



Wisconsin State Strategic Plan PY2012-2015

Senior Community Services Employment Program (SCSEP)

State Plan Modification for 2014-2018

November 28, 2014



**Wisconsin Department of Health Services
Division of Long Term Care
Bureau of Aging and Disability Resources
P-00409 (12/2014)**

Section 1: State Plan Purpose

The Wisconsin Senior Community Services Employment Program (SCSEP) is committed to improving the employment of older persons while also providing valuable community service through work experience training.

The Older Americans Act (OAA) was reauthorized in April 2006. The OAA provides for the organization and delivery of services to older persons that provide choices for living independently and being self-sufficient. One choice is employment through the Senior Community Services Employment Opportunities Act (Title V). The Senior Community Services Employment Opportunities Act is referred to as the SCSEP. The program promotes useful part-time opportunities in community service activities for unemployed low-income persons who are age 55 or older and have poor employment prospects. The SCSEP objective is to increase the number of persons who can benefit from unsubsidized employment in the public and private sectors.

Older, experienced workers are a valuable asset to Wisconsin's workforce. The purpose of the State Strategic Plan is to serve as a blueprint for SCSEP grantees and subgrantees to meet regularly to discuss ideas, listen to concerns, and share the same vision of providing support and training for older people so they can be self-sufficient and live independently.

The older people served through the SCSEP want and need to work. The training received through the SCSEP provides the skills necessary to obtain employment. This plan provides useful information on demographics, labor market projections, community service, employer outreach, coordination with Workforce Development, Older Americans Act programs and other partner agencies. The information provides a common understanding of the workforce issues encountered so that grantees and subgrantees can plan activities that are coordinated, effective, efficient, and produce a positive outcome. The SCSEP grantees are committed to assisting older workers and businesses to achieve their maximum workforce potential and share an interest in producing a vibrant future economy.

Section 2: Plan Involvement of Organizations and Individuals

The Reauthorization of the Older Americans Act of 2006 stipulates that the State Plan must describe the process used for ensuring various organizations and individuals are involved, and that their advice and recommendations are sought.

The Bureau of Aging and Disability Resources (BADR), Division of Long Term Care, Department of Health Services (DHS) currently administers the SCSEP. The Bureau is the state agency responsible for the development of the SCSEP State Strategic Plan.

A State Strategic Planning meeting was held on August 29, 2012, in Madison, Wisconsin at Greater Wisconsin Agency on Aging Resources (GWAAR). The purpose of the meeting was to discuss information provided in the Training and Employment Guidance Letter (TEGL) as required by the Department of Labor to develop workforce strategies for the older worker.

The national grantees invited were: SER-Jobs for Progress, Inc.; Experience Works, Inc.; and Senior Services America, Inc. The National Indian Council on Aging was sent a copy to review. The state subgrantees invited were: Fox Valley Workforce Development, Inc.; GWAAR; Interfaith Older Adult Programs, Inc.; Southwest Wisconsin Workforce Development Board, Inc.; and Workforce Connections, Inc. The Department of Workforce Development met with the DHS Senior Employment Program Coordinator prior to plan development to coordinate various workforce strategies for older workers. Those comments were included in the State Workforce Investment Act Integrated Plan.

Included in each section of the State Strategic Plan are comments on current issues, potential solutions, or recommendations discussed by meeting attendees. The State Strategic planning includes:

- ◆ The impact of the SCSEP on national grantee(s) and state subgrantee(s),
- ◆ Establishes a mission, vision and values statement,
- ◆ Sets realistic goals for the next four years, and
- ◆ Defines the strategies to reach program goals.

Section 3: Solicitation and Collection of Public Comments

The Bureau of Aging and Disability Resources distributed plan recommendations to identified partners and stakeholders for comment. The following organizations were emailed materials or invited to participate in State Plan functions.

- ◆ A copy of the State Plan was distributed for comment through a BADR listserv known as “Badgeraginglist.” The listserv is comprised of persons representing aging and other interested organizations in Wisconsin, as well as some national and international groups.
- ◆ A meeting was held with state subgrantees and national grantees to review and address issues in each section of the State Plan.
- ◆ The Workforce Development Board members, county job centers/job service partners, area agencies on aging including county aging units or Aging and Disability Resource Centers (ADRCs).
- ◆ Wisconsin’s Older Worker Network (OWN), Wisconsin Employment and Training Association (WETA), as well as other labor organizations and local businesses.

See Section 11 – Appendices for comments submitted prior to and after submittal of the final plan.

Section 4: Basic Distribution of SCSEP Positions within the State

A. Location of Positions

The SCSEP strives to ensure that all people in Wisconsin have access to services for employment opportunities. The SCSEP authorized positions or slots are apportioned among counties in an equitable manner. Certain factors are taken into consideration before authorized positions are changed. They are:

- ◆ The proportion of eligible people in each county compared to the total number of persons in the state,
- ◆ The proportion of people residing in rural and urban areas, and
- ◆ People who are identified as a minority and/or have the greatest economic needs and low employment prospects, including those who are afforded priority of service.

The Equitable Distribution Report (EDR) indicates the current locations of authorized positions compared to the ideal locations in relation to the number of eligible people as reflected in the state’s equitable share. The State Plan has been instrumental in bringing together grantees for the coordination and movement of authorized positions.

The Department of Labor provided new data on counties with changes to the equitable share of positions allocated for 2014. The EDR was calculated using census data to determine each county’s equitable share of positions and to determine the relative distribution of state and national grantee positions within each county. A decrease in funding translated into fewer authorized positions in 2011. The gradual decrease in the number of positions has been consistent for three years. The information in Table 1 shows this gradual decrease in the number of authorized positions.

Table 1 - Grantee Authorized Positions

Grantee	PY 2011-2012	PY 2012-2013	PY 2013-2014	PY 2014-2015	Difference
Department of Health Services	236	234	224	228	-8
National Grantees	923	920	881	897	-26

Source: SCSEP Performance and Results QPR Data (SPARQ) System, 2014

The new EDR reflects changes to be used by state grantees to guide them through a transition period during program year (PY) 2012-2013 for movement of authorized positions. During PY 2011-12, the SCSEP competition of national grantees occurred and on July 26, 2012, a notice

from the U.S. Department of Labor announced the results of awardees. In Wisconsin the grantees are Experience Works, Inc.; Senior Service America, Inc. (SSAI); and SER-Jobs for Progress. These grantees were awarded authorized positions in counties previously served for the past three years. Experience Works, Inc., and DHS lost positions in Dunn, Marinette, Oconto, Trempealeau, Vernon, and Waushara counties. This movement of authorized positions will be reflected in the new PY 2012-2013 EDR. The result of the competition requires participants in those designated counties to be transferred from one grantee to the newly awarded grantee. A freeze effective July 31, 2012 involving recruitment and enrollment was implemented. Participants in these counties were identified and transferred to the appropriate grantee by October 1, 2012. The period of transition for participants should be minimal with little or no disruption of service since there were so few counties affected by the change in the EDR and competition.

During 2013, a new EDR will be completed to determine the final results of the transition and whether there were any other differences in the number of under or over-served counties. The Bureau will meet with national grantees to address position differences and make recommended changes to bring about complete equity.

The Wisconsin EDR for 2014 was completed and submitted to the Department of Labor on October 31, 2014. Some problems identified in 2013 have changed considerably. The recent report summarized reasons for disparity in under and over-served counties. Counties identified as under-served were likely the result of termination for durational limit, health-medical, unsubsidized employment and other reasons. A national grantee changed its Individual Durational Limit policy in September 2014 resulting in a large number of exits. Three metro counties were identified as significantly over-served. The grantee responsible is working to transition these participants to unsubsidized employment.

The grantees plan to improve statewide equitable distribution was to develop new recruitment strategies; provide awareness training to subgrantees to better understand the enrollment to employment cycle and how to use waiting lists more effectively; provide quarterly reports using SCSEP Performance and Results QPR (SPARQ) System Management Reports; and utilize the services provided in the county one-stops.

B. Rural and Urban Populations

The following chart indicates the number and percentage of population by county of urban and rural population all ages. The 2000 census does not have urban and rural populations broken down by age group.

Note: The 2010 census data for urban and rural population will not be available until late 2012.

Table 3 – Urban and Rural Population (All Age Groups)

Urban and Rural Populations, All Ages					
Geography	Total, All	Urban	Rural	% Urban	% Rural
Wisconsin	5,686,986	3,989,638	1,697,348	70.2%	29.8%
Adams	20,875	0	20,875	0.0%	100.0%
Ashland	16,157	7,293	8,864	45.1%	54.9%
Barron	45,870	15,629	30,241	34.1%	65.9%
Bayfield	15,014	0	15,014	0.0%	100.0%
Brown	248,007	212,060	35,947	85.5%	14.5%
Buffalo	13,587	0	13,587	0.0%	100.0%
Burnett	15,457	0	15,457	0.0%	100.0%
Calumet	48,971	35,487	13,484	72.5%	27.5%
Chippewa	62,415	33,615	28,800	53.9%	46.1%
Clark	34,690	2,869	31,821	8.3%	91.7%
Columbia	56,833	22,352	34,481	39.3%	60.7%
Crawford	16,644	6,255	10,389	37.6%	62.4%
Dane	488,073	427,894	60,179	87.7%	12.3%
Dodge	88,759	45,585	43,174	51.4%	48.6%
Door	27,785	8,617	19,168	31.0%	69.0%
Douglas	44,159	27,045	17,114	61.2%	38.8%
Dunn	43,857	17,844	26,013	40.7%	59.3%
Eau Claire	98,736	76,026	22,710	77.0%	23.0%
Florence	4,423	0	4,423	0.0%	100.0%
Fond du Lac	101,633	65,930	35,703	64.9%	35.1%
Forest	9,304	0	9,304	0.0%	100.0%
Grant	51,208	18,185	33,023	35.5%	64.5%
Green	36,842	14,657	22,185	39.8%	60.2%
Green Lake	19,051	4,891	14,160	25.7%	74.3%
Iowa	23,687	4,756	18,931	20.1%	79.9%
Iron	5,916	1,905	4,011	32.2%	67.8%
Jackson	20,449	5,677	14,772	27.8%	72.2%
Jefferson	83,686	55,190	28,496	65.9%	34.1%
Juneau	26,664	4,401	22,263	16.5%	83.5%
Kenosha	166,426	148,580	17,846	89.3%	10.7%
Kewaunee	20,574	5,692	14,882	27.7%	72.3%
La Crosse	114,638	95,347	19,291	83.2%	16.8%
Lafayette	16,836	0	16,836	0.0%	100.0%
Langlade	19,977	8,158	11,819	40.8%	59.2%
Lincoln	28,743	13,208	15,535	46.0%	54.0%
Manitowoc	81,442	49,792	31,650	61.1%	38.9%
Marathon	134,063	76,429	57,634	57.0%	43.0%
Marinette	41,749	15,936	25,813	38.2%	61.8%
Marquette	15,404	0	15,404	0.0%	100.0%
Menominee	4,232	0	4,232	0.0%	100.0%

Urban and Rural Populations, All Ages					
Geography	Total: All	Urban	Rural	% Urban	% Rural
Milwaukee	947,735	945,915	1,820	99.8%	0.2%
Monroe	44,673	18,909	25,764	42.3%	57.7%
Oconto	37,660	7,026	30,634	18.7%	81.3%
Oneida	35,998	9,010	26,988	25.0%	75.0%
Outagamie	176,695	132,983	43,712	75.3%	24.7%
Ozaukee	86,395	64,894	21,501	75.1%	24.9%
Pepin	7,469	0	7,469	0.0%	100.0%
Pierce	41,019	19,013	22,006	46.4%	53.6%
Polk	44,205	6,425	37,780	14.5%	85.5%
Portage	70,019	44,790	25,229	64.0%	36.0%
Price	14,159	0	14,159	0.0%	100.0%
Racine	195,408	171,416	23,992	87.7%	12.3%
Richland	18,021	5,021	13,000	27.9%	72.1%
Rock	160,331	127,597	32,734	79.6%	20.4%
Rusk	14,755	3,449	11,306	23.4%	76.6%
St. Croix	84,345	39,500	44,845	46.8%	53.2%
Sauk	61,976	33,376	28,600	53.9%	46.1%
Sawyer	16,557	2,616	13,941	15.8%	84.2%
Shawano	41,949	10,742	31,207	25.6%	74.4%
Sheboygan	115,507	82,836	32,671	71.7%	28.3%
Taylor	20,689	4,046	16,643	19.6%	80.4%
Trempealeau	28,816	2,993	25,823	10.4%	89.6%
Vernon	29,773	4,260	25,513	14.3%	85.7%
Vilas	21,430	0	21,430	0.0%	100.0%
Walworth	102,228	67,269	34,959	65.8%	34.2%
Washburn	15,911	2,673	13,238	16.8%	83.2%
Washington	131,887	91,286	40,601	69.2%	30.8%
Waukesha	389,891	351,446	38,445	90.1%	9.9%
Waupaca	52,410	18,375	34,035	35.1%	64.9%
Waushara	24,496	2,573	21,923	10.5%	89.5%
Winnebago	166,994	144,565	22,429	86.6%	13.4%
Wood	74,749	47,329	27,420	63.3%	36.7%
Source: US Census, 2010 SF-1, Table P2					

According to 2010 census data, Wisconsin's population has grown by 6 percent since 2000. The population in the northern part of the state has been declining, most notably, Iron County with a decrease of 14 percent (5,916) and Florence County with a decrease of 13 percent (4,423). At the same time, counties either within or adjacent to major metro areas grew. This is evident in St. Croix, the fastest growing county where people commute to Minneapolis and St. Paul to work. The five most highly populated areas of the state are Milwaukee, 594,833; Madison, 233,209; Green Bay, 104,057; Kenosha, 99,128; and Racine, 78,860. Most of this growth occurs internally but some has been due to migration from other states.

The following chart indicates the number and percentage of population by county of metro and non-metro population. This information taken from 2010 census data indicates all ages followed by a breakdown of the 60+ to 65+ age groups by county.

Table 3a – Metro and Non-Metro (All Ages, Number 60+ and 65+)

Metro Counties	All Ages	Number 60+	Percent 60+	Number 65+	Percent 65+
Metro Total	4,142,082	735,348	17.8%	517,432	12.5%
Brown	248,007	41,160	16.6%	28,789	11.6%
Calumet	48,971	8,021	16.4%	5,625	11.5%
Chippewa	62,415	12,607	20.2%	8,935	14.3%
Columbia	56,833	11,706	20.6%	8,294	14.6%
Dane	488,073	74,925	15.4%	50,144	10.3%
Douglas	44,159	9,073	20.5%	6,361	14.4%
Eau Claire	98,736	17,745	18.0%	12,435	12.6%
Fond du Lac	101,633	21,105	20.8%	15,225	15.0%
Iowa	23,687	4,767	20.1%	3,269	13.8%
Kenosha	166,426	26,445	15.9%	18,679	11.2%
Kewaunee	20,574	4,648	22.6%	3,393	16.5%
La Crosse	114,638	21,359	18.6%	15,201	13.3%
Marathon	134,063	26,346	19.7%	18,988	14.2%
Milwaukee	947,735	153,556	16.2%	109,133	11.5%
Oconto	37,660	8,461	22.5%	6,022	16.0%
Outagamie	176,695	29,532	16.7%	20,834	11.8%
Ozaukee	86,395	18,675	21.6%	13,208	15.3%
Pierce	41,019	6,380	15.6%	4,283	10.4%
Racine	195,408	36,493	18.7%	25,739	13.2%
Rock	160,331	30,279	18.9%	21,759	13.6%
St. Croix	84,345	12,616	15.0%	8,468	10.0%
Sheboygan	115,507	23,325	20.2%	16,821	14.6%
Washington	131,887	25,458	19.3%	17,803	13.5%
Waukesha	389,891	79,624	20.4%	55,688	14.3%
Winnebago	166,994	31,042	18.6%	22,336	13.4%
Non-Metro Counties	All Ages	Number 60+	Percent 60+	Number 65+	Percent 65+
Non-Metro Total	1,544,904	355,791	23.0%	259,882	16.8%
Adams	20,875	6,656	31.9%	4,899	23.5%
Ashland	16,157	3,538	21.9%	2,567	15.9%
Barron	45,870	11,376	24.8%	8,348	18.2%
Bayfield	15,014	4,409	29.4%	3,112	20.7%
Buffalo	13,587	3,378	24.9%	2,459	18.1%
Burnett	15,457	4,848	31.4%	3,569	23.1%
Clark	34,690	7,145	20.6%	5,413	15.6%
Crawford	16,644	4,234	25.4%	3,062	18.4%

Non-Metro Counties	All Ages	Number 60+	Percent 60+	Number 65+	Percent 65+
Door	27,785	8,630	31.1%	6,245	22.5%
Dunn	43,857	7,663	17.5%	5,323	12.1%
Florence	4,423	1,286	29.1%	931	21.0%
Forest	9,304	2,510	27.0%	1,888	20.3%
Grant	51,208	10,657	20.8%	7,974	15.6%
Green	36,842	7,700	20.9%	5,497	14.9%
Green Lake	19,051	4,954	26.0%	3,652	19.2%
Iron	5,916	2,024	34.2%	1,502	25.4%
Jackson	20,449	4,580	22.4%	3,303	16.2%
Jefferson	83,686	15,713	18.8%	11,042	13.2%
Juneau	26,664	6,435	24.1%	4,677	17.5%
Lafayette	16,836	3,500	20.8%	2,601	15.4%
Langlade	19,977	5,326	26.7%	3,986	20.0%
Lincoln	28,743	7,055	24.5%	5,269	18.3%
Manitowoc	81,442	18,645	22.9%	13,714	16.8%
Marinette	41,749	11,077	26.5%	8,254	19.8%
Marquette	15,404	4,366	28.3%	3,246	21.1%
Menominee	4,232	676	16.0%	482	11.4%
Monroe	44,673	8,889	19.9%	6,223	13.9%
Oneida	35,998	10,453	29.0%	7,800	21.7%
Pepin	7,469	1,832	24.5%	1,337	17.9%
Polk	44,205	9,872	22.3%	7,064	16.0%
Portage	70,019	12,621	18.0%	8,955	12.8%
Price	14,159	4,071	28.8%	2,968	21.0%
Richland	18,021	4,353	24.2%	3,245	18.0%
Rusk	14,755	3,973	26.9%	2,964	20.1%
Sauk	61,976	12,931	20.9%	9,288	15.0%
Sawyer	16,557	4,753	28.7%	3,429	20.7%
Shawano	41,949	10,205	24.3%	7,680	18.3%
Taylor	20,689	4,474	21.6%	3,334	16.1%
Trempealeau	28,816	6,211	21.6%	4,567	15.8%
Vernon	29,773	6,767	22.7%	4,962	16.7%
Vilas	21,430	7,396	34.5%	5,556	25.9%
Walworth	102,228	19,514	19.1%	13,757	13.5%
Washburn	15,911	4,619	29.0%	3,380	21.2%
Waupaca	52,410	12,616	24.1%	9,462	18.1%
Waushara	24,496	6,690	27.3%	4,883	19.9%
Wood	74,749	17,228	23.0%	12,762	17.1%
Source: U.S. Census 2010, Summary File 1					

Nearly one in every four people residing in Wisconsin is 55 years or older. Wisconsin's 65+ population increased in 2010, and continues to grow dramatically. The elderly population will expand by 633,000 over the 30-year period, from 702,000 in 2000 to 1,336,000 by 2030.

Wisconsin's workforce, like much of the nation, has experienced significant changes as older workers begin to retire. Based on State projections, there are presently some 205,000 people in the age group 60 through 64 which means there are 41,000 workers retiring each year. By 2015, there will be 366,111 people in that age group, increasing the number of people reaching retirement age to 73,000 each year. By 2025, the base figure will grow to 407,170, or roughly 81,500 retirements per year. By these projected future estimates this means the number of older workers who exit the workforce will exceed the number of workers who enter and employers will need to address the loss of experience and knowledge in the workplace.

Wisconsin's workforce is experiencing profound changes in the aging of the population and aging of the workforce. It has been predicted for years that older workers will leave their jobs to retire and many have already. Many older workers anticipate they will continue to work past the traditional retirement years of 62-65. Retirees who have left the labor force for the first time or are unemployed are looking to return to the workforce.

At least 70 of Wisconsin's 72 counties are projected to grow during the period 2000-2030. The ten fastest and ten slowest growing counties during the 30-year period expected are shown in Table 4.

Table 4 – County Growth

Fastest Growing Counties		Slowest Growing Counties	
St. Croix	Brown	Price	Florence
Calumet	Washington	Iron	Wood
Dane	Walworth	Rusk	Green Lake
Outagamie	Dunn	Marinette	Lafayette
Kenosha	Sauk	Forest	Door

According to the U.S. Census Bureau, the total number of people living in rural Wisconsin was 1,700,032 compared to 3,663,643 living in urban areas. The SCSEP collects and tracks program data through the SCSEP Performance and Results Quarterly Progress Report (SPARQ). SPARQ tracks data on "individuals residing in rural areas" to specifically address people living in rural communities.

The authorized positions represent the total number of authorized positions for State and National grantees for the last three program years. Table 5 shows the percentage of people who were served in rural areas.

Table 5 – Number of Persons Served in Rural Areas

Program Year	Authorized Positions	Percent of Rural Served
2011	1159	56%
2012	1152	54%
2013	1106	50%

During the State Planning meeting, grantees discussed what common issues occur in rural and urban areas and possible solutions. Table 6 identifies those problems.

Table 6 – Problems in Rural and Urban Areas

Rural/Urban Populations		
Urban or Rural	Issues	Solutions
U/R	Transportation (access and cost)	<ul style="list-style-type: none"> ◆ Identify other funding sources. ◆ Piggyback off other services offered. ◆ Check with Aging Office or Aging and Disability Resource Centers (ADRC) for transportation services in place. ◆ Use participants to drive others to host sites (needs further research). ◆ Van share or ride share. ◆ Access virtual job center scenario (training only). ◆ Assist participant with getting license and license plates renewed. ◆ Provide bus pass or taxi voucher. ◆ Community service assignment close to home. ◆ Budget planning with participant.
U/R	Employment opportunities	<ul style="list-style-type: none"> ◆ Local Economic Development Corporation meetings. ◆ Rotary, Optimist or Lion's Club. ◆ Employer contact. ◆ Business Relations Group. ◆ Chamber of Commerce.

Urban or Rural	Issues	Solutions
U/R	Education	<ul style="list-style-type: none"> ◆ O'Net, WorkNet and Skill Builder. ◆ Pre-training through grantee. ◆ Public schools offer classes. ◆ Technical colleges offer training at reduced cost (Enrichment or Lifelong Learning). ◆ Technical colleges create/offer courses on specific careers. ◆ Seek out scholarships offered for older worker only. ◆ Scholarships through Wisconsin Employment and Training Association, Wisconsin Older Worker Network, and community clubs. ◆ Grants available through the U.S. Department of Labor. ◆ Community education. ◆ Senior Centers. ◆ Local libraries. ◆ Plano Institute. ◆ Work Keys. ◆ National Career Readiness
R	Lack of skills -unidentified skills not transferable. -hidden disabilities.	<ul style="list-style-type: none"> ◆ Collaborate with disability services to improve skills. ◆ Education/training. ◆ Obtain a complete assessment. ◆ Job Centers offer workshops. ◆ Division of Vocational Rehabilitation services.
U/R	Minorities (especially language barriers)	<ul style="list-style-type: none"> ◆ Obtain an interpreter or family members who speak english. ◆ Research where minority organizations are located in each county. ◆ Seek out participants who are bi-lingual and could serve as a translator. ◆ IEP/Assessments-linking the participant with the right tools. ◆ Literacy Networks. ◆ Produce Management Reports on participants who are non-English (speaking reading, and writing).

Urban or Rural	Issues	Solutions
R	Lack of host sites	<ul style="list-style-type: none"> ◆ Obtain a list from the Department of Revenue of non-profit agencies. ◆ Labor market list through Department of Workforce Development. ◆ Check with Business Service Team in the one-stop. ◆ Melissadata.com. ◆ Send marketing material to non-profit agency about SCSEP services. ◆ Develop on-the-job experience materials. ◆ Recruit through job fairs. ◆ Local United Way.
U/R	Communication skills	<ul style="list-style-type: none"> ◆ Collaborate with community colleges. ◆ Define resources or tools that address social skills. ◆ Job ready assessment through Experience Works. ◆ Job readiness workshops. ◆ National Career Readiness online assessment available through job center (soft skills, team skills, and job readiness).

C. **Specific Population Groups**

OAA sec. 518(b) defines priority individuals as those who qualify based on one or more of the following criteria:

- ◆ Are aged 65 years or older; or
- ◆ Have a disability;
- ◆ Have limited English proficiency or low literacy skills;
- ◆ Reside in a rural area;
- ◆ Area veterans of their spouses who meet the requirements of the Jobs for Veterans Act, 38 U.S.C. sec. 4215(a)(1);
- ◆ Have low employment prospects;
- ◆ Have failed to find employment after utilizing services provided under Title I of WIA; or
- ◆ Are homeless or at risk for homelessness.

Other populations identified in the statute are defined at OAA sec. 503(a)(4)(C)(i)-(iv) as:

- ◆ Eligible individuals with the “greatest economic need” (as defined in 20 CRF 641.140);
- ◆ Eligible individuals who are minority individuals; and
- ◆ Eligible individuals who are individuals with “greatest social need” (as defined in 20 CRF 641.140)

Aged 65 Years and Older

The proportion of older workers in the labor force has increased. National projections indicate that the population 65 and older will increase from about 1 in 8 people to 1 in 5 people by 2030 so older workers will most likely be an increasingly larger proportion of each state’s workforce. The chart on the next page provides population estimates from the U.S. Census Bureau’s 2006 estimates by age group for each county.

Table 7 – U.S. Census Bureau’s Population Estimates

Census Bureau's Pop Estimates, by Age Group, for 2010					
County	All Ages	55+	60+	65+	85+
Wisconsin	5,742,713	1,615,412	1,201,528	849,967	126,015
Adams	20,480	9,059	7,199	5,393	500
Ashland	16,016	5,143	3,904	2,756	425
Barron	45,676	15,644	12,110	8,940	1,257
Bayfield	15,156	6,485	4,975	3,498	328
Brown	254,586	63,742	46,675	32,215	4,570
Buffalo	13,357	4,655	3,586	2,592	325
Burnett	15,333	6,642	5,294	3,921	404
Calumet	49,617	12,756	9,242	6,391	857
Chippewa	63,132	18,574	13,946	9,896	1,438
Clark	34,615	9,880	7,448	5,506	954
Columbia	56,653	17,051	12,707	8,978	1,213
Crawford	16,397	5,860	4,583	3,290	446
Dane	509,939	119,643	87,316	58,677	8,594
Dodge	88,344	26,106	19,470	14,120	2,281
Door	27,896	12,213	9,727	7,095	941
Douglas	43,887	13,373	9,929	6,833	925
Dunn	44,122	11,504	8,664	6,160	929
Eau Claire	101,438	25,825	19,582	13,768	2,119
Florence	4,520	1,937	1,482	1,118	120
Fond du Lac	101,798	30,732	23,077	16,453	2,661
Forest	9,126	3,354	2,639	1,978	232
Grant	51,069	14,812	11,314	8,340	1,324
Green	37,090	11,467	8,518	6,085	898
Green Lake	18,959	6,794	5,238	3,858	567
Iowa	23,749	7,391	5,478	3,815	494
Iron	5,886	2,699	2,143	1,650	256
Jackson	20,644	6,433	4,899	3,542	439
Jefferson	84,509	23,522	17,442	12,222	1,563
Juneau	26,547	8,803	6,757	4,956	616
Kenosha	167,757	40,980	29,405	20,413	2,991
Kewaunee	20,505	6,718	5,150	3,737	592
La Crosse	116,713	31,365	23,605	16,753	2,671
Lafayette	16,766	5,184	3,830	2,748	377
Langlade	19,575	7,383	5,741	4,271	608
Lincoln	28,684	9,999	7,539	5,570	811
Manitowoc	80,654	26,880	20,179	14,617	2,300
Marathon	135,416	39,243	29,386	20,900	3,189
Marinette	41,610	15,446	11,901	8,782	1,241
Marquette	15,176	5,925	4,593	3,373	381
Menominee	4,317	1,000	729	539	20
Milwaukee	956,023	225,156	164,020	113,944	19,402
Monroe	45,298	13,002	9,660	6,853	910
Oconto	37,318	12,610	9,467	6,710	710
Oneida	35,689	14,558	11,368	8,325	1,063
Outagamie	180,345	45,354	32,881	23,034	3,254
Ozaukee	87,054	28,019	20,729	14,668	2,162

County	All Ages	55+	60+	65+	85+
Pepin	7,360	2,645	2,008	1,479	209
Pierce	40,976	10,188	7,284	4,919	661
Polk	43,476	14,462	10,913	7,802	1,034
Portage	70,380	19,072	14,200	9,959	1,477
Price	13,802	5,722	4,393	3,201	461
Racine	195,041	54,337	39,607	27,869	4,092
Richland	17,717	6,233	4,765	3,414	572
Rock	160,739	44,560	33,095	23,621	3,243
Rusk	14,395	5,506	4,269	3,148	479
St. Croix	85,930	20,833	14,791	10,055	1,252
Sauk	63,162	19,023	14,421	10,366	1,625
Sawyer	16,513	6,605	5,144	3,747	394
Shawano	41,643	14,023	10,888	8,136	1,170
Sheboygan	114,922	34,415	25,602	18,161	2,869
Taylor	20,610	6,634	4,982	3,656	623
Trempealeau	29,582	8,972	6,844	4,939	803
Vernon	30,329	9,996	7,553	5,539	789
Vilas	21,368	9,801	7,927	6,007	681
Walworth	102,945	29,085	21,705	15,282	2,100
Washburn	15,686	6,328	4,979	3,641	424
Washington	132,739	38,697	28,688	20,105	2,940
Waukesha	393,843	120,754	89,118	62,810	9,351
Waupaca	52,285	17,620	13,480	9,953	1,725
Waushara	24,329	9,210	7,169	5,293	663
Winnebago	169,541	45,661	33,921	24,193	3,793
Wood	73,959	24,109	18,255	13,389	2,227
Source: U.S. Census, Annual Estimates Program, 2013					

Wisconsin's employment is projected to grow by 8 percent, increasing from 3.08 million in 2006 to a record high of 3.33 million in 2016. A projected 246,400 new jobs will be created between 2006 and 2016. In addition, there will be 680,200 job openings due to replacement needs during the ten-year period. The total 926,600 job openings will be distributed across the state among approximately 800 occupations within nearly 90 industries. As workers retire at an increasing rate, there will be a need for people with a variety of educational backgrounds and skill sets to fill vacated positions.

Wisconsin has a very high percent of its total population participating in the labor force. The labor force participation to population ratio is indirectly related to the percentage of population that is younger and/or older than normal working age.

Table 8 shows the number of persons served by age and the percentage from the total number of authorized positions served by grantees statewide. The data was collected from the Quarterly Progress Reports for 2011, 2012 and 2013.

Table 8 – Number of Persons Served by Age

Program Year	Authorized Positions	Age 55-59	Age 60-64	Age 65-69	Age 70-74	75 and Over
2011	1,159	80%	44%	22%	12%	9%
2012	1,152	72%	39%	18%	10%	8%
20113	1,106	74%	41%	20%	11%	8%

Disability

A person with a disability who applies for employment services within the SCSEP must meet this definition established by the Department of Labor, *“attributable to mental or physical impairments that result in substantial functional limitations in one or more of the following major life activities; self-care, receptive and expressive language, learning, mobility, self-direction, capacity for independent living, economic self-sufficiency, cognitive functioning, and emotional adjustment.”* The applicant can meet the disability definition during enrollment if (a) they self-declare a disability; (b) receive disability benefits; and (c) during enrollment or assessment if it is determined they meet the definition.

Most persons who apply for SCSEP typically meet this definition or may be a referral from the Division of Vocational Rehabilitation. As older persons age, their chances of impairments are greater. The SCSEP strives to ensure that persons with disabilities are provided reasonable accommodation within the community service assignment and that proper work tools and supervision are available to assist them. There are a variety of services/programs available to support disabled participants such as the Disability Benefit Specialists, the Division of Vocational Rehabilitation, Ticket-to-Work, and the Medicaid Purchase Plan.

For the last three program years, the following percentage of individuals with disabilities, severe disabilities, and considered frail were served out of the total number of authorized positions. The data used was from the national and state grantee SPARQ Quarterly Progress Reports for 2011, 2012 and 2013.

Table 9 – Number of Persons Served with Disabilities, Severe Disabilities and Frail

Program Year	Authorized Positions	Individuals with Disabilities	Individuals with Severe Disability	Individuals who are Frail
2011	1,159	34%	8%	1%
2012	1,152	30%	10%	1%
2013*	1,106	43%	7%	1%

Limited English Proficient or Low Literacy Skills

Limited English proficiency means a participant who cannot fluently speak or read English. Low literacy skills mean a participant who cannot read,

write or speak English, and/or solve or compute problems at or below the eighth grade level. The table below indicates the English language ability of older people age 65 years of age and older.

Table 10 – English Language Ability-Older People 60+

County	Total Age 60+	Speak only English	Speak other than English, Subtotal	% Speaking other than English	Language other than English	
					Speaks English Well+	Speaks English Not Well-
Wisconsin	1,007,375	954,780	52,590	5.2%	41,320	11,270
Adams	5,850	5,615	235	4.0%	195	39
Ashland	3,340	3,120	225	6.7%	4	29
Barron	10,435	10,135	300	2.9%	275	29
Bayfield	3,885	3,755	130	3.3%	120	10
Brown	37,370	35,975	1,395	3.7%	945	455
Buffalo	3,050	3,015	40	1.3%	34	
Burnett	4,800	4,680	120	2.5%	100	20
Calumet	6,425	6,055	370	5.8%	325	40
Chippewa	11,560	11,295	270	2.3%	240	29
Clark	6,835	6,465	365	5.3%	360	8
Columbia	10,915	10,500	415	3.8%	380	35
Crawford	3,950	3,890	60	1.5%	60	
Dane	65,190	61,615	3,575	5.5%	2,565	1,010
Dodge	16,315	15,790	525	3.2%	490	34
Douglas	8,860	8,585	275	3.1%	275	
Dunn	6,840	6,670	165	2.4%	150	14
Eau Claire	16,100	15,575	525	3.3%	355	170
Florence	1,260	1,225	30	2.4%	30	
Fond du Lac	19,570	18,885	685	3.5%	645	35

County	Total Age 60+	Speak only English	Speak other than English, Subtotal	% Speaking other than English	Language other than English	
					Speaks English Well+	Speaks English Not Well-
Forest	2,690	2,585	105	3.9%	105	4
Grant	10,210	10,045	165	1.6%	150	19
Green	6,890	6,605	285	4.1%	265	19
Green Lake	4,685	4,485	200	4.3%	200	4
Iowa	4,315	4,230	85	2.0%	80	4
Iron	1,960	1,785	180	9.2%	175	
Jackson	3,975	3,760	215	5.4%	205	8
Jefferson	14,145	13,605	540	3.8%	505	40
Juneau	6,095	5,775	320	5.3%	270	50
Kenosha	24,480	22,370	2,110	8.6%	1,665	445
Kewaunee	4,320	4,120	200	4.6%	190	10
La Crosse	19,185	18,395	785	4.1%	580	205
Lafayette	3,305	3,265	40	1.2%	44	
Langlade	5,110	4,965	150	2.9%	125	19
Lincoln	7,085	6,890	195	2.8%	185	14
Manitowoc	17,000	16,445	555	3.3%	455	100
Marathon	23,965	22,620	1,340	5.6%	1,130	210
Marinette	10,955	10,670	285	2.6%	275	10
Marquette	4,010	3,880	130	3.2%	120	10
Menominee	750	725	30	4.0%	30	
Milwaukee	148,540	132,965	15,575	10.5%	10,095	5,480
Monroe	7,955	7,665	290	3.6%	290	
Oconto	8,035	7,830	205	2.6%	185	20
Oneida	10,100	9,845	255	2.5%	230	25
Outagamie	27,440	26,555	885	3.2%	715	170
Ozaukee	17,045	15,990	1,055	6.2%	895	155
Pepin	1,660	1,620	40	2.4%	40	
Pierce	5,390	5,325	65	1.2%	65	4
Polk	9,160	8,990	170	1.9%	155	10
Portage	11,015	10,380	630	5.7%	550	80
Price	3,800	3,715	85	2.2%	85	
Racine	34,150	31,840	2,315	6.8%	1,785	530
Richland	3,990	3,920	75	1.9%	70	4
Rock	28,210	27,585	630	2.2%	490	140
Rusk	3,555	3,425	130	3.7%	100	30
St. Croix	10,920	10,545	375	3.4%	360	19

County	Total Age 60+	Speak only English	Speak other than English, Subtotal	% Speaking other than English	Language other than English	
					Speaks English Well+	Speaks English Not Well-
Sauk	11,655	11,300	360	3.1%	310	50
Sawyer	4,540	4,390	150	3.3%	130	19
Shawano	9,585	9,200	380	4.0%	375	4
Sheboygan	21,430	20,240	1,185	5.5%	880	310
Taylor	3,970	3,865	110	2.8%	110	4
Vernon	6,450	6,015	435	6.7%	425	14
Vilas	7,435	7,120	315	4.2%	305	10
Walworth	18,165	17,015	1,150	6.3%	940	205
Washburn	4,645	4,575	70	1.5%	65	4
Washington	22,450	21,205	1,240	5.5%	1,160	85
Waukesha	71,995	67,910	4,085	5.7%	3,625	460
Waupaca	11,605	11,300	305	2.6%	280	25
Waushara	6,150	5,905	245	4.0%	230	14
Winnebago	27,965	26,875	1,085	3.9%	890	200
Wood	16,630	16,125	510	3.1%	465	40

Source: U.S. Bureau of the Census, American Community Survey, Special Tabulation on Aging Table 21014B

Grantees work closely with limited-English speaking people to ensure communication methods are in place. Interpretation and translation services are obtained through the county job center at no cost to the participant. Written documents in Spanish and other languages are available for non-English speaking persons.

Table 11 shows the number and percentage of individuals served who are identified as having either low English proficiency or low literacy skills. The data used for Table 11 was taken from the National and State grantee SPARQ Quarterly Progress Reports for 2011, 2012 and 2013.

Table 11 –Limited English Proficient or Low Literacy Skills

Program Year	Authorized Positions	Limited English Proficient	Low Literacy Skills
2011	1,159	5%	10%
2012	1,152	4%	8%
2013	1,106	6%	8%

Rural

Rural is defined as an area not designated as a metropolitan area. Refer to Section 4 for information on populations residing in rural areas.

Veterans or Their Spouses

A qualified veteran is someone who served on active duty more than 180 days and was discharged or released with other than dishonorable discharge or was discharged or released because of a service-related disability, or who served as a member or a reserve component under an order to active duty. A qualified spouse of a veteran is anyone who was married to a veteran who died of service-connected disability; is married to a member of the armed forces on active duty or who is married to a member of the armed forces who has been listed for a total of more than 90 days as missing in action, captured in the line of duty or forcibly detained or interned by a foreign government or power; or is married to any veteran who has a total disability related to his or her military service.

For the last three program years the following percentage of individuals were considered qualified veterans and/or qualified spouse of a veteran were served from the total number of authorized positions per program year. The data used was from the National and State grantee SPARQ Quarterly Progress Reports for 2011, 2012 and 2013.

Table 12 – Persons Served who are Veterans and/or Spouse of a Veteran

Program Year	Authorized Positions	Individuals who are Veterans and/or Spouses
2011	1,159	29%
2012	1,152	27%
2013	1,106	32%

Low Employment Prospects

A participant meets this characteristic at enrollment by having little or no employment history, no basic skills, and no high school education or identified as a drop-out, English language deficient, disabled, homeless, or living in a socially or economically isolated area where there is limited employment opportunities.

For the last three program years the following percentage of individuals whose prospects for employment are low (or poor) were served from the total number of authorized positions. The data used was from the National and State grantee SPARQ Quarterly Progress Reports for 2011, 2012 and 2013.

Table 13 – Persons Served with Poor or Low Employment Prospects

Program Year	Authorized Positions	Individuals who have Poor or Low Employment Prospects
2011	1,159	66%
2012	1,152	81%
2013	1,106	78%

Failed to Find Employment after Utilizing Services Provided under Title I of WIA

A participant meets this designation when enrolled in Workforce Investment Act Title I (adult services) prior to enrolling in the SCSEP and is unable to obtain employment.

The data used was from the National and State grantee SPARQ Quarterly Progress Reports for 2011, 2012 and 2013.

Table 14 – Persons Failing to Find Employment through WIA

Program Year	Authorized Positions	Individuals who have Failed to Find Employment after using WIA Title I
2011	1,159	19%
2012	1,152	26%
2013	1,106	28%

Homeless or At Risk for Homelessness

A person is defined as homeless if he or she has no fixed, adequate, night-time residence or has a primary night-time residence that is a privately or publicly operated shelter for temporary accommodation. Being at-risk for homelessness is defined as a person likely to become homeless, who lacks the resources and support to obtain housing.

For the last three program years the following percentage of individuals defined as homeless or at-risk of homelessness were provided with SCSEP services. The data used was from the National and State grantee SPARQ Quarterly Progress Reports for 2011, 2012 and 2013.

Table 15 – Persons who are Homeless or At-Risk of Homelessness

Program Year	Authorized Positions	Individuals who are Homeless or At Risk of Homelessness
2011	1,159	50%
2012	1,152	57%
2013	1,106	66%

Greatest Economic and Social Need

For the last three program years the following is a percentage of individuals who are at or below the poverty level. The data used was from the National and State grantee SPARQ Quarterly Progress Reports for 2011, 2012 and 2013.

Table 16 – Persons At or Below Poverty Level

Program Year	Authorized Positions	Individuals who are At or Below the Poverty Level
2011	1,159	70%
2012	1,152	79%
2013	1,106	75%

Minorities

Table 17 provides racial and ethnic population estimates for the age cohort of 55 years and older. Race groups include only Non-Hispanics. All persons of any race reporting Hispanic/Latino ethnicity are in the Hispanic/Latinos columns only.

Table 17 – Population Estimates by Race for 2013

Census Population by Race, Age 55+

County	Total 55+	Non-Hispanic Totals						Hispanic Latino
		White	Bl/Af. Am.	NativAm.	Asian	Hawaiian	2+ Races	
Adams	9,059	8,804	56	30	26	1	43	99
Ashland	5,143	4,638	4	358	11	0	97	35
Barron	15,644	15,339	54	64	43	2	49	93
Bayfield	6,485	6,055	13	302	8	1	77	29
Brown	63,742	60,102	439	1,025	721	11	223	1,221
Buffalo	4,655	4,595	3	7	7	0	22	21
Burnett	6,642	6,353	15	176	11	1	67	19
Calumet	12,756	12,375	40	39	140	2	48	112
Chippewa	18,574	18,215	55	56	106	2	66	74
Clark	9,880	9,735	4	39	19	2	19	62
Columbia	17,051	16,687	54	37	74	4	52	143
Crawford	5,860	5,775	18	7	16	2	24	18
Dane	119,643	111,608	2,870	219	2,381	37	495	2,033
Dodge	26,106	25,483	122	54	61	2	66	318
Door	12,213	12,012	16	31	25	1	46	82
Douglas	13,373	12,907	39	200	43	0	128	56
Dunn	11,504	11,267	24	22	88	0	40	63
Eau Claire	25,825	25,076	83	90	341	2	89	144
Florence	1,937	1,901	4	8	9	0	9	6
Fond du Lac	30,732	29,941	86	104	139	7	99	356
Forest	3,354	3,108	2	210	5	2	23	4
Grant	14,812	14,619	42	21	51	2	40	37
Green	11,467	11,286	20	17	29	0	25	90
Green Lake	6,794	6,640	20	21	10	0	17	86
Iowa	7,391	7,304	10	10	13	2	21	31
Iron	2,699	2,661	3	9	5	0	16	5
Jackson	6,433	6,085	28	246	12	1	19	42
Jefferson	23,522	22,816	64	47	81	4	78	432
Juneau	8,803	8,506	61	73	26	2	43	92
Kenosha	40,980	37,010	1,377	124	505	11	221	1,732
Kewaunee	6,718	6,621	15	12	14	1	23	32

Census Population by Race, Age 55+

County	Total 55+	Non-Hispanic Totals						Hispanic Latino
		White	Bl/Af. Am.	NativAm.	Asian	Hawaiian	2+ Races	
La Crosse	31,365	30,445	159	79	430	4	89	159
Lafayette	5,184	5,127	2	3	11	0	15	26
Langlade	7,383	7,247	9	45	13	0	36	33
Lincoln	9,999	9,844	9	24	28	4	45	45
Manitowoc	26,880	26,282	44	89	235	1	53	176
Marathon	39,243	38,204	53	94	606	5	74	207
Marinette	15,446	15,169	13	72	43	4	61	84
Marquette	5,925	5,799	10	30	22	0	19	45
Menominee	1,000	299	1	668	1	0	17	14
Milwaukee	225,156	162,920	43,208	918	4,417	36	1,205	12,452
Monroe	13,002	12,580	86	106	73	4	49	104
Oconto	12,610	12,359	15	81	36	2	50	67
Oneida	14,558	14,316	17	54	40	0	79	52
Outagamie	45,354	43,324	177	585	562	4	156	546
Ozaukee	28,019	27,053	308	34	283	6	77	258
Pepin	2,645	2,606	4	8	4	1	12	10
Pierce	10,188	10,017	21	25	37	0	30	58
Polk	14,462	14,249	20	58	26	1	41	67
Portage	19,072	18,582	38	45	188	2	58	159
Price	5,722	5,642	3	11	9	4	23	30
Racine	54,337	47,485	3,708	130	389	11	203	2,411
Richland	6,233	6,141	14	10	14	1	19	34
Rock	44,560	41,643	1,403	90	326	6	174	918
Rusk	5,506	5,421	6	18	8	0	25	28
St. Croix	20,833	20,416	65	63	97	8	48	136
Sauk	19,023	18,576	49	108	50	1	56	183
Sawyer	6,605	5,925	3	516	11	0	114	36
Shawano	14,023	13,196	12	604	41	1	91	78
Sheboygan	34,415	33,095	110	67	484	4	67	588
Taylor	6,634	6,560	5	10	9	4	19	27
Trempealeau	8,972	8,832	4	11	24	2	13	86
Vernon	9,996	9,870	20	10	26	5	19	46
Vilas	9,801	9,269	4	417	20	0	41	50
Walworth	29,085	27,774	152	44	129	5	78	903
Washburn	6,328	6,180	4	50	14	1	57	22
Waukesha	120,754	115,890	831	167	1,653	31	305	1,877
Waupaca	17,620	17,323	16	59	32	2	56	132
Waushara	9,210	8,959	41	29	19	2	34	126
Winnebago	45,661	44,187	245	168	453	5	135	468
Wood	24,109	23,535	63	114	174	2	54	167

Source: U.S. Census, Annual Estimates Program

For the last three program years, the percentage of minority groups currently served by the SCSEP has remained relatively consistent as indicated in Table 18. The information is from the National and State grantee SPARQ Quarterly Progress Reports. The data indicates that White and Black/African American groups are the largest percentage served, followed by Native American/American Indians and Hispanic/Latino who are served fairly equal. The Asian group, which consists mainly of the Hmong population increased from the last State Plan but still needs to be better served.

Table 18 – Race and Ethnicity

Race and Ethnicity							
Program Year	Authorized Positions	Hispanic/Latino	Native Am./Amer. Indian	Asian	Hawaiian/Pacif. Islander	Black/African Amer.	White
2011	1,159	7%	9%	1%	0.50%	35%	86%
2012	1,152	7%	9%	1%	0.50%	32%	99%
2013	1,106	9%	8%	1%	0.50%	37%	99%

During the August 2012 meeting, grantees discussed the priorities of serving special populations, current recruitment and selection processes used. Data from SPARQ and the Minority Report provided by the U.S. Department of Labor were resources used to measure expectations each program year. Table 19 below indicates the different recruitment and selection techniques currently used for each priority. Some problems were noted during the discussion and further review and discussion is necessary in the future.

Table 19 – Recruitment and Selection Techniques 65+ Population

Priority	Recruitment and Selection Techniques
65 & Over	<ul style="list-style-type: none"> ◆ Word-of-mouth ◆ Senior Centers, bingo halls, churches (bulletin) ◆ Aging and Disability Resource Centers ◆ VFW and school districts
Disability	<ul style="list-style-type: none"> ◆ Ticket-to-Work program ◆ Voc. Rehab./Social Security Disability/disabled vets ◆ Pathways to employment ◆ United Way.
LEP/Low Literacy Skills	<ul style="list-style-type: none"> ◆ Literacy Council ◆ WIA/WDB funding for LEP
Priority	Recruitment and Selection Techniques
Rural	<ul style="list-style-type: none"> ◆ Posters/brochures ◆ Agency referrals ◆ City hall ◆ Aging and Disability Resource Centers ◆ Church bulletin
Veterans and/or Spouses	<ul style="list-style-type: none"> ◆ Veteran's service officer (federal/state/county) ◆ Veterans Administration hospitals ◆ Disabled veterans ◆ Shelter for homeless veteran

Low Employment Prospects	<ul style="list-style-type: none"> ◆ Health and Human Service Departments ◆ Aging offices
Failed to Find Employment after using WIA Services	<ul style="list-style-type: none"> ◆ Referrals from job center partners ◆ Job Service-Title 3 (not Title I) enrolled
Homeless or At-Risk of Homelessness	<ul style="list-style-type: none"> ◆ Churches ◆ Food pantries ◆ Shelters-better to locate in the winter ◆ Salvation Army ◆ Homeless Intervention Taskforce referrals-Rock county ◆ Shelter for homeless veterans ◆ Case managers and staff ◆ Non-profit agencies

Section 5: Supporting Employment Opportunities for Participants

Grantees operating within the State must identify employment projections for high growth industries and occupations in the state as well as other industries and occupations which provide substantial employment opportunities but are not considered to be high growth. Applicants must identify which of these industries and occupations provide substantial employment opportunities for SCSEP participants. Applicants must also describe the employment histories and the types of skills possessed by eligible individuals in the state.

The SCSEP assists participants in obtaining the skills necessary to become marketable in today’s changing workforce. The assessment process works on creating and building employment opportunities for persons who may or may not have worked, obtained education at differing levels, or encountered both personal and work barriers. Labor market information from Wisconsin’s WorkNet and the U.S. Department of Labor’s O’Net are used to help participants in selecting the best occupation and understanding the knowledge and skills needed. An important yet required instrument used in developing a plan of action for the participant is the Individual Employability Plan (IEP). The IEP is the essential employment roadmap to success. It is used to guide the participant with training needs to learn or enhance new skills and establishes a timeline to meet different goals to achieve success.

Research and understanding labor market information is an integral part of learning key industries in counties that are appropriate for older workers. The trend is to integrate “demand driven” strategies toward high growth industries. However, this is not often suitable for the people served through the SCSEP. Participants, usually prefer and do obtain part-time employment versus full-time employment. Many participants find it difficult and often times are dismayed at employers. Employers often shy away from hiring older persons whose work time may be limited compared to a younger person at the start of his or her career. Employers sometimes assume that older worker are “over-qualified” and want higher wages.

The SCSEP will develop specific strategies to ensure that participants are seeking occupations that are suitable and yet attainable for them. Participants are encouraged to develop good computer and customer service skills for public interaction in any job through job readiness. Grantees are offering courses with an array of basic job search tasks and business etiquette.

Developing a plan for “career ladder” opportunities allows participants to seek jobs that offer upward mobility. Most positions are at entry-level and are low-wage. Participants must be educated on the advantages of starting at that level and working towards higher earnings. An entry-level job is not a dead-end job if it leads to higher earnings and better benefits.

Employment Opportunities

Wisconsin has experienced unprecedented levels of unemployment and over the next several years as more workers retire, will see a decline in the size of its workforce. The challenge will be to ensure that individuals are or can obtain skilled training to fill open positions as they become available. According to the Wisconsin Department of Administration, the working age population is expected to peak in 2020 at 3.75 million and remain below that figure in 2035.

One in five workers in Wisconsin is 55 years of age or older. Only 4.1 percent of the workforce is 65 years of age or older. Workers age 55-65 exiting the workplace will exceed the number of workers who enter for a significant number of years into the future. As this progression of workers exit, employers will need to address the loss of institutional knowledge and experienced workers.

Given this huge decline in workforce participation after 55, it is important to understand how the age composition varies by industry.

The following table shows the percentage of the workforce that is age 55 or older by industry.

Table 20: Percentage of Older Workers by Industry

Industry	Percentage of those 55 and Older	Estimated Employment (All Ages)
Utilities	29.1	12,755
Arts, Entertainment and Recreation	27.8	43,198
Education	26.7	216,454
Transportation and Warehousing	26.2	90,629
Real Estate	25.9	24,906
Other Services	23.9	88,828
Agriculture, Forestry Fishing	22.8	21,647
Mining	22.3	2,324
Public Administration	22.0	134,058
Health Care and Social Assistance	21.8	375,258
Manufacturing	21.8	451,991
Wholesale Trade	21.6	116,482
Finance and Insurance	19.6	126,228
Retail Trade	19.8	292,703
Management of Companies	19.4	54,406
Professional, Scientific and Technical Services	18.8	96,943
Administrative Support and Waste	16.4	134,010
Information	15.9	49,057
Construction	15.0	94,077
Accommodation and Food Service	8.8	213,443

Source: Local Employment Dynamics QWI Moving Annual Average (2012(1)).

The results of an aging workforce can vary from industry to industry. Manufacturing, has the highest percentage of workers 55 and over at 21.8 percent and has led the way for recovery. Other industries reporting growth during the most recent year include Management of Companies and Administrative Support and Waste Services. Both of these industries employ a lower percentage of older workers. However, both of these industries are dependent on the industries that report an older workforce.

If this distribution reflects an emerging pattern, it would indicate that employers are shifting their priorities from developing internal staff and resources toward hiring external resources potentially including planning, hiring and training staff, marketing, developing new products or changes in production.

Other industries with a high percentage of workers over age 55 include public administration, utilities, transportation and warehousing, real estate and education. Each of these industries faces succession challenges due to the difficulty of keeping the older workers in the labor force. Many of these workers may leave the workforce if expectations of future economic vitality increase. The older the segment of the population, the lower the unemployment rate for that segment. However, this relationship may mask the many people no longer seeking work and as such are no longer a part of the labor force. This could be problematic as skill sets and experience generally increase with age. Older workers need to take into consideration the changing dynamics taking place with employers and will need to retool and retrain when considering a return to the workforce.

According to the July 2012, Department of Workforce Development newsletter, there are 78,570 projected annual job openings between 2008-2018 expected. Of that amount, 60 percent will require some form of training while 37 percent will require a formal college degree.

Wisconsin is expected to create approximately 8,370 new jobs and 70,200 replacement jobs between 2008-2018. It is projected the entry level wage will be \$9.18 per hour and for someone experienced it will be \$24.39 per hour.

The ten industries projected to add the most new jobs between 2008-2018 are:

- ◆ Ambulatory Health Care Services (10,250)
- ◆ Hospitals, State, Local, and Private (8,280)
- ◆ Social Assistance (9,030)
- ◆ Administrative and Support Services (14,450)
- ◆ Food Services and Drinking Places (15,670)
- ◆ Nursing and Residential Care Facilities (13,920)
- ◆ Professionals, Scientific, and Technical Services (9,600)
- ◆ Religious, Grant, Civic, Professional, Similar Organizations (8,840)
- ◆ Local Government, Excluding Education and Hospitals (7,190)
- ◆ Management of Companies and Enterprises (10,590)

These industries are expected to provide a substantial increase to the job market and promote growth during 2008 and 2018. Of the three top industries projected to add the most jobs Food Services and Drinking Places, Administrative and Support

Services, and Nursing and Residential Care Facilities may have the most suitable jobs for older workers.

Wisconsin will need health care workers both now and in the future. The principle challenges of staffing health care facilities are the diversity and density of the population served. Rural areas report more difficulty finding health professionals and health care technicians with the appropriate skills willing to work in the area. Health care occupations are varied and appropriate for an older worker to consider when choosing an employment option.

It is important to note that there are 61 occupations that have been identified as being health care related. Of these 61 occupations, 24 do not require a college education. There are also a number of jobs in the health care industry that are not health care or health care related, examples include billing clerks, janitors, cooks, security guards and computer technicians.

Table 21 displays eight of the ten top industries and the occupations that each employ.

Table 21 – Top Industries and Occupations

Ambulatory Health Care Services	Hospitals	Social Assistance
-Registered Nurses -Receptionists & Information Clerks -Dental Assistants -Dental Hygienists -Medical Assistants	-Registered Nurses -Nursing Aides, Orderlies & Attendants -Healthcare Support Workers, all others -Licensed Practical & Licensed Voc. Nurses -Secretaries	-Personal Care Aides -Childcare Workers -Pre-School Teachers -Cooks, Institution and Cafeteria -Rehabilitation Counselors -Mental Health and Substance Abuse Supervisors
Administrative and Support Services	Food Services and Drinking Places	Nursing and Residential Care Facilities
-Janitors & Cleaners -Inspectors, Testers, Sorters, Samplers, & Weighers -Landscaping & Groundskeeping -Security Guards -Laborers & Freight, Stock & Material Movers, Hand	-Combined Food Prep. & Servers -Waiters & Waitresses -Bartenders -1 st -line Supervisors/ Managers-Food Prep. & Servers -Cooks, Restaurant	-Nursing Aides, Orderlies & Attendants -Home Health Aides -Personal & Home Care Aides -Registered Nurses -Licensed Practical & Licensed Voc. Nurses
Professionals, Scientific, and Technical Services	Religious Grant, Civic, Professional, Similar Orgs.	Source: Department of Workforce Development, Bureau of Workforce Information and Office of Economic Advisors
-Lawyers -Accountant & Auditors -Bookkeeping, Accounting & Auditing Clerks -Legal Secretaries -Secretaries	-Clergy, Administrative Assistants -Office Clerks, General -Directors, Religious Activities and Education -Teacher Assistants -Musicians and Singers	

The five occupations expected to have the most job openings are cashiers, waiters/waitresses, retail sales persons, combined food preparation and servers including fast food, and laborers/freight stock, and material movers. These occupations require short-term on-the-job training. The number of openings in retail and leisure/hospitality industries which are suitable for older workers, will be connected to growth.

Short-term and moderate training is suitable for older workers. Short-term on-the-job training is when job duties can be learned in the workplace in one month or less. Moderate on-the-job trainings last one to twelve months and usually involve on-the-job experience and some sort of additional training. This type of training works well with SCSEP's on-the-job (OJE) training with a local employer and should be arranged whenever possible. Each grantee and/or subgrantee must consult with their organization headquarters to be sure they have been pre-approved by the U.S. Department of Labor before moving forward with arrangements.

The SCSEP develops relationships with governmental or non-profit, non-partisan organizations (501(c)(3)) that provide supervision and training for program participants. Community Service Assignments are referred to as host agencies. People who apply for SCSEP and are determined eligible, are provided with an assessment (KeyTrain, WorkKeys, WisCareers, Career Cruising, and My Skills My Future), labor market information obtained from WorkNet, and an IEP developed based on occupational preference. The host agency is an essential training element for the participant to learn the skills needed for the occupation desired. For that reason, grantees select host agencies which are closely aligned to the participant's occupational preference. Often host agency assignments are rotated so the participant can learn a different set of skills. Besides job skills learned at the host site, many basic essential skills are needed to gain and retain unsubsidized employment, such as the daily routine of getting to work on time, dressing appropriately, conducting oneself in a professional manner, and learning to work with co-workers. Depending on the previous work environment of the participant this in itself can be a difficult transition. It is essential that follow-up with both the participant and host agency supervisor are in place to routinely monitor the progress being made and that the IEP is being kept up-to-date with case management notes in the participant case files.

Section 6: Increasing Participant Placement in Unsubsidized Employment and Employer Outreach

This section must describe the state's overall goals and strategies related to placing participants in unsubsidized employment. This includes goals and strategies in each of the following areas: engaging and developing partnerships with employers; identifying employment opportunities with established career ladders; placing individuals in high-growth industries and occupations as well as other industries and occupations that provide substantial employment opportunities for participants; and retention activities once participants enter the workforce.

Grantees and subgrantees of the SCSEP know how important it is to collaborate with the local one-stop partners and area employers providing information about the aging workforce, the benefits of recruiting and hiring experienced workers. SCSEP grantees coordinate various activities with Wisconsin's one-stops which are administered by the regional Workforce Investment Board through a Memorandum of Understanding.

Utilizing local job centers as potential community service assignments broadens outreach to older workers and local employers. Having a participant co-located at the one-stop provides a visible contact for other older workers seeking informational resources.

Wisconsin continues to strive for demand-driven strategies to enhance the public workforce system. Governor Scott Walker's "Open for Business" theme has been a multi-faceted approach across all state agencies administering workforce programs. One recent change was the replacement of the Wisconsin Department of Commerce with the public-private Wisconsin Economic Development Corporation (WEDC). WEDC will be a key player in workforce development by funding economic development projects that have a workforce component and coordinating with the Department of Workforce Development to help align job needs with available training.

Governor Scott Walker signed the Wisconsin Fast Forward program into law in March 2013. Wisconsin Fast Forward will address the State's need for skilled workers by making grants available to support employer-led worker training and the creation of a new Labor Market Information System which will connect job seekers and the unemployed, with employers in need of workers.

The grantees and subgrantees will work to provide employers with information about the value of hiring and retaining older workers. They may offer innovative employment opportunities through the SCSEP's on-the-job training program if written within the context of their grant application. Whenever possible, grantees and subgrantees are encouraged to place workers in host agencies that align the skills needed to compete in the current job market. They are responsible for keeping current on potential job openings with companies through either direct contact or postings listed in Wisconsin's "WorkNet" and "JobNet." During the time of assessment, participants will be evaluated to determine if they meet the qualifications for occupations routinely recruited by these companies. The Individual Employment Plan (IEP) will reflect the necessary training for the participant to apply for future positions that may be available.

Grantees and subgrantees should contact the Workforce Development Boards to identify major companies with projected job openings. Grantees and subgrantees should develop an economic vision of the companies in their area(s) based on prior commitment to supporting the hiring and retention of the older worker. In the IEP, a strategy should be identified to include these companies as potential sources of employment opportunities whenever possible including the type(s) of positions that

would be suitable for participants. Positions that are entry-level in nature should be noted along with the knowledge and skills needed for the job. These career-ladder or entry-level positions may be a good opportunity for a participant to advance and increase their earnings capacity.

Grantees and subgrantees will identify any high growth/high-demand industries that participants who already have all or some of the qualifications can obtain additional training through classroom or online instruction, or other work experience arrangements. Collaboration with local technical colleges is essential in identifying how much educational training may be needed to complete a certification or an update to one's current degree.

Participants successfully obtaining unsubsidized employment are responsible for their job and may have outside choices to make in retaining their employment. Having a job improves employment history, as well as the quality of skills over time that may lead to higher earnings, better benefit packages and greater job security. Before a participant leaves the program, retention strategies are to be provided to ensure job stability. Grantees and subgrantees provide training or lectures on job retention to participants before and sometimes after employment has been sought. Some topics discussed are:

- ◆ Work timeliness;
- ◆ Dealing with stress;
- ◆ Organizational skills;
- ◆ Understanding personnel policies for new employees;
- ◆ Know what and who to call for absences;
- ◆ Taking notes about your new tasks and learning to manage priorities;
- ◆ Using common sense;
- ◆ Learn about the employer and the type of business;
- ◆ Getting along with others and being a team member;
- ◆ Communication skills;
- ◆ Being loyal and respectful of others;
- ◆ Supportive services.

Participants who receive this training are more likely to remain on the job longer than expected.

All grantees are subject to meeting expected performance goals as established by the U.S. Department of Labor. Taking the necessary steps in understanding the SCSEP as outlined in the Older Americans Act, federal regulations, training and guidance letters, SCSEP Performance and Results Quarterly Progress Report System (SPARQ), Data Quality Reports, Quarterly Progress Reports, and lastly Wisconsin's labor market statistics will assist grantees in meeting their goals.

Section 7: Community Service Needs

The State Plan must identify the localities and populations for which community service projects of the type authorized by SCSEP are most needed. Once unmet community service needs are identified, it is the responsibility of each grantee operating in the State to work toward meeting those needs through recruitment of appropriate host agencies. The State Plan must discuss the process that the State grantees will employ to identify community service needs and the timeline for identifying and recruiting appropriate host agencies to meet those needs.

The dual focus of the SCSEP is the provision of community service through local non-profit organizations and the participants who learn new skills by the training received. Community Service Assignments are referred to as Host Agencies. They are public and private non-profit (501(c)(3)) agencies that serve the areas where they reside. SCSEP grantees and subgrantee recruit host agencies by:

- ◆ Word-of-mouth;
- ◆ “Drive-by’s” while on other official business;
- ◆ Volunteer networks;
- ◆ Marketing materials;
- ◆ Local Chamber of Commerce;
- ◆ Referrals from United Way, Goodwill, Salvation Army, and St. Vincent’s;
- ◆ Melissadata.com;
- ◆ Department of Revenue where non-profit status is obtained;
- ◆ Aging and Disability Resource Centers or other aging organizations;
- ◆ Newspapers, churches, and other bulletins;
- ◆ Agencies working with the grantee or subgrantee that meet non-profit status.

Once the non-profit organization is identified, contact is made to develop suitable training assignments and determine what type of skills can be learned by a participant. The skills that are identified are noted in the Host Agency Agreement. A copy of a position description from the host agency is helpful when comparing the occupational preference of the participant and the skills needed to those the host agency can provide. Host agencies provide much needed training and a realistic employment setting for the participant. Training is important, as is getting used to the new work environment.

Informational materials created and mailed to non-profits makes them aware of the SCSEP and what it has to offer. A non-profit may contact the grantee and subgrantee when a training opportunity can be provided.

Section 8: Coordination with Other Programs, Initiatives and Entities

The Workforce Investment Act (WIA) provides for the delivery of employment services by allowing people to take control of their lives by making their own decisions. WIA helps older people access services they need and want, when they want them through their local job center.

The SCSEP grantees and subgrantees continue to promote co-enrollment for services through the local job centers. Co-enrollment helps participants gain access to core services in the job center such as an initial assessment of needs and abilities, job search and placement assistance, labor market information including statistics, assistance in eligibility determination for other federal, state, or local programs and follow-up services to help individuals obtain or retain employment. Intensive services offered through local job centers include diagnostic testing and evaluation, career counseling, out-of-area job search assistance, and basic skills training, such as general equivalency diploma, language, math, and computer skills.

The program grantees and subgrantees work together with local job center partners and employers to find ways of improving collaboration.

During the August 2012 meeting, grantees and subgrantees felt the following were important for promoting collaboration with Workforce Development partners:

- ◆ Presentations at job center team meetings;
- ◆ Co-location of agency or participants in the job center;
- ◆ Being a member of the Workforce Development Board;
- ◆ Co-enrollments;
- ◆ Participation in job center functions such as job fairs, expos, specialized training sessions;
- ◆ Established Memorandum of Understandings.

Due to the substantial increase in the number of older persons seeking employment, placement of an Older Worker Coordinator within the local job center demonstrates an understanding of the needs of the older worker while at the same time being responsive to growing labor market demands. Older Worker Coordinators offer expertise and extensive knowledge in helping older persons with a variety of services available to them in the community.

The Division of Employment and Training, Department of Workforce Development (DWD) and the Bureau of Aging and Disability Resources, Department of Health Services (DHS) staff met to define collaborative strategies for the Workforce Investment Act Integrated Plan and the Senior Community Services Employment Program Stand-Alone Plan focusing on older worker issues. The plan process has reinvigorated discussions with DHS Senior Community Services Employment Program staff to address hiring and re-training strategies within the workforce system and among employers. DWD and DHS will work together with the Business

Service Teams on providing information to employers about any misconceptions of the older worker, the need to eliminate age discrimination in the workplace, and to find ways to re-tool or re-train people who have been dislocated from employment or are re-entering the workforce. This collaborative effort will include promoting older worker and employer events such as Workforce Roundtables and at State employment and training conferences.

One example of this collaboration was the inclusion of a Senior Community Services Employment Program (SCSEP) workshop conducted by State staff at the Department of Workforce Development Roundtable in December 2012. The session provided statewide job center staff information on the SCSEP program regarding the participants served, barriers to employment, supportive services available through the aging network, coordination with WIA and partners, and training opportunities within the program. In addition, DWD agreed to improve partnering and service delivery to older workers; and has established ongoing cooperative and innovative activities for older workers and employers.

A current example of infusing Senior Community Services Employment activities into the workforce system occurred at the Fox Valley Workforce Development Board and the Southwest Wisconsin Workforce Development Board job centers utilizing funds from Medicaid Infrastructure (MIG) "Power Grants."

Grantees and subgrantees remain consistently connected to the counties, communities, organizations and agencies providing services that help older people overcome barriers to employment. Some of the organizations or programs are community-based, transportation programs, vocational rehabilitation services, programs for persons with disabilities, and various educational institutions that assist in moving participants towards job readiness.

The Older Americans Act (OAA) supports the aging services network, which includes the state unit on aging, area agencies on aging, tribal aging units, and Aging and Disability Resource Centers (ADRC). Services provided through the OAA include home-delivered meals, nutrition services, transportation, adult day care, health promotion, support for family caregivers, and employment (through the Department of Labor). The focus of the OAA is to keep older people independent and living in their own home and community for as long as possible. For an older person to be independent they must be self-sufficient with income that is provided through various resource pools. Older persons enrolled in the SCSEP program who are 60 years or older have access to many of the OAA services offered such as legal assistance through the Benefit Specialist program, nutrition at a congregate site, and caregiver support or adult day care for family members while they work. Older persons may contact their county aging unit or Aging and Disability Resource Center (ADRC) to find out about other available services. Aging and Disability Resource Centers are welcoming places that provide information about community resources including employment. ADRCs are service centers that provide a place for the public to get accurate, unbiased information on all aspects of life related to aging or living with a disability. ADRCs in Wisconsin are

considered the single-entry-point for long term care services and benefits. Persons accessing an ADRC can receive information and assistance not only on public benefits, but on other programs and services available. The SCSEP has partnered with ADRCs in various locations by utilizing them as host agencies. The SCSEP grantees and subgrantees are currently in the process of learning more about the services offered in each ADRC. In the future, presentations will be planned to provide information about SCSEP, how it helps older persons in the community, as well as a resource for the ADRC. Workshops will be offered about employment issues that affect many older individuals whether employed or retired. It is important to educate the aging network about the value of helping older persons who want and need to work and who in turn help the community by providing services.

Grantees and subgrantees will be responsible for keeping current on potential job openings with companies through either direct contact or postings listed in Wisconsin's primary service delivery system through resources available at Job Center of Wisconsin or online through WorkNet and JobNet.

Section 9: Avoidance of Disruptions in Service

The State Plan must describe the steps that are being taken to comply with the statutory requirement to avoid disruptions to participants. When there are new Census data indicating that there has been a shift in the location of the eligible population or when there is over-enrollment for any other reason, the Department recommends a gradual shift that encourages current participants in subsidized community service assignments to move into unsubsidized employment to make positions available for eligible individuals in the areas where there has been an increase in the eligible population.

SCSEP national grantees and the Department of Health Services (DHS) together will ensure that people who want to work have the opportunity to do so through the services of the program. The Department of Labor provides the distribution factor based on current census data. The distribution factor is the current formula for defining the equitable share of SCSEP positions for each county based on the proportion of income and age eligible population by county annually. The DHS determines annually which counties are over or under-served and calculates the movement of positions in order to bring about equity. The calculations are sent to the national grantees for review and comment prior to approval. The DHS and national grantees have been successful through the years ensuring there is either no or minimal disruption of service to participants. The equitable distribution report is submitted to the Department of Labor for approval.

Section 10: Improvement of SCSEP Services

The Wisconsin State Plan creates a shared vision, mission and future objectives that grantees and subgrantees will follow. Since the reauthorization of the Older Americans Act in 2006, numerous changes have taken place in the way the SCSEP program is administered. Grantees have been faced with finding new and better ways to deliver services to older workers. The newest challenge is being able to recruit older individuals that meet priority requirements, and yet have some up-to-date skills that make finding a job less difficult. With funding down to its lowest level in years, grantees find it increasingly difficult to obtain the necessary education or training to meet the participants' need to be successful with their occupational preference.

WorkNet and Skill Builder have been instrumental in providing useful information to determine occupational preference and locating employers in the county where the participant resides. Often the types of occupations available are not compatible with the participant's skill level or training they possess. Participant's need education to acquire skills which requires more time than allowed in the program. At this point in their life, many participants want to work less hours, or simply want a job that doesn't require a great deal of training. These jobs are usually part-time in nature and the earnings start at the minimum wage or slightly higher. Another issue is aligning a host agency with the type of occupation the participant is pursuing. Most often the host agency can supply some form of training that is compatible with a profession, however it may require also rotating to another host agency to fulfill other needs. There are other forms of non-profit agencies (501(c)4 or 501(c)6 for example) that might offer more opportunities, but cannot be used. Access to other forms of non-profit agencies would be beneficial to the participant.

Funding for SCSEP

Funding for SCSEP has been declining. Funding levels in prior years were relatively consistent until 2010 when additional funding was added for one program year and then dramatically decreased the following year. The change in funding was sudden and presented a challenge to all grantees. The reduced funding resulted in over enrollment of authorized positions. The decrease in funding affects numerous people who need the services of the SCSEP. The SCSEP in Wisconsin experienced reduced capacity due to the price of gas limiting transportation for staff and participants. The loss of jobs as a result of companies closing or relocating also had an impact. Training services and technical assistance sessions have been delayed or postponed due to lack of funds. With performance goals established at a higher limit, and the renegotiation of measures difficult to change, this has created a significant impact on the grantees' ability to meet program goals. Grantees need additional funding to serve participants, for training, supportive services, and especially for public and private outreach regarding the benefits of the SCSEP. Older people want to work and some need to work. SCSEP is the only federally administered employment and training program, yet it lacks sufficient funds to adequately retrain or retool participants to compete in the current workforce.

Workforce Investment Act (WIA) System

Grantees and subgrantees agree that the Department of Labor has put too much emphasis on a system that lacks funding (especially training) and is hesitant to serve older people who often don't want to work full-time. As a partner of that system grantees are expected to pay for being co-located in a one-stop. That has been difficult when funding levels decrease yearly. Utilizing the services in the one-stop is not a bargaining tool for co-location. SCSEP needs to begin researching other partners outside of the WIA system. Aging and Disability Resource Centers may be one place where SCSEP can obtain visibility for the older individuals as well as referrals. When performance has to be met, grantees and subgrantees need to promote outreach with other entities to ensure a positive outcome.

Change

Grantees, federal, state, and local entities need to understand and adjust to the changes taking place within the next 10-20 years. The older population is one of the fastest growing age groups and people are living longer and healthier lives than in the past. More people are educated more than ever before. They use computers and other forms of technology including cell phones. They use social media and pay their bills online. A large percentage of older people have one or more disabling conditions. Assistive technology will be instrumental for some in the workplace. Many older persons will retire. Some won't and will work beyond the traditional retirement age. Others out of necessity will be forced to work, want to work, try to work, and may find they can't work. A large number of older people will have other family members living with them. They might be a caregiver, a spouse or other family member. The number of older people homeless or at-risk of losing housing is increasing. Transportation is difficult—especially in rural areas. These are just a few changes the SCSEP will need to keep pace with in the future. As older people age, trends change. We need to remember that older workers bring many strengths to the workforce that go un-noticed until they retire. They desire certain working conditions especially flexibility. They deserve a good wage and benefits. Employers will need to offer conditions that meet the needs of this ever-changing population considered the largest workforce ever.

Section 11: Appendices

- ◆ Appendix A: Wisconsin Equitable Distribution Report (EDR), PY 2014-2015
- ◆ Appendix B: Map(s) showing placement of State and National authorized positions
- ◆ Appendix C: Map of Workforce Development Areas
- ◆ Appendix D: Map outlining Aging and Disability Resource Centers
- ◆ Appendix E: State Plan Meeting and Attestation of Plan Participation
- ◆ Appendix F: Public Comments

Appendix A

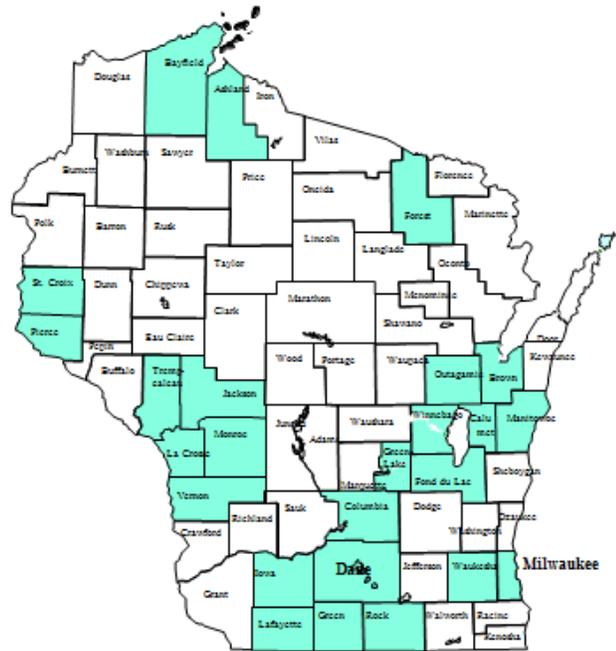
Wisconsin
Equitable
Distribution
Report
PY 2014-2015

SCSEP Equitable Distribution Report - 2014-2015					
County	State	EW	SER	SSAI	Total
Adams		7			7
Ashland	1	5			6
Barron				14	14
Bayfield	1	4			5
Brown	15			25	40
Buffalo		5			5
Burnett		7			7
Calumet	3			2	5
Chippewa				14	14
Clark				10	10
Columbia	3	8			11
Crawford		6			6
Dane	28	19			47
Dodge		14			14
Door				7	7
Douglas		11			11
Dunn				7	7
Eau Claire				18	18
Florence		2			2
Fond Du Lac	10	10			20
Forest	1	3			4
Grant		11			11
Green	2	7			9
Green Lake	3	1			4
Iowa	1	4			5
Iron		3			3
Jackson	2	4			6
Jefferson		14			14
Juneau		9			9
Kenosha			31		31
Kewaunee				5	5
La Crosse	10	11			21
Lafayette	2	2			4
Langlade		6			6
Lincoln				9	9
Manitowoc	3			15	18
Marathon				24	24
Marinette		13			13
Marquette		5			5
Menominee				1	1
Milwaukee	57		163		220
Monroe	2	7			9
Oconto		11			11
Oneida		11			11
Outagamie	19			10	29
Ozaukee				9	9
Pepin		2			2
Pierce	1	5			6
Polk		10			10
Portage				11	11
Price		5			5
Racine			40		40
Richland		6			6
Rock	30				30
Rusk		7			7
Sauk		12			12
Sawyer		6			6
Shawano				11	11
Sheboygan				20	20
St. Croix	4	6			10
Taylor				6	6
Trempealeau	1	7			8
Vernon	1	7			8
Vilas		8			8
Walworth			16		16
Washburn		5			5
Washington		15			15
Waukesha	11		29		40
Waupaca				14	14
Waushara		8			8
Winnebago	17			9	26
Wood	0			15	15
TOTALS:	228	329	279	256	1092

Appendix B

State/DHS 2014-2015 Authorized Positions (228)

State and National Authorized Positions

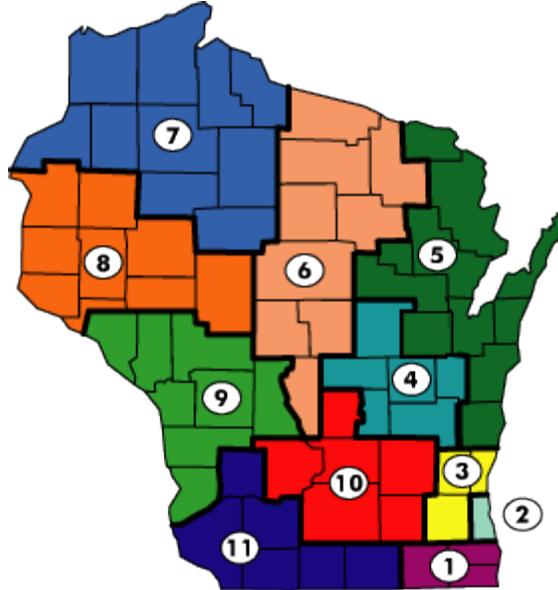


2014-2015 National Grantees: 896 Positions



Appendix C

Wisconsin Workforce Development Boards And Areas

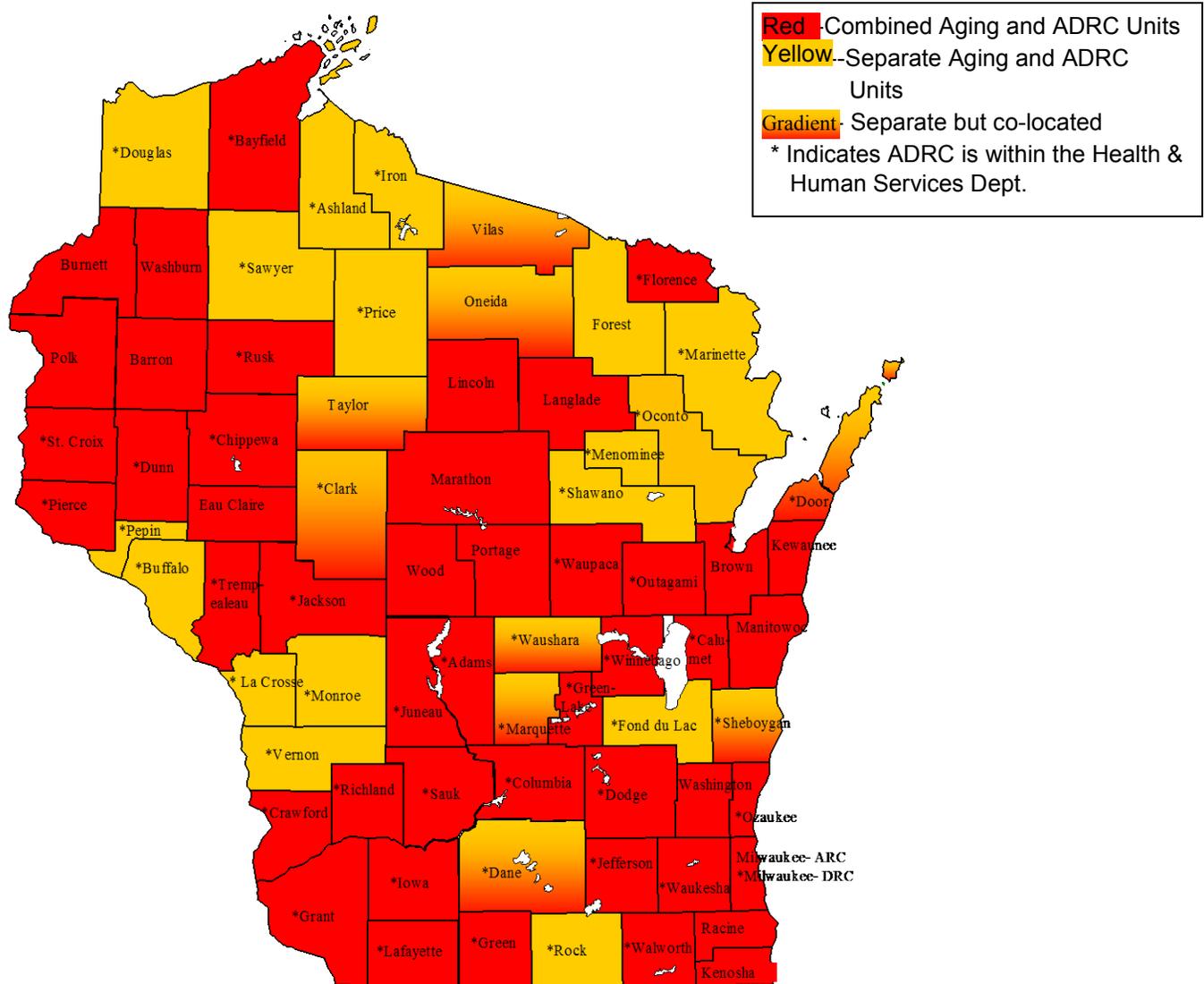


Workforce Area

1	Southeast
2	Milwaukee County
3	Washington-Ozaukee-Waukesha (W-O-W)
4	Fox Valley
5	Bay Area
6	North Central
7	Northwest
8	West Central
9	Western
10	South Central
11	Southwest

Appendix D

Aging and Disability Resource Centers Organizational Structure



Appendix E

Wisconsin State Strategic Plan 2012-2015 Meeting Notice

A draft copy of the Wisconsin State Strategic Plan for 2012-2015 is attached for review.

The Older Americans Act of 2006, Section 503 mandates a four-year strategy for the statewide provision of community service employment and other authorized activities for eligible individuals in the SCSEP program. The four-year plan is intended to foster both short-term and long-term coordination among national and state subgrantees operating the SCSEP to facilitate the efforts of key stakeholders to work collaboratively in order to accomplish programs goals. In addition, this plan emphasizes the importance of partnership among grantees and other programs.

The Department of Health Services, Bureau of Aging and Disability Resources are responsible for implementation of the SCSEP State Strategic Plan. The four-year plan takes a longer-term view of the SCSEP program overall than prior state plans.

During program year 2008-09 a Strategic Planning was held with national and state subgrantees to discuss a shared vision, mission and objective(s). Much of the information in this plan contains revised census (2010) and SPARQ data. To facilitate review of this draft plan a meeting is scheduled for Wednesday, August 29, 2012 from 8:30 a.m. to 12:00 noon at Greater Wisconsin Agency on Aging Resources, Inc. (GWAAR), 1414 MacArthur Rd., Suite A, Madison.

Please let me know at your earliest convenience if you can attend this meeting. I will check with GWAAR if teleconferencing is available. If you cannot attend, please send your comments to me so they can be shared during the meeting.

For questions or concerns, call Monica Snittler, Wisconsin Senior Employment Program Coordinator with the Bureau of Aging and Disability Resources at (608) 267-9097.



Wisconsin State Strategic Plan 2012-2015 Meeting
Wednesday, August 29, 2012, 8:30 a.m. – 12:00 Noon
Greater Wisconsin Agency on Aging Resources, Inc.
1414 MacArthur Rd., Madison

AGENDA

1. Welcome
2. Review of State Plan Sections
3. Recruitment and Selection Techniques
4. Community Service Needs
5. Coordination with Other Programs, Initiatives & Entities
6. Improvement of SCSEP Services
7. DWD Inclusion of Strategies in WIA Plan
8. Questions - Adjourn

Meeting Attendees:

Shirley Stuart, Experience Works, Inc.

Lorrie Longseth, Greater Wisconsin Agency on Aging Resources, Inc.

Ana Rivera, Fox Valley Workforce Development Board, Inc.

Barbara Smith, Interfaith Older Adult Programs, Inc.

Harold Luther, Southwest Workforce Development Board, Inc.

Wanda Palmer, Workforce Connections, Inc.

Paul Koenig, Workforce Connections, Inc.

Elizabeth Anderson, Senior Service America, Inc.

Briana Fox, SER-Jobs for Progress, Inc.

Appendix F Comments



Anthony R. Sarmiento
President and Executive Director

September 13, 2012

Ms. Monica Snittler, Senior Employment Coordinator
Wisconsin Department of Health and Family Services
Bureau of Aging and Disability and Resources
Division of Long Term Care
1 West Wilson Street – Room 450
Madison, WI 53707

Dear Ms. Snittler,

Senior Service America, Inc. (SSAD), a SCSEP national grantee serving participants in the State of Wisconsin, was proud to participate in the development of the Wisconsin SCSEP State Plan. We believe this coordinated effort to develop a plan and appropriate strategies will help meet the needs of SCSEP-eligible participants and their communities.

Sincerely,

A handwritten signature in black ink, appearing to read "Marta Ames".

Marta Ames
Deputy Director

Cc: Christine "Chris" Garland, National SCSEP Director

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