

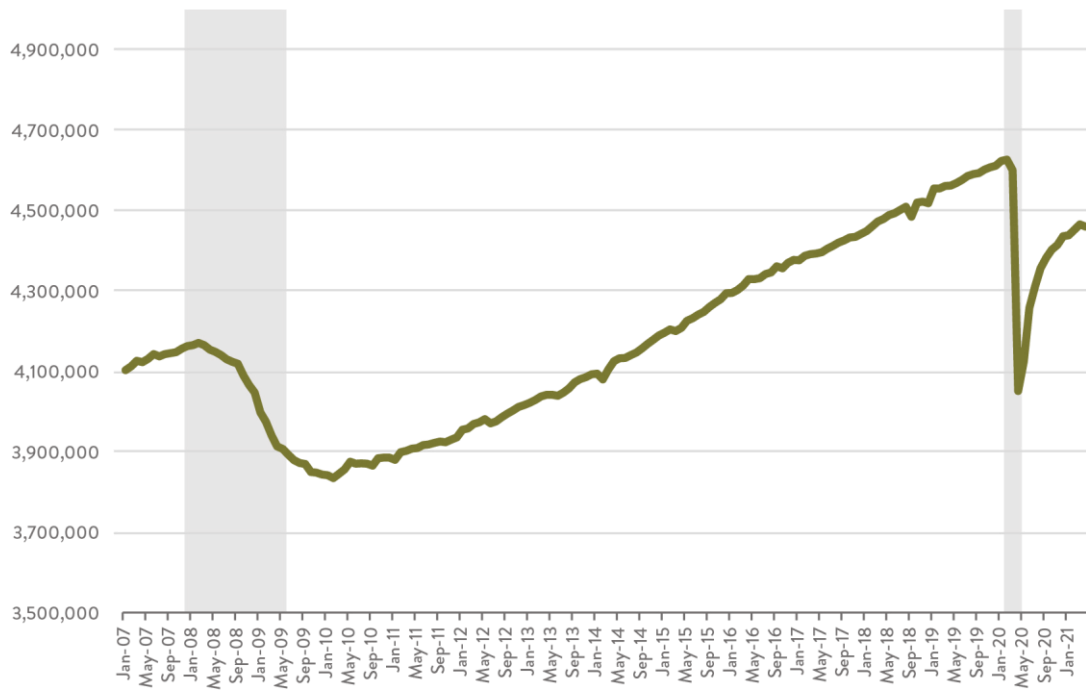
I. Economic Projections and Impact

- A. Discuss long-term projections for jobs in industries and occupations in the state that may provide employment opportunities for older workers. (20 CFR 641.302(d)). (Alternately, states may discuss this in the economic analysis section of the strategic plan, if submitting a Unified or Combined State Plan.) See C below
- B. Describe how the long-term job projections discussed in the economic analysis section of the strategic plan relate to the types of unsubsidized jobs for which SCSEP participants train and the types of skills training provided. (20 CFR 641.302(d)) See C below
- C. Discuss current and projected employment opportunities in the state (such as by providing information available under §15 of the Wagner-Peyser Act (29 U.S.C. 491-2) by occupation), and the types of skills possessed by eligible individuals. (20 CFR 641.325(c)).

The “State of North Carolina Economic Overview” was completed in February 2020 to accompany the new Economic Development Strategic Plan. The Overview illustrated the salient long-term trends impacting North Carolina’s economy and informing the development of the plan’s strategies and tactics. However, the Covid-19 pandemic significantly disrupted most of these trends. This created or accentuated some challenges and opportunities; but for the most part, the stark economic shock appears to be temporary and most long-term trends are just as relevant now as they were before. This update focuses specifically on the economic conditions that changed over the past year and are likely to impact North Carolina’s workforce, business, and community success, at least in the mid-term. Like the rest of the nation, North Carolina experienced an unprecedented disruption to its labor market as a result of the COVID-19 pandemic. While many facets of the labor market have improved since the onset of the pandemic, the state has not fully recovered.

North Carolina Jobs Since 2007

Current Employment Statistics, Seasonally Adjusted



Source: NC Department of Commerce, LEAD CES, seasonally adjusted.

Most industries were immediately impacted at the onset of the pandemic. A few of these have recovered rapidly and have experienced employment growth beyond their pre-pandemic peak. Transportation, warehousing, and utility jobs, for instance, were up 9.6 percent between February 2020 and April 2021. Other industries like Leisure and Hospitality jobs were down 15.5 percent, or 80,900 jobs over the same timeframe.

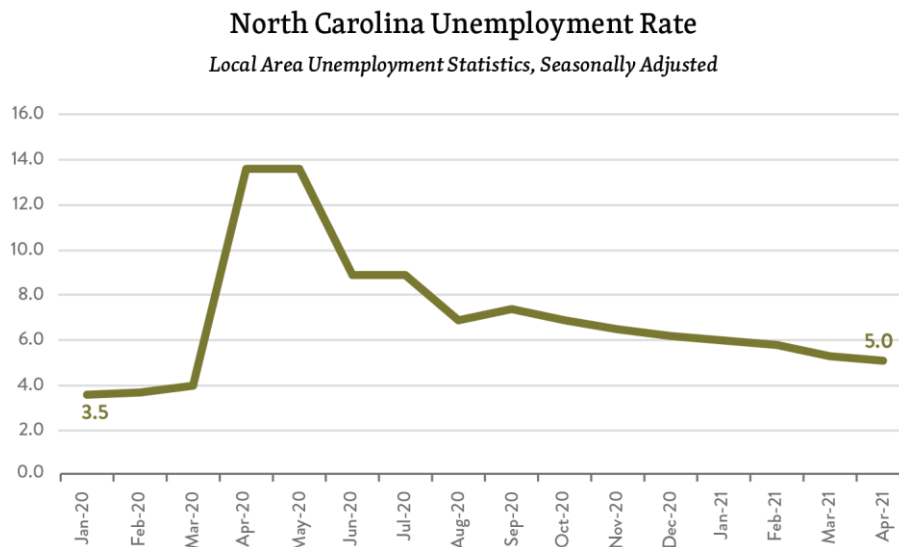
Net Job Change by Industry

Industry	February 2020	April 2021*	Change	% Change
Trade, Transportation & Utilities	856,400	864,000	7,600	0.9%
Wholesale Trade	188,200	182,400	-5,800	-3.1%
Retail Trade	502,300	499,800	-2,500	-0.5%
Transportation & Warehousing and Utilities	165,900	181,800	15,900	9.6%
Government	738,200	696,600	-41,600	-5.6%
Federal	75,000	75,800	800	1.1%
State Government	206,300	187,700	-18,600	-9.0%
Local Government	456,900	433,100	-23,800	-5.2%
Professional & Business Services	657,300	660,400	3,100	0.5%
Professional & Technical Services	269,000	277,700	8,700	3.2%
Management of Companies & Enterprises	85,200	82,100	-3,100	-3.6%
Administrative & Waste Services	303,100	300,600	-2,500	-0.8%

Education & Health Services	632,200	600,200	-32,000	-5.1%
Educational Services	98,900	85,900	-13,000	-13.1%
Health Care & Social Assistance	533,300	514,300	-19,000	-3.6%
Leisure & Hospitality	522,400	441,500	-80,900	-15.5%
Arts, Entertainment & Recreation	77,200	60,900	-16,300	-21.1%
Accommodation & Food Services	445,200	380,600	-64,600	-14.5%
Manufacturing	474,900	462,900	-12,000	-2.5%
Durable Goods	257,400	247,500	-9,900	-3.8%
Nondurable Goods	217,500	215,400	-2,100	-1.0%
Financial Activities	257,900	257,800	-100	0.0%
Finance & Insurance	195,300	197,500	2,200	1.1%
Real Estate, Rental & Leasing	62,600	60,300	-2,300	-3.7%
Construction	235,800	236,600	800	0.3%
Other Services	169,500	157,000	-12,500	-7.4%
Information	76,200	77,200	1,000	1.3%
Mining & Logging	5,800	5,600	-200	-3.4%
TOTAL (Nonfarm)	4,626,600	4,459,800	-166,800	-3.6%
TOTAL (Private)	3,888,400	3,763,200	-125,200	-3.2%

Source: NC Department of Commerce, LEAD CES, seasonally adjusted. April estimates are preliminary and subject to revision.

North Carolina began 2020 with an unemployment rate of 3.5%, which jumped to 13.5% in April and May of 2020, followed by a decline to the level of 5.0% in April of 2021. In April, over 250,000 individuals were unemployed across the state. The current unemployment rate is 3.7%.



Source: NC Department of Commerce, LEAD LAUS, seasonally adjusted.

Labor force participation rates also fell over the past year – from above 61 percent in early 2020 to a low of 56.2 percent in April 2020, followed by a partial recovery to 59.4 in April of 2021. The employment to population ratio followed a similar pattern, falling from above 59 percent in early 2020 to a low of 48.6 percent in April of 2020, then rising to 56.4 in April of 2021. When comparing April 2021 to February 2020, the state had 159,667 fewer employed people and 67,371 more unemployed people, resulting in a labor force that was smaller by 92,296 individuals. The declining rate of labor force participation is a concern that accelerated during the height of the pandemic. The data below would suggest the loss to the labor force was predominant among those age 45 and older.

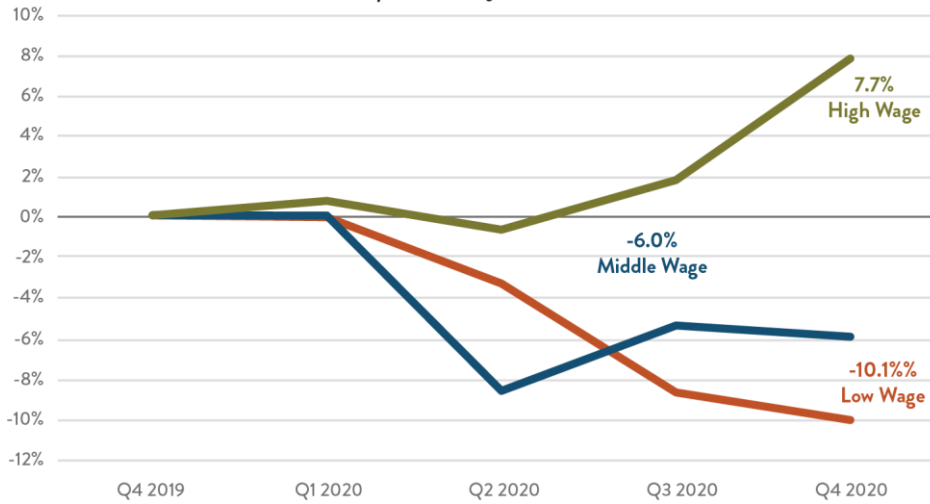
North Carolina Labor Force Participation Rates by Age

	North Carolina	United States
Age 16-19	38.7%	38.0%
Age 20-24	74.5%	74.6%
Age 25-29	83.1%	82.6%
Age 30-34	82.5%	82.6%
Age 35-44	82.7%	82.6%
Age 45-54	79.5%	80.5%
Age 55-59	70.2%	72.3%
Age 60-64	53.1%	56.4%
Age 65-74	23.1%	25.7%
Age 75+	6.3%	6.6%

Data Source: U.S. Census Bureau; American Community Survey, [2018 ACS 5-Year Estimates](#)

While the state’s economic conditions have improved considerably since the spring of 2020, the recovery has not been equitable. White non-Hispanic employment has returned to its February 2020 level, while Black non-Hispanic employment was down more than 10 percent from February 2020. Low-wage and middle-wage employment declined over 2020, while high-wage employment grew. While the growth of high-wage employment is good for the state’s economy, the growth in high-paying employment didn’t make up for the loss of lower-paying employment. For the most part, individuals earning high wages before the pandemic (those in the upper third of the state’s wage distribution in 2019) experienced only a small decrease in employment over 2020. However, those with low-wage and middle-wage employment pre-pandemic were significantly less likely to be employed in North Carolina in the 4th quarter of 2020.

Change in North Carolina Employment Compared to 4th Quarter 2019

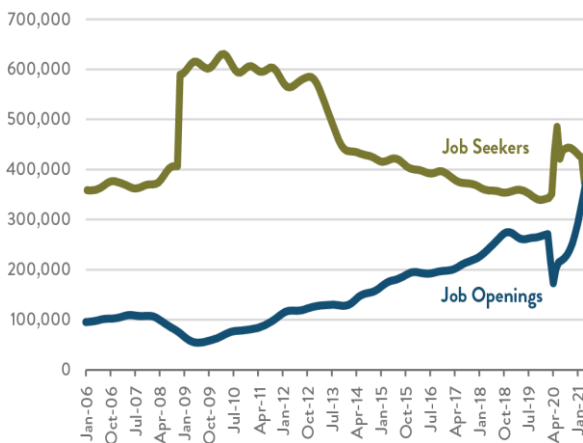


Source: NC Department of Commerce, LEAD. Analysis of NC Common Follow-up System (CFS data). Seasonally adjusted

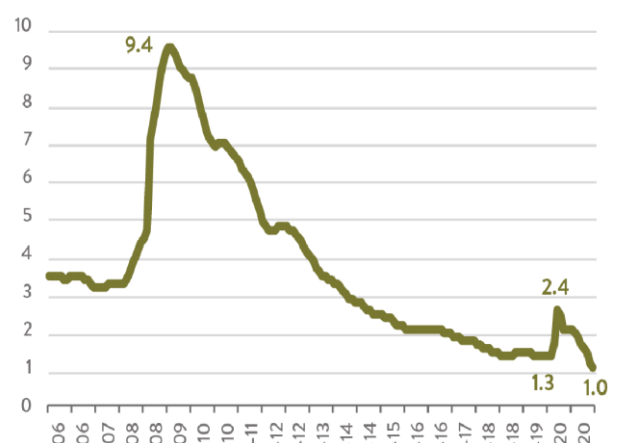
While employment has not fully recovered, the number of job openings (available positions) has accelerated and as of April 2021 exceeded the number of openings before the pandemic. Meanwhile, the number of North Carolina job seekers, while declining as people move from unemployed to employed, remains highly elevated and presents a good source of potential applicants for employers. However, the ratio of job seekers to job postings as of April 2021 was even lower than its pre-pandemic level. Employers throughout the state once again faced conditions of a tight labor market with only one jobseeker per opening.

As the long-term trend reveals, North Carolina, like the rest of the nation, is challenged with drawing more people into the labor force to meet the hiring needs of employers. This creates opportunities for those with historically higher rates of unemployment such as the formerly incarcerated, those with disabilities, the long-term unemployed, individuals with less formal education, youth, older workers, and minority populations.

North Carolina Job Seekers & Job Openings



North Carolina Ratio of Jobseekers to Job Opening



Source: NC Department of Commerce, LEAD analysis of data from the US Bureau of Labor Statistics and the Conference Board, seasonally adjusted and smoothed.

As the pandemic recedes, there is still uncertainty about the pace of recovery and whether some aspects of the pandemic economy will endure. The economy is predicted to grow over the near and mid-term as businesses fully reopen and respond to consumers' demands. Initially, the tight labor market and bottlenecks in numerous supply chains may limit this growth, however, several key features of the pre-pandemic economy still hold.

The need for businesses to attract and retain talent is as important as it has ever been. The disruptions to the labor market created by the pandemic emphasized a distinction between jobs that could be performed remotely versus essential, frontline jobs that could not. This distinction was most apparent in those industries dependent on the physical proximity of customers and workers such as leisure and hospitality. Even as the disruptions caused by the pandemic are eased, there will still be intense competition for workers on the part of employers. Much of the labor market pressure experienced by the state is attributable to long-term demographic trends such as the aging of the workforce and limited immigration of new workers.

These basic demographic realities mean employers may have to increase offered wages and benefits, seek to reengage workers who have left the labor force, and engage potential workers with barriers to employment such as those with criminal records, housing, or transportation issues. Working arrangements have also changed because of the pandemic, creating the need to attract more workers by offering remote and hybrid work arrangements. Although many jobs are unsuited for telework, many companies and workers underwent a radical experiment with remote work over the past two years. These experiments may lead to an overall increase in remote and hybrid work for those companies that did not experience a loss of productivity and for those workers (including mature workers) who may prefer the flexibility and other benefits associated with remote work.

Even though many employers are eager to hire, many of the openings do not fit the needs of the people who are looking for work, especially older adults who have had to balance their health, family obligations, and retirement concerns because of the pandemic.

Area Profile for North Carolina

Occupations by Advertised Jobs Table

The table below shows the occupations with the highest number of job openings advertised online in North Carolina (NCWorks Database 2/19/22)

Rank	Occupation	Job Openings
1	Registered Nurses	15,688
2	Customer Service Representatives	3,329
3	Computer Programmers	3,102
4	Retail Salespersons	2,811
5	Nursing Assistants	2,776
6	Licensed Practical and Licensed Vocational Nurses	2,230
7	First-Line Supervisors of Food Preparation and Serving Workers	2,104
8	Physicians, All Other	2,094
9	Fast Food and Counter Workers	2,044
10	Managers, All Other	1,925

Source: Online advertised jobs data

Area Profile for North Carolina

Industries by Advertised Jobs Table

The table below shows the industries with the highest job openings advertised online in North Carolina (NCWorks Database 2/19/22)

Rank	Industry	Job Openings
1	Health Care and Social Assistance	36,013
2	Educational Services	27,498
3	Retail Trade	21,485
4	Manufacturing	18,119
5	Professional, Scientific, and Technical Services	15,983
6	Accommodation and Food Services	12,403
7	Administrative and Support and Waste Management and Remediation Services	12,394
8	Finance and Insurance	10,301
9	Wholesale Trade	5,977
10	Unclassified establishments	76,077

Source: Online advertised jobs data

Area Profile for North Carolina

Jobs by Occupation Group Table

The table below shows the distribution of the number of job openings advertised online in North Carolina (NCWorks Database 2/19/22)

Rank	Occupation Group	Job Openings
1	Healthcare Practitioners and Technical Occupations	45,202
2	Management Occupations	21,993
3	Sales and Related Occupations	12,833
4	Computer and Mathematical Occupations	12,463

5	Office and Administrative Support Occupations	10,799
6	Transportation and Material Moving Occupations	10,518
7	Food Preparation and Serving Related Occupations	9,880
8	Architecture and Engineering Occupations	9,311
9	Educational Instruction and Library Occupations	9,235
10	Healthcare Support Occupations	8,971
11	Production Occupations	8,036
12	Business and Financial Operations Occupations	6,412
13	Installation, Maintenance, and Repair Occupations	6,160
14	Building and Grounds Cleaning and Maintenance Occupations	4,413
15	Arts, Design, Entertainment, Sports, and Media Occupations	4,106
16	Construction and Extraction Occupations	3,089
17	Life, Physical, and Social Science Occupations	2,670
18	Personal Care and Service Occupations	2,471
19	Community and Social Service Occupations	2,202
20	Protective Service Occupations	2,014
21	Legal Occupations	424
22	Farming, Fishing, and Forestry Occupations	212
23	Military Specific Occupations	113
24	Total other occupations	106,087

Source: Online advertised jobs data

North Carolina SCSEP Participants obtain a wide variety of skills including customer service, office clerical, digital, administrative, retail, food service, and light industrial. These skills continue to be relevant to a variety of employers and industries, placing our participants in a more favorable position while seeking employment opportunities. Our host agency training partners include organizations in a variety of sectors offering a range of training opportunities for older adults. Some of the largest host agency training partners include senior centers, county offices, nutrition sites, park and recreation facilities, veteran agencies, community centers, shelters, non-profit agencies, and NC Works Offices. As of February 19, 2022, customer service representatives, retail, office and administrative, and accommodation and food services were among the highest-ranked job openings.

II. Service Delivery and Coordination

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

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

Continue actions as developed in North Carolina SCSEP 2020-2023 State Plan.

2. Actions to coordinate activities of SCSEP grantees with the activities carried out in the State under the other titles of the OAA. (20 CFR 641.302(h))
 - Initiated a Senior Hunger Task Force that will develop a strategic plan to reduce senior hunger in NC, with a major objective of creating a standardized screening tool for food insecurity
 - Drive-thru Legal Clinics covered concerns such as evictions, landlord/tenant disputes, and fraud prevention/reporting
 - Specialized vaccination efforts to meet the needs of minority and marginalized populations who were significantly impacted and underutilizing preventative measures
 - Creation of programs to combat social isolation and promote mental health well-being
 - Funding to assist low-income individuals in danger of having their water and wastewater services disconnected due to inability to pay their bill
3. Actions to coordinate SCSEP with other private and public entities and programs that provide services to older Americans, such as community and faith-based organizations, transportation programs, and programs for those with special needs or disabilities. (20 CFR 641.302(i))

See #4 below

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

During the height of the pandemic, NC SCSEP providers had to develop new ways in which they could begin to provide alternative training opportunities that were safe, beneficial, and necessary for the participants to stay actively engaged. The pandemic hit the senior population especially hard. The goal, at the onset of the pandemic, was to keep participants safe and find a way for them to engage in remote training activities with minimal loss in wages. In addition to the economic issues that the pandemic presented, the SCSEP participants were also at risk of depression due to social isolation, fear of the unknown, and loss of family and friends.

Many of the State SCSEP participants became engaged in a variety of online, self-paced training. A few of those included, Northstar Digital Literacy, which focuses on basic literacy skills, GetSetUp, a digital community for older adults to learn, share and socialize and GCF Global which offers free core skills and technology training. The NC providers used a variety of training modules to align with the participants' training goals and individual employment plans. One state provider was able to secure funding through its local Area Agency on Aging to provide participants with laptops and wi-fi connectivity. For those participants that did not have computer access or a stable wi-fi connection, SCSEP providers created weekly and monthly training assignments that were delivered in hard copy format via the US mail, or group telephone sessions. These training opportunities provided participants with a variety of information to augment skills needed in their employment endeavors. These participants were required to turn in their assignments either weekly or monthly and were assisted and monitored by weekly telephone calls.

The National Caucus and Center on Black Aging's (NCBA) training modules were sent to participants from their national office. Participants benefitted from the training by learning skills such as time management, resume writing, interviewing, and they participated in modules covering topics such as *Indeed 101*, *Affirmations of Success*, and *How to Change Careers During COVID*. The goal was for the participants to enhance these skills and apply them effectively in their job searches and potential interviews. Some SCSEP participants received soft skill training via Zoom Technology or through a group telephone conference call with their provider and other SCSEP participants. Many of the online training activities were supervised and documented by having participants log in weekly to a portal monitored by SCSEP staff.

In November 2021, four State SCSEP participants participated in a training entitled "Steps to Re-Entering the Workforce in Challenging Times" offered by Career Connections. Due to the positive feedback received from the participants, three additional participants attended the training in December. Participants discussed barriers they anticipated in their return to the workforce and strategies to overcome such barriers. Participants updated their resumes, learned basic interviewing skills, and received tips on participating in "cold calls".

Three SCSEP participants are currently training in Food Service Management, offered by one of the Area Agencies on Aging. This training prepares participants (and volunteers) who are currently assigned to local nutrition sites. This certification is required before participants can apply for positions within the Council of Government Nutrition Network.

One participant received training for Information and Assistance Intake through the Area Council of Governments. This training was developed through the NC Division of Aging and Adult Services and is currently offered to SCSEP participants within the host agency and community volunteers. Participants learn how to adequately gather information and identify resources to provide to older adults in their communities.

One State SCSEP provider is establishing a relationship with the State Employees' Credit Union to provide participants with personal finance training. Three participants will also participate in a senior computer course at Mitchell Community College once an instructor has been assigned.

Three SCSEP participants participated in the "Job Search after 50" training offered by Career Connections. Participants were able to discuss barriers to employment and how to proactively circumvent challenges. During the training, participants updated their resumes and participated in mock interviews.

Eligible SCSEP participants were referred to and encouraged to apply for the Emergency Broadband Benefit Program for low-income individuals. The program provided \$50 monthly discounts on high-speed Internet services and a one-time discount of up to \$100 for the purchase of a computer or tablet.

5. Actions the State will take to ensure that SCSEP is an active partner in the one-stop delivery system and the steps the State will take to encourage and improve coordination with the one-stop delivery system. (20 CFR 641.335)

The State will develop and foster an active partnership with the six Workforce Development Boards that govern the 24 counties in which the NC State SCSEP Program provides services. The Workforce Development Boards (WDB) are Centralina WDB, Charlotte WDB, Lumber River WDB, Mountain WDB, Region C WDB, and Turning Point WDB. The goal of the partnerships is to become more familiar with employment opportunities, trends, community college initiatives, and area employer needs to better align the State SCSEP training goals with current and emerging needs. The State SCSEP Program will also work with other entities in the workforce development arena to encourage access and utilization of valuable services to all potential participants across North Carolina.

- B. Describe the long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment. (20 CFR 641.302(e)) (Alternately, the State may discuss this in the State strategies section of the strategic plan if submitting a Combined Plan.)

The State providers will continue to seek opportunities to form partnerships with area employers to promote the SCSEP Program and its participants as described in the North Carolina SCSEP 2020-2023 State Plan. During the last program year, the State developed a partnership with Circa (formerly LocalJobsNetwork) which provides weekly job postings in our service territories. The State also partnered with CVS Workforce Initiatives which provides retail and health care positions for our work-ready participants. North Carolina SCSEP providers are working to develop direct relationships with employers, recruiters, and other human resource professionals that will help to identify the employer's needs, and how we can collaborate to provide employment opportunities for our participants. North Carolina SCSEP has partnered with Spectrum Internet and Cable Services since 2018. Spectrum has assisted in identifying participants with desirable or transferable skills for open positions, assisted participants in completing applications, and provided program directors with an updated weekly list of available positions. Spectrum has presented at monthly job club meetings and met with interested participants to identify those that were strong candidates: Participants were encouraged to apply for open positions and introduced to persons working in the various positions applied for, so there was an opportunity to engage in conversation about a specific position. During PY 2021, an NC SCSEP participant was hired as a Customer Service/Internet Specialist with a starting wage of \$18.00 per hour. Five more participants are expected to be placed with Spectrum by March 2022.

NC SCSEP has partnered with Medical Careers, Inc. to provide four weeks of On-The-Job Experience (OJE) for participants who are open to learning new skills to meet the needs of this employer. Medical Careers, Inc. provides a weekly outline of training and development activities for the OJE participant and works daily, with the participant, to ensure success. Participants are provided hands-on training with every aspect of the job and are mentored and educated by the business owner and executive director. One participant began OJE training on February 2, 2021, and was hired on March 3, 2021, as a full-time Administrative Assistant. Medical Careers is expanding its operations in February 2022. NC SCSEP plans to partner with them again to provide OJE training and possible employment with Medical Careers, Inc. Additionally, the NC State SCSEP providers are interested in hosting roundtable discussions, with other area employers to continue to develop additional OJE opportunities.

- C. Describe the long-term strategy for serving minorities under SCSEP. (20 CFR 641.302 (c))
Continue actions as developed in North Carolina SCSEP 2020-2023 State Plan.
- D. Provide a list of community services needed and the places where these services are most needed. Specifically, the plan must address the needs and location(s) of those individuals most in need of community services and the groups working to meet their needs. (20 CFR 641.330)
Continue actions as developed in North Carolina SCSEP 2020-2023 State Plan.
- E. Describe the long-term strategy to improve SCSEP services, including planned long-term changes to the design of the program within the State, and planned changes in the use of SCSEP grantees and program operators to better achieve the goals of the program. This may include recommendations to the Department as appropriate. (20 CFR 641.302(k))
Continue actions as developed in North Carolina SCSEP 2020-2023 State Plan.

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

The State recognizes the dire need for the senior population to become computer literate and comfortable with using technology. During the last two years, concerted efforts were made to assist SCSEP participants with improving their digital skills. The need for competency in this area of job readiness became very apparent with the major shift to remote work which not only served as a stopgap measure but created a whole new way of expanding work efforts and productivity. This use of technology further reinforced the need to be able to access and navigate an online environment from start to finish as it relates to human resources and the onboarding of staff. The NC SCSEP Program will continue to seek low- to no-cost online training tutorials/classes designed for seniors, encourage enrollment in community college entry-level computer courses, and solicit funding and/or donations for computers and tablets. The pandemic has driven workers and students into remote work and education and has emphasized the importance of having access to, and knowledge of, these skills to operate technology. It also elevated the feasibility of working remotely which can be viewed as favorable to older workers, a population significantly impacted by the pandemic. Older workers were frequently in jobs that could not be performed remotely which put them at greater health risks.

Many, regardless of age, lack digital skills, and these skill gaps are disproportionately larger for individuals facing other barriers such as limited English proficiency, poverty, and inadequate education (Hecker and Loprest 2019). This study documented some of the barriers and opportunities for older workers to access online programs. The 2017 Programme for the International Assessment of Adult Competencies (PIAAC) survey explored the digital skill levels of older workers, and how older workers' race, ethnicity, income, occupation, and other characteristics are associated with digital skill levels. The American Community Survey (ACS) data was also analyzed to understand how older workers' poverty status and access to broadband, internet, computers, and other devices are associated with digital skill levels. The following was noted:

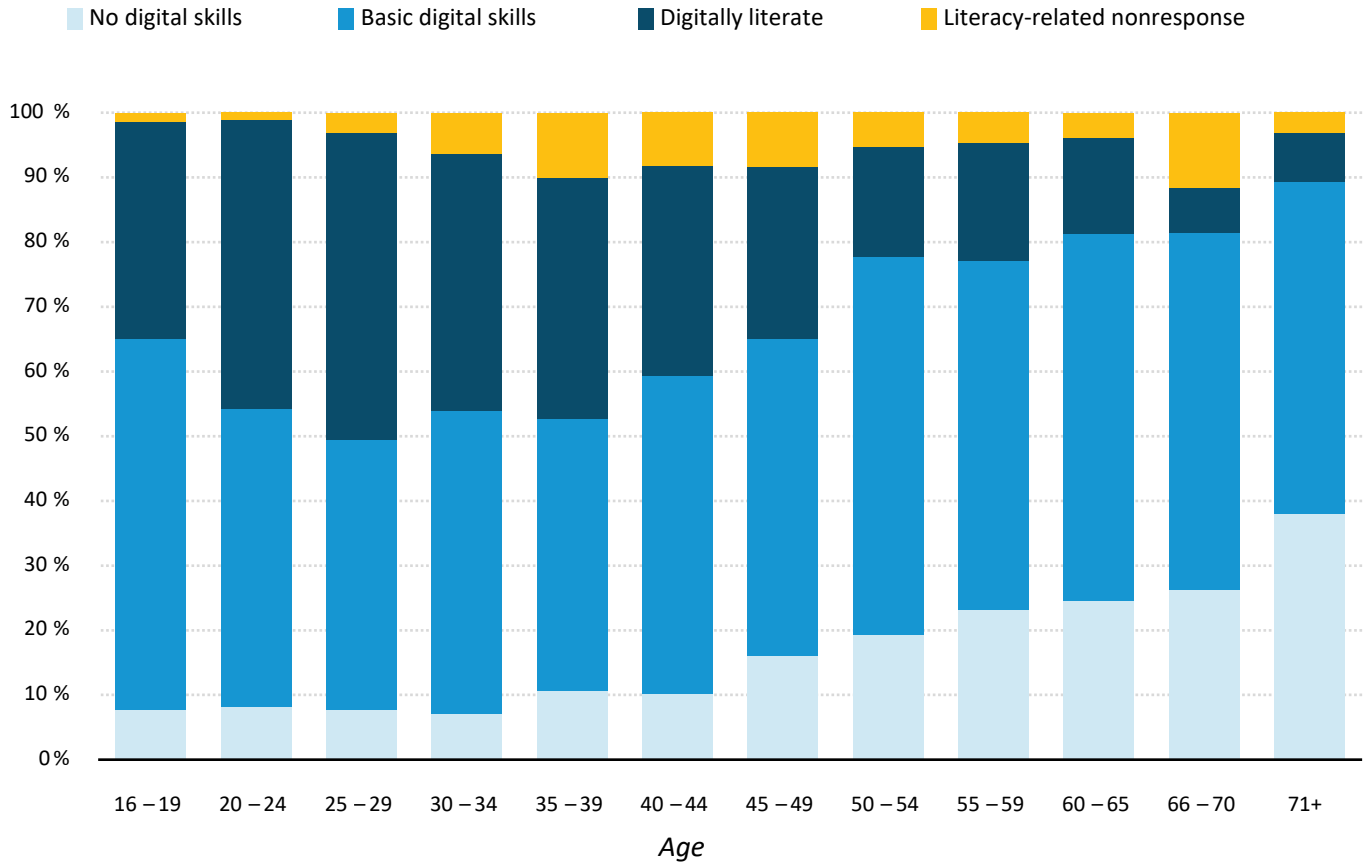
- Older adults have lower levels of digital skills than younger adults and variation by subgroup is substantial.
- White adults, over 50, are most likely (18 percent) and Black adults are least likely (3 percent) to be digitally literate.
- Older adults who have basic digital skills or who are digitally literate have, on average, higher numeracy, and literacy skills than younger adults, underscoring just some of older workers' assets.
- Older adults with internet access and better computers have higher levels of digital skills than older adults who do not, but their digital skills are still lower than younger adults even when they have access.
- Older workers with more digital skills have significantly higher earnings than those with less and are better positioned to compete for the jobs of the future.

Based on these findings, we offer the following insights:

- Closing the digital skills gap for older workers could have an especially large payoff for the skills and earnings of older workers from historically oppressed groups.
- Targeted funding and programs are needed to meet the needs of older workers.
- Education and training programs serving older workers should consider ways to build confidence, leverage peer learning, assess digital fluency, and teach digital skills in context.

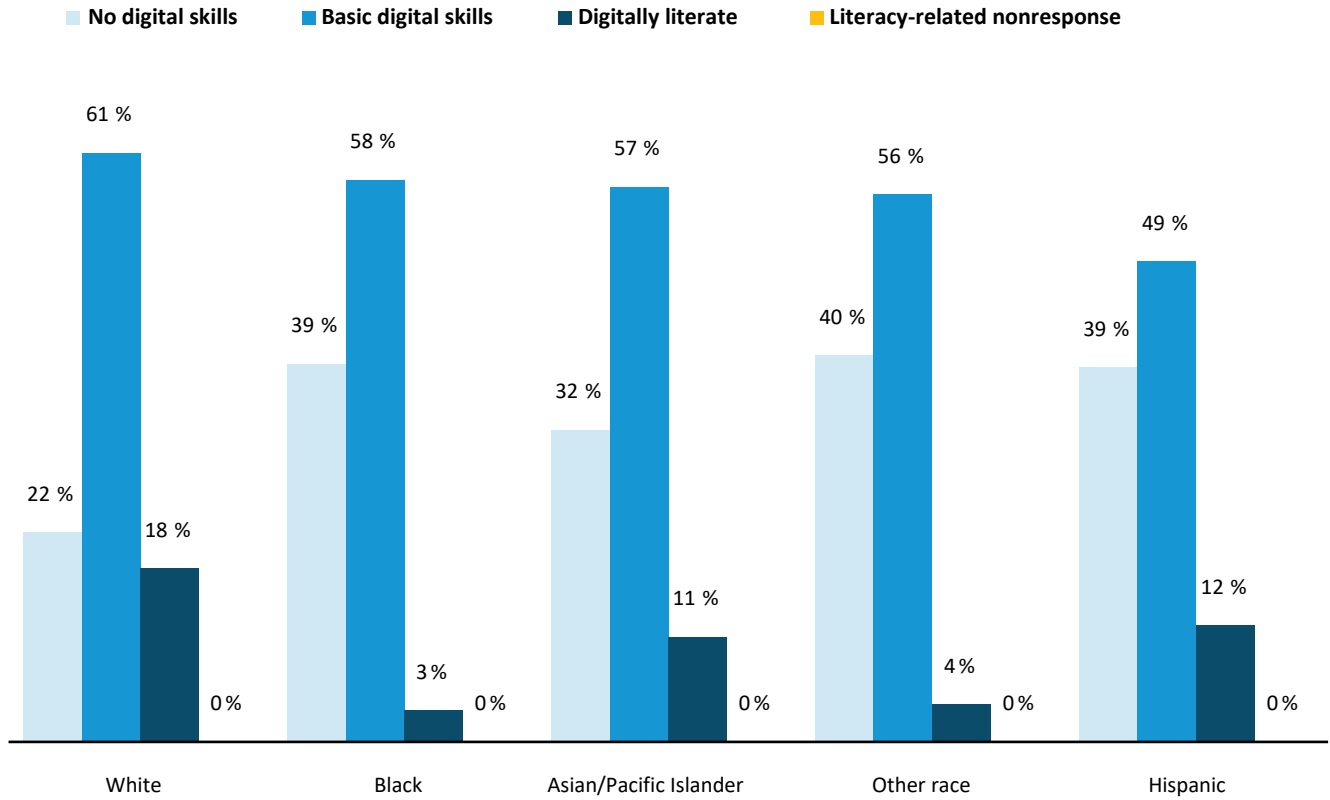
FIGURE 1

Digital Skills by Age



Source: Author calculations using data from the Programme for the International Assessment of Adult Competencies.

FIGURE 2 Digital Skills by Race and Ethnicity Among Adults Age 50 and Older



Source: Author calculations using data from the Programme for the International Assessment of Adult Competencies.

III. Location and Population Served, including Equitable Distribution (ED)

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

Continue actions as developed in North Carolina SCSEP 2020-2023 State Plan.

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

NC SCSEP PY 2021- 2ndQtr

County	State	NCBA	NCOA	CWI	Totals
Alamance		18			18
Alexander				5	5
Alleghany				2	2
Anson	4				4
Ashe				4	4
Avery				3	3
Beaufort			9		9
Bertie			4		4
Bladen	5			3	8
Brunswick				17	17
Buncombe	13			15	28
Burke				13	13
Cabarrus	14				14
Caldwell				13	13
Camden			1		1
Carteret			9		9
Caswell		4			4
Catawba				17	17
Chatham		7			7
Cherokee				6	6
Chowan			3		3
Clay				2	2
Cleveland	11			6	17
Columbus				12	12
Craven			10		10
Cumberland				29	29

County	State	NCBA	NCOA	CWI	Totals
Currituck			2		2
Dare			2		2
Davidson				21	21
Davie				4	4
Duplin			10		10
Durham		21			21
Edgecombe	10				10
Forsyth				40	40
Franklin			7		7
Gaston				24	24
Gates			1		1
Graham				2	2
Granville		8			8
Greene			3		3
Guilford		51			51
Halifax	9		3		12
Harnett		12			12
Haywood				8	8
Henderson	5			7	12
Hertford			5		5
Hoke	5				5
Hyde					0
Iredell	16				16
Jackson				6	6

County	State	NCBA	NCOA	CWI	Totals
Johnston			16		16
Jones			2		2
Lee				8	8
Lenoir			9		9
Lincoln				10	10
McDowell	6				6
Macon				5	5
Madison				3	3
Martin			5		5
Mecklenburg	27			44	71
Mitchell				3	3
Montgomery		4			4
Moore				11	11
Nash	8		5		13
New Hanover				24	24
Northampton	5				5
Onslow				12	12
Orange		8			8
Pamlico			2		2
Pasquotank			6		6
Pender				7	7
Perquimans			3		3
Person		5			5
Pitt			17		17

County	State	NCBA	NCOA	CWI	Totals
Polk	3				3
Randolph		17			17
Richmond	5			3	8
Robeson	15			9	24
Rockingham		12			12
Rowan	16				16
Rutherford	10			1	11
Sampson			9		9
Scotland	6				6
Stanly	6				6
Stokes				6	6
Surry				12	12
Swain				3	3
Transylvania	2			2	4
Tyrell			1		1
Union	7			5	12
Vance		8			8
Wake			52		52
Warren		4			4
Washington			2		2
Watauga				5	5
Wayne			15		15
Wilkes				12	12
Wilson	9		3		12
Yadkin				5	5
Yancey				3	3
TOTALS	217	179	216	452	1,064

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

The Program in PY '21 currently has 1,064 authorized slots. The State of NC administers 217 of those positions and the remaining 847 slots are distributed among the three national grantees. Of the 99 counties served, 58 counties are under-enrolled, 33 counties are overenrolled with an authorized variance of 44% for the state during Quarter II of PY '21. The geographical areas to be covered and establishing rapport with participants, host agencies and employers have played a significant role in service delivery this year. We have confidence with additional support and guidance to the sub-grantees the variances will narrow, and greater parity will be achieved. To meet these requirements bi-monthly, discussions and technical assistance will occur. The state will continue to convene equitable distributions meetings quarterly to address issues or concerns promptly.

D. Explain the state’s long-term strategy for achieving an equitable distribution of SCSEP positions within the state that moves positions from over-served to underserved locations within the State in compliance with 20 CFR 641.365 and.

1. Equitably serves rural and urban areas (20 CFR 641.302(a)(2) and
2. Serves individuals afforded priority for service under 20 CFR 641.520. (20 CFR 641.302(a), 641.365)

Equitable Distribution – PY 2021 Q2													
Statewide Summary	AP	E	V	# Co.	# Under	% Under	Avg. % Und. E.	# Over	% Over	Avg. % Over E	# Over Under	% Over Under	Total V/AP
State Grantee	217	188	-29	24	14	58.3%	38.2%	8	33.3%	50.9%	22	91.7%	40.1%
National Grantees	847	734	-113	88	53	60.2%	50.1%	28	31.8%	52.9%	81	92%	48.3%
Total ED Grantees	1.064	922	-142	99	58	58.6%	43.6%	33	33.3%	51.1%	91	91.9%	44%

E. Provide the ratio of eligible individuals in each service area to the total eligible population in the state. (20 CFR 641.325(a))

According to the NC Department of Commerce LEAD Division as of November 2021:

- Centralina WDB -136,910 residents are 60+, which represents 14.8% of the WDB total population; 9.3% of the total WDB population lives below the (SAIPE) poverty line.
- Charlotte WDB- 117,292 residents are 60+, which represents 10.9% of the WDB total population; 10.3% of the total WDB population lives below the (SAIPE) poverty line
- Lumber River WDB- 45,689 residents are 60+, which represents 15.2% of the WDB total population; 26.4 % of the total WDB population lives below the (SAIPE) poverty line.
- The Mountain Area WDB -93,990 residents are 60+, which represents 22% of the total WDB population; 12% of the total WDB population lives below the (SAIPE) poverty line.
- Turning Point WDB -56,240 residents are 60+, which represents 18.5% of the total WDB population; 20.2% of the total WDB population lives below the (SAIPE) poverty line.
- Region C WDB 46,969 residents are 60+, which represents 20.5 % of the total WDB population; 17.2% of the total WDB population lives below the (SAIPE) poverty line.
- 12.9% of NC adults live below the poverty line.
- NC Adults 65+ - 16.7% live below the poverty line (Census.gov)

F. Provide the relative distribution of eligible individuals who:

1. Reside in urban and rural areas within the state;
2. Have the greatest economic need;
3. Are minorities;
4. Are limited English proficient;
5. Have the greatest social need (20 CFR 641.325(b)); and

Continue actions as developed in North Carolina SCSEP 2020-2023 State Plan.

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

According to the NC Department of Public Safety Prison System (NC DPS), in 2021 there were 1,507 individuals released from NC DPS aged 55 and over. Sustainable employment is critical to a successful transition back into the community. Justice involved job seekers face a myriad of obstacles when looking for employment, including social stigma, unstable housing, unreliable transportation, and the requirements of their probation or parole. The result is high unemployment, homelessness, and often recidivism. Individuals that are 55+ face additional challenges of ageism as they reacclimate into their communities. The State grantee has accessed a resource database from the NC Department of Public Safety's Reentry Programs & Services. The resource is a compilation of reentry information to provide justice-involved residents, probation/parole officers, case managers, social workers, and other stakeholders with a database of community resources in each of North Carolina's 100 counties. The database provides contact information for core local, state, and federal agencies, as well as faith-based and community-based service organizations that help formerly incarcerated people successfully transition into their communities. Each county directory contains resources categorized into 13 life areas as well as statewide contacts for re-entry services in North Carolina. The State grantee will provide contact names, phone, and email addresses of re-entry representatives in North Carolina to both the State SCSEP providers in their respective areas. The NC SCSEP Program will also be added to the NC Department of Public Safety's database as a resource for the state's justice-involved 55+ population seeking reentry into the workforce.

The National Caucus and Center on Black Aging (NCBA) is currently working with the Community Workforce Initiative in Wake and Durham Counties to meet the needs of the 55+ justice-involved population and with the Guilford County Re-Entry Program. The Center for Workforce Inclusion (CWI) has created an employment training and placement program for justice-involved job seekers that addresses their unique needs to reduce recidivism and support a lasting re-entry into their community. The core of the program is the combination of career training, job placement, and job preparation.

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

Continue actions as developed in North Carolina SCSEP 2020-2023 State Plan.