



FEB 11 2014

The Honorable Nikki R. Haley
Governor of South Carolina
1205 Pendleton Street
Columbia, South Carolina 29201

Dear Governor Haley:

The Employment and Training Administration (ETA) is pleased to respond to your request for a waiver of statutory and regulatory requirements under the Workforce Investment Act (WIA). This action is taken under the Secretary's authority to waive certain requirements of WIA Title I, Subtitles B and E, and sections 8-10 of the Wagner-Peyser Act. The original request was written in the format identified in WIA section 189(i)(4)(B) and 20 CFR 661.420(c), and meets the standard for approval at 20 CFR 661.420(e). The following is the disposition of the State's waiver request.

Waiver of WIA Section 134(a)(1)(A) to permit a portion of the funds reserved for rapid response activities to be used for incumbent worker training.

The State is requesting a modification of its currently approved waiver to permit use of rapid response funds to conduct allowable statewide activities as defined under WIA Section 134(a)(3), specifically incumbent worker training. The State is requesting to use up to 40 percent of rapid response funds for incumbent worker training only as part of a layoff aversion strategy. This waiver is approved through June 30, 2015. The State's prior approval for this waiver will remain in effect after that date.

All training delivered under this waiver is restricted to skill attainment activities. The State is required to report performance outcomes for any incumbent workers served under this waiver in the Workforce Investment Act Standardized Record Data system (WIASRD), field 309. TEGL No. 26-09, Section 7A, "Workforce Investment Act (WIA) Waiver Policy and Waiver Decisions for PY 2009 and 2010" and TEGL No. 30-09, "Layoff Aversion Definition and the Appropriate Use of Incumbent Worker Training for Layoff Aversion Using a Waiver" provide policy guidance related to implementation of this waiver.

The approved waiver is incorporated by reference into the State's WIA Grant Agreement, as provided for under paragraph 3 of the executed Agreement, and this constitutes a modification of the State Plan. A copy of this letter should be filed with the State's WIA Grant Agreement and the approved State Plan. In addition, as required by TEGL No. 06-13, the State should address the impact this waiver has had on the State's performance in the WIA annual performance report, due on October 1 of each year.

We look forward to continuing our partnership with you and achieving better workforce outcomes. If you have any questions related to the issues discussed above, please contact Linda Lundy, the Federal Project Officer for South Carolina, at (404) 302-5367 and lundy.linda@dol.gov.

Sincerely,

A handwritten signature in blue ink, appearing to read "Eric M. Seleznow".

Eric M. Seleznow
Acting Assistant Secretary

Enclosures

cc: Les Range, Regional Administrator, ETA Atlanta Regional Office
Linda Lundy, Federal Project Officer for South Carolina

P.O. Box 995
1550 Gadsden Street
Columbia, SC 29202
dew.sc.gov



Nikki R. Haley
Governor

Cheryl M. Stanton
Executive Director

November 19, 2013

Heather Fleck
Division of WIA Adult Services and Workforce System
Employment and Training Administration
U.S. Department of Labor
200 Constitution Ave., NW
Washington, DC 20210

Dear Ms. Fleck:

The South Carolina Department of Employment and Workforce, the State administrative entity for the Workforce Investment Act (WIA) and Wagner-Peyser Act, seeks approval of the attached waiver request to allow up to 40% of state set-aside Rapid Response funds for Incumbent Worker Training (IWT) to be used for layoff aversion activities in the state.

South Carolina currently has an approved U.S. Department of Labor waiver allowing up to 20% of Rapid Response funds to be used for IWT activities as part of a layoff aversion strategy. Under normal economic conditions, the authorized 20% set-aside is sufficient for the state's successful Rapid Response IWT program. However, with the proposed reductions in the U.S. Department of Defense's budget, there is a need for South Carolina to expand its layoff aversion strategies to include defense contractors.

If you have any questions or need additional information, please contact Michelle Paczynski at mpaczynski@dew.sc.gov or 803.737.3828. Thank you for your consideration of this waiver request.

Sincerely,

A handwritten signature in black ink, appearing to read "Rebecca Battle-Bryant", is written over a faint circular stamp.

Rebecca Battle-Bryant
Assistant Executive Director
Employment Services Division

Enclosure

cc: Les Range, Regional Administrator
U.S. Department of Labor

**STATE OF SOUTH CAROLINA
WAIVER REQUEST
WORKFORCE INVESTMENT ACT**

State Set-Aside Rapid Response Funds for Incumbent Worker Training Activities

Date: PY 2013 and 2014
State: South Carolina
Agency: South Carolina Department of Employment and Workforce (DEW)

Statutory and/or regulatory requirements to be waived

South Carolina has already been approved to waive WIA Section 134(a)(1)(A), allowing the state to utilize up to 20% of Rapid Response funds for Incumbent Worker Training (IWT) activities for the period of the PY 2012 -2016 State Plan. Under normal economic conditions, the authorized 20% set-aside is sufficient for the state's successful Rapid Response IWT program. However, with the proposed reductions in the Department of Defense budget, there is a need for South Carolina to expand its layoff aversion strategies to include defense contractors.

South Carolina's economy is heavily dependent on the defense industry. A 2012 study by the South Carolina Department of Commerce, *The Economic Impact of the Military Community in South Carolina*, reveals:

- The total economic impact of the military in the state is \$15.7 billion, or approximately 9.3 percent of the state's gross domestic product at the time.
- The military directly and indirectly supports more than 138,000 jobs in South Carolina, or approximately 7 percent of total employment.
- The Department of Defense contracts with more than 800 South Carolina businesses to service the needs of the military outside of South Carolina.

Applying a conservative multiplier of 2.0, the loss of 1 full-time defense contractor position would result in a total loss of 2 jobs (1 direct and 1 in-direct).

The state is requesting to waive WIA Section 134(a)(1)(A), to allow **up to 40%** of the funds reserved for rapid response activities to sustain layoff aversion in all industries to include an increased need for incumbent worker training as part of a defense industry adjustment strategy. South Carolina is seeking this increase in set-aside funds for PY 2013 and 2014, returning to the already approved 20% in PY 2015.

Actions undertaken to remove state or local barriers

There are no state or local barriers. The state's business service representatives and local area business service teams work with the SC Manufacturing Extension Partnership (SCMEP) to assess the sustainability and training needs of businesses. SCMEP conducts a Competitiveness Review and notes warning signs. Local workforce investment area business service staff reviews the SCMEP documentation and business training application, assesses the employer, worker group, and proposed training prior to endorsing the application and forwarding it to DEW for final funding approval.

The state has developed forms and processes to identify, target, and award IWT funding to businesses at risk of imminent layoffs or closure. Administration procedures are outlined in State WIA Instruction Number 10-01: Use of Incumbent Worker Training as a Layoff Aversion Strategy, accessible at http://www.scworks.org/media/10_ET_Instruction/10-01_Use_of_Incumbent_Worker_Training_as_a_Layoff_Aversion_Strategy.pdf

Goals and expected programmatic outcomes of waiver

Layoff aversion is defined as when a worker's job is saved with an existing employer that is at risk of downsizing or closing, or when a worker at risk of dislocation transitions to a different job with the same employer or a new job with a different employer and experiences little or no unemployment.

- This waiver will support the state's focus on increasing the credentialing of its workforce. The state can assist at-risk businesses with IWT services, supporting their efforts to train existing employees as part of a sustainability plan. Many businesses cannot diversify into new markets or broaden their customer base simply because their workforce lacks industry required certifications. Workers also benefit since they will receive additional training that will not only help them retain employment but enhance their future probability of rapid reemployment should they be laid off.
- This waiver will promote the state's emphasis on enhancing services to the business community by allowing the workforce system to proactively assist businesses experiencing workforce and economic development issues related to reduction in federal funds or industry changes.
- This waiver will provide resources for the state's initiative to assist the defense industry in diversifying into other markets.

Individuals impacted by the waiver

At-risk businesses and their employees will be positively impacted by this waiver. Rapid Response IWT reduces or prevents adverse outcomes through the increase of worker skill levels, resulting in business sustainability and possible expansion. Individually trained workers add value to their employer and are more marketable for future employment opportunities.

Local communities are strengthened by Rapid Response IWT because it supports local economic planning, promoting collaboration between education, workforce, and economic development.

Process for monitoring progress in implementation

The state will monitor the implementation, progress and accountability of Rapid Response funded IWT by reviewing monthly expenditure and performance reports, through regular contact with the ETA Regional Office liaisons, and through the statewide data management system.

Notice to affected local boards

Local workforce investment boards have been notified and are in full support of this waiver request.

Public Comment

The proposed waiver request was made available for public comment on the SC Works website at www.scworks.org and on the South Carolina Department of Employment and Workforce website at www.dew.sc.gov. A seven-day comment period was allowed for the submittal of comments and input. All public comments indicated strong support for this waiver request.



Rapid Response Impact Summary

Independent Survey Results

In order to measure the effectiveness of the Rapid Response program over the last 2 years, an independent third party was used to survey each project. The current response rate is 70% as of November 1, 2013. However, non-manufacturers were not required to complete surveys. To date, SCMEP has completed approximately 26 Rapid Response projects with 4 still in progress. The program has saved or even turned around 92.5% of the companies that participated in the program. In fact, 27% of surveyed companies not only saved jobs but added jobs. The 2 companies that were not saved failed as a result of starting the program once it was too late to be saved. However, both companies did experience a quick boost in sales opportunities but could not fulfill the work due to prevailing debt and supplier issues. We do expect more surveys by the year's end.

Highlights from the surveys include:

Total completed projects	26
Number of companies saved	24
% of companies saved	92.3%
% of projects that resulted in new jobs	27%
Jobs saved	136*
Jobs created	28
Sales increase	\$3,586,000
Cost reduction	\$369,500
Capital investment	\$545,300
<i>Total jobs saved and retained</i>	<i>164*</i>
<i>Sales retained</i>	<i>\$4,139,000*</i>

**Note: The retained sales and employee numbers are lower than the actual results because several companies did not share employee and sales information. In addition, non-manufacturers did not complete the surveys.*

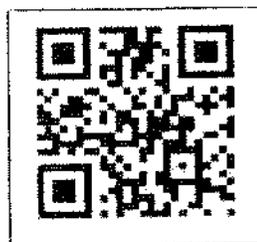
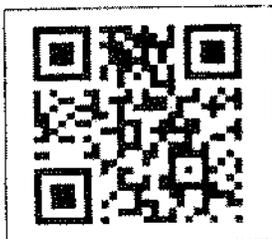
Success Stories

Please browse the proceeding stories to learn specifically how SCMEP's innovation & business growth services combined with workforce development training, have helped to avoid layoffs and actually result in a complete turn-around in many cases.

Video Testimonials and Program Overview

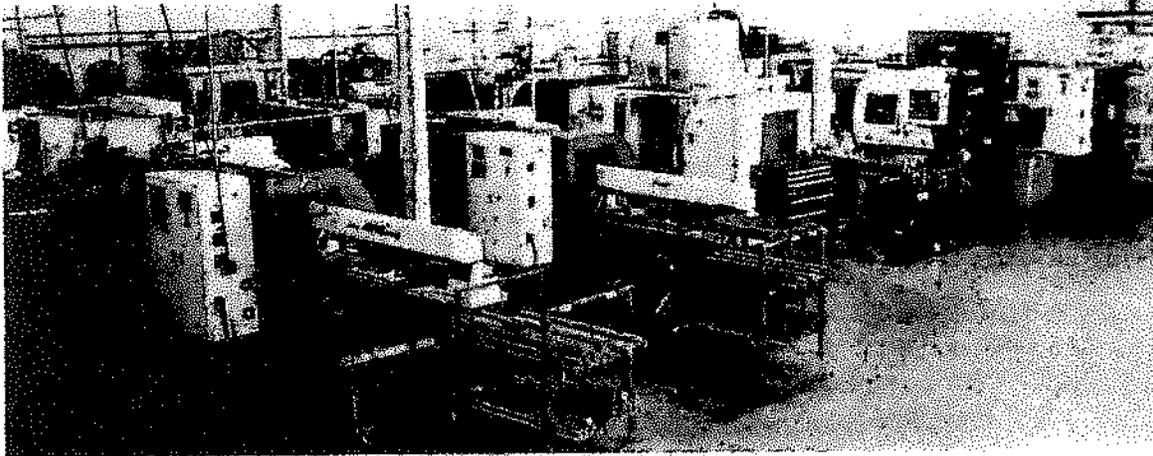
Please review the enclosed DVD, visit the following links, or scan the QR codes with your mobile phone or iPad to watch videos showcasing the Rapid Response Program, Innovation & Growth Program, and a few client testimonials.

[Rapid Response Program](#) | [Innovation and Growth Program](#) | [Client Testimonials](#)





Advance Manufacturing Increases Sales, Improves Processes & Retains Jobs with Help from SCMEP

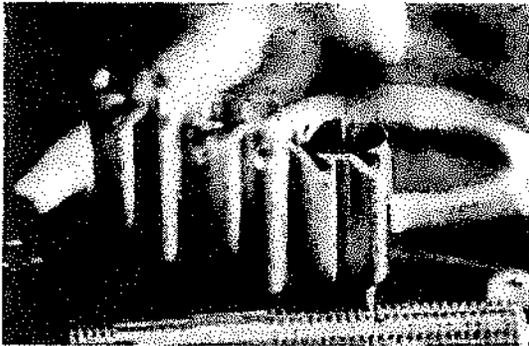


Inman, SC Advance Manufacturing is a family-owned and operated full service precision machining facility located in Inman, South Carolina. In business since 1984, the company employs 14 people in its 13,200 square foot climate-controlled facility. AS 9100 and ISO 9001 certified, the company currently offers contract manufacturing including manual and CNC machining operations. Advance Manufacturing is focused on providing excellent quality and customer service and applies the principles of Lean manufacturing in all processes.

The Situation

Advance Manufacturing was challenged with growing the business into different markets. The company wanted to diversify its product offering and target industries but had

seen a decline in business that resulted in a threat of layoffs. Advance was facing a potential staff decrease from 14 employees down to 8 employees. In addition, the company did not know how to proceed in the most efficient manner to grow into new markets and diversify its product and service offering. Mark Foster, Vice President of Advance Manufacturing, saw the need for growth and diversification and sought the assistance of the SCMEP, SC Works, and the South Carolina Department of Employment and Workforce (SCDEW) to expand the company's product and service offerings and retain jobs. "With not knowing what is available, you can sometimes feel lost. With SCMEP, it was just such a wonderful help. It was really a blessing for our company," said Foster.



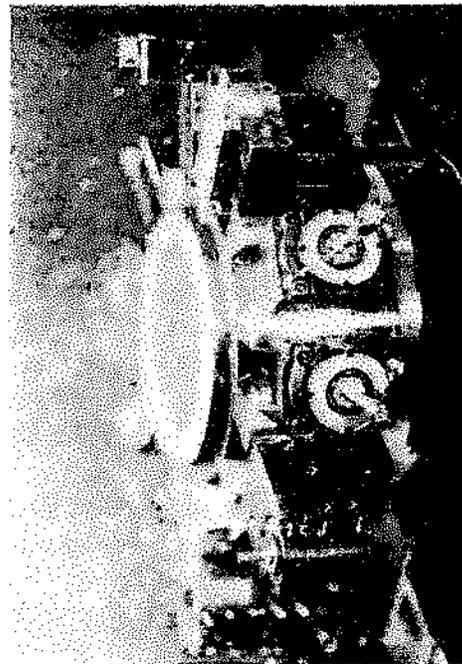
The Solution

The SCMEP used a comprehensive Growth Acceleration program, consisting of a Sales and Marketing Boost training system, to ensure success for Advance Manufacturing. New marketing messages were crafted, and additional target markets were identified through market research and company data and input. Company management worked with SCMEP to create new sales tools directed at existing and new target markets. Photography, video, and the newly crafted marketing messages were used to develop a new website, brochure, and social media pages. Lead generation was also a part of the training program, and it included most notably a search engine optimization strategy, new prospecting software, email marketing campaigns and a call center.

Results

Advance Manufacturing has retained all 14 employees and anticipates adding new positions by the end of the year. The lead generation campaign resulted in increased website traffic and inquiries as well as a database of over 2,300 leads and prospects that

Advance's sales staff is nurturing. In addition, Advance has gained new customers and saw an immediate sales increase of \$6,000 during the training process. Improved processes and product offerings have helped Advance Manufacturing expand their product offering and target markets to facilitate growth. "With SCMEP and Rapid Response, we were able to maintain the 14 employees and hopefully by end of year we are looking at new positions in the company. We look forward to the future and what SCMEP can do for us," Foster said at the conclusion of the project.

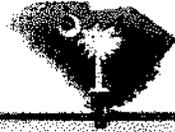


Results at a Glance

Retained Jobs	14
Increased Sales	\$6,000
New Prospects	2,300



defining south carolina
Companies Circle



Loxcreen MetalSource Implements Marketing Campaign to Grow the Business

The Need for Growth

COLUMBIA, S.C. In today's aluminum extrusion market, competition both domestically and abroad is more intense than ever. Manufacturers are constantly driven to lower prices and, at the same time, maintain a high standard of quality and on-time delivery.

Loxcreen MetalSource faced the same challenges and needed to take steps to acquire more business. In order to develop a plan for growth, Rick Wheeler, Vice President of Loxcreen, turned to the company's long-time partners, SC Works, South Carolina Department of Employment and Workforce (SCDEW), and The South

Carolina Manufacturing Extension Partnership (SCMEP), for assistance.

Loxcreen's Columbia-based MetalSource Division boasts a storied history of supplying some of the world's largest original equipment manufacturers, but it needed to reposition itself to remain competitive. In particular, its goal was to increase sales of its value-added services including precision routing, drilling, milling and tapping.

The Solution

The marketing process began in the fall of 2012 with strategy sessions, first with its sales force, then with the management team. SCMEP used its Innovation

Engineering Jump Start tools to lead the initiative, which uncovered several competitive advantages. Loxscreen is one of the few companies in its industry that controls 100 percent of the manufacturing process. Loxscreen's in-house tooling division has developed more than 30,000 dies for custom applications and has full in-house tool and die capabilities for fabrication. It even has its own fleet of trucks, which helps Loxscreen keep its on-time delivery promise to its customers. The net result is that Loxscreen boasts an on-time delivery rate over 95 percent, as well as some of the industry's highest customer satisfaction scores.

After the marketing strategy sessions, the next step was to validate these differentiators with Loxscreen's customers. SCMEP visited several of its major customers in the Southeast and filmed video testimonials. The personal interviews with customers offer a unique level of credibility and showcase just how well Loxscreen performs. For example, Georgia-based Acuity Brands, one of the world's leading providers of LED lighting, lighting controls and related products and services, identified Loxscreen's ability to work in its *Kanban* system as a major benefit.

In addition to filming customer testimonials, SCMEP's production team captured the MetalSource Division's manufacturing capabilities and created a promotional video that is showcased on a new website with mobile viewing capabilities. Loxscreen is sharing the video with its entire corporate

sales force and customer base, with the intent of generating more add-on business.

The Results

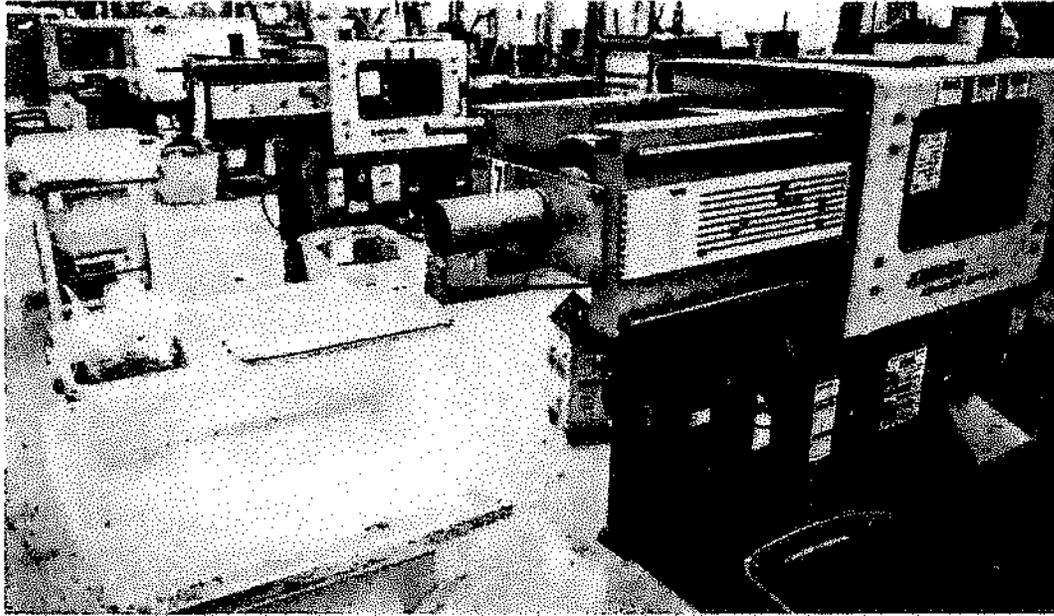
New sales tools have also been used as part of a new business campaign to kick off the 2013 sales year. The process began by developing a list of 12,000 prospects that were then targeted with an e-mail campaign. An analysis of the e-mail outreach showed 586 recipients opened the e-mail, 92 readers visited the website, and 156 replied with feedback, questions or requests. As a result, several pricing quotes have been prepared and are expected to result in new customers.

Early in 2013, Oklahoma City-based M-D Building Products, Inc. acquired Loxscreen MetalSource, and the new company is even better positioned for growth. Wheeler states, "We anticipate the work with SCMEP will pay dividends in 2013 as we continue to pursue new opportunities and leverage our unique fabrication capabilities. We are well-positioned for a great year."

Results at a Glance	
Retained Jobs	34
Retained Sales	\$3 Million



Marchel Industries Increases Sales, Retains Jobs with Growth Acceleration Program



The Need for Business Growth

Several years ago, Spartanburg, South Carolina based Marchel Industries experienced a significant downturn, resulting in downsizing of staff and a need for additional sources of business. The company remained in this state until Operations Director Gene Pitts decided it was time for a turnaround. Pitts solicited the help of the South Carolina Manufacturing Extension Partnership (SCMEP), SC Works, and the South Carolina Department of Employment and Workforce (SCDEW) to help expand his company's sales opportunities and prepare to increase his workforce.



Company Background

Marchel Industries was established in 1991 and specialized in high cavitation, fast-cycle injection molding. Over the years Marchel's capabilities evolved to include mold and product design, reverse engineering, full-service plastic injection molding, precision machining, project management, material selection services, and prototype design. The company is ISO 9001:2008 certified and handles all services in house to maintain the quality that Marchel is known for.

The staff at Marchel Industries is committed to providing the highest quality, exceptional customer service, and to delivering products on time every time. This vision has stood the test of time and remains a central to Marchel's success.



Management's Vision

Although Marchel Industries was providing products and services to companies throughout the Southeast, management sought to expand the company's sales by entering new markets. In addition, Marchel wanted to increase its capacity and workforce. With little time to contribute to the strategy, Marchel needed to find the most efficient programs available in the state to help achieve management's goals for the company. Marchel's staff took advantage of the Growth Acceleration program offered by SCMEP, SC Works, and SCDEW. "As far as helping us grow and acquire a new customer base, once we started working with SCMEP, we realized that the Rapid Response program would be the way to go," stated Gene Pitts.

The Pathway to Growth

SCMEP's consultants began Marchel's Growth Acceleration plan by involving the team in a marketing messaging strategy to determine the direction the company should proceed. New market opportunities were identified during this process with the marketing messages tailored to reach all desired industries and segments. A lead generation campaign was created that resulted in nearly 3,000 verified leads for a nurtured email marketing campaign as well as many direct leads resulting in immediate new sales of \$18,000.

The next step of the project involved creating effective communication tools. SCMEP's marketing team analyzed Marchel's existing website and trained the team on effective Search Engine Optimization (SEO) strategies including writing keyword rich web page titles and descriptions as well as website copy

changes to increase search traffic. A professional photo and video shoot was also incorporated to update the website and marketing materials with production to enhance the company's marketing messages and capabilities.

Marchel used the photography to create a trifold brochure outlining the company's capabilities and quality. SCMEP also trained Marchel on creating an email campaign using the updated marketing messages, the new photography, and a refreshed target market. The new leads gained during the lead generation campaign were loaded into the email campaign software to be nurtured.

Results

Marchel Industries implemented the training and tools provided by the SCMEP Growth Acceleration program immediately. The company was able to retain all 18 employees, hire 2 additional employees and plans to continue to grow the business and add to the work force in the near future. In addition to the new sales of \$18,000, Marchel retained \$150,000 in sales and gained a cost savings of \$7,500. Website traffic and leads have increased noticeably as well, and Marchel continues to nurture the new leads uncovered through the Growth Acceleration program. "The programs that SCMEP presented to us were very innovative, and we felt that they would help us reach the goals we set for Marchel Industries," said Pitts.

For more information on the Growth Acceleration program, visit www.scmep.com or call 1-800-368-7263. SCMEP is a division of the South Carolina Economic Development Corporation, which is a part of the South Carolina Department of Commerce.

**STATE OF SOUTH CAROLINA
WIA WAIVER REQUEST**

*State Set-Aside Rapid Response Funds for
Incumbent Worker Training Activities*

ADDITIONAL INFORMATION

In support of South Carolina's waiver request to increase the amount of state set-aside Rapid Response (RR) funding to be used for Incumbent Worker Training (IWT) from 20% to 40%, additional information is being provided below.

- The State's plan to monitor use of the waiver
- The unemployment rate in the local areas that would be impacted by the waiver

South Carolina's Plan to Monitor Use of the Waiver

The 20% waiver already approved for South Carolina has been a powerful and much utilized resource in our business services toolkit. In PY 2012, nine out of 12 local workforce investment areas utilized the 20% RR-IWT waiver with all of PY 2012 funds being totally obligated for RR-IWT activities. As of mid-December, more than 50% of the funds available for PY 2013 have been obligated.

If South Carolina's waiver request is approved, *State WIA Instruction Letter 10-01: Use of IWT as a Layoff Aversion Strategy* will be revised to incorporate the 40% limit and reissued to the workforce system. Furthermore, our economic development partners, to include the SC Department of Commerce and SC Manufacturing Extension Partnership (SCMEP), will be notified of the increased flexibility so that they can continue to refer distressed businesses for Rapid Response services.

Below is an outline of South Carolina's process for screening, awarding, and monitoring Rapid Response-IWT grants.

SCDEW Rapid Response IWT Process

1. Pre-Award

The Regional Business Services Coordinators and the state Grant Manager receive the application packet from the Local Business Services representative and review the application packet:

- For compliance with TEGL 30-09 (issued June 8, 2010)
- For compliance with State WIA Instruction Letter 10-01: Use of IWT as a Layoff Aversion Strategy (issued March 25, 2011)

The application packet consists of:

- Competitiveness Review (CR) conducted by SCMEP or third party (analyzes business operations, concerns, and training needs and proposes corrective actions);
- Early-Warning Signs Assessment conducted by SCMEP or third party (identifies financial indicators, market issues, supply chain/workforce concerns, etc., that place the business or its workforce at risk of closure or layoff);
- Written Assessment of Employer, Worker Group, and Training Plan conducted by Local Business Services Representative; and
- Application with training plan to address identified concerns.

The state Grant Manager reviews and assesses the application packet prior to being routed for funding approval. The review includes:

- Evaluation and summarization of the CR
- Review of the proposed training plan to assure it addresses needs identified in the CR
 - Requests copies of training proposals when needed for clarity
 - Researches proposed training through subject matter experts, when training is unfamiliar
- Recommendation as to whether the application package substantiates a need for Rapid Response funding of Incumbent Worker Training as part of a layoff aversion strategy.

2. Post-Award

The Grant Manager receives monthly reports and reviews, monitors, and tracks the following information:

- Agreements written between the grant recipients (financial entity/LWIA) and the businesses
- Cumulative Expenditures on each agreement
- Reimbursement made by LWIA, by grant number
- Progress on training plans
- Data entered into the South Carolina Works Online Services (SCWOS) for WIA performance reporting

3. Grant Closeout

The Grant Manager:

- Collects/monitors the programmatic Final Report submitted by the business, and
- Ensures that the Financial Closeout Package is submitted by the financial entity to SCDEW's Finance Department, and
- Tallies the number of jobs created and jobs saved.

4. Financial Audit

The Financial Audit is conducted by the Division of Organizational Integrity. The auditor reviews:

- the supportive documentation submitted with requests for reimbursement to the financial entity/LWIA by the business to ensure expenditures are allowable, supported, and properly disbursed; as well as
- any on-site documentation called into question by the desktop monitoring conducted by the Grant Manager.

Local Areas to be Impacted by the Waiver

Layoff aversion strategies will be applied to distressed businesses statewide, without priority to any area. Per *South Carolina's October 2013 Employment Situation Report*, the state's seasonally adjusted unemployment rate declined significantly to 7.5 percent from 7.9 percent in September. This is the lowest the rate has been since September 2008 and the closest to the national rate since September 2002. In October 2013, the number of unemployed persons was 162,613, falling approximately 7,457, while those employed increased 3,465 to a level of 1,994,349.

Listed below is October's unemployment statistics by county, MSA and State.

STATE OF SOUTH CAROLINA
 LOCAL AREA UNEMPLOYMENT STATISTICS BY COUNTY, MSA, AND STATE
 (NOT SEASONALLY ADJUSTED)

AREA		October 2013				September 2013				October 2012			
		LABOR FORCE	EMPLOYMENT	UNEMPLOYMENT LEVEL	UNEMPLOYMENT RATE (%)	LABOR FORCE	EMPLOYMENT	UNEMPLOYMENT LEVEL	UNEMPLOYMENT RATE (%)	LABOR FORCE	EMPLOYMENT	UNEMPLOYMENT LEVEL	UNEMPLOYMENT RATE (%)
Marion County	↓	11,247	9,865	1,551	14.1	11,271	9,850	1,621	14.4	11,471	9,465	2,006	17.5
Alexander County	↓	3,193	2,758	435	13.6	3,189	2,745	444	13.9	3,256	2,680	576	17.7
Barnwell County	↓	5,304	7,258	1,815	12.2	5,267	7,241	1,974	12.4	5,311	7,147	1,164	14.0
Bamberg County	↓	5,782	5,083	699	12.1	5,752	5,039	713	12.4	5,814	4,942	889	15.0
Marion County	↓	11,156	9,867	1,319	11.8	11,152	9,732	1,420	12.7	11,395	9,598	1,797	15.8
Dillon County	↓	12,687	11,251	1,416	11.2	12,659	11,166	1,473	11.6	12,734	10,991	1,743	13.7
Orangeburg County	↓	35,535	35,533	4,355	10.9	35,520	35,209	4,611	11.6	35,959	34,518	5,341	13.4
Charleston County	↓	11,972	10,715	1,257	10.5	11,966	10,563	1,303	10.9	12,125	10,549	1,677	13.3
Union County	↓	11,205	10,039	1,167	10.4	11,175	9,949	1,229	11.0	11,415	9,895	1,520	13.3
Chester County	↓	14,534	13,152	1,492	10.2	14,533	13,024	1,509	10.4	14,503	12,840	1,663	13.3
McCormick County	↓	3,323	2,985	337	10.1	3,300	2,959	341	10.3	3,320	2,915	405	12.2
Williamsburg County	↓	14,741	13,245	1,495	10.1	14,735	13,200	1,533	10.4	14,737	13,259	1,778	12.1
Hampton County	↓	7,534	5,915	719	9.4	7,521	5,850	761	10.0	7,575	5,728	947	12.3
Chesterfield County	↓	18,609	16,554	1,675	9.0	18,556	16,759	1,767	9.5	18,544	16,550	2,294	12.2
Colleton County	↓	15,843	15,355	1,493	8.9	15,843	15,273	1,570	9.3	16,545	15,034	1,611	10.8
Lee County	↓	7,894	7,192	702	8.9	7,905	7,164	741	9.4	7,971	7,066	895	11.4
Charleston County	↓	34,919	22,725	2,191	8.8	24,756	22,470	2,315	9.3	25,150	23,338	2,812	11.2
Lancaster County	↓	32,220	25,398	2,522	8.8	32,014	25,085	2,925	9.1	32,385	28,729	3,655	11.3
Abbeville County	↓	10,549	9,322	927	8.8	10,759	9,626	963	8.9	10,522	9,711	1,111	10.3
Florence County	↓	62,050	55,789	5,271	8.5	61,946	55,438	5,478	8.8	62,929	57,172	5,757	9.1
Calhoun County	↓	5,513	4,065	547	8.3	5,522	4,047	575	8.7	5,551	4,054	637	9.5
Darlington County	↓	29,535	27,154	2,471	8.3	29,517	26,996	2,621	8.8	30,512	27,348	3,164	10.4
Greenwood County	↓	30,755	28,221	2,537	8.3	30,559	27,814	2,545	8.7	30,587	27,550	3,107	10.1
Sumter County	↓	43,520	40,045	3,572	8.2	43,725	39,264	3,741	8.6	44,542	40,115	4,397	9.9
Edgefield County	↑	11,030	10,541	689	8.1	11,051	10,151	871	7.8	11,151	10,197	954	8.6
Fairfield County	↓	10,214	9,405	805	7.8	10,256	9,379	907	8.8	10,454	9,390	1,064	10.2
Henry County	↑	127,608	117,754	9,842	7.7	130,551	120,725	9,753	7.6	127,825	115,573	12,052	9.4
Albermarle County	↑	75,585	70,053	5,535	7.5	75,541	70,312	5,529	7.3	75,402	70,425	5,977	7.8
Georgetown County	-	29,455	27,243	2,195	7.5	29,435	27,214	2,221	7.5	29,205	26,670	2,535	8.7
Greene County	↓	31,523	28,302	2,394	7.5	31,550	28,552	2,458	7.8	31,516	28,771	2,745	8.7
York County	↓	113,151	104,750	8,411	7.4	112,316	103,653	8,663	7.7	114,814	102,756	12,058	10.5
Laurens County	↓	30,126	27,551	2,195	7.3	30,139	27,843	2,296	7.6	30,527	27,893	2,634	8.6
Spartanburg County	↓	134,454	124,563	9,455	7.1	134,230	124,259	9,571	7.1	137,729	125,142	11,567	8.4
Richland County	↓	181,997	169,355	12,642	6.9	182,160	168,839	13,321	7.3	183,990	169,045	14,945	8.1
Anderson County	↓	85,975	78,479	5,499	6.5	85,771	77,963	5,786	6.9	85,143	78,319	6,824	8.0
Berkeley County	↓	85,413	79,840	5,572	6.5	85,151	80,280	5,371	6.8	86,470	79,695	6,575	7.6
Wayne County	↓	15,377	17,200	1,177	6.4	15,297	16,993	1,274	7.0	15,157	16,743	1,424	7.5
Beaufort County	↓	65,600	61,457	4,143	6.3	65,258	60,652	4,381	6.7	64,854	60,274	4,680	7.2
Kershaw County	↓	29,343	27,484	1,859	6.3	29,433	27,400	2,033	7.0	29,932	27,434	2,498	8.3
Saluda County	↓	8,535	8,379	157	6.2	8,925	8,353	573	6.4	9,026	8,354	662	7.3
Jasper County	↓	10,552	9,813	649	6.1	10,547	9,821	726	6.9	10,559	9,732	837	7.9
Pickens County	↓	57,180	53,651	3,499	6.1	57,175	53,492	3,684	6.4	58,051	53,585	4,495	7.7
Dorchester County	↓	69,452	65,270	4,182	6.0	70,145	65,530	4,515	6.4	70,195	65,314	4,881	7.0
Charleston County	↓	175,853	156,581	19,292	5.8	175,255	157,592	19,757	6.0	175,725	156,735	18,991	6.7
Greenville County	↓	127,005	113,881	13,125	5.8	127,053	113,207	13,846	6.1	128,857	113,563	15,304	6.7
Lexington County	↓	134,415	125,753	7,535	5.7	134,333	125,397	7,936	5.9	135,343	125,551	9,792	6.5
Charleston MSA	↓	331,747	311,791	19,956	6.0	334,555	313,509	21,446	6.3	335,395	312,004	23,391	7.0
Columbia MSA	↓	371,518	347,474	24,044	6.5	371,755	345,415	25,371	6.8	375,437	345,535	28,599	7.6
Florence MSA	↓	91,595	83,953	7,742	8.4	91,533	83,434	8,099	8.8	93,441	84,520	8,921	9.5
Greenville MSA	↓	314,293	295,474	18,819	6.0	314,266	294,542	19,825	6.3	317,451	295,052	22,433	7.1

SEASONALLY ADJUSTED

South Carolina	↓	2,156,962	1,994,342	162,613	7.5	2,150,954	1,990,364	170,070	7.9	2,156,123	1,975,570	180,553	8.5
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Current month's estimates are preliminary.

Courtesy as reported by current month's unemployment rate (↑) descending or (↓) ascending.

↑ Unemployment Rate Up

↓ Unemployment Rate Down

- Unemployment Rate =