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| **UTAH SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP) Four Year State Plan 2020** |
| Strategic Plan 2020-2023 |
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| **Darren Hotton, Utah SCSEP Program Director** |
| **1/28/2020** |
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## State Plan Purpose

The Utah Senior Community Service Employment Program (SCSEP) State Plan will guide the strategic and ongoing operations of the program in Utah. The Plan provides direction for coordination among organizations engaged in older worker activities that result in employment for the older workforce.

The Utah Department of Human Services, Division of Aging and Adult Services, as the state grantee for SCSEP in Utah, will manage older worker initiatives, development, and implementation of Utah’s strategies to address the issues of older workers and workforce issues.

The Plan was developed by the Utah Department of Human Services, Division of Aging and Adult Services, in accordance with the following;

* OAA Reauthorization act of 2016, Pub. L. 114-144 (April 19, 2016);
* SCSEP Final Rule, 82 Federal Register (FR) 56869 (December 1 ,2017),
* SCSEP Final Rule, 75 FR 53786 (September 1, 2010)
* TEGL 17-16, *Infrastructure Funding of the One-Stop Delivery System* (January 18,2017);
* WIOA, Pub. L. 113-128, Sec. 121, Funding of One-Stop Infrastructure (July 22, 2014);
* SCSEP Performance Data Collection Approval (Office of Management and Budget No. 1205-0040)(expiration date November 30,2021);
* TEGL 12-06 *Revised Income Inclusions and Exclusions and Procedures for Determining Senior Community Service Employment Program (SCSEP) Eligibility (*December 28, 2006); and
* TEGL 11-18, *2019 Federal Poverty Guidelines for Senior Community Service Employment Program (SCSEP) Grants* (February 27, 2019).

## The Senior Community Service Employment Program

The Senior Community Service Employment Program (SCSEP) is a community service and work-based job training program for older Americans. Authorized by the Older Americans Act, the program provides training for low-income, unemployed seniors. Participants also have access to employment assistance through American Job Centers.

SCSEP participants gain work experience in a variety of community service activities at non-profit and public facilities, including schools, hospitals, day-care centers, and senior centers. The program provides over 40 million community service hours to public and non-profit agencies, allowing them to enhance and provide needed services. Participants work an average of 20 hours a week and are paid the highest of federal, state or local minimum wage. This training serves as a bridge to unsubsidized employment opportunities for participants.

Participants must be at least 55, unemployed, and have a family income of no more than 125% of the federal poverty level. Enrollment priority is given to veterans and qualified spouses, then to individuals who are over 65, have a disability, have low literacy skills or limited English proficiency, reside in a rural area, are homeless or at risk of homelessness, have low employment prospects, or have failed to find employment after using services through the American Job Center system.

Eligibility criteria for SCSEP participant are;

* Be 55 years of age and older;
* Have an income of no more than 125 percent of the federal poverty level;
* Be unemployed and not job-ready; and
* Reside in Utah.

Individuals with priority are those who:

* Are covered persons in accordance with the VOW (covered persons who are SCSEP eligible must receive services instead of or before all non-covered persons);
* Are 65 years 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 utilizing services provided under Title I of the Workforce Innovation and Opportunity Act (WIOA); or
* Are homeless or are at risk for homelessness.

Utah Division of Aging and Adult Services contracts with a sub-grantee (Easter Seals Goodwill Northern Rocky Mountain (ESGW-NRM)) to carry out the SCSEP services in Utah .

## 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)). Alternately, States may discuss this in the economic analysis section of strategic plan, if submitting a Combined State Plan.

**Economic, Workforce, and Workforce Development Activities Analysis**

Utah’s strategic plan and vision are based on analysis of the state’s current economy and workforce. This analysis served as the basis for developing data-driven goals to prepare Utah’s workforce as well as strategies for aligning, coordinating and integrating programs to support economic growth.

Utah identified four major economic areas within the state: the Wasatch Front (Utah’s principal urban area), the Bear River Area, the Eastern Region and the Central/Southwest Area. The latter three have enough distance or dissimilarity from Utah’s urban core to warrant their own regional identifications.

Since 83 percent of the state’s employment is embodied in the Wasatch Front, the overall state profile serves as a proxy for the profile of that urban core. Analysis is provided for the other three areas where appropriate.

**Economic Summary**

Utah’s economy operated as a full-employment economy during 2019. Finding substantial numbers of available labor was a challenge. The unemployment rate was 2.4 percent and employment growth was 3.3 percent, as of November 2019, similar to numbers seen in the state for several years.. Above average wage gains emerged during the past two years, responding to a tight labor market. Wage increases are an expected outcome of a full-employment economy.

The available labor supply was limited, as 2.4 percent unemployment suggests. Yet, there was enough new labor to maintain average employment growth for the past several years. Labor immigration has played a primary role in keeping the job growth above possible constraints of a very low percent unemployment rate. However, the labor market is tight, causing employers to be aggressive, and sometimes frustrated, in seeking labor. This situation creates ample opportunities for job seekers, so it is the best environment in the past 12 years for people with barriers to employment to find a job.

Utah has out-performed all states since the Great Recession. When compared to each state’s percentage employment gain over-and-above peak employment prior to the Great Recession (all states lost jobs during the Great Recession), Utah leads the nation in percentage growth. Utah’s employment level is 23 percent higher than it was before the Great Recession commenced in 2008. Texas has the second highest level, at 19 percent.

Utah’s employment gains and trajectory is not a unique situation. Between 1980 and 2000, Utah’s employment base grew by 100 percent. Between 2000 and 2019, a time period that included two major recessions, it has grown by 45 percent. Collectively, for seven years, those recessions added no net new jobs to the Utah economy. Therefore, the 45-percent growth occurred during a collective 12-year period.

Internal population growth is Utah’s foundation for employment expansion and success. Utah has the youngest median age in the nation, giving it the nation’s youngest labor force. Utah’s 4 large average family size provides a continuous flow of new workers aging into the labor force. There are more young workers in Utah than old workers. Therefore, the economy continually expands to accommodate this continuous maturing of the population into the labor force.

Utah is located in the middle of America’s strongest in-migration region, which is the underpopulated Rocky Mountains. For most of the U.S. development, the mountain states were under-utilized because mountains were a barrier to an industrial economy’s development. Flat land, rivers, lakes and oceans transported the previous era’s industrial physical products. Mountains presented a challenge. The advent of the technological economy has removed these barriers so the economy can expand more easily in the mountain states and they can experience their long-delayed permeation and economic potential.

**Economic Outlook**

Utah’s long-term economic prospects are favorable. Even if a short-term recession were to occur, a rapid bounce back and return to trend is expected. Given the tight labor market and rapidly expanding economy, an economic slowdown might even be considered a respite for Utah to “catch its economic breath.”

Utah’s job growth is expected to slow over the next few years no matter what happens with the national economy. Utah’s extremely tight labor market could make continued average growth difficult to maintain. The lower the Utah unemployment rate drifts, the more the continued job growth depends upon labor in-migration. Any slowing of in-migration will slow Utah’s job growth.

If the national economy were to experience a recession within the next two years, Utah’s employment growth would likely slow, but for a different reason. Recessions mean reduced demand for goods and services, and by extension, the need to grow the economy takes a hiatus. Unemployment would probably increase, which means more idle and available workers.

In the differing scenarios, the job prospects for individuals with barriers to employment would contrast. If the economy remains favorable and the labor market tightens further, job prospects for these individuals will likely be enhanced. If the economy weakens due to a recession, it would likely be more difficult for them to find employment.

The worst-case scenario is that the nation will experience a recession in the next two years. Based on available information most experts do not feel it would be a difficult recession. Given Utah’s history, it is possible that Utah might not lose jobs, overall, during such a recession. But the economy and the job market would slow. Under these conditions, the added strain on social services should be minimal and manageable, given Utah’s history and fiscal prudence. A slow down such as this should be followed by a rapid recovery, keeping the social strains to a minimum.

**Economic Overview**

Utah is in its ninth year of economic expansion since the Great Recession. Many of those years have been characterized with above average (3.0 percent or higher) employment growth. Unemployment has trended downward from a recession high of 8.0 percent to the current 2.4 percent. The rate has been below 3.5 percent during the past three years.

The post-Great Recession labor force participation rate, the percent of all people ages 16 and older who are either working or looking for work, is puzzling. In Utah, the rate was around 72 5 percent for the 20 years prior to the Great Recession. The participation rate lowered to 67 percent during the recession as workers became discouraged or disassociated with the weakened job market. Yet over the past 10 years, as the economy has significantly improved, the participation rate has incrementally risen to only 68 percent. It has been 10 years since the recession and Utah’s economy seems to be running at full steam, so it appears that the lower participation rate may be a structural and lasting change. Data reveals that the segment most easily identified as withdrawing its participation is the 45 to 54 year old segment; and the majority females. There is also a marked decline in male participants aged 20 to 24. The reasons for these changes are not clear, but could be the result of automation and technological innovations displacing these cohorts.

Utah’s employment-expansion industrial distribution is as broad as it is strong. Mining is the only sector with lower employment following the Great Recession, but it has still added jobs over the past two years. The utilities and public administration sectors have grown minimally. The remaining industrial sectors have grown significantly, ranging from 11 percent for wholesale trade to 59 percent for construction. A sector like manufacturing, which nationally is considered to be in decline, has expanded its employment footprint in Utah by 17 percent. Utah has experienced the same urban-centric expansion trend as at the national level since the Great Recession. Utah has an urban-dominated economy because ninety-two percent of the state’s employment is found within its metropolitan areas (including Logan and St. George).

Utah’s rural areas have not enjoyed the same degree of economic expansion. As a whole, Utah’s rural areas generated strong job growth only during the past two years. Prior to that, growth was tepid and at times non-existent, post Great Recession. There are still eight (out of 19) rural counties whose current employment levels are below their pre-recession levels

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

**Long-Term Job Occupational Projections**

**The Utah SCSEP program has attached the Utah Occupational Projections 2016-2026. In this projection it predicts openings and projected growth for Utah Employment until 2026. The following Employment Growth Rate industries chart provided the Utah SCSEP program with employment opportunities for SCSEP participants for Long-Term planning. Based on this information, the Utah SCSEP will focus on these jobs and provide the necessary training and job skills from 2016-2020.**

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<https://jobs.utah.gov/blog/post/2018/10/24/they-re-here-utah-releases-new-long-term-occupational-projections>

Many current and projected employment opportunities in Utah are higher skilled or educational based in nature and tend to be difficult or not suited for most SCSEP Participants. With State’s workers moving to these higher wage areas it leaves openings for occupations better suited for SCSEP participants.

The Utah SCSEP strategic plan is to understand our local and regional labor market demands. The Utah SCSEP program and its sub-grantee are responsible to assist participants to find jobs and develop employer leads. The industry and occupational projections are used to develop training options and is essential in helping a participant develop a realistic goal. This drives the participant’s Individual Employment Plan and community service work-based training assignment, and ensures participants are trained and placed in specific jobs where they reside. A variety of methods will be used to achieve the placement of participants into unsubsidized employment:

1. The Utah SCSEP program has become a required partner under the Workforce Innovation and Opportunity Act (WIOA);
2. As a member of the Utah State Workforce Development Operations Committee - we will gather information and review partners’ current employer engagement processes. We will identify gaps and explore new ways to better meet employers’ workforce needs and to achieve the goals of industry partners, including:
   * Ensuring all partners are aligned and coordinated in educating employers about individuals with barriers, with an emphasis on the targeted industries
   * Ensuring core, required and optional one-stop partners collaborate
   * Ensuring core, required, and optional one-stop partners are not duplicating services
   * Ensuring that all partners are engaging with employers and high demand industries needs are being addressed within each of the economic regions
3. Participate in Job Club / Job Search Training, which can include resume preparation, interview skills, referrals, and basic computer skills training;
4. Increase contact with private sector employers
5. Register participants at the American Job Centers (One-Stop Career Centers)

The following table outlines the most likely long-term occupational opportunities for Utah SCSEP participants, and includes the type of skills training to be provided for each of these occupations.

|  |  |  |
| --- | --- | --- |
| **Long-Term Projections for Jobs in Growth Industries and Occupations that may provide Employment Opportunities for Older Workers** | **How Long-Term Projections relate to the types of Unsubsidized Jobs for which SCSEP participants will be trained and the type of skills training to be provided** | |
| **Industries Most Likely to Employ Older Workers** | **Jobs for which SCSEP Participants will be trained** | **Type of Skills Training to be provided** |
| **Office and Administrative Support** | **Secretaries**  **Administrative Assistants**  **Office Clerk**  **Office Support** | **Active Listening**  **Reading Comprehension**  **Time Management**  **Computers**  **Interpersonal Skills**  **Decision Making**  **Filing**  **Copying**  **Organizational Skills**  **ESL** |
| **Food Preparation** | **Food Preparation Workers**  **Kitchen Assistant**  **Kitchen Staff** | **Active Listening**  **Quality Control Analysis**  **Time Management**  **Computer Skills**  **Service Orientation**  **Customer Service**  **Social Perceptiveness**  **ESL** |
| **Education** | **Teacher’s Aide**  **Office Support** | **Computer Skills**  **Communication Skills**  **Organizational Skills**  **Copying**  **Typing**  **Reading** |
| **Healthcare Support** | **Home Health Aides**  **Cleaning Support**  **Nutrition Care Associate**  **Healthcare Support Worker** | **ESL**  **Computer Skills**  **Organizational Skills**  **Reading Comprehension**  **Writing**  **Active Listening**  **Complex Problem Solving** |
| **Personal Care Services** | **Childcare Worker**  **Home Health Aide**  **Transportation Attendants**  **Daycare Support Staff**  **Housekeeping Aide**  **Caregiver**  **Direct Care Staff**  **Personal Care Assistant** | **ESL**  **Computer Skills**  **Service Orientation**  **Critical Thinking**  **Speaking**  **Reading**  **Active Listening**  **Monitoring** |
| **Maintenance** | **Grounds Assistant**  **Grounds Maintenance**  **Seasonal Worker**  **Land Maintenance Worker** | **ESL**  **Service Orientation**  **Speaking**  **Reading**  **Active Listening** |

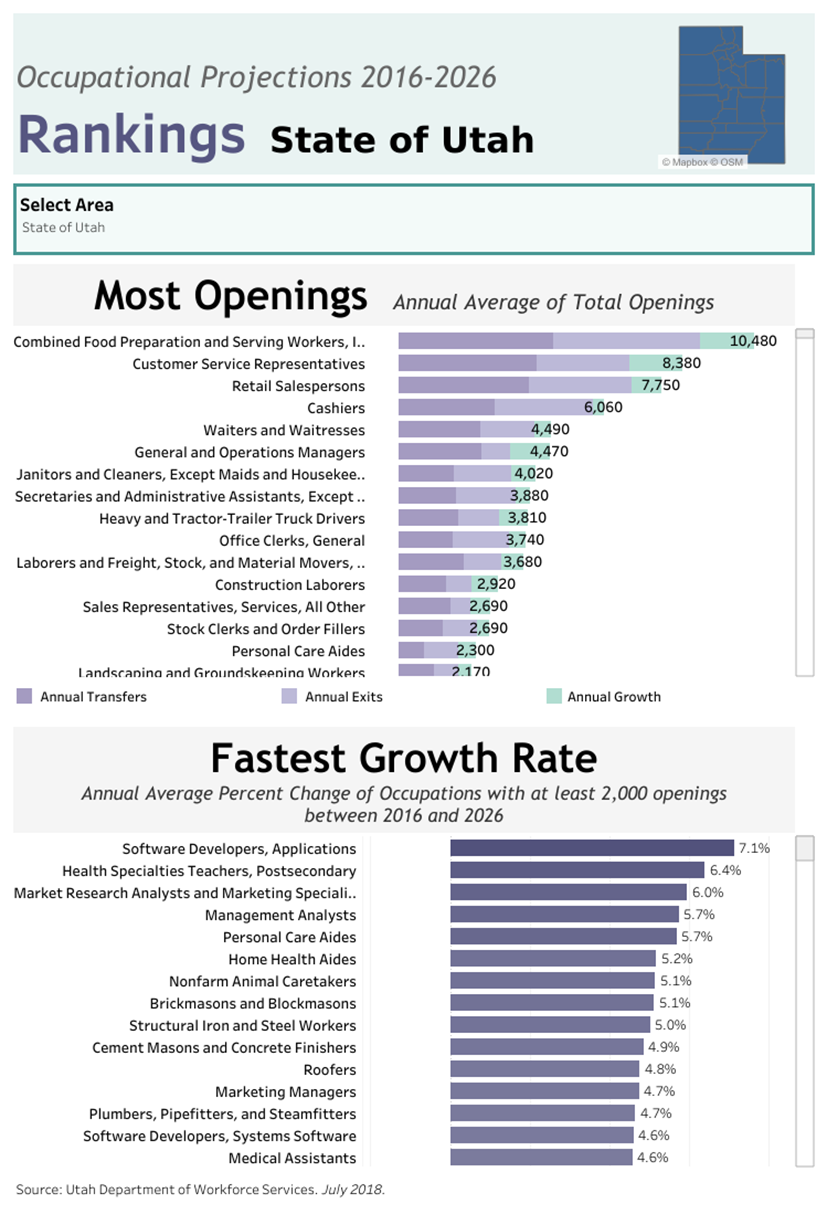
### Discuss current and projected employment opportunities in the State (such as by providing information available under §15 of the Wagner-Peyser Act (29 U.S.C. 491-2) by occupation), and the types of skills possessed by eligible individuals. (20 CFR 641.325(c)).

Based on Utah Department of Workforce Services Occupational Projections based on a High School diploma or equivalent education level, The Utah SCSEP program has provided a list Average Annual Growth Rate occupations that will be attainable for SCSEP participants unsubsidized placements. The Utah SCSEP and its sub-grantee will work with community based service host agencies to prepare participants for the skills and training that fit with the projected occupations.

Occupations include

|  |  |  |
| --- | --- | --- |
| Occupation | Average Annual Openings | Average Annual Growth Rate |
| Personal Care Aides | 2,300 | 5.7% |
| Office Clerks, General | 3,800 | 1.9% |
| Childcare worker | 1,830 | 4.0% |
| Helpers – Production Workers | 790 | 4.4% |
| Order Fillers | 2,690 | 2.1% |
| Healthcare Support Workers | 1,000 | 4.3% |
| Maintenance and Repair Workers, General | 1,670 | 2.8% |

Based on the Utah Department of Workforce Services Most Opening Occupational Projections, the Utah SCSEP program will work with employers to strategies better ways to incorporate the needed skills and employment training to match unsubsidized employment opportunities in Cashiers, Janitors, Office Clerks (technology), Order fillers, and Personal Care Aides. Since these are the occupations with the most openings, the Utah SCSEP program wants to put our participants in the best position to acquire these occupations with the most openings and help employers come to our program to recruit new employees.



<https://jobs.utah.gov/wi/data/library/employment/occprojections.html>

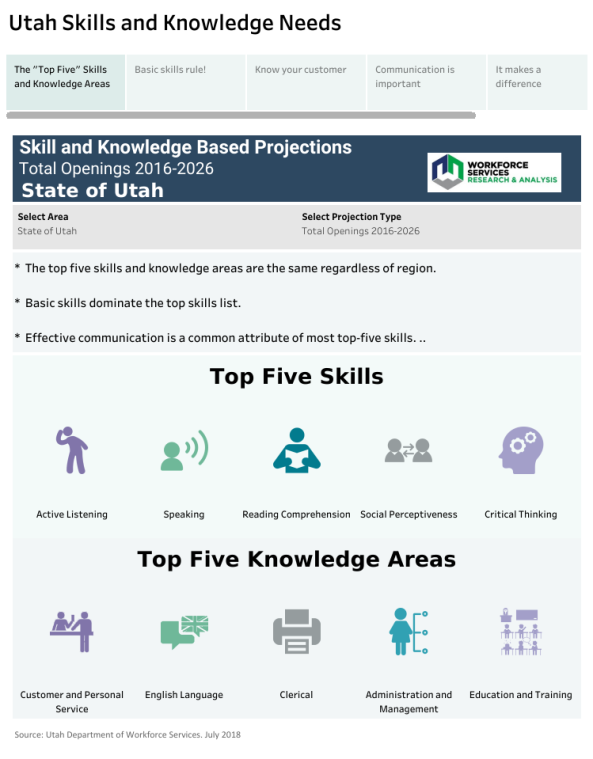
In Utah the occupations most likely to provide substantial employment opportunities for SCSEP participants are administration and support, food preparation, education assistance, healthcare and social assistance, personal care and services, and maintenance.

Applicants for Utah SCSEP usually have the following types of skill levels and employment history:

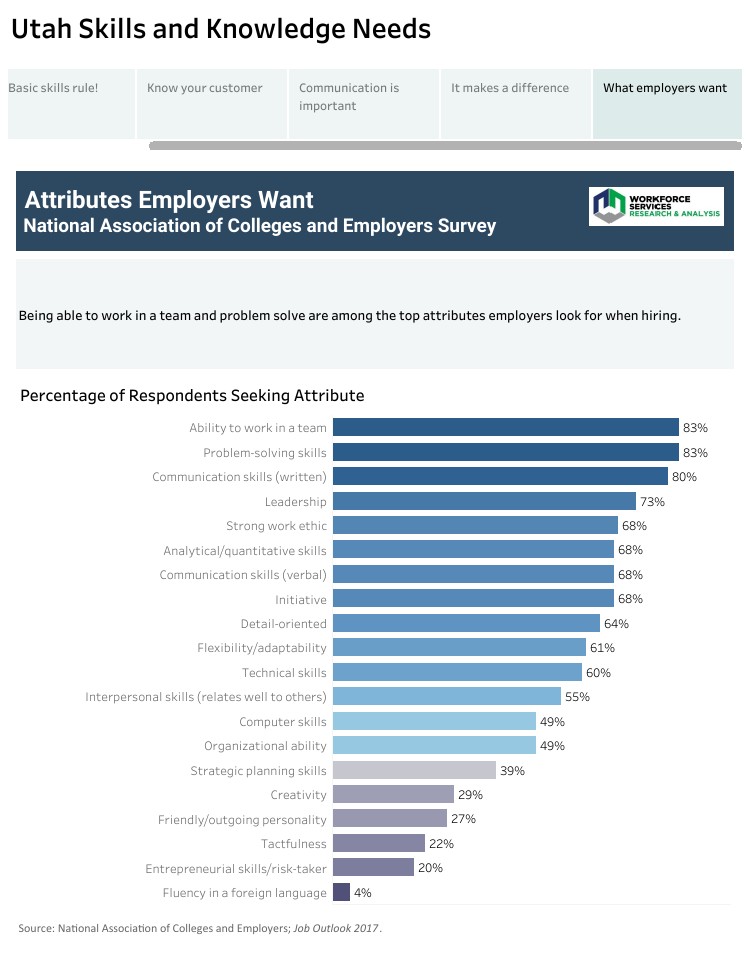
* Multiple barriers to employment
* Low levels of education
* Disabilities
* Cultural, Social isolation
* Low literacy skills
* Minimal employment history and experience
* Risk of homelessness
* Limited language skills; and
* Receiving public assistance

The types of skills possessed by eligible individuals in the projected employment opportunities are limited; therefore, the Utah SCSEP program reaches out to them to assist with their skills training, community service work-based assignment, and employment.

The Utah SCSEP program as a required WIOA partner will work with the American Job Center and other WIOA Core partners to help SCSEP participants receive the skills and knowledge to help with unsubsidized placement.

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The Utah SCSEP program will work with all community service work-based assignments to help provide attributes that employer need:



<https://jobs.utah.gov/wi/data/library/occupation/skillsprojections.html>

The community service work based host agency will work with the participant to help with the core skills and knowledge needed and followed up through Individual Employment Plans:

* Actively Listening
* Customer and Personal Service skills
* Ability to work in teams
* Problem solving
* Communication
* Social Perceptiveness

Finally, the Utah SCSEP program will work with the WIOA Core Partners and Required Partners to help with the State Workforce plan to focus on education and training. Education and training partners will establish programs that meet both the current and emerging needs of businesses and organizations, including an emphasis on real-life applicability of skills development.

* Ensuring all WIOA core and required partners are aware of the educational offerings available and are recruiting and making referrals for WIOA-targeted populations, specifically those with barriers to employment
* Ensuring core and required partners are aligning, coordinating and collaborating as career pathway initiatives are developed and implemented, particularly in areas where there is a comprehensive one-stop center
* At the local level, comprehensive one-stop centers will ensure all partner staff are trained and using the partner referral system for direct referrals and follow up

## Service Delivery and Coordination

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

### 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))

* + - The Utah SCSEP program is fully integrated as a required partner within the WIOA programs. The Utah SCSEP program has embraced Utah’s Department of Workforce WIOA vision - “A strong economy, now and in the future, depends on a world-class workforce. Utah will enhance and expand collaborative efforts with businesses and organizations, educational institutions, community partners, and government agencies through business development and partnerships related to key industry sectors and occupations. Through its implementation of WIOA, Utah will increase access to and opportunities for employment, education, training and support services that individuals—particularly those with barriers to employment—need to succeed in the workforce.” Utah WIOA partners:

Core Partners include:

* + - * Adult and Dislocated Worker Program
      * Youth, Wagner-Peyser Act programs
      * Adult Education and Family Literacy Act programs
      * Vocational Rehabilitation programs

Required Partners include:

* Senior Community Service Employment Program (SCSEP)
* Veterans job counseling, training and placement services
* Career and Technical Education (CTE)
* Trade Adjustment Assistance (TAA)
* Community Services Block Grant employment and training activities
* Unemployment Compensation programs
* Programs authorized under the Social Security Act Title IV, Part A (TANF)
* Job Corps
* National Farmworkers Jobs program

As an active non-voting member of the State Workforce Development Board (SWDB) committee member, the Utah SCSEP program has signed MOU/IFA. We also support the maintenance of the WIOA Partner MOU/IFA to ensure state funding resources are leveraged to promote this goal. The MOU/IFA will be updated in July 2020.

The Utah SCSEP program in conjunction with The Department of Workforce Services has developed a Partner Referral System for comprehensive one-stop partners. All partners have the ability to create information sheets about their programs that are accessible to operations staff. They can also make, receive, and monitor referrals. Partners can create reports to evaluate processes and track referrals. Utah is training staff to use the system and plans to have it implemented statewide by 2021.

As a member of the Operations Committee the Utah SCSEP Director will oversee these strategies, goals, and activities that deal with one-stop centers over this strategic plan:

* + - * Creating workforce development activities in response to gaps identified in the state’s workforce analysis
      * Setting collaborative performance goals, sharing information/data and working together to resolve problems, and addressing gaps
      * Collaborating and coordinating on training, outreach and feedback by utilizing existing committees, workgroups and programs while working to align and share resources when appropriate
      * Supporting the one-stop certification process and overseeing the certification criteria
      * Ensuring all core and required partners have representation on the committee, as well as representation from State Workforce Development Board business members
      * Supporting the maintenance of the WIOA Partner MOU/IFA
      * Overseeing strategies to engage education and training providers, including training providers on the state’s Eligible Training Provider List (Education and Training Provider List) as partners in the workforce development system to create a job-driven education and training system
      * Overseeing core partners' efforts to utilize a braided funding model to leverage existing resources in providing services for common customers
      * Ensuring common performance outcomes are reported to the State Workforce Development Board annually
      * Overseeing core partners efforts to explore sharing information and refine referral processes while working toward including all core partners in a common point of entry for customers to enter a universal collection application that connects to all core partner systems with the intent of streamlining the process and eliminating duplication
      * Overseeing efforts to explore additional opportunities for co-location of core program partners and services
      * Coordinating with other committees

**Easterseals-Goodwill Northern Rocky Mountain:** Throughout the state, SCSEP has been actively involved in the certification process of the AJCs. Local workforce staff has been educated regarding SCSEP services and general eligibility requirements. SCSEP staff is in the process of being trained to use electronic referral process. Currently, referrals are received through the system. This process will have a major impact in tracking the collaboration between partners and the outcomes for participants. Utah SCSEP continues to co-locate inside the AJCs in strategic areas throughout the state where a regular and predictable service schedule allows partners and participants to seek services from a consistent source. Easterseals-Goodwill maintains strong referral partnerships with WIOA core and required partners: Vocational Rehabilitation, Veteran’s Administration (DVOP and Veteran’s Employment services), Workforce Services Employment and Business Services teams, Unemployment (RESEA) Counselors, and Refugee Services. ESGW’s senior leadership in Utah maintains professional associations with agencies serving people with disabilities and other non-profits serving the larger community.

### Actions to coordinate activities of SCSEP grantees with the activities to be carried out in the State under the other titles of the OAA. (20 CFR 641.302(h))

* + - The Utah SCSEP program is located within the Division of Aging and Adult Services. The Division contracts with units of local government or Associations of Governments to operate AAAs. A funding formula is used to allocate funds to Utah’s AAAs, which are responsible for planning, development and delivery of aging services throughout their geographic areas. The AAAs, in turn, contract with local service providers and/or provide services directly to meet the identified needs of their elderly population. The services available within a service area may include, but are not limited to, congregate and home-delivered meals, information and referral, volunteer opportunities, transportation, family caregiver support and a variety of in-home services including Homemaker, Personal Care, Home Health Care and Medicaid Home and Community-based Aging Waiver Services. Several other services are available as set by local priorities. The contract entities are a prime referral source for SCSEP as well as a source to disseminate recruitment materials. In addition, Older Americans Act contract entities are valuable host agencies. Participants can learn skills for job opportunities in the identified Most Openings Occupations and Fastest Growth Rate Occupations mentioned earlier.

As part of the Division of Aging and Adult Services, the Utah SCSEP Program will implement the Utah Department of Human Services Model Care of Care. This model of care supports individual voice, keep families safe, assess risks and partner to strengthen and sustain our communities. Goals until 2025:

* + - Prevention - Implement prevention and early intervention strategies to reduce risk, trauma and intergenerational cycles of isolation and poverty
    - Self-Reliance - Support families and individuals safely in their homes, school and communities for sustainable success
    - Partnership - Improve outcomes through family accountability, interagency collaboration, public/private alliances and community supports
    - Operational Excellence - Seek, share, and improve upon best practices and demonstrate effectiveness through data and measurable results
    - People and Culture - Support employee career development, confidence, professional judgment and cultural competency
    - **Easterseals-Goodwill Northern Rocky Mountain:** Easterseals-Goodwill SCSEP has a strong collaborative partnership with the Area Agency on Aging in some areas of the state. Participants are training in senior centers and in administrative offices, assisting to prepare and deliver meals as well as providing administration support functions. We are working to strengthen partnerships with the AAAs, particularly in rural areas where we rely on the support of the local community to help with referrals of potentially eligible seniors as well providing appropriate training sites.

### 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).)

* + - **Easterseals-Goodwill Northern Rocky Mountain:** Easterseals-Goodwill SCSEP collaborates with community agencies throughout Utah that provide services for people in need. Employment Specialists are expert in connecting participants to resources in the local community to providing services that will allow participants to stabilize themselves in order to more fully focus on preparation for employment. Some examples of services that participants may need include rent and/or utility payment support; assistance with food, clothing, transportation; access to emergency shelter/homelessness prevention; physical or psychosocial rehabilitation; access to sector specific training or licensure, literacy and ESL. Because Additional Training and Supportive Service funds set-aside were not approved during the current program year, Utah SCSEP has had to rely on partnerships to be able to provide goods and services outside of the scope of the employment skills training provided by the program. Fortunately, partners such as: Crossroads Urban Center, Catholic Community Services, The Salvation Army, Deseret Industries, CAP Utah, USARA (Utah Support Advocacy for Recovery Awareness), Literacy Action Center, various medical providers throughout the state providing services to low-income families and individuals, Vocational Rehabilitation, Your Community Connection, Cottages of Hope, county Human Services departments, The Road Home and county housing authorities, and Information and Referral have been able to provide needed resources to participants.

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

* + - As a member of the SWDB Operations Committee, the committee is working on a strategy to gather information and review partners’ current employer engagement processes. We will identify gaps and explore new ways to better meet employers’ workforce needs and achieve the goals of industry partners.
      * Goals include:
        + Ensuring all partners are aligned and coordinated in educating employers about individuals with barriers, with an emphasis on the targeted industries
        + Exploring ways all partners can leverage Utah System of Rehabilitation’s current coordination with employers
        + Identifying ways all partners can coordinate, align with and utilize the Workforce Development Division’s workforce development specialists, Utah Office of Rehabilitation business relations specialists, labor market information, and UWORKS labor exchange system to support employer needs
        + Involving State Workforce Development Board members in promoting business customer surveys, encouraging participation on board committees, and utilizing the business services available so they can provide feedback and ideas for continual improvement
        + Through the comprehensive one-stop center recertification process, core partners will ensure they align and coordinate their job readiness skill building activities and resources for customers. The Operations Committee and State Workforce Development Board will review their efforts through the certification process and make recommendations for improvement.
    - **Easterseals-Goodwill Northern Rocky Mountain:** Co-location inside the AJCs allows natural occurring opportunities for collaboration. In the offices where Easterseals-Goodwill SCSEP has a presence, Employment Specialists know and work with workforce staff and are involved in collaborative activities serving mutual customers. SCSEP has been actively involved in the certification of Utah AJC’s as a required partner, educating core and required WIOA partners about services offered and general eligibility requirements. Easterseals-Goodwill also has first-hand connection to the Department of Workforce Services Business Services team, and direct access to employers who are recruiting in the AJC. With both the state and Federal grants offering On the Job Experience (OJE), employers can hire and train SCSEP participants to be paid by the SCSEP grant for the first month of employment. The SCSEP project also covers the participant with insurance, so there is no risk to the employer. OJE only requires that the employer sign an agreement that the intent is to hire if the participant successfully completes the training period. We have successfully completed several OJE transitions to unsubsidized employment and continually look for opportunities to collaborate with employers to provide these opportunities. National Easterseals also provides us with regular training and best practice on educating employers about hiring those with barriers. In conjunction with Job Accommodation Network (JAN), we can also advise employers on reasonable accommodations. By providing these services to employers, we hope to be able to have even more successful outcomes for participants.

### 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 Utah SCSEP program sub-grantee is located in several one-stop centers around the State of Utah. This allows the SCSEP participant the ability to access all the skills and services to accomplish the goal of unsubsidized employment. The Utah SCSEP Director is a member of the Operations Subcommittee which is involved with the certifications of the local American Job Centers as part of WIOA. The Committee is developing and implementing the recertification process and collecting and analyzing information for the one-stop requirements. Through committee work, the partners will identify and act on opportunities to enhance and coordinate activities and resources to provide comprehensive, high-quality customer centered services, as well as supportive services, to at-risk individuals including populations . The Operations Committee is also charged with recommending training and outreach strategies that are further developed and implemented by the partners as appropriate. Training core partner staff and developing outreach strategies to targeted groups will help ensure that individuals receive the services they need.
    - As mentioned earlier the Utah SCSEP program is involved in the Partner Referral System. The Department of Workforce Services and its partners have developed a Partner Referral System for comprehensive one-stop partners. All partners have the ability to create information sheets about their programs that are accessible to operations staff. They can also make, receive, and monitor referrals. Partners can create reports to evaluate processes and track referrals. Utah is training staff to use the system and plans to have it implemented statewide by 2021.
    - **Easterseals-Goodwill Northern Rocky Mountain:** Seven Easter Seals-Goodwill SCSEP sites are located within the American Job Centers in various locations throughout the state, which naturally allows for cooperation and coordination within the Job Center. In each site ESGW staff works in close cooperation with the Department of Workforce Services employees. Mature job seekers registered at the jobs.utah.gov site who are unable to find employment are referred directly to the ESGW SCSEP program using the Partner Referral System. This statewide system will help track referrals and outcomes from WIOA core and required partners throughout the state. We are hopeful this system will allow us to better recruit and serve mature Utahans living in the most remote areas of the state.
* **Efforts the State will make to work with local economic development offices in rural locations.**
  + - The Utah Division of Aging and Adult Services, its sub-grantee and the National SCSEP grantee will work with the local economic development offices. The Business Resource Center Program contributes to statewide economic growth by partnering with institutions of higher education to create access to a coordinated network of federal, state, local and private business service providers and by introducing and promoting their services to local businesses. The BRC is part of the Utah Governor’s Office of Economic Development. There are 17 locations around the State of Utah. The sub-grantee and National grantee will contact the local BRC to assist participants to find jobs and develop employer leads. The BRC should be able to provide information on self-employment and entrepreneurial ideas.

The sub-grantee and the National SCSEP grantee will use technology to visit Jobs.Utah.gov, rural BRC websites and chamber of commerce websites to learn of local business trends, job information, and job fairs. Finally, the National grantee will increase collaborative efforts in entering into MOUs to facilitate referrals.

***Utah Governor’s Office of Economic Development - Local Economic Development offices (Business Resource Centers)***

|  |  |
| --- | --- |
| ***Box Elder County BRC*** | ***Castle County BRC*** |
| ***Cache BRC*** | ***Davis Tech BRC*** |
| ***Dixie State University BRC*** | ***Four Corners BRC*** |
| ***Heber Valley BRC*** | ***Miller BRC*** |
| ***Morgan BRC*** | ***Park City BRC*** |
| ***Snow College BRC*** | ***Southern Utah University (SUU) BRC*** |
| ***Tooele County BRC*** | ***Uintah Basin BRC*** |
| ***Utah Valley BRC*** | ***Veteran’s BRC*** |
| ***Weber county BRC*** |  |

* + - **Easterseals-Goodwill Northern Rocky Mountain:** Easterseals-Goodwill collaborates with the local Area Agencies on Aging and cooperates to recruit eligible participants in rural counties. Easter Seals-Goodwill has a presence in American Job Centers and satellites throughout the state, with daily operations in offices in Weber, Davis, Salt Lake, Utah, Carbon, Iron and Washington Counties. SCSEP operations are conducted monthly in Cache and Tooele Counties and quarterly in Duchesne and Uintah Counties. Other counties are served by satellite locations in cooperation with county senior services and area non-profits and government agencies.

### The state’s 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).) (May alternatively be discussed in the state strategies section of the strategic plan.)

* 1. **The Utah SCSEP Program, its sub-grantee and the National Grantee are part of the SWDB Operations Committee that has a focus to involve employers directly in the workforce development system by utilizing and leveraging existing partnerships and expanding opportunities for them to participate in developing new partnerships and aligning programs. This will include:**
     + Ensuring business needs are met by collecting information from partner surveys, reports, and business or industry groups and identifying gaps or opportunities to improve services, including building stronger collaboration, alignment and leveraging resources. This will be assessed through the recertification process and Employment Engagement Workgroup. Comprehensive one-stop centers will be required to demonstrate how they are collecting and sharing feedback from surveys and reports and using the information to make decisions and implement improvements.
     + Implementation of the new business customer survey began in December 2019. Outreach will be to existing and potential employer customers so reports will be available beginning Fall 2020. The survey questions will be reviewed in Fall 2021 to ensure they are providing needed information for improvement
     + Easterseals-Goodwill Northern Rocky Mountain: Utah’s very low unemployment rate has caused more employers to seek the services of the American Job Center. Because Easterseals-Goodwill SCSEP is housed in the AJC, we are able to educate employers about the benefits of hiring older workers, and the services the program can provide to them.

The consistent presence in the AJC of recruiters representing employers with openings leads to ample opportunities for participants to engage with them. We recommend all participants conduct informational interviews with recruiting employers while they are in the office. We have invited employers to address our Job Clubs and educate participants about their hiring processes and what a typical work day might entail. The project has been able to regularly network with employers who are hiring, enabling us to make connections for participants.

ESGW also maintains memberships in local Chambers of Commerce throughout the state and so has access to potential employers and partners. Regular SCSEP team meetings offer opportunities for Employment Specialists to share and discuss job leads and hiring strategies. National Easterseals also provides information on hiring practices of nationwide employers and local contacts.

### Describe the long-term strategy for serving minorities under SCSEP. (20 CFR 641.302 (c))

* 1. Utah Division of Aging and Adult Services have a long history of serving minorities in Utah. Based on the Senior Community Service Employment Program Analysis of Service to Minority Individuals, PY 2017, and the PY 2019 SPARQ Quarterly Progress Report (QPR), second quarter (Q2) data, there were slight increases and decreases between minority populations; however, overall services to minorities in Utah remains at 46.0%

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| --- | --- | --- | --- | --- | --- |
|  | **Census Percent Minority** | **Percent Difference** | **PY 17 Final Minority Report** | **PY 19 Quarter 2 SPARQ data** | **Minority Enrollment Increase / (-Decrease)** |
| Hispanic | 15.5% | 81.3% | 12.6% | 15.00 % | 2.40% |
| American Indian or Alaska Native | 1.1% | 518.2% | 5.7% | 4.00 % | -1.70% |
| Asian | 4.4% | 25.00% | 1.1% | 7.00 % | 5.90% |
| Black or African American | 3.1 % | 554.8% | 17.2 % | 19.00% | 1.80% |
| Native Hawaiian or Pacific Islander | 1.80 % | 255% | 4.60% | 0.00 % | -4.60% |
| Two or More Races |  |  |  | 1.00 % |  |
| **Total** | 25.9% |  | 41.20% | 46.00 % | 4.80% |

* 1. The Division of Aging and Adult Services sub-grantee will support minority populations with existing relationships developed by Easter Seals-Goodwill national grantee project. Existing partnerships include Catholic Community Services including Refugee Services, Weigand Center/St Vincent de Paul as well as administrative offices of CCS. Other partners include Asian Association, Community Action Program, Crossroads Urban Center and Thrift Store, Horizonte Instruction and Training Center, Salvation Army Family Services, The Road Home/Palmer Court as well as the Somali and Vietnamese Community Centers.

Co-location in the American Job Center in downtown Salt Lake City provides additional resources with staff partnering closely with Workforce Services personnel and the agency’s Refugee Center.

The Division sub-grantee also spends a great deal of time and attention connecting with other agencies and programs that provide services to seniors who can assist with recruitment of minority participants through their own work. SCSEP works with organizations that advocate or serve ethnic and cultural groups. Examples include cultural /social groups, adult education, ESL, homeless shelters, food pantries, faith based communities, and Minority Associations.

* 1. **Easterseals-Goodwill Northern Rocky Mountain:** Utah’s overall minority population is not large, as 75-80% of the population of the state is Caucasian. Utah SCSEP serves minority populations in percentages exceeding their overall makeup of the population of the state. Utah SCSEP will continue to partner with local agencies serving minorities by ensuring a strong representation on state committees that focus on working with minority and older individuals as well as partnering with all the grass roots and non-profit organizations in the communities that the SCSEP serves. The Easterseals-Goodwill SCSEP will continue to provide waivers to the 48-month lifetime program limit for people 75 and older who do not receive Social Security Retirement benefits, and to those individuals classified as severely disabled. For those who qualify for Durational Limit waivers, their lifetime program limit will be extended by 12 months.

### Provide a list of community sevices needed and the places that need the services most. 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)

* The Division of Aging and Adult services its sub-grantee and the National Grantee use the following Host Agencies to serve the State of Utah. These Community service work-based assignments arrange SCSEP participants to receive local knowledge of community needs. These Host Agencies provide quality supervision and training. On-site visits will be conducted each year to determine if the participants assignments:
  + 1. Provide opportunities to learn job skills;
    2. Offer meaningful training of essential community services;
    3. Provide a safe and beneficial work environment;
    4. Involves staff committed to providing quality supervision;
    5. Involves staff committed to providing quality training; and
    6. Meets all other SCSEP requirements

### Utah 2020 Host Agencies



* + The State of Utah SCSEP Program in cooperation with the Utah Division of Aging and Adult Services provides needed community services to SCSEP clients throughout Utah. The Utah SCSEP program is located only in Salt Lake County, but the SCSEP State Director can direct ESGW-NRM to the contracted AAA in the clients respective area to receive needed community services. The State of Utah contracts with twelve Area Agencies on Aging (AAAs) that cover all 29 Utah counties. The AAAs provide community services that include Health & Assistance, Caregiver Support, Health Promotion & Education, Home Care, Meals on Wheels, Senior Transportation, Information, Advocacy, Information & Assistance, and Legal Services

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| **Bear River Area Agency on Aging**  **Box Elder, Cache, Rich Counties**  Phone: 435-752-7242 or  1-877-772-7242  [www.brag.utah.gov](http://www.brag.utah.gov)  **Davis County Health Dept., Family Health and Senior Services Division**  **Davis County**  Phone: 801-525-5050  [www.daviscountyutah.gov/health/aging-and-adult-services](http://www.daviscountyutah.gov/health/aging-and-adult-services)  **Five-County Area Agency on Aging**  **Beaver, Garfield, Iron, Kane, Washington Counties**  Phone: 435-673‑3548  [www.fivecounty.utah.gov/programs/aging/](http://www.fivecounty.utah.gov/programs/aging/)  **Mountainland Dept. of Aging and Family Services**  **Summit, Utah, Wasatch Counties**  Phone: 801-229-3800  <https://www.mountainland.org/aging>  **Salt Lake County Aging Services**  **Salt Lake County**  Phone: 385-468‑3200  [www.aging.slco.org](http://www.aging.slco.org)  **San Juan County Area Agency on Aging**  **San Juan County**  Phone: 435-587-3225  <http://sanjuancounty.org/index.php/residential/aging/>  **Six-County Area Agency on Aging**  **Juab, Millard, Piute, Sanpete, Sevier, Wayne Counties**  Phone: 435-893‑0700  Toll free: 1-888-899-4447  <http://sixcounty.com/aging-and-volunteer-services/>  **Southeastern Utah AAA**  **Carbon, Emery, Grand Counties**  Phone: 435-637‑4268  <http://seualg.utah.gov/index.php/community-services/aging/>  **Tooele County Aging Services**  **Tooele County**  Phone: 435-277-2440  <https://tooelehealth.org/aging-services/>  **Uintah Basin Area Agency on Aging**  **Daggett, Duchesne Counties**  Phone: 435-722‑4518  <https://tooelehealth.org/aging-services/>  **Council on Aging - Golden Age Center – (Uintah County PSA)**  Phone: 435-789‑2169  <https://www.uintahgoldenage.org/aboutus.htm>  **Weber Area Agency on Aging**  **Morgan, Weber Counties**  Phone: 801-625-3770  <https://www.weberhs.net/aging-services> |

* **Easterseals-Goodwill Northern Rocky Mountain:** With the dissolution of the main urban shelter, Salt Lake City has reorganized services to the homeless into three smaller shelters that encompass a resource center model. ESGW SCSEP is currently in negotiations to collaborate to provide training opportunities as well as to educate shelter residents about the SCSEP project. One of the main objectives of Operation Rio Grande has been to the Dignity of Work initiative, a public-private partnership to increase employment opportunities and training. SCSEP is a significant resource in providing access to training for older shelter residents.

Elsewhere in the state, there is a continuing and growing need for services to support the homeless populations in urban areas. Local housing authorities are constantly engaging with business and other entities to expand opportunities for transitional and subsidized housing. Homeless individuals are also at risk for mental health conditions. More funding to support mental health and substance abuse issues of the homeless would make a significant impact on the ability of this population to find employment.

Another major area of need in the urban areas of the state is for those who have been involved in the justice system. Participants who have had felony convictions struggle to find employment and are in need of successful reintegration programs.

Transportation continues to be a concern for the aging population of Utah. Due to funding cuts, Easterseals-Goodwill SCSEP no longer partners with UTA to provide monthly bus passes for senior, homeless and other participants in urban areas, however, we will provide limited transportation in support of unsubsidized employment. All requests for transportation assistance are considered on a case-by-case basis.

### 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 Division of Aging and Adult Services wants to become a stronger partner within the Utah Workforce Innovation and Opportunity Act structure. The Utah SCSEP program is going to incorporate the vision of WIOA by achieving and maintaining an integrated, job-driven workforce system that links our diverse, talented workforce to U.S. businesses and improve the quality of life for SCSEP participants. The Utah SCSEP program will implement over the next four years to improve services, program design, program operations:
    1. Increase access to education, training and employment—particularly for people with barriers to employment.
    2. Promote improvements in the structure and delivery of services
    3. Reduce welfare dependency, increase economic self-sufficiency, meet employer needs and enhance the productivity and competitiveness of the nation.
  + Increase access to education, training and employment—particularly for people with barriers to employment - The Utah SCSEP program will work with the Department of Workforce Services to ensuring all partners are aware of the educational offerings available and are recruiting and making referrals for WIOA targeted populations, specifically those with barriers to employment. We will also cooperate by ensuring core and required partners align, coordinate, and collaborate as career pathway initiatives are developed and implemented, particularly in areas where there is a comprehensive one-stop center. Finally – the SCSEP program will strengthen its newly approved OJE opportunities for SCSEP participants.
  + Promote improvements in the structure and delivery of services – The Utah SCSEP program will continue its work in implementing and improving Utah’s Partner Referral System which will be fully implemented by 2021. The system tracks referrals and outcomes for each office and includes all core and required partners. This is also assessed through the comprehensive one-stop certification and recertification processes. The SCSEP program will be part of the One-Stop certification process. The SCSEP relies on improvements within the one-stops to help SCSEP participants’ goal of unsubsidized placements. The local one-stop centers will offer annual cross training opportunities to the core and required partners’ staff who work directly with the public. Training will be scheduled, such as the referral process, when a need is identified by any of the partners. Finally, as partners we will be part of the one-stop recertification process. Comprehensive one-stop centers will be required to demonstrate how they are aligning, coordinating and collaborating to implement and support career pathway initiatives. They will show how they are connecting to and supporting projects that support targeted occupations and industries.
  + Reduce welfare dependency, increase economic self-sufficiency, meet employer needs and enhance the productivity and competitiveness of the nation - It is important for the Utah SCSEP program continue to understand the needs of our participants. Our Program will discuss as part of the initial assessments who this program will affect the participant benefits. As part of the Human Services Model of Care, we want participants to be Self-Reliant but not to the determinant to the health or medical benefits of another family member. After the assessment, we want to make sure the participant set realistic job goals and tasks to work toward unsubsidized placement. During training, we can work with employers in the participant’s job goals to help the participant coordinate and collaborate a career pathway the will support their skill development. The Utah SCSEP program will enhance its productivity and competitiveness as it improves its performance measures.
  + Easterseals-Goodwill Northern Rocky Mountain: Through increased collaboration with WIOA partners, especially providers of Career and Technical Education, we hope to be able to provide SCSEP participants with increased access to the technical skills most requested by employers. Our goal for the next four years is to increase measurable skill gains by certificate achievement and professional licensure. One of the avenues we are using to achieve this goal is through the Digital Career Accelerator. Funded by Google.org and administered by Goodwill Industries, the project “seeks to mobilize community-based Goodwill organizations to equip more than one million people with expanded and enhanced digital skills training over the course of three years.” Citing the 6 million job openings in the US that require advanced skills such as computer support or programming, this program seeks to equip participants to access the well-paying, in-demand jobs that are required in the digital economy. ESGW SCSEP provided more than 800 digital training events in January 2020. (includes all ESGW SCSEP projects).

We proposed to train all staff to a level of proficiency using Labor Market Information to guide participants into industry sectors that project the most growth. We will use employment-planning sessions to discuss career pathways and skill building to improve self-sufficiency outcomes, using the information to create goals and design training assignments.

Develop and improve partnerships in rural and “frontier” areas in order to serve participants in less populous areas throughout the state. Strategize opportunities for remote training to improve employment outcomes for those who live in areas that have been slower to recover from the recession.

Network with employers to provide OJE opportunities for participants that will result in successful transition to unsubsidized employment.

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

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| --- | --- | --- | --- | --- | --- |
| **Grantees** | **PY 2018 Percent of Aggregate Goals Achieved†** | **Q2 Employment** | | | |
| PY 2018 Post-Performance Target | PY 2018 FINAL Actual Performance | Denominator Less Than 20 | Percent of Target Achieved |
| Easter Seals | 101.0% | 40.8% | 45.6% | NO | 111.9% |
|  |  |  |  |  |  |
| Utah | 102.4% | 51.7% | 28.1% | NO | 54.4% |

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Q4 Employment** | | | | **Median Earnings** | | | |
| PY 2018 Post-Performance Target | PY 2018 FINAL Actual Performance | Denominator Less Than 20 | Percent of Target Achieved | PY 2018 Post-Performance Target | PY 2018 FINAL Actual Performance | Count Less Than 20 | Percent of Target Achieved |
| 38.2% | 37.3% | NO | 97.8% | $3,876 | $3,900 | NO | 100.6% |
|  |  |  |  |  |  |  |  |
| 47.9% | 19.2% | NO | 40.1% | $2,849 | $4,159 | 6 | 146.0% |

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| --- | --- | --- | --- | --- |
| **Most-In-Need** | | | **Core Measures Summary by Grantee** | |
| PY 2018 Negotiated Goal | PY 2018 FINAL Actual Performance | Percent of Goal Achieved | # Measures <80% of Nationwide Average Performance | # Measures <80% of Grantee Target/Goal |
| 2.90 | 3.07 | 105.9% | 0 | 0 |
|  |  |  |  |  |
| 2.86 | 2.79 | 97.4% | 3 | 2 |

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| --- | --- | --- | --- | --- | --- | --- |
| **Grantees** | **Community Service** | | | **Service Level** | | |
| PY 2018 Negotiated Goal | PY 2018 Final Actual Performance | Percent of Goal Achieved | PY 2018 Negotiated Goal | PY 2018 Final Actual Performance | Percent of Goal Achieved |
| Easter Seals | 80.0% | 80.2% | 100.3% | 161.5% | 159.7% | 98.9% |
|  |  |  |  |  |  |  |
| Utah | 75.0% | 63.0% | 84.0% | 153.1% | 187.3% | 122.3% |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Customer Satisfaction** | | | | | | | | |
| PY 2018 Negotiated Participant Goal | PY 2018 Final Actual Participant ACSI | Percent of Goal Achieved | PY 2018 Negotiated Host Agency Goal | PY 2018 Final Actual Host Agency ACSI | Percent of Goal Achieved | PY 2018 Negotiated Employer Goal | PY 2018 Final Actual Employer ACSI | Percent of Goal Achieved |
| 84.1 | 81.9 | 97.4% | 82.1 | 82.8 | 100.9% | 85.8 | N/A | N/A |
|  |  |  |  |  |  |  |  |  |
| 79.8 | 85.4 | 107.0% | 80.4 | 84.4 | 104.9% | 85.8 | N/A | N/A |

* The Division of Aging and Adult Services understands the importance of continuous improvement throughout the Utah SCSEP. The Utah SCSEP program will focus on the following strategies:
  + Workforce system partners will work together to set collaborative performance goals, share information/data and work together to resolve problems and address gaps
  + Recruitment
  + Retention
  + National conferences
* Workforce system partners will work together to set collaborative performance goals, share information/data and work together to resolve problems and address gaps - The Utah SCSEP Program working with the SWDB will addressing conflicting program requirements between partners and difficulties sharing data to clearly measure outcomes and performance due to a lack of resources to develop the systems and then analyze and produce reports. Sharing data is important to our program, it will help us get information for retention. Currently we have a data sharing agreement with DWS but we are working on having access to more data. As part of our strategy, we want to work with Nation ETA staff to collaborate / receive performance goal improvement best practices, and other technical assistance to improve Utah SCSEP performance measures.
* Recruitment – With the implementation of the Utah one-stop Partner Referral System we will look to our core and required partners to help provide eligible participants a warm hand off to our program. This system will also allow us to follow up with referrals to make sure people are not lost in transition. The Utah SCSEP program will strengthen its work with our community partners to provide the SCSEP program with cultural employment skills and training to better prepare them for unsubsidized opportunities. We will continue our promotion through current and past SCSEP participants, a strong alumni network is a key to recruitment. The Utah SCSEP program will continue to request best practices for recruitment from the DOL.
* Retention – The Utah SCSEP program will work with the participant after job placement to ensure work performance stability; family support; and support to the employer to ensure participant job retention. We partnered with the employer and the participant to facilitate the transition. To help resolve issues before terminations. We continued the conversation with the participant about supportive services and we talk to the participant every quarter to make sure things are going smoothly in employment.
* National conferences – The Utah SCSEP program will attend all Regional / National conference to help improve SCSEP performance.
* **Easterseals-Goodwill Northern Rocky Mountain:** As we work to incorporate the new employment related performance measures, we recognize the importance of maintaining contact with all participants in the first year post-exit. We are strategizing to be able to achieve this goal, and have instituted a national call-center approach to maintain contact with those who have left the program. We have noted improvement over the program year in approaching the performance targets in Q2 and Q4 employment and Median Earnings.

We seek to increase focus on technology training to enable participants to develop more of the skills required for success in the modern workplace. We will devote more time to assessment during program orientation, allowing participants to set clearer employment related goals.

As the overall economy has improved, the unemployment rate has dropped and employers are more open to hiring people from the SCSEP demographic. We will continue to network with and educate Utah employers on the benefits of hiring older workers.

## Location and Population Served, including Equitable Distribution

### Describe the localities and populations for which projects of the type authorized by title V are most needed. (20 CFR 641.325 (d))

* + **The U.S. Department of Labor provides states with the SCSEP Equitable Distribution based on the latest census data of SCSEP eligible population within each state. In Utah for PY 2019, there are 268 SCSEP authorized positions of which 55 are state grantee positions and 213 are national grantee positions. The Division of Aging and Adult Services administers the state grantee positions and the U.S Department of Labor selects national grantees to administer the national grantee positions in Utah. The state grantee provides services in one county and the national grantee provides services in 24 out of 29 counties (5 counties currently do not have any participant slots). The following table shows the counties served by state and national grantees.**

***State of Utah Counties, Urban, Rural or Frontier and SCSEP Provider in that county***

|  |
| --- |
| **Counties Served by State Grantee** |
| Salt Lake (Urban) |

|  |  |
| --- | --- |
| **Counties Served by National Grantee** |  |
| Salt Lake (Urban) | Cache (Urban) |
| Weber (Urban) | Davis (Urban) |
| Utah (Urban) | Box Elder (Rural) |
| Tooele (Rural) | Summit (Rural) |
| Morgan (Rural) | Wasatch (Rural) |
| Uintah (Rural) | Carbon (Rural) |
| Sanpete (Rural) | Sevier (Rural) |
| Iron (Rural) | Washington (Rural) |
| Rich (Frontier) | Juab (Frontier) |
| Millard (Frontier) | Beaver (Frontier) |
| Daggett (Frontier) | Duchesne (Frontier) |
| Emery (Frontier) | Grand (Frontier) |
| Piute (Frontier) | Wayne (Frontier) |
| Garfield (Frontier) | Kane (Frontier) |
| San Juan (Frontier) |  |

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

* + **The following table outlines the PY19 Equitable Distribution authorized positions per county for the state and national grantee and shoes increases or decreases in each county from PY 18 ED.**

**2019**

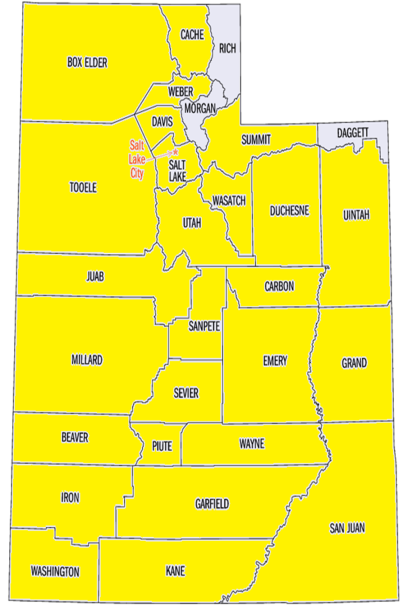
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| FIPS | County | State | PY18 State Grantee AP | PY 19 State Grantee AP | PY18 ES AP | PY 19 ES AP | PY18 National Grantee AP | PY19 National Grantee AP (with set asides) | PY19 National Grantee AP (w/o set-asides) | PY18 Nationwide Total AP (w/o set-asides) | PY18 Nationwide Total AP (with set-asides) | PY19 Nationwide Total AP (w/o set-asides) | PY19 Nationwide Total AP (with set-asides) |
| 49001 | Beaver | UT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 49003 | Box Elder | UT | 0 | 0 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 49005 | Cache | UT | 0 | 0 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 |
| 49007 | Carbon | UT | 0 | 0 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 49009 | Daggett | UT | 0 | 0 |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 49011 | Davis | UT | 0 | 0 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| 49013 | Duchesne | UT | 0 | 0 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 49015 | Emery | UT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 49017 | Garfield | UT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 49019 | Grand | UT | 0 | 0 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 49021 | Iron | UT | 0 | 0 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| 49023 | Juab | UT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 49025 | Kane | UT | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 49027 | Millard | UT | 0 | 0 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 49029 | Morgan | UT | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 49031 | Piute | UT | 0 | 0 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 49033 | Rich | UT | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 49035 | Salt Lake | UT | 55 | 55 | 49 | 49 | 49 | 49 | 49 | 104 | 104 | 104 | 104 |
| 49037 | San Juan | UT | 0 | 0 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 49039 | Sanpete | UT | 0 | 0 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 49041 | Sevier | UT | 0 | 0 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 49043 | Summit | UT | 0 | 0 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 49045 | Tooele | UT | 0 | 0 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 49047 | Uintah | UT | 0 | 0 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 49049 | Utah | UT | 0 | 0 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| 49051 | Wasatch | UT | 0 | 0 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 49053 | Washington | UT | 0 | 0 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 |
| 49055 | Wayne | UT | 0 | 0 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 49057 | Weber | UT | 0 | 0 | 27 | 27 | 27 | 27 | 27 | 27 | 27 | 27 | 27 |
|  | Total |  | 55 | 55 | 213 | 213 | 213 | 213 | 213 | 268 | 268 | 268 | 268 |

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

**The Utah Authorized Positions by State PY 2019 Quarter 3rd from SCSEPED.org**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| FIPS | County | SG AP | SG E | State Grantee V | ES AP | ES E | ES V |
| 49001 | Beaver | 0 |  |  | 0 |  |  |
| 49003 | Box Elder | 0 |  |  | 5 | 0 | -5 |
| 49005 | Cache | 0 |  |  | 7 | 4 | -3 |
| 49007 | Carbon | 0 |  |  | 4 | 9 | 5 |
| 49009 | Daggett | 0 |  |  | 0 | 1 | 1 |
| 49011 | Davis | 0 |  |  | 20 | 15 | -5 |
| 49013 | Duchesne | 0 |  |  | 3 | 2 | -1 |
| 49015 | Emery | 0 |  |  | 0 | 1 | 1 |
| 49017 | Garfield | 0 |  |  | 0 |  |  |
| 49019 | Grand | 0 |  |  | 3 | 1 | -2 |
| 49021 | Iron | 0 |  |  | 6 | 9 | 3 |
| 49023 | Juab | 0 |  |  | 0 |  |  |
| 49025 | Kane | 0 |  |  | 1 | 0 | -1 |
| 49027 | Millard | 0 |  |  | 2 | 0 | -2 |
| 49029 | Morgan | 0 |  |  | 1 | 0 | -1 |
| 49031 | Piute | 0 |  |  | 2 | 0 | -2 |
| 49033 | Rich | 0 |  |  | 1 | 0 | -1 |
| 49035 | Salt Lake | 55 | 50 | -5 | 49 | 40 | -9 |
| 49037 | San Juan | 0 |  |  | 5 | 7 | 2 |
| 49039 | Sanpete | 0 |  |  | 3 | 1 | -2 |
| 49041 | Sevier | 0 |  |  | 5 | 1 | -4 |
| 49043 | Summit | 0 |  |  | 3 | 0 | -3 |
| 49045 | Tooele | 0 |  |  | 5 | 4 | -1 |
| 49047 | Uintah | 0 |  |  | 4 | 2 | -2 |
| 49049 | Utah | 0 |  |  | 31 | 34 | 3 |
| 49051 | Wasatch | 0 |  |  | 2 | 0 | -2 |
| 49053 | Washington | 0 |  |  | 22 | 26 | 4 |
| 49055 | Wayne | 0 |  |  | 2 | 0 | -2 |
| 49057 | Weber | 0 |  |  | 27 | 45 | 18 |

<http://scseped.org/?q=tables_historic&SFIPS=46&yearupload=8&quarter=3>



* + State Grantee – (Salt Lake County only) The Utah SCSEP program has only one county with 55 slots. Currently we are under-serving the county by 7 slots. The issue has been recruitment of new SCSEP participants. During the last reporting period our sub-grantee had some staffing issues and referrals from community partners was down. The sub-grantee program director has moved some participants to help recruit new participants. We expect to be at full enrollment by the end of the year.
  + National Grantee - (24 out of 29 Utah Counties) - Utah is a geographically large and topographically diverse state. Population is located densely in urban areas along the I-15 corridor, and much of the area outside of the corridor is rural and remote from the nearest Employment Center. Over-enrollment occurs naturally where there is a physical SCSEP presence in the Employment Center. Utah SCSEP is co-located in 8 AJC's throughout the state. In these counties, Cache, Weber, Davis, Salt Lake, Utah, Carbon, Iron and Washington, there is typically full enrollment and in some cases lengthy waiting lists to enter the program. Because we have Employment Specialists who work and live in those counties, they have intimate knowledge of the local resources, training opportunities, and referral sources. They are often known in the community and potential enrollees will seek them out.

In the rural areas that are far from the nearest SCSEP location, we naturally have less success in identifying those who are potentially eligible, maintaining relationships with potential hosts and less insight into what the local job market is like. We have attended meetings of the Area Agency on Aging offices (there are 9 such offices around the state); recruited participants directly in Senior Centers and delivered materials and information in person to local AJC's, however, without a physical presence or a regular appointment, these efforts yield little fruit. With additional funding to make recruiting trips more frequently and consistently, we are confident we could fill the slots in these counties.

**The following table shows the 17 counties in Utah are underserved and shows the enrollments and variance in each.**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | Utah |  |  |  |  |
|  |  | Authorized Positions, Enrollments, and Variances | | | | | | | | | | | | | | | |  |  |  |
|  |  |  | UNDERSERVED COUNTIES | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| FIPS | County | SG AP | SG E | State Grantee V | ES AP | ES E | ES V | Variance % |  |  |  |  |  |  |  |  |  |  |  |  |
| 49005 | Cache | 0 |  |  | 7 | 4 | -3 | -43% |  |  |  |  |  |  |  |  |  |  |  |  |
| 49011 | Davis | 0 |  |  | 20 | 15 | -5 | -25% |  |  |  |  |  |  |  |  |  |  |  |  |
| 49013 | Duchesne | 0 |  |  | 3 | 2 | -1 | -33% |  |  |  |  |  |  |  |  |  |  |  |  |
| 49019 | Grand | 0 |  |  | 3 | 1 | -2 | -66% |  |  |  |  |  |  |  |  |  |  |  |  |
| 49025 | Kane | 0 |  |  | 1 | 0 | -1 | -100% |  |  |  |  |  |  |  |  |  |  |  |  |
| 49027 | Millard | 0 |  |  | 2 | 0 | -2 | -100% |  |  |  |  |  |  |  |  |  |  |  |  |
| 49029 | Morgan | 0 |  |  | 1 | 0 | -1 | -100% |  |  |  |  |  |  |  |  |  |  |  |  |
| 49031 | Piute | 0 |  |  | 2 | 0 | -2 | -100% |  |  |  |  |  |  |  |  |  |  |  |  |
| 49033 | Rich | 0 |  |  | 1 | 0 | -1 | -100% |  |  |  |  |  |  |  |  |  |  |  |  |
| 49035 | Salt Lake | 55 | 50 | -5 | 49 | 40 | -9 | -14% |  |  |  |  |  |  |  |  |  |  |  |  |
| 49039 | Sanpete | 0 |  |  | 3 | 1 | -2 | -66% |  |  |  |  |  |  |  |  |  |  |  |  |
| 49041 | Sevier | 0 |  |  | 5 | 1 | -4 | -80% |  |  |  |  |  |  |  |  |  |  |  |  |
| 49043 | Summit | 0 |  |  | 3 | 0 | -3 | -100% |  |  |  |  |  |  |  |  |  |  |  |  |
| 49045 | Tooele | 0 |  |  | 5 | 4 | -1 | -20% |  |  |  |  |  |  |  |  |  |  |  |  |
| 49047 | Uintah | 0 |  |  | 4 | 2 | -2 | -50% |  |  |  |  |  |  |  |  |  |  |  |  |
| 49051 | Wasatch | 0 |  |  | 2 | 0 | -2 | -100% |  |  |  |  |  |  |  |  |  |  |  |  |
| 49055 | Wayne | 0 |  |  | 2 | 0 | -2 | -100% |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

**The following table shows the 12 counties in Utah are over-served and shows the enrollments and variance in each.**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | Utah |  |  |  |  |
|  |  | Authorized Positions, Enrollments, and Variances | | | | | | | | | | | | | | | |  |  |  |
|  |  |  | OVER-SERVED COUNTIES | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **FIPS** | County | SG AP | SG E | State Grantee V | ES AP | ES E | ES V | Variance % |  |  |  |  |  |  |  |  |  |  |  |  |
| **49001** | Beaver | 0 |  |  | 0 |  |  | 0 |  |  |  |  |  |  |  |  |  |  |  |  |
| **49003** | Box Elder | 0 |  |  | 5 | 0 | -5 | 100% |  |  |  |  |  |  |  |  |  |  |  |  |
| **49007** | Carbon | 0 |  |  | 4 | 9 | 5 | 125% |  |  |  |  |  |  |  |  |  |  |  |  |
| **49009** | Daggett | 0 |  |  | 0 | 1 | 1 | 100% |  |  |  |  |  |  |  |  |  |  |  |  |
| **49015** | Emery | 0 |  |  | 0 | 1 | 1 | 100% |  |  |  |  |  |  |  |  |  |  |  |  |
| **49017** | Garfield | 0 |  |  | 0 |  |  | 0% |  |  |  |  |  |  |  |  |  |  |  |  |
| **49021** | Iron | 0 |  |  | 6 | 9 | 3 | 50% |  |  |  |  |  |  |  |  |  |  |  |  |
| **49023** | Juab | 0 |  |  | 0 |  |  | 0% |  |  |  |  |  |  |  |  |  |  |  |  |
| **49037** | San Juan | 0 |  |  | 5 | 7 | 2 | 40% |  |  |  |  |  |  |  |  |  |  |  |  |
| **49049** | Utah | 0 |  |  | 31 | 34 | 3 | 10% |  |  |  |  |  |  |  |  |  |  |  |  |
| **49053** | Washington | 0 |  |  | 22 | 26 | 4 | 19% |  |  |  |  |  |  |  |  |  |  |  |  |
| **49057** | Weber | 0 |  |  | 27 | 45 | 18 | 67% |  |  |  |  |  |  |  |  |  |  |  |  |

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

* + **Moves positions from over-served to underserved locations within the State in compliance with 20 CFR 641.365.** 
    - **The State of Utah SCSEP program is in compliance with over-served to underserved locations because we only serve Salt Lake County.**
    - **Easterseals-Goodwill Northern Rocky Mountain:** Although ESGW SCSEP is located in American Job Centers strategically throughout the state, there are still areas of the state that are several hours driving distance to the nearest SCSEP location. We are hopeful that the new Partner Referral System will assist with reaching potential participants in rural areas. Part of the American Job Center certification process is educating partners on services offered. With all American Job Center staff throughout the state trained to identify employment services targeting specific groups, we should see an increase in partner referrals in remote areas. Current strategies to identify and serve these participants include collaborating with local county Area Agencies on Aging and non-profits providing services to seniors

**The State of Utah is working with ESGW-NRM to improve Slot imbalances. Underserved areas around the State of Utah are frontier areas with no local American Job Centers. These underserved areas will be a focus of building partnerships with local county agencies and non-profits to provide opportunities for SCSEP participants to train in those underserved areas. When these partnerships are achieved over served areas will be corrected.**

### Equitably serves both rural and urban areas (20 CFR 641.302(a)(2) and

* + - **Easterseals-Goodwill Northern Rocky Mountain:** ESGW SCSEP has allocated slots throughout the state of Utah. Most of the participants reside in urban areas, as these areas provide ample support for recruitment efforts as well as the most opportunities for training and employment. The state of Utah is an area of nearly 85,000 square miles; much of it is rugged terrain with isolated populated areas. Although Easter Seals-Goodwill SCSEP has staff in seven locations throughout the state, often there is a long distance to the nearest office serving SCSEP participants. Coordination with area Agencies on Aging has met with some success. We are hopeful that the referral system being incorporated into the WIOA partnerships through American Job Center certification will provide an additional avenue to reach the remote areas of the state.

**The State of Utah is working with ESGW-NRM to improve Slot imbalances. Underserved areas around the State of Utah are frontier areas with no local American Job Centers. These underserved areas will be a focus of building partnerships with local county agencies and non-profits to provide opportunities for SCSEP participants to train in those underserved areas. When these partnerships are achieved over served areas will be corrected.**

### Serves individuals afforded priority for service under 20 CFR 641.520. (20 CFR 641.302(a), 641.365)

* + - **The Utah SCSEP Program when recruiting and selecting participants for SCSEP, priority is given to individuals who have one or more of the following priority of service characteristics:**
      * **Are covered persons in accordance with the Jobs for Veterans Act (covered persons – veterans and eligible spouses, including widows and widowers – who are eligible for SCSEP must receive services instead of, or before, non-covered persons);**
      * **Are 65 years 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 utilizing services provided through the One-Stop Delivery System;**
      * **Are homeless or are at risk for homelessness**

**The priority of service requirements are included in the state SCSEP contract and are adhered to by all SCSEP grantees in Utah.**

* **Easterseals-Goodwill Northern Rocky Mountain:** Ongoing training provides Employment Specialists with the tools needed to identify barriers to employment that qualify as Most-In-Need. ESGW SCSEP uses an application designed to assist Employment Specialists to identify need factors per the descriptions provided by the Department of Labor. Priority is established according to identified barriers to employment, with Veterans receiving first priority to enter the program. Employment Specialists also attend conferences and job fairs that attract the most in need. For example, senior center fairs, Choose to Work job fairs, Refugee Cultural Celebrations and Veteran’s conferences offer access to individuals with identified employment barriers. The program manager is bi-lingual English/Spanish, so we are able to accommodate Spanish-speaking participants.

Over the past four years, ESGW SCSEP has consistently met goals for Service to Most In Need and Service Level, demonstrating the ability of the program to serve the greatest number of eligible participants. We believe this is due in large part to the co-location of ESGW SCSEP offices within the American Job Centers. Utah also has a large presence of veterans with a Veterans Hospital and Air Force, Army and National Guard bases. The SCSEP has a continuing partnership with the Veterans Administration through host agency agreements and Employment Specialists engage with Veteran’s Representatives that are housed in the American Job Centers

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

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  | Utah |  |  |  |
|  | Total population, Eligible Population, Authorized Positions, Enrollments | | | | | | | | | | | | | | | | | | |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| FIPS | County | Total Population 60+ | Eligible 60+ | SG AP | SG E | State Grantee V | ES AP | ES E | ES V |  |  |  |  |  |  |  |  |  |  |  |  |
| 49001 | Beaver | 1203 | 54 | 0 |  |  | 0 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 49003 | Box Elder | 9121 | 589 | 0 |  |  | 5 | 0 | -5 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49005 | Cache | 14937 | 838 | 0 |  |  | 7 | 4 | -3 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49007 | Carbon | 4492 | 394 | 0 |  |  | 4 | 9 | 5 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49009 | Daggett | 156 | 13 | 0 |  |  | 0 | 1 | 1 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49011 | Davis | 45346 | 2010 | 0 |  |  | 20 | 15 | -5 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49013 | Duchesne | 3026 | 250 | 0 |  |  | 3 | 2 | -1 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49015 | Emery | 2252 | 99 | 0 |  |  | 0 | 1 | 1 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49017 | Garfield | 1299 | 121 | 0 |  |  | 0 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 49019 | Grand | 2233 | 170 | 0 |  |  | 3 | 1 | -2 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49021 | Iron | 7781 | 679 | 0 |  |  | 6 | 9 | 3 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49023 | Juab | 1670 | 126 | 0 |  |  | 0 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 49025 | Kane | 2137 | 166 | 0 |  |  | 1 | 0 | -1 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49027 | Millard | 2682 | 149 | 0 |  |  | 2 | 0 | -2 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49029 | Morgan | 1842 | 90 | 0 |  |  | 1 | 0 | -1 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49031 | Piute | 657 | 79 | 0 |  |  | 2 | 0 | -2 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49033 | Rich | 491 | 6 | 0 |  |  | 1 | 0 | -1 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49035 | Salt Lake | 162441 | 11251 | 55 | 50 | -5 | 49 | 40 | -9 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49037 | San Juan | 2757 | 551 | 0 |  |  | 5 | 7 | 2 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49039 | Sanpete | 4901 | 398 | 0 |  |  | 3 | 1 | -2 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49041 | Sevier | 4478 | 475 | 0 |  |  | 5 | 1 | -4 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49043 | Summit | 6716 | 357 | 0 |  |  | 3 | 0 | -3 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49045 | Tooele | 8243 | 472 | 0 |  |  | 5 | 4 | -1 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49047 | Uintah | 4815 | 492 | 0 |  |  | 4 | 2 | -2 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49049 | Utah | 59035 | 3473 | 0 |  |  | 31 | 34 | 3 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49051 | Wasatch | 4198 | 201 | 0 |  |  | 2 | 0 | -2 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49053 | Washington | 39664 | 2748 | 0 |  |  | 22 | 26 | 4 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49055 | Wayne | 700 | 80 | 0 |  |  | 2 | 0 | -2 |  |  |  |  |  |  |  |  |  |  |  |  |
| 49057 | Weber | 38442 | 3492 | 0 |  |  | 27 | 45 | 18 |  |  |  |  |  |  |  |  |  |  |  |  |

* + - **The Division of Aging and Adult Services will use the Equitable Distribution as provided by the U.S. Department of Labor as the basis for the ratio of eligible individuals in each county to the total eligible population in the state. Equitable Distribution will be reviewed yearly with the National grantee. Any changes will be addressed through attrition or transfer of participants to reach required goals. No participant will be terminated due to equitable distribution.**
    - **Easterseals-Goodwill Northern Rocky Mountain:** As of July, 2019, the total population of Utah is 3.2 million. According to Census.gov, approximately 9% of Utah residents live in poverty, and 11.1% are aged 65 or older as of 2019. Assuming 9% of seniors are at or below poverty level, there should be approximately 32,000 seniors eligible for SCSEP throughout the state. Current allocated slots for the national grant are 213, for the state grant (Salt Lake County only), 55, for a total of 268.

### Provide the relative distribution of eligible individuals who:

### Reside in urban and rural areas within the State

***State of Utah Counties, Urban, Rural and SCSEP Provider in that county***

|  |
| --- |
| **Counties Served by State Grantee** |
| Salt Lake (Urban) |

|  |  |
| --- | --- |
| **Counties Served by National Grantee** |  |
| Salt Lake (Urban) | Cache (Urban) |
| Weber (Urban) | Davis (Urban) |
| Utah (Urban) | Box Elder (Rural) |
| Tooele (Rural) | Summit (Rural) |
| Morgan (Rural) | Wasatch (Rural) |
| Uintah (Rural) | Carbon (Rural) |
| Sanpete (Rural) | Sevier (Rural) |
| Iron (Rural) | Washington (Rural) |
| Rich (Rural) | Juab (Rural) |
| Millard (Rural) | Beaver (Rural) |
| Daggett (Rural) | Duchesne (Rural) |
| Emery (Rural) | Grand (Rural) |
| Piute (Rural) | Wayne (Rural) |
| Garfield (Rural) | Kane (Rural) |
| San Juan (Rural) |  |

Age Population 2017



* **Easterseals-Goodwill Northern Rocky Mountain:** The majority of Utah’s population lives around the Wasatch Front Mountain range, including Weber, Davis, Salt Lake and Utah counties. Most of the land area of the state has low population density and is designated rural. ESGW SCSEP currently has seven locations in strategic areas throughout the state. The full -time Program Coordinator housed in the Ogden office conducts all employment services for participants in the northern rural counties and travels regularly to the Logan Job Center in Cache County. The Ogden office currently serves 45 participants and 12 Host Agencies in Cache, Box Elder and Weber County. The office situated in Davis County serves 27 participants and 12 Host Agencies in Tooele, Duchesne and Uintah counties as well as Davis. Participants are placed in local Host Agencies and the Employment Specialist travels regularly to complete employment plans, needs assessments and re-certifications. Recruitment is currently taking place in these counties and local Host Agencies assist with referrals.

In Salt Lake County, a full-time Employment Specialists provides services to 45 participants and 16 active Host Agencies. Salt Lake host agencies offer a variety of training opportunities within easy access of public transportation. All host agency assignments are made with the participant’s location and ability to travel in mind.

In Utah County, we are currently serving 39 participants and ten Host Agencies, including Habitat for Humanity, Provo Recreation Center, Community Action Services and Food Bank, Ability First, Springville and Payson Cities, Tabitha’s Way, Agape Community Center and the American Red Cross. The Price office serves several Central and Southeastern counties: Carbon, Emery, Grand, Piute, Wayne, San Pete, Sevier and San Juan County, serving 22 participants and 11 hosts at this time. One part-time Employment Specialist travels to meet participants at their local host agency sites as well as conducting business electronically.

The office in Cedar City serves participants in Iron, Beaver, Millard and Garfield counties and is staffed by 2 participant assistants. At this time 9 participants are enrolled in the area. Most of these counties are considered rural and training opportunities are limited. In Washington County, many participants live in and around the St. George area. The St George area Employment specialist serves 25 participants. Six host agencies are accessible by public transportation if necessary. The Washington County office also serves rural Kane County.

### Have the greatest economic need

Age 60+ per county / Percentage below poverty / Race / 2017

















<https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=CF>

* **Easterseals-Goodwill Northern Rocky Mountain:** In the current program year (PY19), 90 percent of participants served by ESGW SCSEP are at or below 100 percent of the Federal Poverty Level. For those participants facing the greatest economic need, Easterseals-Goodwill SCSEP’s partnership with local homeless shelters, food banks and other community agencies serving economically depressed mature individuals allows participants greater access to needed resources. ESGW SCSEP reaches out to local minority communities through churches, schools and community networking to provide services to and engagement of disparate groups in all local service areas. Employment Specialists consistently train to identify and prioritize enrollment for those most in need.

### Are minorities

SEE PRIOR CHART

* **Easterseals-Goodwill Northern Rocky Mountain:** San Juan County is the most diverse in the state as the majority of its population is American Indian & Alaska Native Alone (47.8%). Many of the people in San Juan County speak a non-English language, although 98.8% of the county’s population is American Citizens. ESGW SCSEP is currently serving seven participants in San Juan County, a remote and difficult to serve area.

Salt Lake and Weber counties have the next highest percentage of minorities with white non-minorities comprising less than 80% of the counties’ populations. In these two counties, we are serving 87 participants or 41% of those enrolled in the project. The remaining counties in Utah range from 84-96% comprised of white non-minorities. In spite of this reality, ESGW SCSEP participant makes up consists of nearly half racial minorities.

### Are limited English proficient

|  |
| --- |
| S1601: LANGUAGE SPOKEN AT HOME |
| 2013-2017 American Community Survey 5-Year Estimates |



<https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=CF>

* **Easterseals-Goodwill Northern Rocky Mountain:** Statewide, 18% of participants have limited English proficiency. Salt Lake County has the greatest number of limited English proficient participants due to the high number of refugees served in the county. ESGW SCSEP provides ESL instruction in partnership with Horizonte Instruction and Training Center, the Refugee Center of Salt Lake, the Asian Association, the Somali Community Agency, Mesopotamia Center, Catholic Community Services and Vietnamese Community Agency. Participants speak such disparate languages as Arabic, French, Russian, Somali, Spanish and Vietnamese.

### Have the greatest social need (20 CFR 641.325(b).)

* + **Prior Tables have addressed all demographics for the State of Utah.**
* **Easterseals-Goodwill Northern Rocky Mountain:** Utah SCSEP serves many participants whose first language is other than English. This barrier also causes many participants who do not speak English well to feel culturally and socially isolated. The project collaborates with various community groups to provide services for participants with limited English skills. Some examples include the Mesopotamia Center (serving Arabic speaking participants), the Somali Community Self-Management Agency and the Vietnamese Community Center.

Easterseals-Goodwill SCSEP is also known for its service to people with disabilities, as evidenced by consistent referrals from Vocational Rehabilitation partners. The project assists participants to identify simple accommodations, and works with host partners to provide appropriate training. Participants are encouraged to participate as fully as possible.

### 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))

* **The Utah SCSEP program experienced a major change to the program during the last census. This experience will help this program if there is any disruption to the SCSEP program. The Utah SCSEP program has experience with working with the DOL to close out areas, expand areas, and the movement of National programs. Steps taken prior;**
  + - **Discussion with effected areas and sub-contracts**
    - **Discussion with the DOL on timelines to open, realign, close areas**
    - **Discussion with National Grantees if slots are transferred to their program**
    - **Visitation with clients and grantees for introductions**
    - **Start client transitions**
    - **Handle complaints and issues**
    - **Close out files / SPARQ / handle data issues**
* **The Utah SCSEP program has steps in place if the program needs to move out of DAAS to DWS. The program management in place at both agencies understands what is needed to move a program and the processes that need to take place to ensure clients move over with a little disruption as possible. The Utah SCSEP program has a process in place if we need to change out sub-grantees.**

## SCSEP Operations

* ***Per recent guidance, the DOL has not required a description of Utah SCSEP operations. However, we will submit a copy of the Utah SCSEP DOL approved Policy and Procedure Manual and the Easter Seals SCSEP policy and Procedure Manual as an Appendix.***