Wisconsin Senior Community Services Employment Program State Plan

PY 2016-2019

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State Plan Purpose

The Wisconsin Senior Community Services Employment Program (SCSEP) is committed to improving the employment of older persons through valuable community service and work experience training with local nonprofit and government agencies.

The Older Americans Act (OAA), as amended in 2006, provides for the delivery of services to older persons that give them a choice to live independently and be self-sufficient. For those seeking employment, the choice is 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, have a total family income of less than 125 percent of the Federal poverty level, 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 Plan is to serve as a blueprint for SCSEP grantees and subgrantees who meet regularly to discuss ideas, listen to concerns, and share the same vision of providing support and training for older people.

The SCSEP State Plan is a stand-alone document. The U.S. Department of Labor issued a Training and Employment Guidance Letter (TEGL) in 2015 on Program Year (PY) 2016-2019 Workforce Innovation and Opportunities Act (WIOA) Unified or Combined State Plan instructions. SCSEP is a required partner through WIOA. The Department of Health Services (DHS) was offered the opportunity from the Department of Workforce Development (DWD) to participate in the WIOA State Plan. Since the official TEGL was not provided to SCSEP by the U.S. Department of Labor Employment and Training at that time, Wisconsin opted to wait until the instructions were officially released. DHS and DWD staff met to discuss how the two departments could effectively work together to serve the employment needs of older people. DHS provided a section on partnership between departments in the WIOA State Plan to ensure the SCSEP received referrals to assist older people with a wide range of employment, education, training, and related services and supports to assist them with employment needs.

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, and coordination with DWD, Older Americans Act programs, and other partner agencies. The information contained within this plan provides a shared understanding of the workforce issues encountered so that grantees and sub grantees can plan coordinated activities that are effective, efficient, and produce a positive outcome. The SCSEP grantees are

committed to assisting older workers and employers to achieve their workforce potential and share an interest in producing a vibrant future economy.

Plan Involvement of Organizations and Individuals

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

The DHS Division of Long Term Care (DLTC), Bureau of Aging and Disability Resources (BADR), administers the SCSEP as the state grantee. The BADR is the state agency responsible for the development of the SCSEP State Plan.

A state planning meeting was held in Madison, Wisconsin, to discuss the current Equitable Distribution Report inaccuracies, program challenges with serving rural areas and minority populations, strategies for continuous improvement in performance levels for entered employment including other core goals, cross partnership between grantees/sub grantees and WIOA, and consensus in other program improvements.

The national and state grantees and sub grantees are:

State grantee: Wisconsin DHS/DLTC/BADR, Office on Aging

Sub grantees:
- Greater Wisconsin Agency on Aging Resources, Inc.
- Fox Valley Workforce Development Board, Inc.
- Interfaith Older Adult Programs, Inc.
- Southwestern Wisconsin Workforce Development Board, Inc.
- Workforce Connections, Inc.

National grantees:
- Experience Works, Inc.
- National Indian Council on Aging, Inc. (set-aside grantee)
- Senior Service America, Inc.
- SER-Jobs for Progress, Inc.

DWD staff met with the DHS Senior Employment Program Coordinator prior to plan development to discuss coordination of a partnership between the SCSEP and WIOA. Those comments are included in the PY 2016-2019 State WIOA Combined Plan and can be found at
https://dwd.wisconsin.gov/wioa/pdf/draft_wioa_wis_combined_plan.pdf

Included in the Appendices are comments from national grantees who submitted comments pertaining to some sections of the State Plan with their recommendations.

Solicitation and Collection of Public Comments

BADR distributed plan recommendations to partners and stakeholders for comment. Organizations were emailed materials or invited to participate in State Plan functions.

- A copy of the State Plan was distributed for comment through the 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 with the Equitable Distribution Report, partnership, recruitment, and serving rural and minority populations.
- 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 who partner with SCSEP grantees.

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

I. Economic Projections and Impact

Discuss long-term projections for jobs in industries and occupations in the state that may provide employment opportunities for older workers. (20 CFR 641.302(d))

Describe how the long-term job projections discussed in the economic analysis section of the strategic plan relate to the types of unsubsidized jobs for which SCSEP participants will be trained and the types of skill training to be provided. (20 CFR 641.302(d))

Discuss current and projected employment opportunities in the state (such as by providing information available under § 15 of the Wagner–Peyser Act (29 U.S.C. 491-2) by occupation), and the types of skills possessed by eligible individuals. (20 CFR 641.325(c))

The 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 through Job Center of Wisconsin, WorkNet, and the U.S. Department of Labor's O'Net is used to help participants select 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.

Researching 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 often not suitable for the people served through the SCSEP. Participants usually prefer, and obtain, part-time versus full-time employment. Many participants find it difficult and oftentimes are discouraged by employers when applying for a job. 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 workers are "over-qualified," want higher wages, cannot keep pace, and are unable to learn new techniques. For older workers, these assumptions are real barriers.

The SCSEP will continually strategize to ensure that participants are seeking occupations that are suitable and attainable for them so they retain employment. Participants are encouraged to, and in some projects must, develop good computer and customer service skills for public interaction in any job through job readiness training. Grantees offer courses with a wide 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 is experiencing more workers retiring and as a result will see a decline in the size of its workforce. The challenge will be to ensure that individuals are able to obtain the necessary training for the skills needed 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.

Although 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 age 55, it is important to understand how the age composition varies by industry and occupation.

The following table shows the percentage of the workforce that is age 55 or older currently employed in occupations within these different business sectors. The

business sectors displayed represent a small number and percentage of people age 55 and over finding employment in various occupations.

Table 1: Percentage of Older Workers by Business Sectors

Business Sectors	Percentage of those Age 55 and Older
Community food and housing, and emergency services (nonprofits)	49.1
Apparel accessories and other apparel manufacturing	48.1
Grocery stores	47.6
Bus service and urban transit	45.5
Automobile equipment rental and leasing	42.2
Sewing, needlework, and piece-good stores	41.7
Farm supplies merchant wholesalers	41.6
Taxi and limousine service	40.1
General government and support	40.0
Retail florists	38.6
Offices of health practitioners	37.1
Personal and household goods repair and maintenance	36.4
Real estate	36.4
Libraries	35.7
Public finance activities	35.6

Source: U.S. Census, 2010-14 American Community Survey

Unsubsidized Job Training and Skills

Wisconsin is expected to have 1,041,000 total job openings between 2016 and 2020. A large percentage of these will require some form of training while other job openings require a formal college degree. It is projected the entry level wages will range from $9.18 per hour to a maximum of $24.39 per hour depending on experience.

The 10 industries projected to add the most new jobs between 2016-2018 are:
· Ambulatory Health Care Services (26,670)
· Hospitals (15,080)
· Social Assistance (14,600)
· Administrative and Support Services (13,630)
· Food Services and Drinking Places (12,420)
· Nursing and Residential Care Facilities (12,260)
· Professionals, Scientific, and Technical Services (8,570)
· Religious, Grant, Civic, Professional, Similar Organizations (6,070)
· Local Government, Excluding Education and Hospitals (4,450)
· Management of Companies and Enterprises (4,340)

These industries are expected to provide a substantial increase in the jobs available and to promote growth. Of the three industries projected to add the most jobs, Food Services and Drinking Places, Administrative and Support Services, and Nursing and Residential Care Facilities will have the most jobs for

older workers. Most of the occupations available in the top three industries require a high school diploma or some college but no degree. Older adults have a tendency to seek employment where a degree is not required since they do not intend to start a new career so late in life and incur debt from a college education. Most adults want to work to supplement their retirement while others are seeking social interaction. By 2018, 61 percent of the jobs in Wisconsin will require some postsecondary education. For older adults, this may mean obtaining a GED, certification attainment, or short-to-moderate or long-term training depending on the occupation.

Current and Projected Employment Opportunities and Types of Skills

The occupations with the most job openings along with the educational level required for each are listed in Table 2. The job titles, knowledge and skills required, and earnings capacity can be found at the Job Center of Wisconsin website at www.jobcenterofwisconsin.com

Table 2: Job Openings (by thousands) and Educational Level

Occupation	Less than high school	High school diploma	Some college/no degree	Job titles
Managerial and Professional Office	2	18	23	-Customer Service -Receptionist
Healthcare Professional and Technical	2	13	22	-Personal care assts. -Nurse Practitioners
Food and Personal Services	17	68	44	-Food prep -Security -Waitress
Sales and Office Support	28	111	58	-Retail sales clerk -Administrative asst.
Blue Collar	20	97	65	-Construction worker -Truck driver

Source: Projections of Jobs and Education Requirements through 2020

Wisconsin will need health care workers both now and in the future. The principle challenges of staffing health care facilities are finding workers who are experienced, flexible, and understand the intensity of the patient's needs. Rural areas report more difficulty finding health care professionals and 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.

Short-, moderate- and some long-term 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- to long-term trainings last one to 12 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 employment (OJE) training with a local employer and should be arranged whenever possible. Each grantee and/or sub grantee 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 OJE arrangements.

The SCSEP develops relationships with governmental or nonprofit, nonpartisan 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 component for the participant to learn the skills needed for the occupation desired. For that reason, grantees select host agencies that 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 coworkers. 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 updated in a timely manner with case management notes in the participant case files.

II. Service Delivery and Coordination

A. Detailed Description Actions taken to Coordinate SCSEP with other Programs

Provide a detailed description of what actions will be taken to coordinate SCSEP with other programs. Alternately, states may discuss this in the state strategies section of the strategic plan, but regardless of its placement in document, this section must include plans for:

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

WIOA provides for the delivery of employment services by allowing people to take control of their lives by making their own decisions. WIOA helps older people access services they need and want, and when they want them through their local job center and the Job Center of Wisconsin website.

The SCSEP grantees and sub grantees 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 sub grantees work together with local job center partners and employers to find ways of improving collaboration and sharing resources whenever possible.

The SCSEP grantees and sub grantees felt the following were important for promoting collaboration with DWD 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 understanding

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 the variety of services available to them in the community.

DWD's Division of Employment and Training and DHS/BADAR staff met to define collaborative strategies for the PY 2016-2019 WIOA Combined Plan and the Senior Community Services Employment Program (SCSEP) Standalone State 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. The WIOA plan recognizes the SCSEP as a required partner. The DHS SCSEP Coordinator will meet with the Adult and Dislocated Worker Program Coordinator, who serves as DWD's designated agency liaison to work on the following:
· Provide cross-program coordination and alignment with SCSEP and other WIOA programs to promote a better understanding of each other's role in assisting older workers.
· Align WIOA co-enrollments with the SCSEP so older adults who meet eligibility criteria have the opportunity to enroll.
· Meet with Workforce Development Board (WDB) Directors, Title 1B staff, DWD liaison, and SCSEP DHS Coordinator along with designated national grantees and sub grantees who serve older adults within their workforce development areas to discuss how co-enrollments and other services can be aligned to create a unified, working partnership.

- SCSEP state and national grantees/sub grantees to participate in a WIOA Roundtable planned for May 2016.

This collaboration between WIOA and SCSEP will enable older workers to utilize the services and resources available to them from both entities.

Actions to coordinate activities of SCSEP grantees with the activities to be carried out in the state under the other titles of the Older Americans Act (OAA), 20 CFR 641.302(h).

The Older Americans Act (OAA) authorizes a wide array of service programs to older people who are age 60 years and older through the aging network consisting of the state units on aging, area agencies on aging, tribal organizations, and other service providers. The OAA service programs include home-delivered meals, nutrition services, transportation, adult day care, health promotion, support for family caregivers, and employment (through the U.S. 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, he or she must have sufficient income. 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 obtain information about other available services.

ADRCs provide information about community resources including employment and volunteerism. ADRCs are service centers that provide a place for the public to receive 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 in the community. The SCSEP has partnered with ADRCs in various locations by utilizing them as host agencies or worksites.

The SCSEP grantees and sub grantees are currently in the process of learning more about the services and resources offered in each ADRC. In the future, presentations will be planned to provide information about SCSEP as an Older Americans Act program and how it helps older persons in the community who are age 60 years and over, and how the ADRC can serve as a host agency. The SCSEP will work with the ADRC to offer materials and sessions 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.

The Bureau of Aging and Disability Resources will provide to grantees up-to-date information and material on aging programs and current projects and issues.

Actions to coordinate SCSEP with other private and public entities and programs that provide services to older Americans, such as community and faith-based organizations, transportation programs, and programs for those with special needs or disabilities, 20 CFR 641.302(i).

Grantees and sub grantees remain consistently connected to the counties, communities, organizations and agencies that provide services and resources to help older adults 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 and serve as a host agency.

The dual focus of the SCSEP is the provision of community service through local nonprofit organizations and the support of participants who learn new skills by the training received in a host agency. The host agency is a public agency or a private nonprofit organization exempt from taxation under Section 501(c)(3) of the Internal Revenue Code. Below are host agencies commonly used by grantees and sub grantees.

- Adult education centers
- Area agencies on aging
- Community action agencies
- Community neighborhood centers
- County aging units/aging resource centers
- Day care centers (adult/child)
- Disability organizations
- Domestic abuse shelters (EA)
- Drug treatment centers
- Environmental protection agencies
- Ethnic/cultural centers
- Faith-based organizations
- Food pantries
- Goodwill Industries
- Government offices (town, city, county, state, federal)
- Head Start
- Health departments, centers, associations (heart, diabetes, Alzheimer's, etc.)
- Home health care agencies
- Hospices (public/nonprofit)
- Hospitals (public/nonprofit, including VH)
- Housing authorities
- Libraries
- Literacy councils
- Medical clinics (public/nonprofit)
- Mental health agencies
- Museums (public/nonprofit)
- Nutrition programs
- Ombudsman (outreach and I&R)
- Parks
- Public schools
- Red Cross
- Rehab centers
- Salvation Army
- Senior centers
- Sheltered workshops
- Shelters for homeless
- Social Service/Human Service Depts.
- United Way agencies
- Vocational rehabilitation
- Volunteer organizations
- YMCAs/YWCAs
- Youth centers

These host agencies serve as a worksite for the older adult and offer valuable training consistent with their occupational preference as identified in the individual employability plan. Since host agencies have community ties to provide needed services, many older adults utilize services offered by these organizations. One example is a faith-based organization that provides a

community food pantry that the older adult would be eligible to participate in or a literacy council providing services to a person who has limited English proficiency. These host agencies play an integral role as SCSEP partners who provide autonomy to older adults, especially those with a disability. Host agencies often hire SCSEP participants.

Informational materials created and mailed to nonprofits makes them aware of the SCSEP and what it has to offer. A nonprofit may contact the grantee and sub grantee when a training opportunity can be provided or new services are available.

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

The WIOA helps older people access services they need and want, and when they want them through the Job Center of Wisconsin website. Training and other information can be found at the local one-stop.

The SCSEP grantees and subgrantees continue to promote co-enrollment for services through the local job centers. Co-enrollment helps participants gain access to 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. Other 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.

Grantees and sub grantees are 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 website or online through WorkNet and JobNet.

Additionally, group training sessions provided through the local one-stops are available for older adults who can meet with career counselors and other workforce professionals to learn and understand region-specific information about local employers who hire mature workers. This includes learning about current job opportunities and the skills needed to apply. Career counselors provide information on technical colleges offering short-, moderate-, and long-term training and courses where certification can be obtained.

The WIOA has redefined and streamlined services for all workers. This new system provides better coordination and collaboration with core partners to ensure that the needs of older people are included. However, to ensure a successful workforce system, there needs to be better alignment with employers and their needs based on regional economies using local labor market data. A focus on education, training, and skill attainment using

resources available through WIOA and the SCSEP helps ensure that older people have the knowledge and skills to apply for employment. Training should not be short term just to get older adults placed in unsubsidized employment, but rather provide successful training to meet job qualifications to show employers their potential.

Grantees and sub grantees will identify any high-growth/high-demand industries regionally so 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 to identify how much educational training may be needed to complete a certification or an update to one's current degree. Participants will be encouraged to complete the WIOA application to determine eligibility for co-enrollment to utilize resources for additional training. During enrollment, a participant who has not obtained a high school diploma must take the necessary courses for a GED. In today's market, a person who does not possess a GED will find it even more difficult to find employment. If the participant experiences problems with the GED course work, the services of a tutor may be acquired.

As we progress toward the end of the boomer generation, it's important to expand and support the use of technology and social media as a means to deliver education, training, and employment services. The age 55- to 62-year-old applicants have a basic knowledge of the use of computers. National grantees have created models targeted to train adults in using a computer or a specific type of software. There are online tutorials available and accessible through local job centers, libraries, and senior centers. It's important for older people to learn and keep skills current in computer technology since most jobs available rely on technology.

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

The WIOA provides for the delivery of employment services by allowing people to take control of their lives by making their own decisions.

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

During the April 13, 2016, meeting, grantees and sub grantees felt the following were important for promoting collaboration with the one-stop delivery system partners:
- Presentations at job center team meetings
- Co-location of agency or participants in the job center
- Becoming 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

The DWD Division of Employment and Training and the DHS/BADAR staff met to define collaborative strategies for co-enrollment. 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 retool or retrain people who have been dislocated from employment or are reentering the workforce. This collaborative effort will include promoting SCSEP and providing strategies for serving older adults through a workshop at the DWD Roundtable on May 4, 2016, in Wisconsin Dells.

Grantees and sub grantees must contact and coordinate with the regional WDBs and local one-stops to identify major companies with projected job openings. Grantees and sub grantees should develop an economic vision of the companies in their region based on prior commitment to supporting the hiring and retention of the older worker. In the IEP, a strategy should be in place to identify companies as potential sources of employment opportunities whenever possible, including the type(s) of positions that would be suitable for mature workers. Positions that are entry-level 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.

Efforts the state will make to work with local economic development offices in rural locations.

Living in rural communities is challenging and finding solutions for economic development in rural areas can be difficult when compared to urban or metro areas of the state. Some older people who live in rural areas tend to live in poverty, are physically isolated, and often do not have public transportation to get to where there are employment opportunities. Rural areas suffer from "brain drain," which affects local economies. Younger people often leave for education and live in urban or metro areas where economic opportunity and transportation are abundant. Employers who are looking for younger workers may not be attracted to rural areas for this reason, as well as location and infrastructure considerations. For the employers who remain, older workers can be an important resource.

For older people, education or training is key to advancing into economic opportunities where they live. Employers in local areas will hire but only if the individual has the training and skills they require. Older people who possess skills needed by employers will find employment.

Rural areas often tend to support more nonprofit organizations that help local communities and most often serve as worksites for participants in the SCSEP. These nonprofit organizations often hire older workers.

Creating a working relationship at the regional level with small business owners, workforce development organizations, and the SCSEP helps to ensure each has a basic understanding of the training and skills needed for newly created jobs. This type of partnership is important to connect older adults to current training opportunities to help them obtain or retain employment. Emphasis should be on skills that are in-demand, relevant, and aligned with employer needs.

B. Long-Term Strategy for Engaging Employers to Develop and Promote Opportunities for Placement

Describe the long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment, 20 CFR 641.302(e).

Grantees and sub grantees of the SCSEP know how important it is to collaborate with local workforce partners and area employers in order to educate them about the aging workforce, and the benefits of recruiting, hiring, and retaining experienced older workers. SCSEP grantees coordinate various activities within 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. Working with employers to create innovative employment through the SCSEP's on-the-job training program (if written within the context of their grant application) provides an employment opportunity to the participant. Whenever possible, grantees and sub grantees are encouraged to place workers in host agencies based on their occupational preference. They are responsible for keeping current on potential job openings with companies through either direct contact or postings listed in Job Center of Wisconsin. During the time of assessment, participants will be evaluated to determine if they meet the qualifications for occupations routinely recruited by these companies. The IEP will reflect the necessary training for the participant to apply for future positions that may be available.

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. The Wisconsin Fast Forward program and Blueprint for Prosperity provided funding to address the state's need for skilled workers by making grants available to support employer-led worker training.

Wisconsin's SCSEP plans to be more responsive in collaborating with DWD, technical colleges, and regional employers to better understand the skills and education needed for employment. To secure jobs with good earnings potential, SCSEP will create a mature talent pool specifically for older adults. SCSEP must become better at assessing older adults and using the information from the assessment to meet the basic skills needed. The time the participant spends in the host agency must be recognized as building job readiness skills and not so much on learning new skills. Some participants who are identified through the assessment process and are willing to enhance occupational skills through education may earn credentials or certification through the local technical college. A meeting with the local technical college to identify the courses a participant should take and successfully complete should be done and added to the IEP. The IEP is critical for advancing older workers in today's competitive job market from low wages to higher earning and stronger self-sustaining jobs.

C. Long-Term Strategy for Serving Minority Older Individuals

Describe the long-term strategy for serving minority older individuals under SCSEP, 20 CFR 641.302(c).

Each year the U.S. Department of Labor (DOL) provides an "Analysis of Service to Minority Individuals" to grantees to compare past and current data gathered from the U.S. Census Bureau and the SCSEP Performance and Reporting Quarterly Progress Report (SPARQ). The April 2015 report showed a slight change in Wisconsin's service to minorities.

For the last three program years, the percentage of minority groups currently served by the SCSEP has remained relatively consistent as indicated in Table 3. 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 percentages served, followed by Native American/American Indians and Hispanic/Latino who are served fairly equally. The Asian group, which consists mainly of the Hmong population, increased from the last State Plan but still needs to be better served.

Table 3 – Race and Ethnicity

Race and Ethnicity							
Program Year	Authorized Positions	Hispanic/ Latino	Native Am./Amer. Indian	Asian	Hawaiian/ Pacif. Islander	Black/ African Amer.	White
2012	1,159	7%	9%	1%	0.5%	32%	99%
2013	1,152	9%	8%	1%	0.5%	37%	99%
2014	1,106	9%	9%	1%	0.5%	39%	98%

Source: SCSEP Performance Results QPR Data (SPARQ) System, 2016

Data provided by the U.S. Census (see Section III.C) is helpful in identifying the counties where large minority populations exist. Recruitment practices

include identifying and coordinating partnerships with local entities that specifically serve certain minority groups. The intake process for eligibility is the same for other applicants using the list of priority characteristics in the selection process. If they meet any priorities, they will be served first. If the applicant has no priorities, they will be placed on the wait list in date/time order and notified when a slot becomes available.

Recruitment strategies have been initiated with program materials, flyers, and interpreting services available in Spanish and Hmong. The SCSEP is promoted where people congregate such as nutrition sites, senior centers, libraries, low-income housing projects, social service offices, faith-based organizations, grocery stores, restaurants and bakeries, free medical facilities, and cultural organizations. People are often referred to the SCSEP through local job center, Veteran's Affairs office, vocational rehabilitation, or another partner agency.

Table 4 indicates the different recruitment techniques that will be used when recruiting for all populations and considering priority of service.

Table 4 – Recruitment and Selection Techniques

Priority	Recruitment Techniques	
65 & Over	¨ Word-of-mouth ¨ Senior centers, bingo halls, churches (bulletin) ¨ Aging and Disability Resource Centers ¨ VFW, school districts, and libraries ¨ Lions, Kiwanis, Optimist Clubs	¨ Senior housing ¨ Job Center of Wisconsin ¨ AM Radio public announcement ¨ Restaurants/coffee shops ¨ Fitness centers ¨ Public TV ¨ Community Education
Disability	¨ Ticket-to-Work program ¨ Voc. Rehab./Social Security Disability/disabled vets	¨ Promise or other grants ¨ Aging and Disability Resource Centers ¨ United Way
LEP/Low Literacy Skills	¨ Literacy Council ¨ WIOA/WDB funding for LEP	¨ Technical colleges
Rural	¨ Posters, brochures, local shopper newspaper ¨ Agency referrals ¨ City or town hall ¨ Aging and Disability Resource Centers	¨ Church bulletins ¨ Food pantries ¨ Nutrition sites ¨ Senior centers ¨ Town Hall bulletins
Veterans and/or Spouses	¨ Veteran's service officer (federal/state/county) ¨ Veterans Administration hospitals ¨ Disabled veterans	¨ Veteran's day events ¨ Shelter for homeless veteran ¨ Dry Hootch
Low Employment Prospects	Use all Recruitment Techniques listed	
Failed to Find Employment after using WIOA Services	¨ Referrals from job center partners	¨ Job Service (Adult)

Homeless or At-Risk of Homelessness	¨ Churches ¨ Food pantries ¨ Shelters—better to locate in the winter ¨ Salvation Army or St. Vincent's ¨ Free Clinics	¨ Homeless Intervention Taskforce referrals—Rock County ¨ Shelter for homeless veterans ¨ Case managers and staff ¨ Nonprofit agencies

Brochures and other printed material are produced and distributed that are culturally appropriate and written in clear language. During recruitment, non-English speaking individuals are provided an interpreter who in some instances assists in the completion of enrollment forms. Once the person is determined eligible, the assessment and IEP is completed and the participant may be enrolled in language courses for speaking, writing, or reading English. A participant not possessing a high school diploma or equivalent can be enrolled in an adult alternative learning course to earn his/her degree. A participant placed in a community service assignment may have access to a bilingual staff person to translate if the person has limited English proficiency. A racial/ethnic organization in the community that understands the culture and language of a specific ethnic group may be utilized as a worksite.

Older minority persons experience a variety of barriers that limit or restrict their ability to work. These barriers may include significant issues such as financial difficulties, residential location in low-income urban or rural clusters, transportation, limited literacy and language abilities, low skill levels, inadequate education, little or no knowledge of the job market or job search strategies. In addition, participants may encounter employment discrimination. To assist participants, barriers identified during the assessment are included in the Individual Employment Plan with referrals to classes, individual counseling, or training. Participants experiencing financial difficulties are referred to a financial management course and can be referred to a benefit specialist if they are age 60 or older. Job readiness classes are offered for those experiencing a lack of motivation or poor work attitude, problems with timeliness, stress issues, or poor organizational skills. Classes are provided to understand personnel policies, learn to manage priorities, and interpret labor market information. Referrals for supportive services are provided. Participants receiving appropriate training are more likely to obtain and retain a job once barriers are addressed.

The grantees and sub grantees review the SCSEP Performance and Results QPR System (SPARQ) quarterly progress reports often to become familiar with the information contained in participant characteristics for racial/ethnic data. The SPARQ quarterly program data shows the number of individuals who are served in each racial/ethnic group. Using SPARQ reports will ensure consistency of enrollments of minority populations being served.

D. Community Services Needed and Exact Places Where These Services are Most needed

Provide a list of community services needed and the exact places where these services are most needed. Specifically, the plan must address the needs and location(s) of those individuals most in need of community services and the groups working to meet their needs, 20 CFR 641.330.

Participants in the SCSEP need access to an array of flexible supports for other wrap-around services necessary for them while in training. These services, available through direct referral or voucher, may include transportation, including car repair or license replacements; caregiver support; food through the Food Share Program or community pantries; housing, including shelters; legal assistance; support for educational materials; and, most importantly, access to mental health services. These supports are the foundation for success to any older person and are available through community and aging organizations. In order for an older person to be successful in employment, their home life must be in order.

The dual focus of the SCSEP is the provision of community service through local nonprofit and governmental 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 nonprofit 501(c)(3) agencies that serve as training worksites and provide needed services to the community. These organizations are located regionally in the state to assist low-income populations. They provide a vast array of services that are used as a referral for service to older adults who meet the most-in-need priority in SCSEP. The list of public and nonprofit organizations used is vast. Some of the organizations utilized regionally are:

- Goodwill Industries
- Salvation Army
- St. Vincent's
- United Way
- Red Cross
- Dry Hootch
- Aging and Disability Resource Centers
- YMCA/YWCA

Informational materials created and mailed to public and nonprofit organizations make them aware of the employment services provided through the SCSEP. A nonprofit may contact the grantee and sub grantee when a training opportunity or new services are available.

E. Long-Term Strategy to Improve SCSEP Services

Describe the long-term strategy to improve SCSEP services, including planned long-term changes to the design of the program within the State, and planned changes in the use of SCSEP grantees and program operators to

better achieve the goals of the program. This may include recommendations to the Department as appropriate, 20 CFR 641.302(k).

The Wisconsin State Plan creates a shared vision, mission, and future objectives that grantees and sub grantees will follow. Since the reauthorization of the Older Americans Act (OAA) in 2006, numerous changes have taken place in the way the SCSEP program is administered. This year, the Reauthorization of the OAA for 2016 has now passed with changes to better align the SCSEP with the WIOA. Grantees will work to continuously improve the delivery of services to older workers. The recent changes in WIOA promote increased engagement with employers through partnerships, better labor market data from WorkNet, and career pathway models that focus on low-income workers. The SCSEP must concentrate on forging a strong relationship with the WDBs through the MOU with SCSEP grantees. The MOU should define the process on how to access services offered through the local job center as a required partner. SCSEP needs to clarify the counties and authorized positions each grantee serves and the mature workers who have been identified through the assessment process who would benefit from additional skill training or education for a credential. WDBs who work regionally with employers and through WIOA have the opportunity to plan and integrate career pathways and bridges into the state's workforce development system. Collaborating with programs such as Food Share, technical colleges, and the state WIOA, participants will have a variety of choices to plan and train for their preferred career choice. The SCSEP will have a greater understanding of how career pathways functions by collaborating with business, education, and workforce partners to guide older workers through the process.

Grantees do overlap in some counties and workforce development areas serving older adults. The WDBs and other partner programs may not be clear on who actually provides service to older people. The SCSEP grantees must forge a working relationship so it is understood by the WDBs and others who the providers are so they can be included in workforce discussions and share their knowledge of mature workers. For years, SCSEP grantees have administered the program in separate silos. WIOA just eliminated many silos and streamlined processes. The SCSEP grantees and sub grantees need to better align themselves within regions so they are known as the people or organizations who administer the program.

The newest challenge is being able to recruit older individuals who meet priority requirements, and yet have current 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 if they are not eligible for financial support through WIOA.

Resources available through Wisconsin's Job Center website, including WorkNet and Skill Builder, have been instrumental in providing useful

information to determine occupational preference, locate employers in the county where the participant resides, create a resume, and apply for employment. Often the types of occupations available are not compatible with the participant's skill level or training they possess. Participants 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 fewer 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 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 rotating to another host agency to fulfill other needs.

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. People are educated more than ever before. They use computers, cell phones, and other forms of technology. They use social media and pay their bills online. In SCSEP there are older people who have one or more disabling condition. Assistive technology will be instrumental for some in the workplace. Many older persons will retire. Some 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 caregivers, spouses, or other family members. The SCSEP is experiencing an increase in the number of older people homeless or at-risk of losing housing. Transportation is difficult—especially in rural areas. These are just a few changes the SCSEP will need to keep pace with in the future. Older workers bring many strengths to the workforce that are taken for granted until they retire. They desire flexibility. They deserve a good wage and benefits. Employers need to offer conditions that meet the needs of this changing population, considered the largest workforce ever.

F. Strategy for Continuous Improvement

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

Continuous improvement begins with making sure older adults, nonprofit organizations, and employers are aware of the SCSEP program. State and national grantees and sub grantees each use various methods and tools to achieve effective recruitment and enrollment strategies to engage older adults. SCSEP will work with state and local partners and employers to discuss the benefits of working together to better understand what each can offer to help the older person with their employment needs.

State SCSEP sub grantees meet quarterly and review the current quarterly progress report and levels of performance. The quarterly meeting involves sharing best practices and problem-solving so performance for entered employment, retention, earnings, number served, and most-in-need measures can be met. National grantees will be invited to share their concerns.

Since the inception of WIOA in 2015, employment and training has changed to create more opportunities for people who want to work. Through WIOA, services are more streamlined and additional education is readily available in some regions of the state. Co-enrollment with WIOA and SCSEP offers people access to a wide array of services. The Reauthorization of the Older Americans Act recently changed SCSEP performance measures to better align the program with WIOA. The proposal requires the SCSEP program to adopt WIOA performance indicators related to employment and earnings to provide greater transparency relating to program effectiveness. The performance measures are:

1. The percentage of program participants who are in unsubsidized employment during the second quarter after exit.
2. The percentage of program participants who are in unsubsidized employment during the fourth quarter after exit.
3. The median earnings of participants who are in unsubsidized employment during the second quarter after exit.
4. The indicators of effectiveness in serving employers, host agencies, and participants.
5. The number of eligible individuals served, including the number of participating individuals described in subsection (a)(3)(B)(ii) or (b)(2) of section 518.

These performance measures will not go into effect until December 2017. Until then, SCSEP will continue to use current performance measures for PY 2016-2017 with goals set by the U.S. Department of Labor.

III. Location and Population Served: Basic Distribution of SCSEP Positions within the State

A. Localities and Populations for Which Projects of the Type Authorized by Title V are Most Needed

Describe the localities and populations for which projects of the type authorized by Title V are most needed.

The SCSEP strives to ensure that all people in Wisconsin have access to services for employment opportunities. The SCSEP authorized positions are sometimes referred to as slots and are apportioned among counties in an equitable manner and provided to grantees through the Equitable Distribution Report (EDR). The 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 EDR is 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. Each quarter the EDR is updated using data from SCSEP Performance and Reporting QPR (SPARQ). Grantees can access data at www.SCSEPED.org each quarter to review authorized positions in the counties they serve to determine if they are adequately meeting the needs of the people served in the county they are assigned.

The State Plan has been instrumental in bringing together grantees for the coordination and movement of authorized positions as well as recognizing the population increases and decreases in all areas of the state. The EDR data contained in this State Plan was derived from program year 2015-2016, quarter 2 (ending December 31, 2015).

A decrease in funding over the past few years has translated into fewer authorized positions. The information in Table 5 shows this gradual decrease in the number of authorized positions over the last four program years.

Table 5 - Grantee Authorized Positions

Grantee	PY 2012-2013	PY 2013-2014	PY 2014-2015	PY 2015-2016	Difference
State-Department of Health Services	234	224	228	228	-10
National	918	881	897	897	-37

Source: SCSEP Performance and Results QPR Data (SPARQ) System, 2016

The number of EDR authorized positions during the last four program years has not changed significantly. The EDR for program year 2016-2017 was recently released by the U.S. Department of Labor for each state with adjusted allocations. The total cumulative number of allocations for each grantee is the same as the prior program year. This recent EDR, based on updated census figures, shows a slight decrease of slots in most northern counties and some in southern parts of the state. There were three counties with significant increases in authorized positions, Milwaukee (+11), Dane (+8), and Waukesha (+5). The only county with a significant decrease was Racine (-5).

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.
- 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 EDR for the State Plan was completed focusing on counties in the state that are over and underserved. The over served counties are Brown, Eau Claire and Milwaukee. The number over served exceeds the total county allocation. The underserved counties are Clark, Racine, and Waukesha. The inequities in these counties are shown on page 31, Table 8 – Grantee Counties Under and Over Served 2016.

This year is the SCSEP competition for National grantees so there will be no transfer or movement of authorized positions until after the awardees are announced. Competition can affect the allocation of positions in the state. After the competition, the BADR will review allocations to address changes and make recommendations to ensure equity.

The grantees plan to improve statewide equitable distribution to develop and consider new alternatives to recruitment strategies; provide awareness training to sub grantees 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. Cities and Counties where the SCSEP Project will Take Place

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

There are 72 counties in Wisconsin. The current EDR was completed using SPARQ from program year 2015-2016 quarter 2 data. The EDR shown in Table 6 lists the counties and the number of SCSEP authorized positions that the state and the number allocated to National grantees have been allocated. The total allocated positions for the state is 228 and the nationals' is 864 (NICOA is a National grantee set-aside with 33 allocated positions that are not included in this report). There were no changes from the last report during program year 2014-2015.

Table 6 - SCSEP Equitable Distribution Report PY 2015-2016

County	State	National	County	State	National
Adams		7	Marathon		24
Ashland	1	5	Marinette		13
Barron		14	Marquette		5
Bayfield	1	4	Menominee		1
Brown	15	25	Milwaukee	57	163
Buffalo		5	Monroe	2	7
Burnett		7	Oconto		11
Calumet	3	2	Oneida		11
Chippewa		14	Outagamie	19	10
Clark		10	Ozaukee		9
Columbia	3	8	Pepin		2
Crawford		6	Pierce	1	5
Dane	28	19	Polk		10
Dodge		14	Portage		11
Door		7	Price		5
Douglas		11	Racine		40
Dunn		7	Richland		6
Eau Claire		18	Rock	30	
Florence		2	Rusk		7
Fond du Lac	10	10	Sauk		12
Forest	1	3	Sawyer		6
Grant		11	Shawano		11
Green	2	7	Sheboygan		20
Green Lake	3	1	St. Croix	4	6
Iowa	1	4	Taylor		6
Iron		3	Trempealeau	1	7
Jackson	2	4	Vernon	1	7
Jefferson		14	Vilas		8
Juneau		9	Walworth		16
Kenosha		31	Washburn		5
Kewaunee		5	Washington		15
La Crosse	10	11	Waukesha	11	29
Layfayette	2	2	Waupaca		14
Langlade		6	Waushara		8
Lincoln		9	Winnebago	17	9
Manitowoc	3	15	Wood		15

Source: SCSEP EDR, Quarter 2, PY 2016, U.S. Department of Labor

Table 8 – Grantee Counties Under and Over Served 2016

C. Current Slot Imbalances and Proposed Steps to Correct Inequities to Achieve Equitable Distribution

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

The Equitable Distribution Report for program year 2015-2016 was reviewed. The number of authorized positions assigned to grantees in each county was checked and compared to the number of current enrollments. A Variance Summary showing disparity in under and over served counties is shown in Table 7. The average percentage of variance for counties is based on the total allocated positions awarded to state and national grantees.

Table 7 - Variance Summary

County Equity	Grantee	Number of Counties	Percent of All Counties	Average Percentage of Variance
Under-served	State	11	44%	34%
	National	53	69%	44%
Over-served	State	8	32%	17%
	National	19	26%	43%
Combined total of Under and Over served	State	19	76%	25%
	National	68	95%	43%

Source: SCSEP EDR, Quarter 2, PY 2016, U.S. Department of Labor

The Equitable Distribution Report identified a significantly higher number of underserved counties than prior years. Grantees with unfilled positions need to create an effective strategy to ensure those vacancies are filled and that no older person in those counties is left unserved. In some instances, recruiting for eligible persons might be difficult or positions are being "swapped out" in another county resulting in the county being over served. Grantees need to be aware that the funding follows the authorized position and should not be used in another county while leaving others unfilled. Table 8 identifies the results of the EDR with under and over served counties.

County	Grantee	Authorized Positions	Total County Allocation	Un-Filled	Over-Served	Under-Served
Brown	State	15		20	5	
	National	25	40	58	33	
Calumet	National	2	2	0		2
Clark	National	10	10	0		10
Columbia	State	3	3	0		3
Door	National	7	7	2		5
Eau Claire	National	18	18	28	10	
Forest	State	1	1	0		1
Grant	National	11	11	5		6
Green	National	7	7	0		7
Jackson	State	2	2	0		2
Kenosha	National	31	31	24		7
Kewaunee	National	5	5	0		5
La Crosse	National	11	11	18	7	
Langlade	National	6	6	1		5
Lincoln	National	9	9	2		7
Manitowoc	National	15	15	10		5
Marathon	National	24	24	30	6	
Menomonee	National	1	1	7	6	
Milwaukee	State	57		45		12
	National	163	220	215	52	
Oconto	National	11	11	4		7
Ozaukee	National	9	9	2		7
Price	National	5	5	0		5
Racine	National	40	40	17		23
Sawyer	National	6	6	12	6	
Shawano	National	11	11	6		5
Vernon	State	1		0		1
	National	7	8	1		6
Vilas	National	8	8	1		7
Walworth	National	16	16	7		9
Washington	National	15	15	6		9
Waukesha	State	11		2		9
	National	29	40	9		20
Winnebago	National	9	9	3		6

Source: SCSEP EDR Report, Quarter 2, PY 2016, U.S. Department of Labor

Each grantee received a copy of this Equitable Distribution Report with the inequities highlighted. Grantees were asked about the reason for such disparity and how they plan to respond to these inequities. Their comments are as follows:

Experience Works, Inc. (EW) Verbatim
"The variance for underserved counties is due to our success rate of entered employment, causing vacancies. In addition, we have had many health-related excludable exits and applicants who decide to voluntarily leave the program. We had a vacancy for a coordinator who would serve the eastern side of the state where most of the vacancies occur. A coordinator was hired but left shortly after so we had a difficult time managing to fill those vacancies.

We are currently recruiting for the position. Our plan is to continue to reach out to the area communities and the local job centers to let them know we are enrolling in our program so vacancies are reduced."

Senior Service America, Inc. (SSAI) Verbatim
"SSAI staff counsel sub grantees monthly as to the status of the variance and provide technical assistance to ensure that the sub grantee will serve the number of authorized positions per county by June 30, 2016. SSAI staff confers with sub grantees on issues related to service such as: recruiting new host agencies; conducting outreach to attract applicants to the program; and figuring out program operation issues that may be impacting enrollment of new participants. For example, SSAI staff is working with sub grantee Citizens Employment and Training, Inc. to recruit new host agencies in Clark County."

"SSAI staff review the variance and discuss with sub grantees. For example, Eau Claire County, which is served by Citizens Employment and Training, currently has 27 active participants enrolled for 18 authorized positions and the service level since July 1, 2015, for Eau Claire is over 100%. In such cases, SSAI will instruct the sub grantee to enroll participants in counties which have been underserved, such as Clark and Taylor counties. SSAI brings to attention to our sub grantees what counties are priority for enrollment as their cumulative service level is below 100%."

SER-Jobs for Progress, Inc.
SER did not submit a response on how they propose to bring about equity in over and underserved counties and they did not attend the State Plan meeting.

DHS-BADR
BADR has a variance difference in Milwaukee of 12 vacant positions. Waukesha has nine vacant positions. Milwaukee County has consistently been served in prior program years. At the start of program year 2015, Milwaukee lost some positions through normal attrition even though recruitment was ongoing. The sub grantee experienced problems with new recruits who decided to not enroll for personal reasons during the first two quarters. BADR provided technical assistance to ensure recruitment was steady and produced successful enrollments. The sub grantee is currently filling those vacant positions and is expected to have them full by June 30, 2016.

Waukesha County has been underserved by nine positions for the past two program years. A new coordinator was hired and the move to recruit in Waukesha has been slow. The SCSEP coordinator met with the Waukesha, Ozaukee, and Washington (WOW) Workforce Development Board to refer older adults who are eligible through co-enrollment. New host agencies have been recruited and brochures have been distributed to community organizations.

BADR has been providing sub grantees with monthly data from SPARQ that shows enrollment (recruitment) trends versus those who have exited the program due to the durational limit, achieving unsubsidized employment, and other reasons. Sub grantees have a list of participants who will be exiting for the program year by quarter so recruitment can begin as soon as one to two months prior to durational limit termination. There will be times during any quarter of overlap between a person recruited to replace an outgoing participant. Sub grantees must be informed and ready to fill any open position and understand the continuous transition cycle of recruitment, enrollment, placement, and eventual exit from the program. BADR has been focusing efforts on new recruitment strategies using technology and working with other federal/state programs serving adults where a work search component is required.

The Equitable Distribution Variance Summary will be completed each year and sent to grantees and sub grantees to review so they can compare authorized positions reported in this State Plan as being over and underserved to current information.

D. State's Long-term Strategy for Achieving Equitable Distribution of SCSEP Positions

Explain the State's long-term strategy for achieving an equitable distribution of SCSEP positions within the State that:
1. *Moves positions from over-served to underserved locations within the State in compliance with 20 CFR 641.365.*
2. *Equitably serves both rural and urban areas.*
3. *Serves individuals afforded priority for service under 20 CFR 641.520. (20 CFR 641.302(a), 641.365, 641,520)*

Equitable Distribution of Positions—Over to Underserved
The Equitable Distribution Report during any quarter in a program year continuously changes as participants move in and out of the program. A county with filled positions can quickly become underserved as participants transition into unsubsidized employment, are terminated, reach a durational limit, or exit for other reasons. The stability of a filled slot is contingent on the length of time it takes for the participant to complete training. Not every participant learns at the same pace so the rate of transition varies from one person to the next. The practice of maintaining slot balance within any given county can be difficult. Using the SPARQ Management Report, a grantee can track the fluctuation of slot movement. The grantee will provide training and assistance to the sub grantee so they understand the importance of ongoing recruitment and maintaining a waitlist so slots can be filled immediately after being vacated. Maintaining a continuous recruitment cycle requires a waitlist to meet performance measures.

Rural and Urban Areas

Historically, some grantees may fill slots above the allocated level. Many times slots are filled beyond the allocated amount simply because the county is in an urban/metropolitan area where recruitment is continuous and employment plentiful. This results in a county being over served. Too many over served slots in one county may mean people, most often in rural, isolated counties, are being denied SCSEP services. The funding meant for those counties is shifted to another, which is impermissible.

Counties that are over served can still recruit but must place people on a waitlist or refer applicants to another grantee in the same county with an open slot. Grantees must do an inventory of the current participants and develop an aggressive plan for transition into unsubsidized employment or determine who has reached their durational limit. The gradual decrease of authorized positions must be handled responsibly so no participants are displaced.

The SCSEP grantees in Wisconsin understand the problems encountered in balancing the needs of the counties each serve. The SCSEP recognizes the need for grantees to reach across to their counterparts in the same county or region to assist them with their recruitment. This may mean a grantee with a huge waiting list will offer and refer people to the sub grantee having difficulty recruiting. Grantees helping each other and working together will help address the issue of over and underserved counties.

Grantees have agreed to follow these long-term strategies:
· Developing ongoing working partnerships among grantees to assist each other with recruitment and referrals for unsubsidized employment through on-the-job training.
· Provide educational training to grantees and sub grantees on the EDR process. (Ensure grantees are equitably balancing position levels to avoid over and underserved counties.)
· Create reports and/or meet quarterly to discuss enrollment/recruitment trends and how the numbers are impacted monthly due to exits for durational limits, unsubsidized employment, or termination, and understanding the benefits of using the SPARQ Management Report tools.
· Discuss between grantees and sub grantees how each one can help balance the slot levels in a shared county that is over and underserved.
· Utilizing the services provided within the local one-stops especially working with other program partners and participants who are eligible to receive WIOA services.

This year, the national grantees compete for SCSEP funding and for allocated positions to administer a multi-state program. The competition results will not be announced until sometime in late 2016. At that time, the State grantees will learn who the national grantee awardees are and the counties they will serve. After the competition, state and national grantees will have an opportunity to discuss how the Equitable Distribution Report is affected and

whether any slots need to be transferred with the approval of the Department of Labor.

Priority of Service for Individuals with Multiple Barriers
The SCSEP provides priority of service to those people who are considered most-in-need as provided at 20 CFR 641.520. These individuals have one or more characteristics:

- Are veterans (or eligible spouses of veterans) for purposes of the Jobs for Veterans Act, 39 U.S.C. 4215(a)
- Are age 65 or older
- Have a disability
- Have limited English proficiency
- Have low literacy skills
- Reside in a rural area
- Have low employment prospects
- Have failed to find employment after using the services provided the one-stop delivery system
- Are homeless or at-risk for homelessness

Persons who are age 65 or older are not counted in the most-in-need performance measure.

There are people in virtually every county who meet the SCSEP priority of service. These people have a multitude of barriers to employment that are discovered during the enrollment and assessment process. Grantees have some knowledge of the aging process and changing behaviors. Older adults need a variety of resources and referrals to help them manage barriers. When older adults are recruited, many meet the priority of service category for the most-in-need measure. It is the responsibility of each grantee to ensure appropriate referrals for assistance are provided.

The SCSEP employs outreach and recruitment strategies to give priority of service to eligible older persons, specifically targeting racial/ethnic minority groups. Outreach material such as brochures, posters, and newspaper articles are created and distributed in languages specific to groups and organizations in the area or to places people frequent most often. Grantees and sub grantees locate offices in culturally and ethnically diverse neighborhoods to leave information about the SCSEP. Information is placed with local county veteran's offices, hospitals and clinics, senior centers, literacy centers, shelters, social security offices, ADRCs, county and tribal aging units, job centers, libraries, churches, pharmacies, restaurants and retail bulletin boards. Presentations to local social service agencies help staff learn about the benefits of the SCSEP.

Table 9 represents specific population groups by priority characteristics. The percentages are based on aggregated SPARQ data from state and national grantees for each program year.

Table 9 – Specific Population Groups by Priority Characteristics

SPARQ Priority Characteristics	Program Year 2012-2013	Program Year 2013-2014	Program Year 2014-2015
Age 65 & Over	36%	38%	40%
Disability	29%	36%	40%
Limited English Proficiency	4%	5%	5%
Low Literacy Skills	8%	8%	8%
Rural	54%	50%	48%
Veterans (or Eligible Spouse of Veteran)	27%	33%	35%
Low Employment Prospects	124%	128%	135%
Failed to Find Employment after using WIA Title I	26%	28%	32%
Homeless or At-Risk of Homelessness	56%	66%	68%
Minority	53%	57%	58%
Below the Poverty Level	128%	134%	135%
Source: SCSEP Performance and Results QPR Data (SPARQ) System, 2016			

E. Ratio of Eligible Individuals in Each Service Area

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

Based on the Equitable Distribution Report for Program Year 2016-2017, Table 10 shows the ratio of slots per 1,000 between ages 55 and 85 and over versus the eligible population in each county. The number of slots is small considering the older population in each county.

Table 10 – Distribution of Slots to Total Population Age 55-85+

County	Total Population Age 55-85+	Slots per 1,000 Ages 55-85+	County	Total Population Age 55-85+	Slots per 1,000 Ages 55-85+
Adams	8,657	0.81	Manitowoc	25,093	0.72
Ashland	4,819	1.25	Marathon	37,022	0.65
Barron	14,703	0.95	Marinette	14,535	0.89
Bayfield	6,249	0.80	Marquette	5,576	0.90
Brown	61,155	0.65	Menominee	1,050	0.95
Buffalo	4,354	1.15	Milwaukee	209,472	1.05
Burnett	6,388	1.10	Monroe	12,529	0.72
Calumet	12,254	0.41	Oconto	12,271	0.90
Chippewa	17,650	0.79	Oneida	13,851	0.79
Clark	9,071	1.10	Outagamie	43,600	0.67
Columbia	16,196	0.68	Ozaukee	26,607	0.34
Crawford	5,530	1.08	Pepin	2,507	0.80
Dane	114,429	0.41	Pierce	9,907	0.61
Dodge	24,566	0.57	Polk	13,795	0.72
Door	11,520	0.61	Portage	18,040	0.61
Douglas	12,757	0.86	Price	5,383	0.93
Dunn	10,884	0.64	Racine	51,719	0.77
Eau Claire	24,199	0.74	Richland	5,733	1.05
Florence	1,888	1.06	Rock	42,428	0.71
Fond du Lac	28,754	0.70	Rusk	5,086	1.38
Forest	3,192	1.25	St. Croix	20,474	0.49
Grant	13,742	0.80	Sauk	17,935	0.67
Green	10,790	0.83	Sawyer	6,367	0.94
Green Lake	6,308	0.63	Shawano	13,081	0.84
Iowa	7,124	0.70	Taylor	6,191	0.97
Iron	2,501	1.20	Trempealeau	8,337	0.96
Jackson	6,076	0.99	Vernon	9,342	0.86
Jefferson	22,603	0.62	Vilas	9,298	0.86
Juneau	8,322	1.08	Walworth	27,788	0.58
Kenosha	39,135	0.79	Washburn	6,067	0.82
Kewaunee	6,266	0.80	Washington	36,979	0.41
La Crosse	29,464	0.71	Waukesha	114,743	0.35
Lafayette	4,891	0.82	Waupaca	16,266	0.86
Langlade	6,850	0.88	Waushara	8,793	0.91
Lincoln	9,416	0.96	Winnebago	42,814	0.61
			Wood	22,380	0.67
			Wisconsin	**1,528,143**	**0.71**

Source: U.S. Census and Equitable Distribution Report for PY 2016-2017, U. S. Department of Labor

F. Relative Distribution of Eligible Individuals

Provide the relative distribution of eligible individuals who:
1. *Reside in urban and rural areas within the State*
2. *Have the greatest economic need*
3. *Are minorities*
4. *Are limited English Proficient*
5. *Have the greatest social need, 20 CFR 641.325(b)*

Urban and Rural

The following chart indicates the number and percentage of individuals who reside in county urban and rural populations, age 55 to 85 years and over.

Table 11 – Urban and Rural Population Age 55-85+

County	Total Population	Total 55+ Population	Total 60+ Population	Total 65+ Population	Total 85+ Population
Adams	20,215	9,155	7,329	5,478	498
Ashland	16,103	5,215	3,973	2,810	396
Barron	45,455	15,936	12,390	9,176	1,233
Bayfield	14,985	6,568	5,103	3,575	319
Brown +	256,670	65,861	48,297	33,496	4,706
Buffalo	13,188	4,693	3,622	2,643	339
Burnett	15,328	6,802	5,436	4,031	414
Calumet +	49,491	13,124	9,481	6,573	870
Chippewa +	63,460	19,169	14,464	10,302	1,519
Clark	34,423	10,006	7,598	5,523	935
Columbia	56,615	17,390	12,984	9,150	1,194
Crawford	16,392	5,967	4,681	3,379	437
Dane +	516,284	123,321	90,901	61,557	8,892
Dodge	88,574	26,843	19,938	14,429	2,277
Door	27,766	12,477	10,018	7,340	957
Douglas +	43,698	13,693	10,254	7,120	936
Dunn	44,305	11,898	9,054	6,499	1,014
Eau Claire +	101,564	26,436	20,137	14,291	2,237
Florence	4,481	2,010	1,536	1,158	122
Fond du Lac +	101,759	31,414	23,594	16,881	2,660
Forest	9,127	3,438	2,700	1,987	246
Grant	51,829	15,065	11,538	8,460	1,323
Green	37,063	11,713	8,765	6,249	923
Green Lake	18,836	6,856	5,334	3,918	548
Iowa	23,825	7,639	5,677	3,977	515
Iron	5,917	2,759	2,213	1,671	258
Jackson	20,652	6,518	4,984	3,629	442
Jefferson	84,395	24,199	18,000	12,652	1,596
Juneau	26,395	8,930	6,859	5,012	608
Kenosha +	168,068	42,141	30,406	21,004	3,006
Kewaunee	20,444	6,889	5,308	3,859	623
La Crosse +	118,011	32,175	24,333	17,407	2,711
Lafayette	16,853	5,263	3,918	2,775	372
Langlade	19,410	7,467	5,813	4,313	617

County	Total Population	Total 55+ Population	Total 60+ Population	Total 65+ Population	Total 85+ Population
Lincoln	28,493	10,235	7,696	5,653	819
Manitowoc	80,160	27,394	20,681	14,908	2,301
Marathon +	135,780	40,236	30,250	21,609	3,214
Marinette	41,298	15,773	12,161	8,948	1,238
Marquette	15,050	5,988	4,665	3,406	412
Menominee	4,522	1,075	783	572	25
Milwaukee +	956,406	228,992	167,613	116,067	19,520
Monroe	45,379	13,451	10,032	7,134	922
Oconto	37,417	13,006	9,757	6,919	735
Oneida	35,563	14,905	11,657	8,511	1,054
Outagamie +	182,006	46,967	34,155	23,942	3,367
Ozaukee +	87,470	28,853	21,546	15,314	2,246
Pepin	7,335	2,725	2,085	1,525	218
Pierce	40,958	10,549	7,600	5,140	642
Polk	43,437	14,817	11,224	8,030	1,022
Portage	70,482	19,491	14,625	10,279	1,451
Price	13,675	5,833	4,509	3,283	450
Racine +	195,163	55,815	40,866	28,785	4,096
Richland	17,662	6,318	4,889	3,450	585
Rock +	161,188	45,735	34,131	24,323	3,307
Rusk	14,333	5,552	4,329	3,162	466
St. Croix	86,759	21,784	15,479	10,580	1,310
Sauk	63,379	19,599	14,950	10,781	1,664
Sawyer	16,437	6,755	5,267	3,835	388
Shawano	41,579	14,243	11,071	8,237	1,162
Sheboygan +	115,290	35,255	26,317	18,698	2,874
Taylor	20,540	6,807	5,089	3,751	616
Trempealeau	29,509	9,135	6,981	5,000	798
Vernon	30,362	10,166	7,711	5,608	824
Vilas	21,398	10,008	8,160	6,213	710
Walworth	103,527	29,989	22,453	15,862	2,201
Washburn	15,694	6,500	5,156	3,751	433
Washington +	133,251	39,985	29,633	20,922	3,006
Waukesha +	395,118	124,429	91,985	65,101	9,686
Waupaca	52,066	17,987	13,816	10,127	1,721
Waushara	24,178	9,434	7,361	5,451	641
Winnebago +	169,511	46,793	34,965	24,971	3,979
Wood	73,608	24,630	18,713	13,696	2,250
Wisconsin	5,757,564	1,656,239	1,236,999	875,868	128,096
Metro Wisconsin	4,253,269	1,149,364	848,898	594,237	88,774
Non-metro Wisconsin	1,504,295	506,875	388,101	281,631	39,322
Urban Wisconsin+	4,514,313	1,232,539	912,688	640,970	96,572
Rural Wisconsin	1,243,251	423,700	324,311	234,898	31,524

Source: U.S. Census, 2010-14 American Community Survey

It is expected that the older population will continue to grow as baby boomers age. Since 2013, there has been a population decline in 40 counties. The decline has affected mostly smaller counties. Two urban/metro counties,

Racine and Sheboygan, experienced large losses. Rusk and Price counties had the biggest decline; however, Wood lost the greatest number of people at 821 due to the loss in manufacturing. The two counties with the largest increase in population are Dane and Milwaukee counties. While migration into the state has slowed, counties are holding their own in terms of population. The net rate of migration into Wisconsin is slow but is expected to increase steadily through 2020 as the economy recovers. This increase will help overall growth since birth rates have dropped but are expected to rise from now to 2020. The number of elderly is forecasted to exceed the number of children at some point during the latter half of 2020.

Nearly one in every four people residing in Wisconsin is 55 years or older. Wisconsin's 65 and over population has increased since 2010, and continues to grow dramatically. The age 65 years and over population is expected to expand by 758,051 over a 30-year period from 777,314 in 2010 to 1,525,365 by 2030.

Wisconsin 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. But 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. Older workers who exit the workforce will at some point exceed the number of workers who enter and employers will need to address this loss of experience and knowledge in the workplace.

Grantees will have difficulty serving counties where the population has shrunk because there will be fewer allocated positions, more rural and isolated areas where business is limited and employment opportunities harder to find. Many of those counties lack growth and the businesses there are not considered high-wage employers. Participants who have sufficient transportation may need to travel outside of their county to seek employment and those with good computer skills may be able to tap into "work at home" experiences.

Grantees may find recruitment more difficult in these areas but should be aware of the resources in any county to partner with to expand opportunities. Recruiting host agencies is another challenge since smaller communities often lack the services afforded by nonprofit organizations. Referrals to help participants with supportive service needs will be harder to find and if employer facilities are not accessible they will have to travel further.

Wisconsin's 72 counties are projected to grow with a population higher than it was during 2010. The fastest growing and declining county populations between 2010 and 2025 are shown in Table 12.

Table 12 – County Growth

Fastest Growing Counties		Declining Counties	
St. Croix	Kenosha	Manitowoc	Wood
Calumet	Polk	Bayfield	Pepin

Sauk	Menominee	Florence	Iron
Washington	Oconto	Ashland	Rusk
Brown	Monroe	Buffalo	Price

Source: U.S. Census, Projections 2010-2025

According to the U.S. Census Bureau, the total number of people living in rural Wisconsin was 1,243,251, compared to 4,514,313 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 their needs.

Table 13 represents the total number of authorized positions for state and national grantees for the last three program years and the percentage of people who were served in rural areas.

Table 13 – Number of Persons Served in Rural Areas

Program Year	Authorized Positions	Percent of Rural Served
2012	1,152	54%
2013	1,105	50%
2014	1,125	48%

Source: SPARQ, U.S. Department of Labor, Quarterly Progress Reports

During the State Plan meeting, grantees discussed what common issues occur in rural and urban areas and possible solutions. Table 14 identifies the issue and possible solutions (verbatim).

Table 14 – Problems in Rural and Urban Areas

Urban(U) or Rural (R)	Issues	Solutions
U/R	**Transportation** · Accessibility · Cost · Weather conditions	¨ Other funding sources ¨ Piggyback off other services ¨ ADRC referral ¨ Senior volunteers ¨ Van share or ride share ¨ Assist participant with getting license and plates renewed and paying fines ¨ Bus pass or taxi voucher ¨ Worksite close to residence ¨ Budget planning with participant ¨ Grants for car repair ¨ Resources for local car service centers ¨ Purchase or donation of bicycles ¨ Uber service
U/R	**Employment opportunities**	¨ Job Center of Wisconsin website ¨ Employer contact ¨ Business Relations Group ¨ Chamber of Commerce ¨ Rotary, Optimist, or Lion's Club ¨ Job fairs/expos ¨ Community-based agencies with classes on job development ¨ Local technical college (Adult) ¨ Relocation ¨ On-the-job experience training—SCSEP ¨ Collaborations with DVR and FSET ¨ National Career Readiness ¨ Business Service Team
U/R	**Education** · Lack of high school diploma or GED · Lack of college degree · Difficulty with reading and math	¨ WIOA co-enrollment ¨ Training through SCSEP ¨ Technical college education/training ¨ Scholarships—Wisconsin Employment and Training Association, Wisconsin Older Worker Network, community clubs, and other nonprofits ¨ Grants—DOL or community foundations ¨ Community education (senior centers, libraries or local high school) ¨ National Career Readiness ¨ Boot camps ¨ Technology—online courses

Urban(U) or Rural (R)	Issues	Solutions
R	**Lack of skills** · Unidentified skills not transferable · Unaware of a learning disability · Limited English proficient · Low literacy skills · Lacks high school diploma or GED · Technology	¨ Collaborate with disability services to improve skills ¨ Education/training ¨ Complete assessment ¨ Job center workshops ¨ Division of Vocational Rehabilitation ¨ Career Pathways ¨ Work Keys ¨ WIOA Services
U/R	**Cultural sensitivities** · Language barriers · Literacy · Discrimination · Diversity insensitivities · Fear of losing identity · Fewer resources · Isolated · Lack of host agencies	¨ Interpreter or family member ¨ Participants who are bilingual serving as translators/mentors ¨ Location of minority organizations ¨ Assessment/IEP resources/goals ¨ Literacy networks ¨ Host agency worksite specific to culture ¨ Publications—Spanish and Hmong ¨ Literacy councils/networks ¨ Assessment/IEP with goals to overcome barriers
R	**Lack of host agencies**	¨ Melissadata.com and AskJan ¨ Market SCSEP ¨ Recruit through conference exhibitors, job fairs, and expos ¨ Local United Way ¨ Attend township meeting ¨ Senior centers, schools, churches ¨ Local shopper newspapers and flyers ¨ Word of mouth ¨ Social media
U/R	**Communication skills** · Improper wording or language other than English	¨ Collaborate with community colleges ¨ Define resources or tools that address social skills ¨ Job readiness assessments and workshops ¨ Proper communication in worksite ¨ Literacy councils/networks ¨ Intergenerational communications ¨ Interpreters ¨ English classes ¨ Understanding what is appropriate language in the workplace ¨ Host agency worksite with bilingual staff

Urban(U) or Rural (R)	Issues	Solutions
U/R	**Criminal history** · Lack of host agency · Lack of employment opportunities · Lack of trust · Repeat offender · Sex offender · Safety · Lack of reintegration funding and services	¨ Background checks (criminal, sex offender registry and out-of-state) ¨ Terms of probation or contact probation officer—corrections ¨ Reintegration classes
U/R	**Physical and mental health limitations** · Lack of mobility · Denial · Addictions and criminal backgrounds · Liability (safety) · Homeless · Dementia	¨ Reasonable accommodations (assistive devices) ¨ Understanding limitations ¨ Referrals to ADRC, DVR, and memory cafes ¨ Use break in participation in SPARQ to get help ¨ Background checks ¨ Motivational interviewing ¨ Participant volunteers information ¨ Mental health facilities provide free clinics or assessments

Greatest Economic Need

For persons in the SCSEP Program, greatest economic need refers to a person who is at or below the federal poverty level. To be eligible for the SCSEP, a person's income must not exceed 125% of the federal poverty level. What this means in SCSEP eligibility is that the maximum income for a family of one is $14,480 per year and for a married couple or family of two is $20,025 per year. Applicants who apply for SCSEP do not have an income. Those ages 55 to 61 years cannot collect Social Security and may not have a pension or other sources of income so finding employment is the only viable source.

According to the Wisconsin Poverty Report (Institute for Research on Poverty, UW-Madison, April 2015), the Wisconsin Poverty Measure that counts only earnings and other private income and ignores all government benefits indicates that the elderly population as a whole is considered poor at 51.4 percent. If the official poverty level is used and takes into account benefits such as Social Security and unemployment, elderly poverty then decreases to 9 percent. Under the Wisconsin Poverty Measure the level is 10 percent, mainly because out-of-pocket medical expenses exceed noncash benefits. While some elderly who receive Social Security simply do not have enough to support them due to high out-of-pocket insurance costs, returning to the workforce offers an opportunity to increase income and earnings capacity.

The five counties in Wisconsin with the largest population below poverty level are Menominee 31.4 percent; Milwaukee 21.6 percent; Ashland and Sawyer

18.8 percent; Rusk 18.7 percent; and Burnett 17.1 percent. (U.S. Census Bureau, American Community Survey, 5-Year Estimates, 2013).

The following is a percentage of participants who are at or below the poverty level for the last three program years. The data are from the National and State grantee SPARQ Quarterly Progress Reports for 2012, 2013 and 2014.

Table 15 – Persons At or Below Poverty Level

Program Year	Authorized Positions	Individuals who are At or Below the Poverty Level
2012	1,152	70%
2013	1,105	79%
2014	1,125	75%

Source: SPARQ, U.S. Department of Labor, Quarterly Progress Reports

Minorities

Table 16 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 16 – Population Estimates by Race for 2016

Census Population by Race, Age 55+

County	Total 55+	Non-Hispanic Totals						Hispanic Latino
		White	Bl/Af. Am.	NativAm.	Asian	Hawaiian	2+ Races	
Adams	9,155	8,888	53	31	27	2	49	105
Ashland	5,215	4,690	4	371	15	0	98	37
Barron	15,936	15,595	64	69	51	2	54	101
Bayfield	6,568	6,133	14	299	8	1	81	32
Brown	65,861	61,915	465	1,074	769	13	235	1,390
Buffalo	4,693	4,632	3	8	5	0	20	25
Burnett	6,802	6,519	13	173	10	1	65	21
Calumet	13,124	12,686	47	42	165	2	53	129
Chippewa	19,169	18,778	54	56	122	1	72	86
Clark	10,006	9,845	7	39	20	2	22	71
Columbia	17,390	16,996	63	44	84	6	57	140
Crawford	5,967	5,880	18	7	19	2	23	18
Dane	123,321	114,807	2,978	216	2,540	34	523	2,223
Dodge	26,843	26,181	123	57	64	2	71	345
Door	12,477	12,256	24	34	22	1	51	89
Douglas	13,693	13,213	41	208	45	0	131	55
Dunn	11,898	11,644	30	24	96	0	41	63
Eau Claire	26,436	25,624	92	94	350	6	100	170
Florence	2,010	1,966	5	10	9	0	9	11
Fond du Lac	31,414	30,558	88	111	146	6	106	399
Forest	3,438	3,179	4	219	5	3	22	6
Grant	15,065	14,857	48	21	48	2	42	47
Green	11,713	11,523	21	18	34	0	31	86
Green Lake	6,856	6,688	22	22	13	0	20	91
Iowa	7,639	7,544	9	10	16	2	24	34
Iron	2,759	2,714	3	10	5	0	17	10
Jackson	6,518	6,162	27	244	13	2	18	52
Jefferson	24,199	23,441	72	50	87	4	79	466
Juneau	8,930	8,623	60	75	29	2	45	96
Kenosha	42,141	37,984	1,435	127	519	14	232	1,830
Kewaunee	6,889	6,783	15	15	14	2	26	34
La Crosse	32,175	31,182	165	80	469	5	102	172
Lafayette	5,263	5,200	2	4	12	0	15	30
Langlade	7,467	7,318	10	49	14	0	39	37
Lincoln	10,235	10,074	10	26	28	4	49	44
Manitowoc	27,394	26,754	43	94	248	1	55	199
Marathon	40,236	39,124	72	101	637	6	81	215

Table 16-continued

Census Population by Race, Age 55+

County	Total 55+	Non-Hispanic Totals						Hispanic Latino
		White	Bl/Af. Am.	NativAm.	Asian	Hawaiian	2+ Races	
Marinette	15,773	15,472	16	75	39	4	69	98
Marquette	5,988	5,852	11	30	24	0	26	45
Menominee	1,075	318	1	703	23	0	16	14
Milwaukee	228,992	164,398	44,574	974	4,639	34	1,233	13,140
Monroe	13,451	12,994	95	116	78	5	54	109
Oconto	13,006	12,746	11	89	36	2	53	70
Oneida	14,905	14,650	19	51	44	0	86	55
Outagamie	46,967	44,805	168	614	607	4	165	604
Ozaukee	28,853	27,831	313	39	297	7	85	281
Pepin	2,725	2,687	5	7	5	1	9	11
Pierce	10,549	10,958	20	25	40	0	38	63
Polk	14,817	14,584	21	62	28	1	51	70
Portage	19,491	18,989	36	50	194	2	56	164
Price	5,833	5,743	7	14	9	4	24	32
Racine	55,815	48,564	3,867	131	404	12	209	2,628
Richland	6,318	6,223	15	11	15	1	18	35
Rock	45,735	42,557	1,426	95	358	6	176	1,017
Rusk	5,552	5,462	7	16	9	0	28	30
St. Croix	21,784	21,331	71	70	96	8	50	158
Sauk	19,599	19,107	49	117	60	1	64	202
Sawyer	6,755	6,043	5	537	12	0	119	39
Shawano	14,243	13,365	14	634	43	1	99	87
Sheboygan	32,255	33,865	129	75	504	4	66	612
Taylor	6,807	6,728	3	13	10	4	20	29
Trempealeau	9,135	8,991	5	13	23	2	12	89
Vernon	10,166	10,040	22	10	21	4	22	47
Vilas	10,008	9,456	4	424	24	0	46	54
Walworth	29,989	28,588	167	49	150	4	80	951
Washburn	6,500	6,344	4	49	14	1	62	26
Washington	39,985	39,050	208	67	208	8	89	355
Waukesha	124,429	119,147	865	169	1,840	41	314	2,053
Waupaca	17,987	17,673	18	59	35	2	56	144
Waushara	9,434	9,157	45	30	21	2	38	141
Winnebago	46,793	45,263	260	168	448	6	143	505
Wood	24,630	24,024	68	117	181	2	61	177
Wisconsin	1,656,239	1,530,466	58,752	9,835	17,296	301	6,495	33,094

Source: U.S. Census, Annual Estimates Program

Limited English Proficient or Low Literacy Skills

Limited English proficiency means a participant who does not speak English as his or her primary language and who has a limited ability to read, speak, write, or understand English. Low literacy skills mean a participant who

calculates or solves problems, reads, writes, or speaks at or below the 8th grade level, or is unable to compute or solve problems, read, write, or speak at a level necessary to function on the job, in the individual's family, or in society. Table 17 indicates the English language ability of older people age 65 years of age and older.

Table 17 – English Language Ability-Age 65+

County	Limited English Proficiency %, 65 and over	County	Limited English Proficiency %, 65 and over
Adams	0.2%	Marathon	1.3%
Ashland	0%	Marinette	0.6%
Barron	0.3%	Marquette	0%
Bayfield	0.1%	Menominee	0.6%
Brown	1.4%	Milwaukee	3.7%
Buffalo	0.2%	Monroe	0%
Burnett	0.3%	Oconto	0.2%
Calumet	0.4%	Oneida	0.2%
Chippewa	0.2%	Outagamie	1.7%
Clark	0.2%	Ozaukee	0.5%
Columbia	0.1%	Pepin	0.3%
Crawford	0.1%	Pierce	0.1%
Dane	1.5%	Polk	0.4%
Dodge	0.2%	Portage	0.8%
Door	0.5%	Price	0%
Douglas	0.2%	Racine	1.4%
Dunn	0%	Richland	0.2%
Eau Claire	0.5%	Rock	0.4%
Florence	0.2%	Rusk	0.2%
Fond du Lac	0.5%	St. Croix	0.3%
Forest	0.3%	Sauk	0.1%
Grant	0%	Sawyer	0.3%
Green	0.2%	Shawano	0.2%
Green Lake	0.6%	Sheboygan	1.0%
Iowa	0%	Taylor	0.1%
Iron	0.2%	Trempealeau	0.2%

County	Limited English Proficiency %, 65 and over	County	Limited English Proficiency %, 65 and over
Jackson	0%	Vernon	0.2%
Jefferson	0.2%	Vilas	0.2%
Juneau	0.4%	Walworth	1.5%
Kewaunee	0%	Washington	0.3%
La Crosse	0.9%	Waukesha	0.7%
Lafayette	0.3%	Waupaca	0.3%
Langlade	0.1%	Waushara	0.1%
Lincoln	0.1%	Winnebago	0.4%
Manitowoc	0.3%	Wood	0.4%

Source: U.S. Census, 2010-14 American Community Survey

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 18 shows the number and percentage of individuals served who are identified as having either low English proficiency or low literacy skills. The data was taken from the National and State grantee SPARQ Quarterly Progress Reports for 2012, 2013, and 2014.

Table 18 –Limited English Proficient or Low Literacy Skills

Program Year	Authorized Positions	Limited English Proficient	Low Literacy Skills
2012	1,159	5%	10%
2013	1,152	4%	8%
2014	1,106	6%	8%

Source: SPARQ, U.S. Department of Labor, Quarterly Progress Reports

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

For the last three program years the percentage of individuals whose prospects for employment are low (or poor) were served from the total number of authorized positions as shown in Table 19. The data used was from the National and State grantee SPARQ Quarterly Progress Reports for 2012, 2013, and 2014.

Table 19 – Persons Served with Poor or Low Employment Prospects

Program Year	Authorized Positions	Individuals who have Poor or Low Employment Prospects
2012	1,152	123.7%
2013	1,105	127.7%
2014	1,125	135.1%

Source: SPARQ, U.S. Department of Labor, Quarterly Progress Reports

G. Steps Taken to Avoid Disruption of Service

Describe the steps taken to avoid disruptions to service for participants to the greatest extent possible, when positions are redistributed, as provided in 20 CFR 641.365; when new census or other reliable data becomes available; or when there is over-enrollment for any other reason, 20 CFR 641.325(i), 641-302(b).
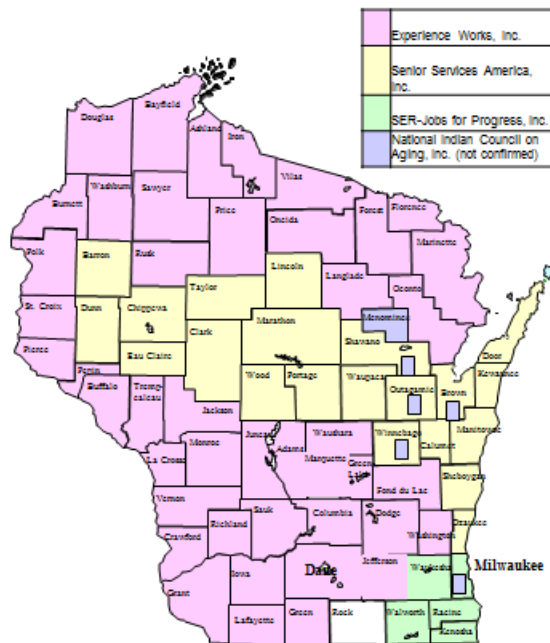
SCSEP national grantees and DHS together will ensure that people who want to work have the opportunity to do so through the services of the program. The Department of Labor provides the distribution factor based on current census data. The distribution factor is the current formula for defining the equitable share of SCSEP positions for each county based on the proportion of income and age-eligible population by county annually. DHS determines annually which counties are over or underserved 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. 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 by DHS.
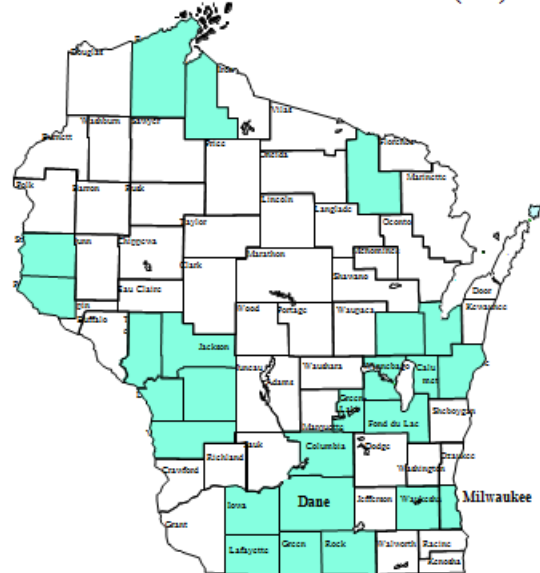
Appendices

- Appendix A: State and National Authorized Positions
- Appendix B: Workforce Development Boards and Areas
- Appendix C: Aging and Disability Resource Centers
- Appendix D: State Plan Meeting and Attestation of Plan Participation
- Appendix E: National Grantee Comments
- Appendix F: Public Comments
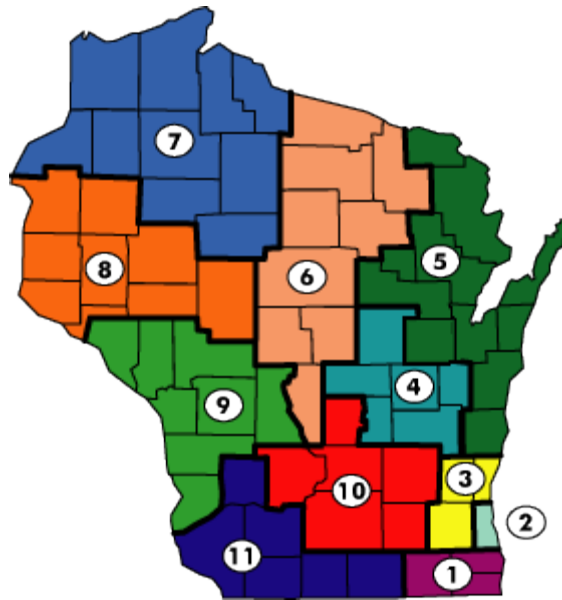
Appendix A: State and National Authorized Positions

2015-2016 National Grantees: 896 Positions

Legend:
- Experience Works, Inc.
- Senior Services America, Inc.
- SER-Jobs for Progress, Inc.
- National Indian Council on Aging, Inc. (not confirmed)

State/DHS 2015-2016 Authorized Positions (228)

Appendix B: 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 C: Aging and Disability Resource Centers

Wisconsin's Aging and Disability Resource Centers

Revised 02/23/16

Appendix D: State Plan Meeting and Attestation of Plan Participation

Wisconsin State Strategic Plan 2012-2015 Meeting Notice

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 sub grantees operating the SCSEP to facilitate the efforts of key stakeholders to work collaboratively in order to accomplish program 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, is responsible for implementation of the SCSEP State Plan along with input from national grantees. The four-year plan takes a longer-term view of the SCSEP program.

A State Plan meeting will be held with national and state sub grantees to discuss economic projections and impact, service delivery and coordination, and location and populations served using the Equitable Distribution Report. Much of the information in this plan contains revised census and SPARQ data. To facilitate review of the draft plan a meeting is scheduled for Wednesday, April 13, 2016, from 9:00 a.m. to 3:00 p.m. 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 Senior Community Services Employment Program
State Plan PY 2016-2019 Meeting**

Wednesday, April 13, 2016, 8:30 a.m. – 3:00 p.m.
**Greater Wisconsin Agency on Aging Resources, Inc.
1414 MacArthur Rd., Madison**

AGENDA

1. Welcome
2. Review of State Plan Sections
3. EDR Report: Under- and Over-Served Counties
4. Challenges Serving Rural Areas
5. Long Term Strategy for Serving Minority Populations
6. Strategies for Continuous Improvement - Performance
7. DWD Combined Plan and Inclusion of Cross-Partnership Strategies Between WIOA and SCSEP
8. Recruitment and Selection Techniques
9. Questions-Adjourn

Meeting Attendees
Darice Hannon, Greater Wisconsin Agency on Aging Resources, Inc., Green Bay
Paul Koenig, Greater Wisconsin Agency on Aging Resources, Inc., Madison
Harold Luther, Southwest Workforce Development Board, Inc., Janesville
Barbara Smith, Interfaith Older Adult Programs, Inc., Milwaukee
Kay Radlinger, Senior Service America, Inc., Eau Claire
Sue Chapman, National Indian Council on Aging, Inc., Albuquerque, N.M.
Sally Boofer, Experience Works, Inc.

Appendix E: National Grantee Comments

Appendix F: Public Comments

Anthony R. Sarmiento
Executive Director

April 25, 2016

Ms. Monica Snittler, Senior Employment Coordinator
WISE-SCSEP Program
Department of Health Services
Division of Long Term Care
Bureau of Aging & Disability Resources
1 West Wilson Street
Madison, WI 53703

Dear Monica:

Senior Service America, Inc. (SSAI), a Senior Community Service Employment Program (SCSEP) national grantee operating in Wisconsin since 1968, is pleased to have participated in development of the *Wisconsin Senior Community Services Employment Program State Plan PY2016-2019.*

We have only one recommendation for draft Wisconsin SCSEP Plan and that is that you include in your introduction of SCSEP on page 3:

SCSEP remains the only federal workforce development program targeted to serve older workers. The Government Accountability Office has identified SCSEP as one of only three federal workforce programs with no overlap or duplication.

SSAI supports this plan and believes the strategies contained therein will help meet the needs of SCSEP-eligible participants and their communities.

We value our partnership. Thank you.

Sincerely,

Anthony R. Sarmiento
Executive Director

Cc: Marta Ames, SSAI Deputy Director
        Chris Garland, SSAI National SCSEP Director

8403 Colesville Road, Suite 1200 • Silver Spring, Maryland 20910-3314 • 301 / 578-8900 • *fax:* 301 / 578-8947
www.seniorserviceamerica.org

April 20, 2016

Monica Snittler

Senior Employment Coordinator WISE-SCSEP Program

Department of Health Services

Division of Long Term Care Bureau of Aging & Disability Resources

Ms. Snittler,

Experience Works has reviewed the state plan and commends you on the outstanding research and development you have put forth for the older workers of Wisconsin.

As already listed in the state plan appendixes Experience Works recognizes the need to increase recruitment to applicants for SCSEP. Currently Experience Works is pursuing an aggressive communications plan that assists in marketing SCSEP throughout the Wisconsin service area. This will include newspaper and public service announcements, social media, and community outreach activities.

I have included our summary of the 2014 Minority report for Experience Works if you need any information for this recruitment as well.

Please let me know if there is anything we can provide to assist. Experience Works looks forward to our continued relationship with you and the state of Wisconsin.

Sincerely,

Andrea S. Bridgewater

National Director of Operations