present in wage data in 2019
 - Filed UI claim in 2020
 - Not present in wage data in 2021
- Sent survey to 150,392 individuals
- Total of 6,116 responses collected from the survey (Response rate = 4.07%)
- Average completion time around 4 minutes
 - 6,071 provided consent

Sample Characteristics: Population & 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%)

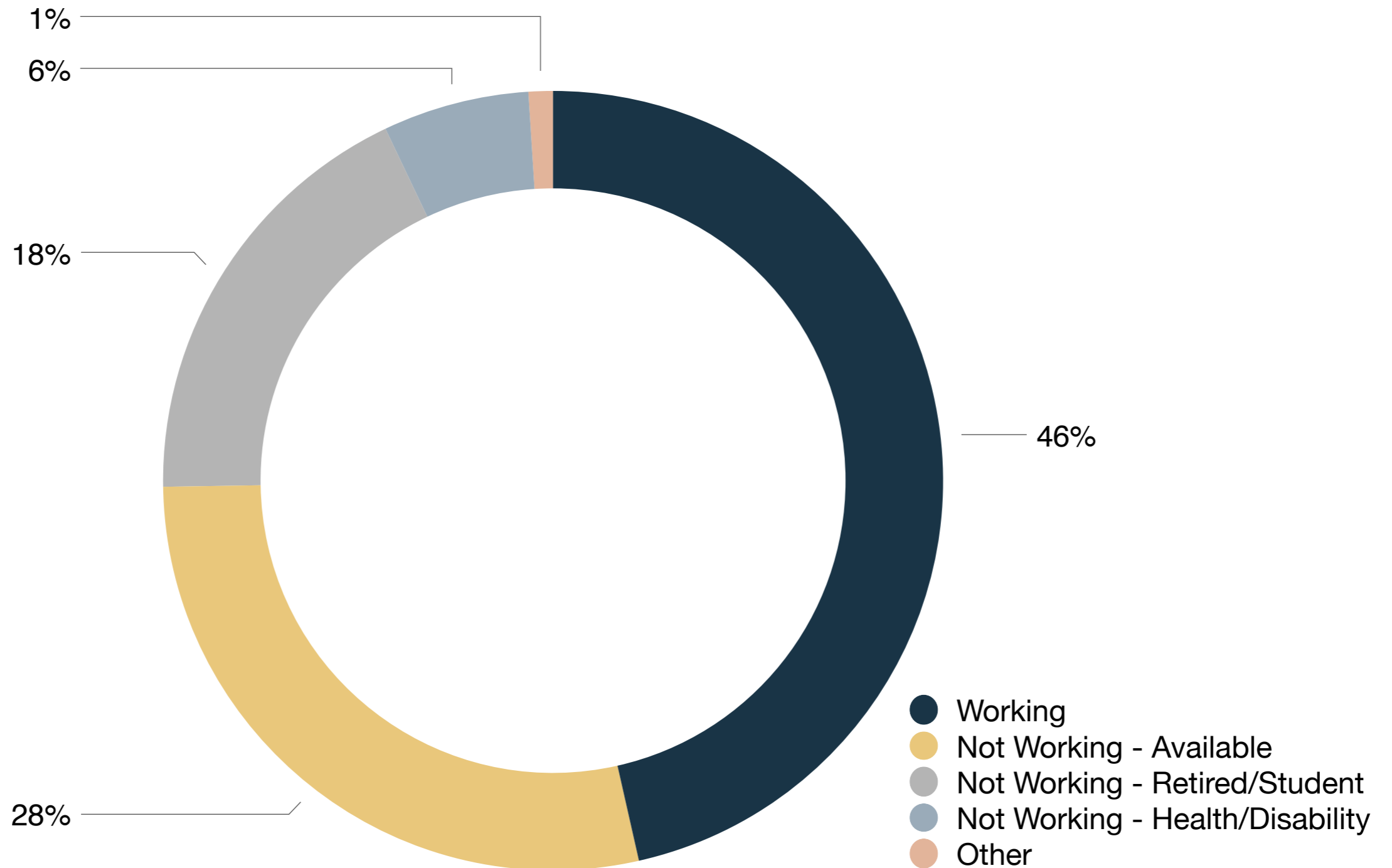
Sample Characteristics: South Carolina Residents

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%)

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
Not Working - Health/Disability	Disability/Health
	Family Care
Other	Deceased
	Other

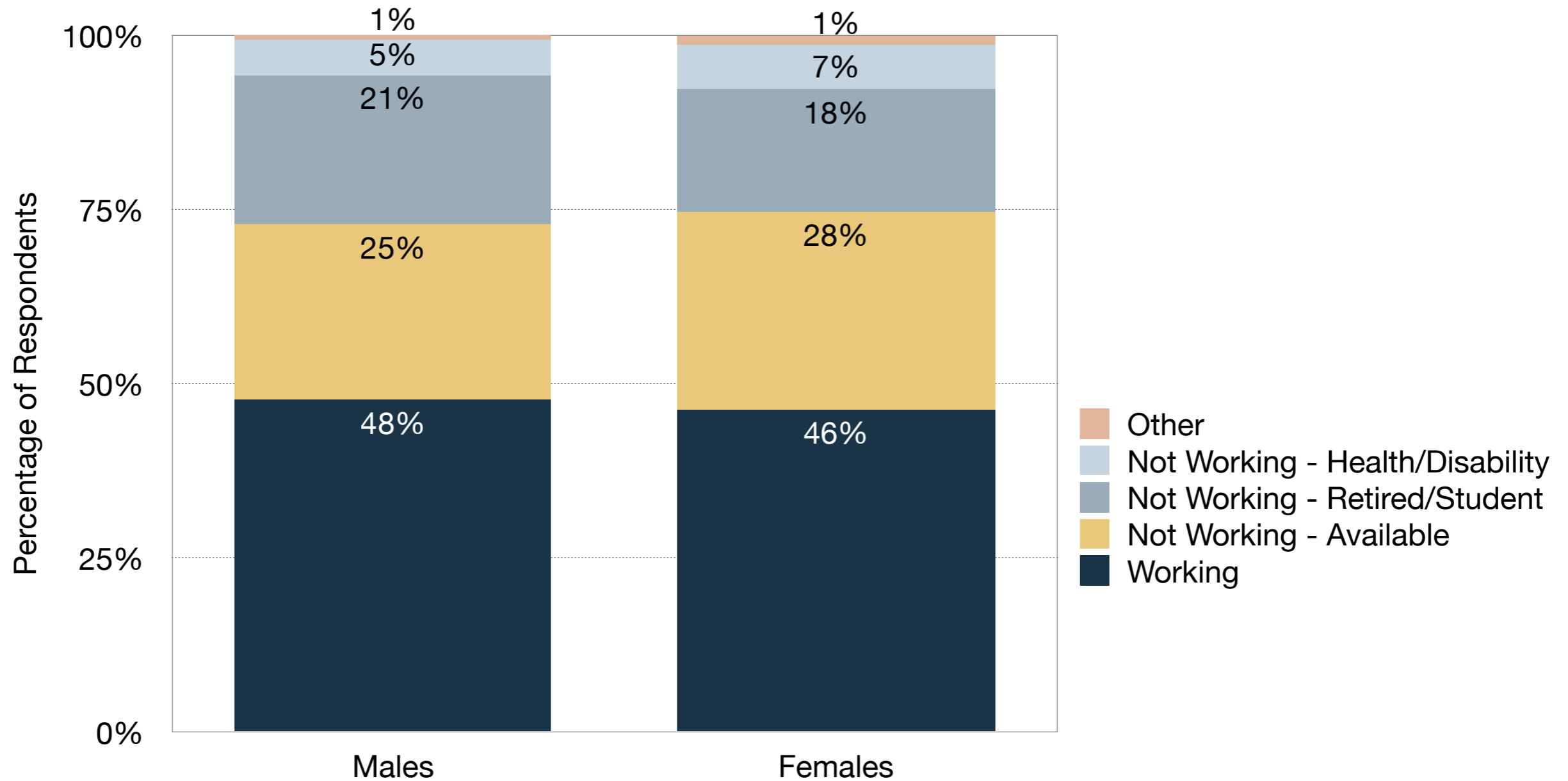
Current Work Status



Current Work Status: Gender

- Higher percentage of females who are *not working-available* or *not working-health/disability* concern.
- Higher percentage of males who are *not working-retired/student*.

Current Work Status: Gender

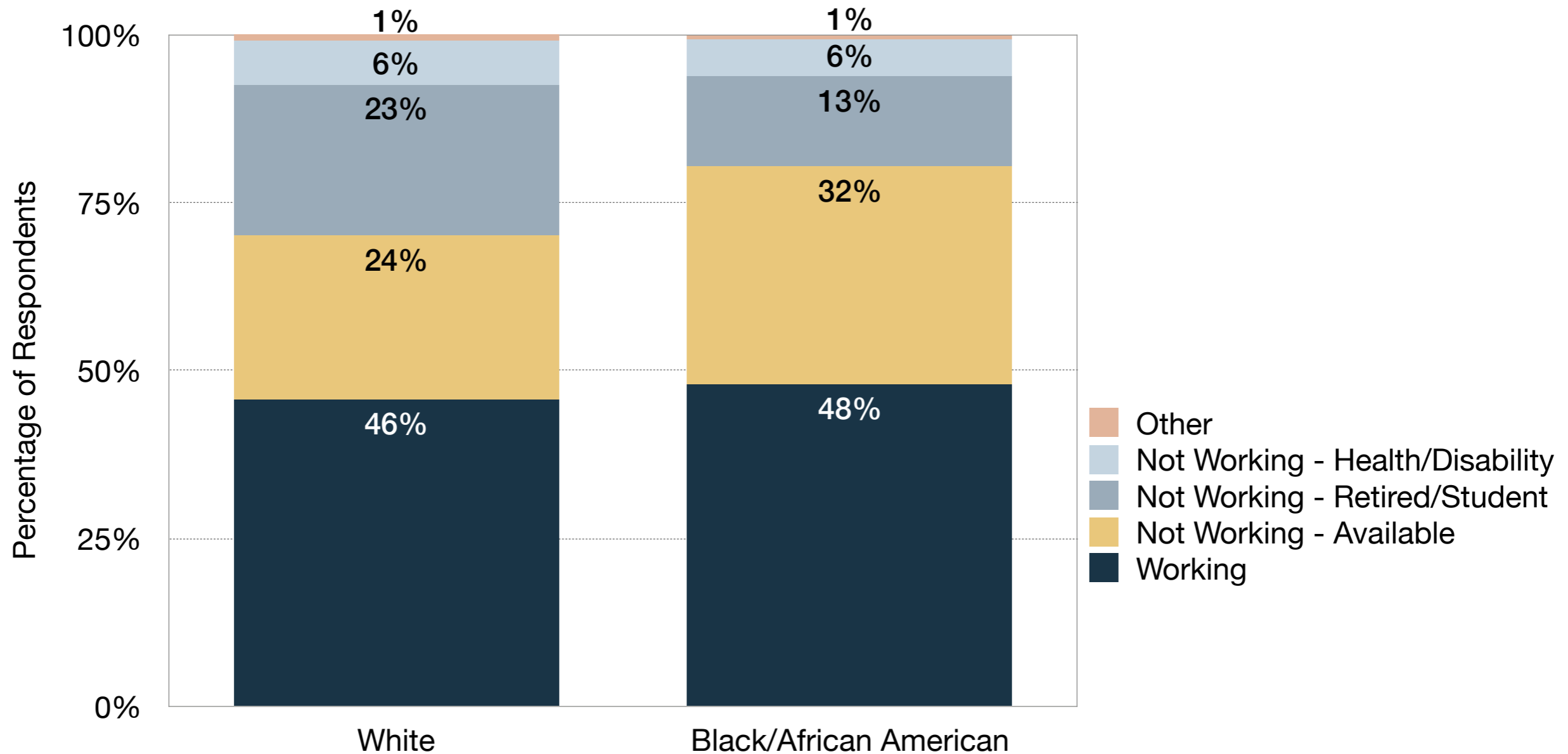


Note. Gender responses "Other" and "Choose Not to Answer" were dropped due to number of responses.

Current Work Status: Race

- Higher percentage of Black/African American who are *not working-available*.
- Higher percentage of White who are *not working-health/disability*.

Current Work Status: Race

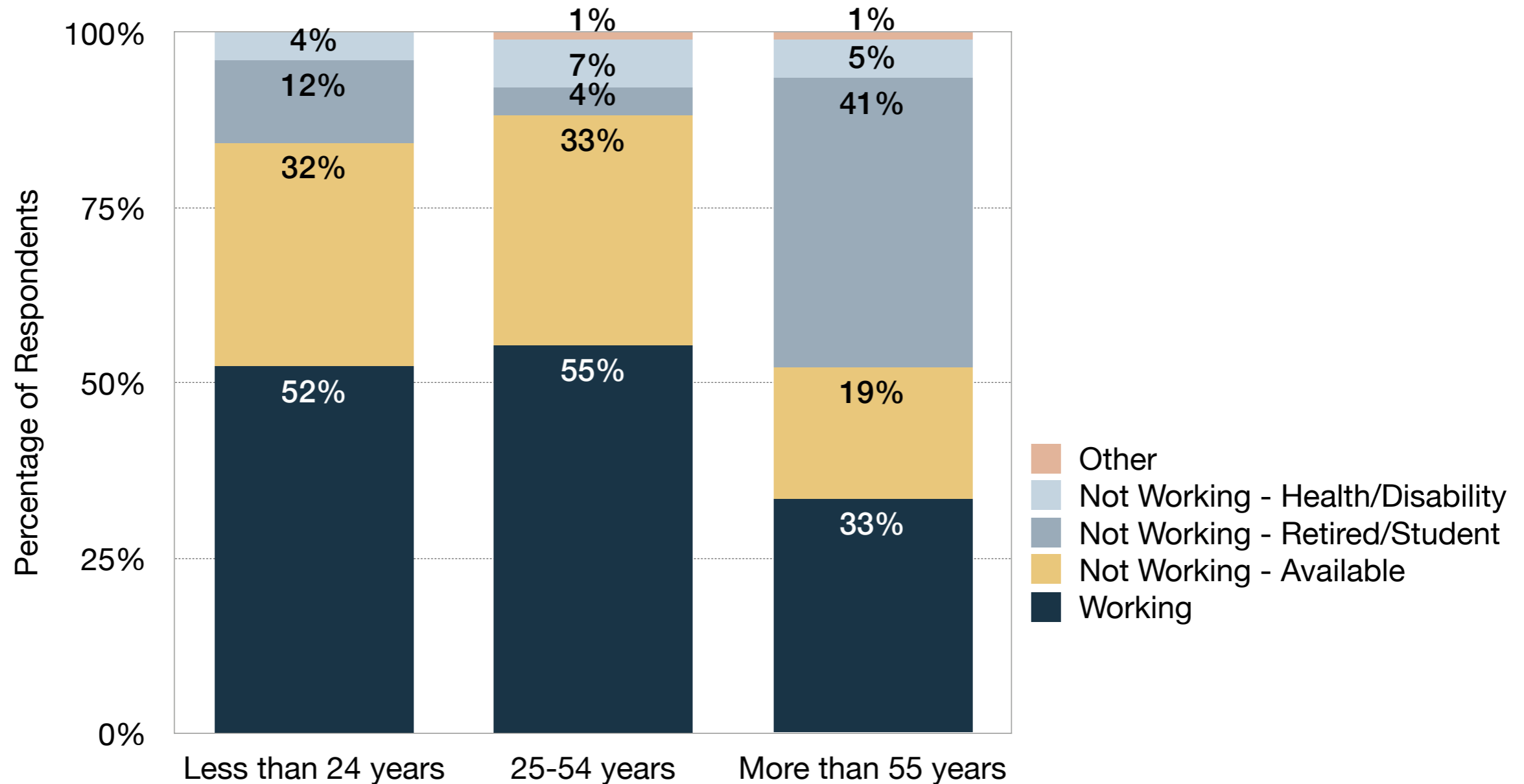


Note. Race responses including American Indian/Alaska Native, Asian, Native Hawaiian or other Pacific Islander, Two or more races, and Choose not to answer were dropped due to number of responses.

Current Work Status: Age

- Higher percentage of 24 and younger and 25-54 year olds that were *working* compared to a lower percentage of 55 years and older who had a lower percentage *working*.
- Higher percentage of 25-54 year olds that were *not working-available* compared to the younger and older age categories.

Current Work Status: Age

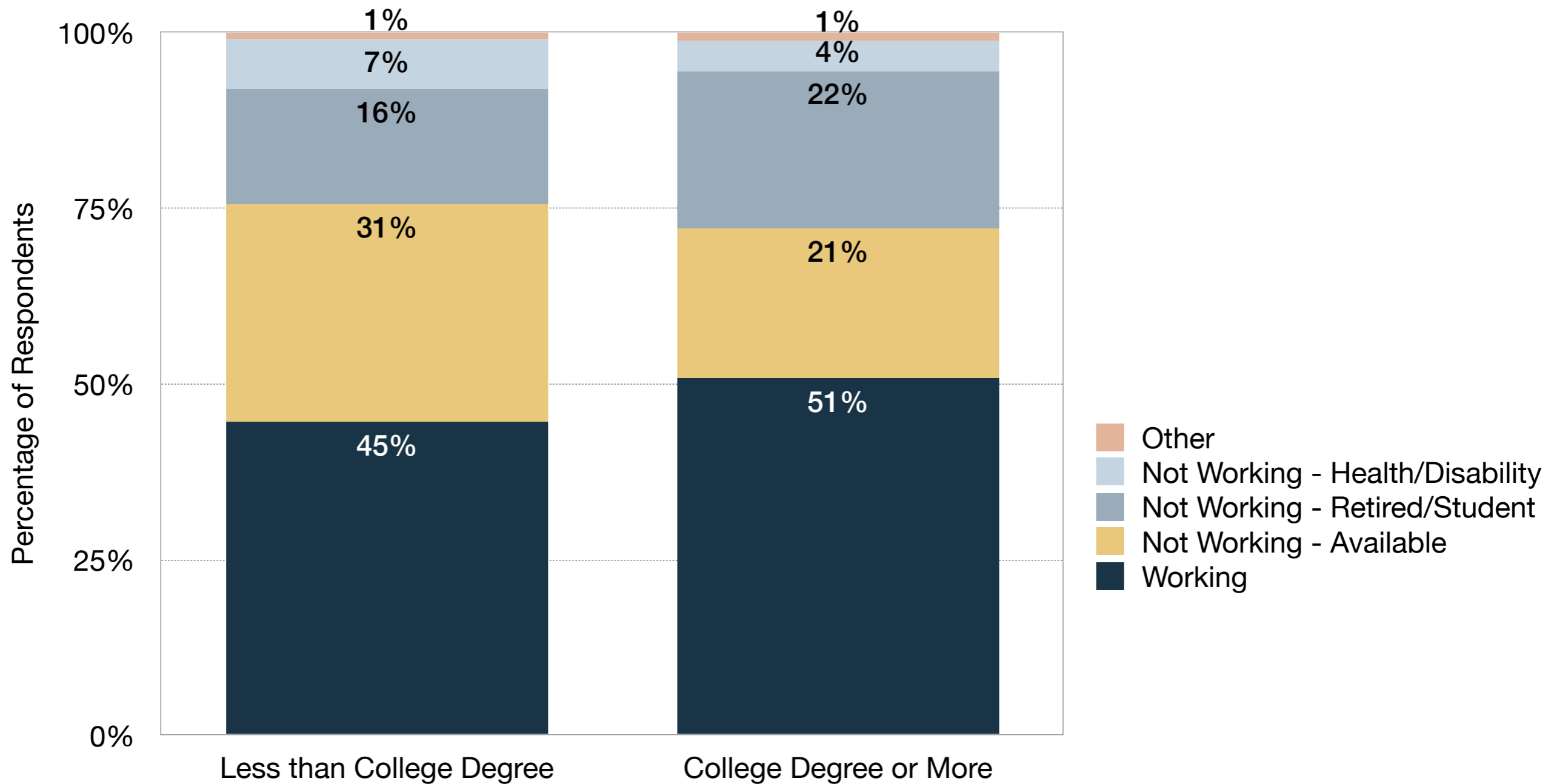


Note. Age responses including Choose not to answer were dropped.

Current Work Status: Educational Attainment

- Higher percentage of individuals with a college degree and beyond *working and not working-retired/student*.
- Higher percentage of individuals less than a college degree *not working-available and not working-health/disability*.

Current Work Status: Educational Attainment



Current Work Status: Previous Job

- Previous job was classified in one of 23 major groups (2 digit SOC codes).
 - Business owner/Independent contractor was also added.
- Percent *working* significantly greater than all other occupations:
 - Business Owner/IC
 - Community and Social Services
 - Personal Care and Service
- Percent *not working* significantly greater than all other occupations
 - Production

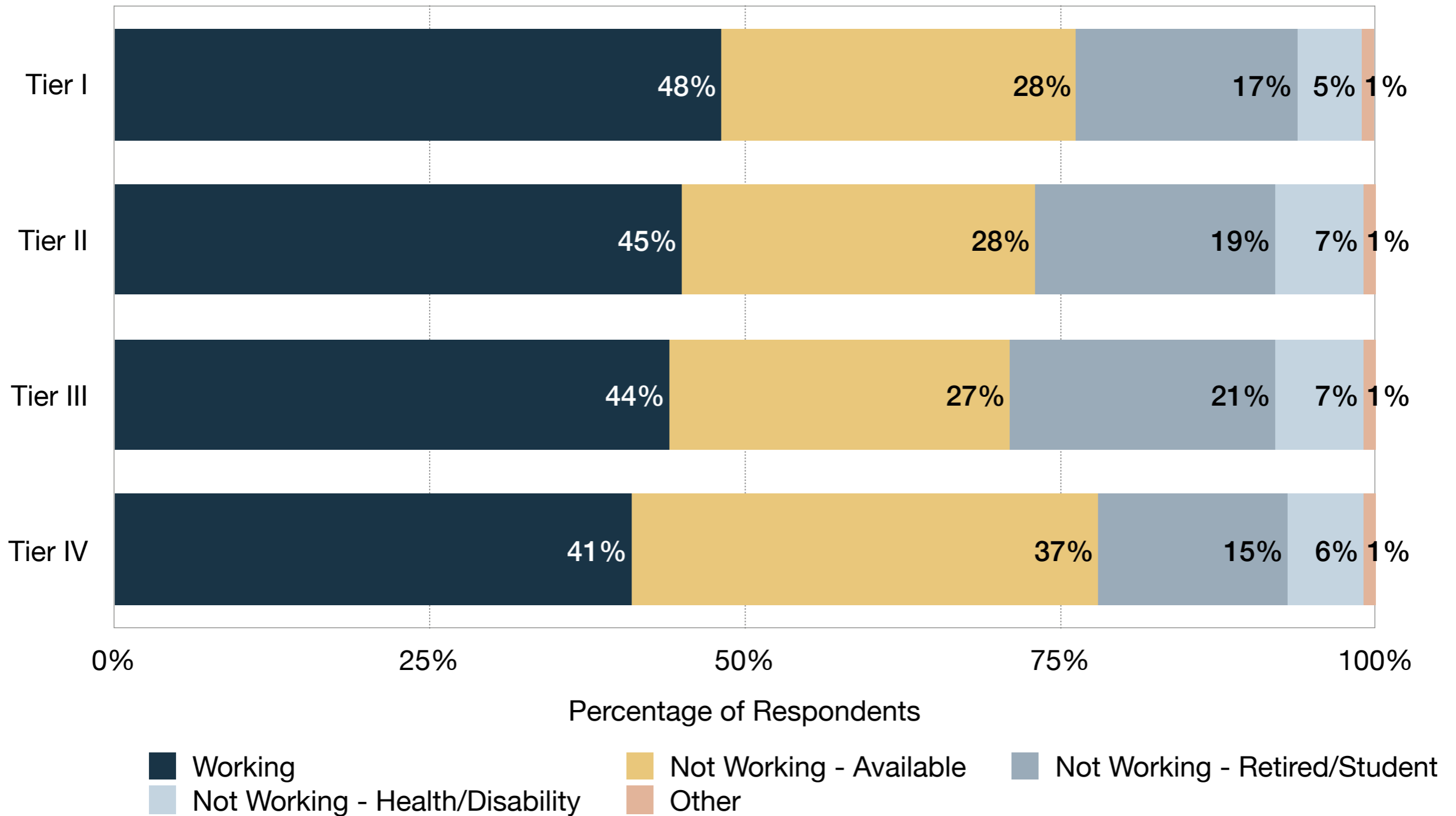
Current Work Status: Previous Job

- Comparison of occupations for **not working-available** to **not working-other**.
- Percent *not working-other* significantly greater than all other occupations:
 - Arts, Design, Entertainment, Sports, & Media
 - Educational Instruction and Library
 - Healthcare Practitioners and Technical
 - Installation, Maintenance, and Repair
- Percent *not working-available* significantly greater than all other occupations:
 - Building and Grounds Cleaning and Maintenance
 - Business Owner/IC
 - Food Preparation and Serving Relation
 - Transportation and Material Moving

Current Work Status: Tiers

- Higher percentage of respondents in Tier I with a current work status of *Working* compared to respondents in Tier III and Tier IV.
- 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.
- Higher percentage of respondents in Tier III with a current work status of *Not Working - Retired/Student* compared to Tiers I and IV.

Current Work Status Across Tiers



Barriers to Getting a Job

- Individuals categorized as *not working-available* could select as many barriers as they believed to be important from a list of 29.
- Top barriers include job characteristics (i.e., low paying) and individual factors.

Barriers to Getting a Job: Top 10

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

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

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

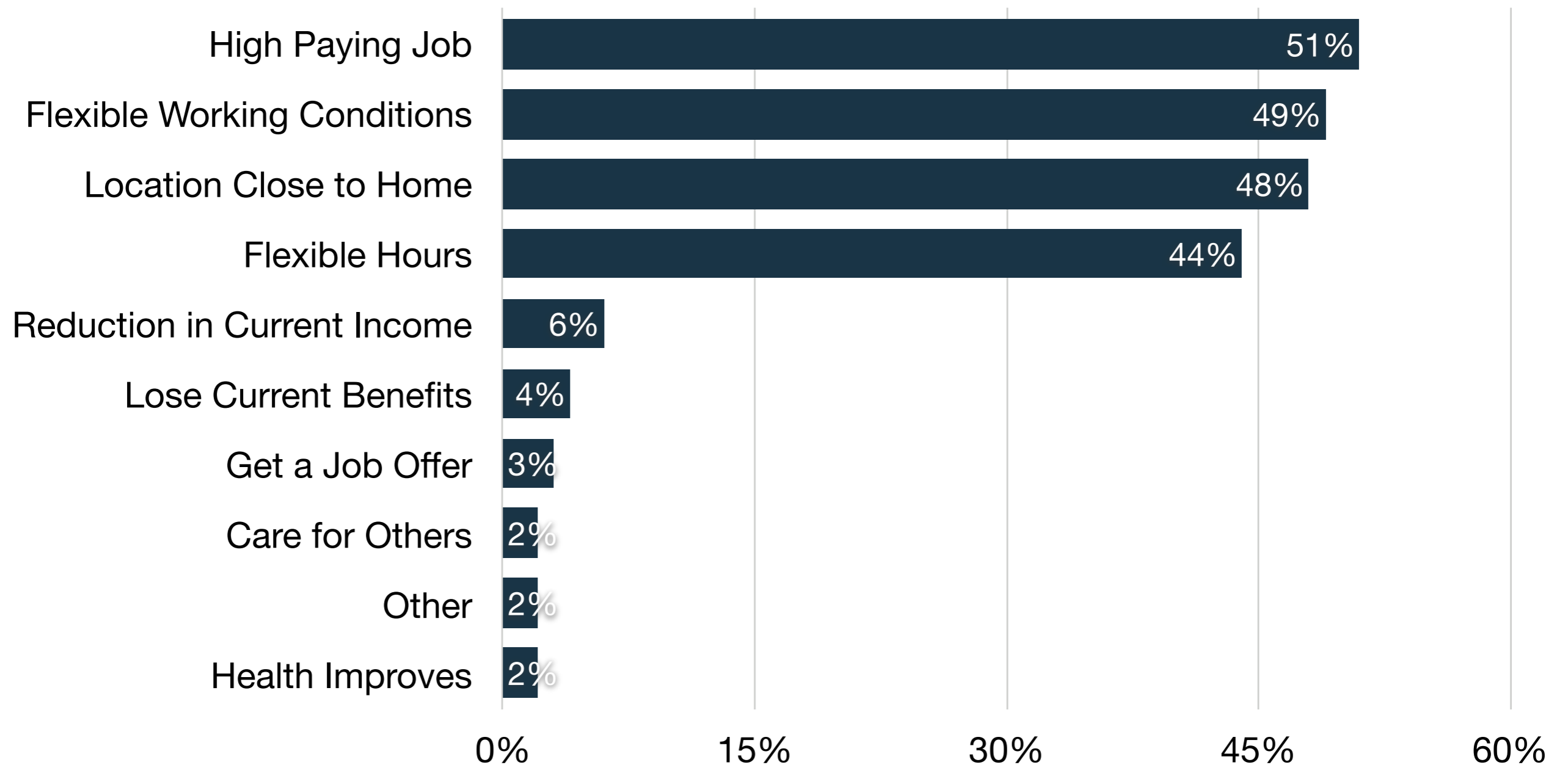
Barrier	24 years or younger	25-54 years	55 years or older
Low pay jobs	28%	24%	24%
Health		21%	27%
Gaps in employment history	20%	22%	14%
Optimal hours not available	14%	18%	14%
Lack of Transportation	23%	23%	7%
Lack of child care	23%	18%	
Stay with child	22%	18%	
Disabilities	11%	16%	17%
Age (too old)			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: Top Five

Top five barriers that are present in every subcategory:

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

Back to Work Factors: Frequency



Back to Work Factors: Tiers

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%

Recap

- Of the individuals who filed a UI claim in 2020, what is their current work status?
 - Approximately half of the individuals report working while about 30% of individuals are available to work.
 - Work status profiles differ across gender, race, tiers, and previous job areas.
- For individuals who are not working, what are the barriers to work and what are some of factors that may encourage individuals to come back to work?
 - In general, the top five barriers include both job related (e.g., low paying) and individual characteristics.
 - Four factors were consistently selected as motivating people to go back to work.