



State of Iowa

Senior Community Service Employment
Program

[SCSEP]

State Plan

Prepared by the Iowa Department on Aging

July 1, 2016 – June 30, 2020

TABLE OF CONTENTS

Introduction.....	3
I. Economic Projections.....	3
II. Service Delivery and Coordination	10
III. Location and Population Served.....	16
SCSEP Assurances.....	24
References.....	25

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)

With the passage of the Workforce Innovation and Opportunity Act (WIOA) the Governor in partnership with Iowa Workforce Development created a steering committee tasked with overseeing the development of the WIOA State Plan. Along with representatives from the Governor's Office, the participants on the steering committee and additional works groups have included individuals from the following agencies:

Department of Human Rights
Department of Human Services-Promise Jobs
Iowa Vocational Rehabilitation
Iowa Department for the Blind
Iowa Department on Aging
Department of Education, Division of Community Colleges-Adult Literacy
Iowa Workforce Development (IowaWORKS)
 Wagner-Peyser
 Adult and Dislocated Worker Program
 Youth Program
 Migrant & Seasonal Farm Worker
 Disabled Veteran's Outreach Program
 Trade Assistance
 Integrated Business Services
Community Colleges-GAP Program
Iowa Department of Management
Iowa Economic Development Authority
State Workforce Investment Board

As the planning process was conducted there was an overarching question of how to improve the Workforce System to provide quality services for both the job seeker and businesses. In the guidance provided by the Department of Labor, the state could provide a Unified State Plan consisting of the Core Partners (Iowa Workforce Development, Department of Education, and the Vocational Rehabilitation state agencies) or a Combined Plan of all the programs in the workforce system. At this time it was determined that a Unified State plan rather than a Combined State Plan would be provided. Since the Senior Community Services Employment Program (SCSEP) is not one of the core partners we are submitting the following stand-alone plan. As a program under the Iowa Department on Aging we have been involved in the state planning discussions and have been involved in the planning process. With the SCSEP program being a required partner in the One Stop, we will work closely with all of the partners in the workforce system to provide services to our participants. In the future when a combined plan is written we will be prepared to align our program with the others in the workforce system.

1. Economic Projections and Impact. States must:

A. Discuss long-term projections for jobs in industries and occupations in the State that may provide employment opportunities for older workers. (20 CFR 641.302(d)). Alternately, States may discuss this in the economic analysis section of strategic plan, if submitting a Combined State Plan.

Iowa Workforce Development along with other partners conducted a needs assessment which identified the growing industries in Iowa's future as well as challenges such as a middle skills job gap. Reports used to obtain the labor market information for this plan came from the Labor Market Information Division, Iowa Workforce Development: *Workforce Needs Assessment: Iowa Analysis* (2015); the *Middle Skill Jobs in Iowa*, a publication also prepared by the Labor Market Information Division, *Iowa's Workforce and the Economy 2015*, prepared by the Labor Market Information Division, and the Battelle Technology Partnership Practice, *Iowa's Re-Envisioned Economic Development Roadmap* (2014). These reports and the needs assessment were used to analyze the occupations and employment opportunities for older workers in Iowa.

In data that was collected through the Iowa Workforce Development's job bank from October 31, 2013 through November 30, 2014 an average of 34,378 vacancies per day were reported by Iowa employers. The chart on the next page identifies the top vacancies by occupation and total percentage of openings.

Current Vacancies by Occupational Category

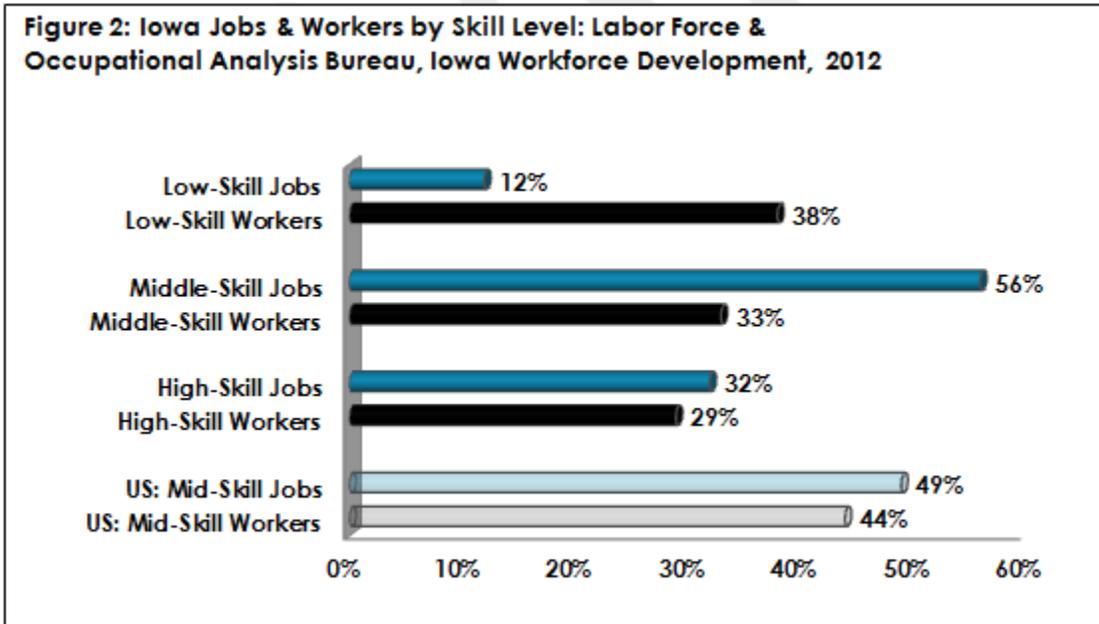
	Percent of Total Vacancies	Average Vacancies per Day
Sales & Related	11.6%	3,994
Office & Administrative Support	11.0%	3,779
Transportation & Material Moving	10.6%	3,643
Healthcare Practitioner & Technical	8.3%	2,847
Production	7.5%	2,593
Food Preparation & Serving Related	6.8%	2,333
Computer & Mathematical Science	5.5%	1,887
Building & Grounds Cleaning & Maintenance	4.9%	1,696
Management	4.8%	1,640
Installation, Maintenance & Repair	4.3%	1,480
Business & Financial Operations	3.7%	1,287
Construction & Extraction	3.6%	1,221
Healthcare Support	3.5%	1,205
Architecture & Engineering	3.0%	1,047
Community & Social Science	2.1%	720
Farming, Fishing & Forestry	2.0%	683
Education, Training & Library	1.9%	639
Arts, Design, Entertainment, Sports & Related	1.5%	504
Protective Service	1.1%	386
Personal Care & Service	1.1%	366
Life, Physical & Social Science	1.0%	355
Legal	0.1%	45
Military Specific	0.1%	28
Total	100%	34,378

Iowa Workforce Development's Job Bank

The top six industry categories are well suited to the interests and skills of many workers over the age of 55. Many of the sales as well as administrative positions are part-time positions which can be attractive for some older workers. Those currently employed in the transportation industry are 55+ so these businesses are very aware of the needs of the older worker. Given these factors and the number of openings in these industries there are many job possibilities for the older worker.

B. 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 skill training to be provided. (20 CFR 641.302(d))

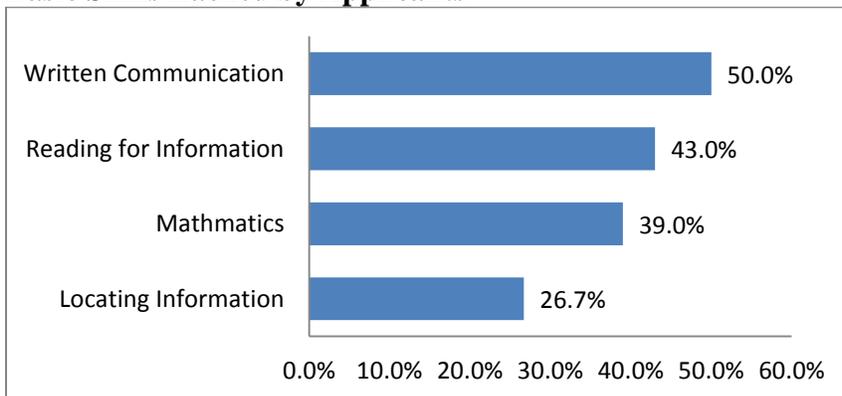
What the needs assessment found was that there were many more workers for the low skilled jobs than openings. The majority of openings as shown below exist for the middle-skill jobs. These jobs usually require some type of training beyond high school. They can include some type of certification such as a Certified Nursing Assistant an Associate’s or Bachelor’s Degree. This can present a barrier to SCSEP participants since our highest percentage (37%) of Iowa participants possess only a high school diploma. We will need to work with participants to encourage them to receive training to upgrade their educational skills to be able to fill jobs in the middle-skills industries.



Middle-Skill Jobs in Iowa 2015

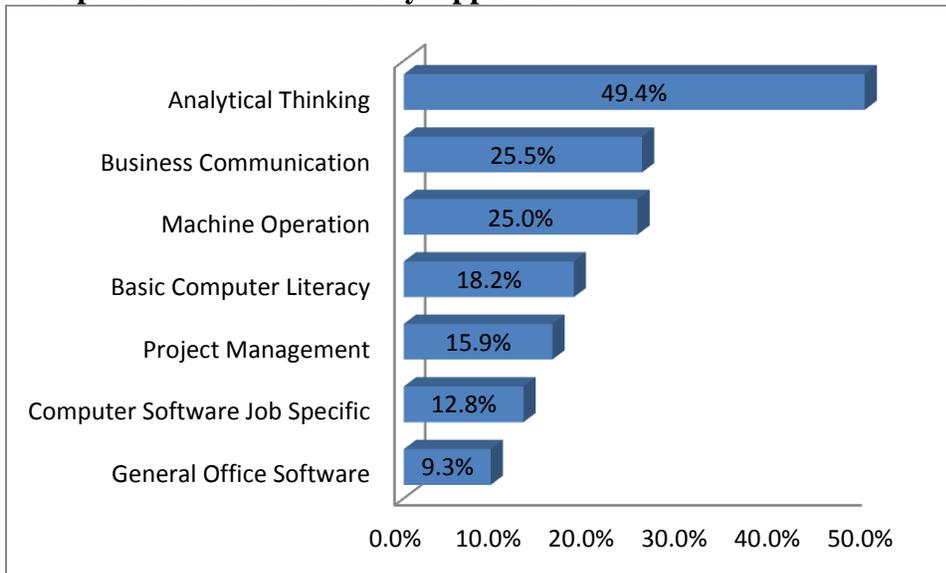
Not only are the jobs available in the middle skills area but the employers also identified the hard skills that were missing from their applicants. These were defined by basic skills and occupational skills.

Basic Skills Lacked by Applicants



Iowa Workforce Needs Assessment 2015

Occupational Skills Lacked by Applicants



Iowa Workforce Needs Assessment 2015

One way that we can upskill our participants is through the National Career Readiness Certificate (NCRC). This testing program is available through the Skilled Iowa Initiative and for some businesses it is one of the application requirements. The One Stops have the pre-testing and testing services available. With the NCRC we have found that even if it has been a few years since high school graduation, the skills participants gained through employment can be reflected and validated through this testing. We will work with our participants and the One Stops to encourage and enroll as many participants as funding permits in the NCRC training and testing.

The area that the SCSEP grantees need to pay close attention to is the basic computer and computer software (job specific) skills that were identified as lacking. Each of the grantees are continually looking for resources to provide this training. They have partnered with the One Stops who provide computer training, along with local libraries, private organizations, and community colleges. Some courses are available on-line. As each participant is enrolled in the SCSEP program they will also be signed up for the beginning computer classes offered at the One Stops. Once these classes are completed the provider will assess the participant's needs and work with them to assist them with additional training that would be needed to ready them for positions in the sales, office assistant, and transportation industries. These classes may be offered at the local community college or through an online program.

Each of the regions in the state have identified business sectors that are most in need of employees. To assist these regions with training, the community colleges have identified and initiated career pathways for these sectors. They have dedicated staff who can help students navigate the training required for the jobs in these industries. PACE and GAP funding is available to assist students with meeting the tuition needs. We will identify participants who are interested in training in these career pathways. The first step in this process will be having the participants attend the informational sessions that are conducted for each of these programs. When the participant expresses an interest in enrolling in the program, the provider will assist them with completing the community college registration process.

Through computer training and linking our participants with the career pathways we will prepare them for careers in needed fields. This will help meet the demand for employees in the identified high growth areas. It will also provide assurances that our participants will be able to obtain unsubsidized employment in these in-demand jobs. Additionally these pathways can lead them to jobs that can provide more than minimum wage. This will give them a greater chance of being able to obtain economic security.

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

To be able to prepare participants for employment it is necessary to understand the top jobs in the current and projected labor market. The Iowa Workforce Development Labor Market Information Division listed occupations with the largest growth for the years 2012-2022. It is projected that these top ten occupations will produce a total of 44,705 jobs and are listed below.

Iowa Occupations with Largest Growth

Occupation	Total Projected Openings
Truck Drivers	8030
Registered Nurses	5635
Food Prep/Serving Workers	5020
Retail Salespersons	4660
Customer Service Reps	4185
Laborers/Material Movers	3555
Childcare Workers	3500
Home Health Aids	3415
Janitors and Cleaners	3355
Cashiers	3350

Iowa's Workforce and the Economy 2015

To be able to prepare participants for these jobs it is necessary to understand the education and skills required to for these positions. O*Net OnLine (O*Net) was used to obtain the education and skills requirements for each of these positions. With all one exception these positions can be entered by individuals possessing a high school education. For cashiers and food prep workers, the majority of those holding these positions had less than a high school education. The one exception to needing more than a high school education was the registered nurse. The majority of the nursing positions were filled by individuals possessing an associate's degree. The education level is listed in the following chart.

O*Net Educational Level

Occupation	Education Level of Current Job Holders
Truck Drivers	H.S. Diploma 56%/Post-Secondary Certificate 15%
Registered Nurses	Associate's Degree 66%
Food Prep/Serving Workers	Less than High School Diploma 70%
Retail Salespersons	H.S Diploma 70%
Customer Service Reps	H.S. Diploma 67%

Laborers/Material Movers	H.S. Diploma 70%
Childcare Workers	H.S. Diploma 52%
Home Health Aids	H.S. Diploma 63%
Janitors and Cleaners	H.S. Diploma 72%
Cashiers	Less than High School Diploma 42%

O*Net OnLine

The second piece of information obtained from O*Net was the list of skills needed for each of these occupations. The common five skills needed for success in these occupations include:

- Active Listening
- Service Orientation
- Speaking
- Critical Thinking
- Social Perceptiveness

When a SCSEP participant enters the program they are unemployed and many have limited work history. One positive is that in looking at the education level of all 2014 SCSEP participants, 36.4% of them had a high school diploma while 31.2% had one to three years of college. While many of these participants would have the educational level to obtain one of the high growth jobs, training in the soft skills will be necessary for them to retain and advance in unsubsidized employment.

Understanding these high growth sectors as well as the entry level education and skill set is valuable for the providers as well as the participants. As each participant enrolls in the program they are given an assessment which identifies their previous work history and skills. By looking at their work history and skills, matches can be made for connecting them with employment in these high growth areas. Any skills deficits can be addressed in the Individual Employment Plan (IEP). In the IEP linkages with soft skills training or educational enrollment in short-term certificate trainings can occur. Through the host agency assignment the participant can start to receive soft skills training and the community colleges can be used for the desired short-term certificate training that is available through the career pathways. When monitoring the state of Iowa sub-grantee the state SCSEP director will carefully review the IEP to make sure that the participant has the proper host agency to start their skill building activity. The employment outcome will also be looked at to determine if further education is needed to allow entry into the person's chosen career field. If this does not seem to be happening the state SCSEP director will provide training to the sub-grantee in conducting and understanding assessments as well as in writing skill driven IEP's.

With the completion of the SCSEP application the next step for each participant is to register with the One Stop. At this registration time they become members and can take advantage of the programs offered under Wagner-Peyser. This can include assistance with completing interest inventories, learning about job openings that match their interest, preparing a resume, obtaining career guidance, and attending job search workshops. To assure that participants are linking with the One Stop programs the state SCSEP director will review IEP's looking for classes that the participants have taken through the One Stops.

II. Service Delivery and Coordination. States must:

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

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

As a mandatory partner each SCSEP provider works closely with the One Stops. When it is financially possible the provider is co-located in the One Stop. If this is not possible they attend the local partners meetings so that they are aware of other programs and services that are available for their participants. Since understanding the local labor market is important, they attend the Regional Workforce Investment Board meetings. Here they are able to create connections with local businesses and learn about employment opportunities for their participants.

The director of the Department on Aging has signed the Memorandum of Understanding (MOU) with the state agencies involved with providing workforce services. As each region rolls out their MOU's the SCSEP providers will sign them. Through this process the regional workforce delivery system will know who to contact for questions they may have serving individuals age 55 and older.

As the new workforce referral process is rolled out the state SCSEP director will see that SCSEP providers receive training in how to use the new system. This will allow for the referral of participants to other programs as well as help SCSEP receive referrals from other partner programs.

As a governmental agency the One Stops are used as a training site for SCSEP participants. The jobs they perform are varied and directed by the needs of each One Stop. Through their work they provide valuable services at no cost to the One Stop program. This is one way we support the infrastructure of the One Stop and this support can be ongoing as long as we are allowed to provide a participant. Besides providing services to the One Stop they can also be used to share information about the program to potential applicants and can help promote the SCSEP program.

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

The Older Americans Act establishes and supports the aging network. In Iowa this includes the Iowa Department on Aging (IDA), the six Area Agencies on Aging (AAA), one tribal aging unit, and Lifelong Links. The services provided through the aging network include nutrition services, home-delivered meals, transportation, supports for family caregivers, elder rights protection, long-term advocacy, and employment. SCSEP participants who are age 60 or older have access to these services. An individual with a disability over the age of 18 has access to Lifelong Links. Those SCSEP participants under the age of 60 with a disability can receive information and

services from Lifelong Links to assist them with meeting their additional needs.

The entry point for accessing many of these services starts with the options counselors that are located in each AAA. The state SCSEP director will provide the names of the options counselors as well as the AAA region they cover to our sub-grantee. The state SCSEP director will arrange for an options counselor to provide training about their services to our sub-grantee. This should help the sub-grantee understand the linkages that can be made. At the annual monitoring visit linkages for these programs will be looked for.

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

Throughout the state SCSEP providers have formed community partnerships. These partnerships are used to find services that their participants need in order to be prepared for employment. Many of the organizations also serve as host agencies. Within their service region each grantee will continue to identify and develop relationships with the organizations that can provide the services required to assist their participants in preparing for employment.

The state SCSEP director will focus on developing relationships with the state vocational rehabilitation agencies, the Department of Human Services, the disability employment initiatives, and the organizations providing services to veterans. This will be done by attending common meetings where we discuss system changes to improve services. Training about the services SCSEP provides and the eligibility process will be provided to any organization that makes a request or that the state SCSEP director identifies as an organization that has individuals who could benefit from the program. When the state SCSEP director obtains referrals about individuals who could benefit from SCSEP, the referral will be passed along to the SCSEP provider in the area. As the state SCSEP director learns about all the services these programs provide, this information will be passed along to the SCSEP providers through e-mails and quarterly conference calls.

The partnerships that all SCSEP providers will continue to maintain include:

- Iowa Vocational Rehabilitation Services
- Iowa Department for the Blind
- Iowa Department of Human Services
- Disability Employment Initiative
- Iowa Employment First
- Iowa Coalition for Integrated Employment
- Community Rehabilitation Programs
- Iowa Mobility Managers
- Community Action Programs
- Homeless Shelters
- St. Vincent DePaul
- Salvation Army
- Goodwill

- Veterans Affairs
- Home-based Iowa
- County General Relief
- Other public, private, and faith-based organizations
- Senior Centers
- Community Colleges
- Chambers of Commerce
- Local chapters of Society of Human Resource Managers (SHRM)

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

On a regular basis SCSEP providers meet with vocational rehabilitation providers, adult learning centers, community colleges, and universities. They serve as the experts in ensuring that the needs of the older workers are met in their training program or in their employment.

Through their attendance at the Regional Workforce Development Board meetings, they are made aware of the high growth industries in their area and the jobs that need to be filled. They also have access to local labor market information through their One Stops. By using this information they can determine if their participants have the skills to perform the jobs or if they need additional training. If training is needed their connection to the Workforce System allows them access to the training providers.

The SCSEP providers are learning about the Career Pathway Navigators located at the community colleges. Through partnerships with these navigators they will be able to link participants with short term skills training offered in the regional high growth sectors.

Currently the state of Iowa workforce system is establishing sector partnerships in each region. The SCSEP providers will continue to monitor the development of these partnerships and link up with the partnerships in the sectors that would be most beneficial for their participants.

Through the partnerships with the One Stops and the Regional Workforce Development Boards the SCSEP providers will also be connecting with apprentice programs. With the variety of apprenticeships that are being developed there are many possibilities for employment for SCSEP participants. Once again the providers will be acting as the experts for how to best utilize individuals age 55+ in these apprenticeships.

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

To meet requirements of the WIOA legislation, new MOU's will need to be signed for each region. The SCSEP providers will insure that they update their MOU's. Along with this they will continue to attend partner meetings to maintain their connections with the other partners in the system.

The state is working on a common referral procedure. Once this referral system is established the SCSEP providers will make sure they are linked to this system. In establishing this referral system, the SCSEP providers will work with the staff at the One Stops to make sure that they are able to fully assess the needs of the older worker. This will offer some assurances that the appropriate referral is being made. Some older workers may need SCSEP services along with other services such as those provided under WIOA Adult Services.

Whenever it is financially possible the SCSEP provider will be co-located in the One Stop. This allows for better collaboration between partners. It also helps participants feel more comfortable taking the classes that are offered through the One Stops.

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

Economic development is represented on the regional workforce development boards. The state SCSEP sub-grantee is attending these board meetings so that they can be seen as one of the service providers in the areas. As they become more familiar with each of the board members they can seek out the economic development directors to learn about the businesses that are being developed in each region. Throughout each grant year the state SCSEP director will monitor the contacts made with the rural economic development offices. Through developing these partnerships the economic development community will be made aware of the pool of older workers who are available for employment.

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

In the passage of WIOA one of the performance measures includes linkages that the Workforce System makes with employers. As these performance measures become better understood and as systems are developed for employer partnerships each of the SCSEP providers will get involved with the teams who are making these connections. Helping the members of the Workforce System see the value of hiring and retaining workers over the age of 55 will make them valued members of the team. They will also be representing another applicant pool that an employer can access which will be valued.

Another valuable tool that is available for SCSEP participants is the On-the-Job-Experience (OJE). Through paying the participant's wages for a short period of time, this allows for a short time job trial experience. During this time the employer and the participant can evaluate their skills and abilities to determine if they have the necessary skills to perform the job for this employer. This can help the employer make a better hiring decision. When these work well this can provide a new partnership with a business and open the possibility for more placements there.

C. Describe the long-term strategy for serving minorities under SCSEP. (20 CFR641.302 (c))

According to the Census Bureau, the racial and ethnic group population percentages in Iowa are distributed as follows:

Hispanic/Latino	5.6%
American Indian/Alaska Native	0.5%
Asian	2.2%
Black/Black African American	3.4%
White	92.1%

During Program Year 2014 the national and state SCSEP providers (AARP Foundation, Experience Works and Senior Service America, Inc.) served the following minority populations:

Hispanic	21 people or 2.2% of participant count
American Indian/Alaska Native	13 people or 1.4% of participant count
Asian	7 people or .7% of participant count
Black/African American	228 people or 23.9% of participant count
White	685 people or 71.8% of participant count

Total individuals served 954

In proportion to the total population percentages, Iowa SCSEP providers served a larger percentage of minority individuals compared to the state average of the respective minority population. The two minority populations where the providers did not match the Iowa percentage population were serving those of Asian and Hispanic/Latino ethnicity. In order to assure that all individuals are served the providers will continue their outreach by:

- Maintaining and developing links with agencies that welcome and provide services to diverse people in the community
- Refer participants to organizations that provide services and training offered in their first language
- Market SCSEP to diverse organizations through meeting with service providers and direct referrals
- Insure that recruitment and marketing efforts are targeted toward diverse groups in the community

The state SCSEP director has started to develop a relationship with the state program managers for the Office of Asian and Pacific Islanders as well as the Office of Latino Affairs. That contact has resulted in linkages to trainings in how to best serve their populations. These training opportunities will be attended by the state SCSEP director and the sub-grantee staff will be provided access to these trainings.

The sub-grantee has done a good job of hiring minorities to serve as participant staff as well as outreach coordinators. Through this practice the individuals who apply for services see someone like themselves in the program. The state SCSEP director will continue to monitor this practice and support the hiring of diverse staff so that diverse participants are being served by individuals like themselves.

D. Provide a list of community services needed and the exact places where these services are most needed. Specifically, the plan must address the needs and location(s) of

those individuals most in need of community services and the groups working to meet their needs. (20 CFR 641.330)

Each region of the state is very distinct and comes with its own individual needs. Some of the rural areas of the state need greater opportunities for employment. In the urban areas more affordable housing is needed. Some of the common needs include better access to transportation, access to health care and long term supports, food insecurity, and income insecurity.

Through each region the SCSEP providers use their networks to see that their participants have their needs met. These partners can include their Iowa Works One Stop partners, the Iowa Department of Human Services, Iowa Vocational Rehabilitation Services, the Iowa Department for the Blind, the Veterans Administration, Goodwill, the Salvation Army, the Area Agencies on Aging, the Community Action Agencies, local food banks, and other private non-profit organizations. The state SCSEP director will continue to depend on each regional provider to understand the needs in their area and work with the service providers to receive assistance in addressing the needs of their participants.

The one common need that was addressed by all SCSEP providers was the need for host agencies in the rural areas. Since the state SCSEP director meets with other governmental and non-profit providers who have offices throughout the state, it may be possible to develop host agency sites within these organizations. The state SCSEP director will look for these opportunities and when they present themselves will set up meetings between the provider and state sub-grantee. The areas we would target would be the rural areas of the state.

E. Describe the long-term strategy to improve SCSEP services, including planned long-term changes to the design of the program within the State, and planned changes in the use of SCSEP grantees and program operators to better achieve the goals of the program. This may include recommendations to the Department as appropriate. (20 CFR 641.302(k))

All of the providers continually look for ways to increase efficiency so that more participants can be served and moved to employment. The state uses a national grantee to provide services for our state allocated slots. At this time there are no plans at the state level to change our current service delivery structure. Slot reallocation may need to occur if other SCSEP grantees are chosen through competition. If new national grantees are chosen the state SCSEP director will call a meeting of the state sub-grantee as well as all national grantees. Here we will analyze the position allotment and work out a distribution of positions to insure that the providers have slots in both the rural and urban areas. If there is the need to move participants from one provider to another the state SCSEP director will coordinate these transfers. We will try to do this with as little disruption to the participant as possible.

While all SCSEP grantees back the equitable distribution process, what some grantees are finding is that slots are not always available where they are most needed. Some counties are rural but are richer and individuals in these counties do not seem to have the same economic need. To fill these slots extensive marketing has been done but participants are still difficult to find. We are also finding that in the rural areas county transportation services may be available but if

county lines are crossed there is a significant cost for these transportation services. There have been times when the cost was over \$100 a trip. At this rate a part-time job at minimum wage would not pay for the daily transportation to the training site or to employment. The lack of transportation causes some potential applicants to decide not to enroll in the program. In these rural areas we have also found training sites difficult to locate and the jobs that are available have a tendency to be seasonal. We would like to have the capacity to move slots around the state to where they are most needed. Since we know our state and counties we would like the flexibility to make the changes that will work the best for our participants. This might mean that some counties would have zero slots. This does not mean that we would not serve a participant in this area, but it would allow us greater flexibility to serve participants where there is the most need.

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

The economic challenges that we see for older Iowans include:

- Income insecurity
- Food insecurity and nutrition education
- The need for greater access to health care and long-term care supports
- Increased health care insurance and health care costs
- Lack of health care services workforce to meet future needs
- Increasing food, energy, and utility costs
- Unemployment length greater for the worker 55+ compared to the younger job seeker

The Iowa SCSEP providers will encourage participants to take advantage of all training and job club opportunities provided by the One Stops. We will also work with participants to encourage training for the in-demand occupations of sales, administrative support, transportation and logistics, and health care occupations. To insure that those with the most barriers to employment learn about the program, outreach and recruitment will be done to identify those older workers most in need.

To work towards continually improving ourselves and the Workforce System SCSEP providers will:

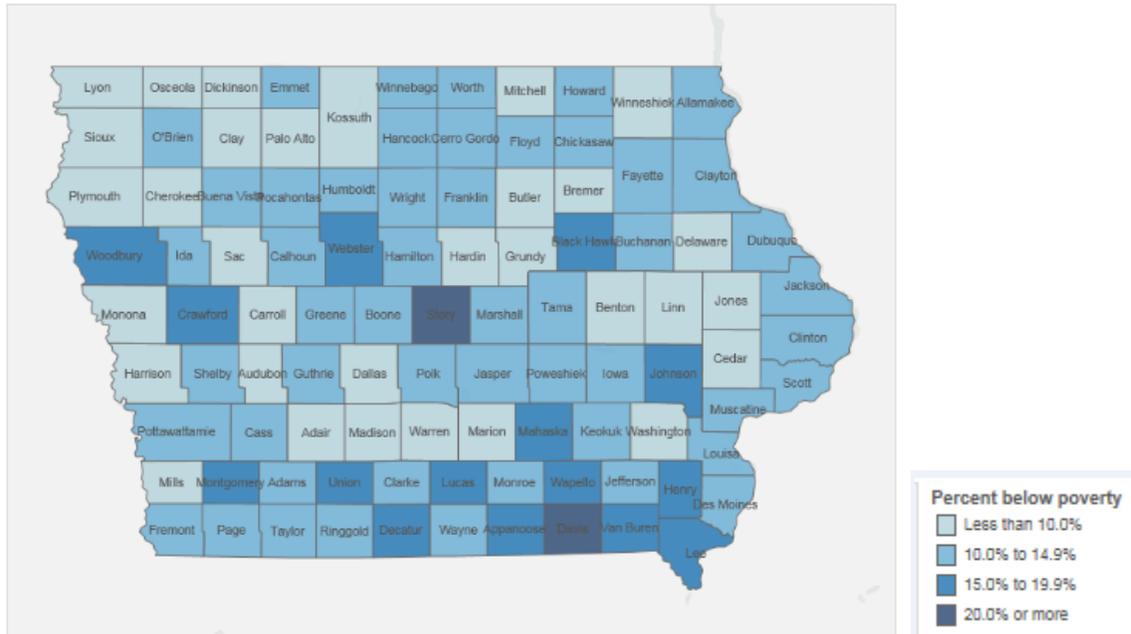
- Meet with businesses to determine local workforce skill needs and pair job ready participants with these businesses
- Develop strategies to educate state, regional, and local Workforce Development Boards about older worker issues
- Participate in Regional Workforce Board Meetings
- Participate in a quarterly SCSEP provider best practices conference call/meeting
- Develop marketing materials to promote older worker issues to IowaWORKS, partners, and employers

III. Location and Population Served, including Equitable Distribution. States must:

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

From information obtained through the Iowa Data Center, Iowa’s population increased to 3,107,126 in 2014. The urban areas have the majority of the population at 64.02% with the rural areas showing a population rate of 35.98%. Of the total population 15.5% is age 65 and older with 2.6% of the population age 85 and older. In 2014 the census bureau shows the Iowa poverty rates of individuals age 65 and older at 15.8%. This is higher than the national average which is shown to be 14.5% for the same age group. The following map illustrates the distribution of the poverty rates from 2009-2013 for each county in Iowa.

Poverty Rate in Iowa Counties: 2009-2013



In analyzing this distribution there are 17 counties with 15% to 20% of the population below the poverty level. Story County which is one of two counties with a 20% poverty rate is close to the Des Moines metropolitan area. In looking at the ten cities with the greatest population, five of them are also showing the highest rates of poverty. They are Des Moines, Sioux City, Iowa City, Waterloo, and Ames. We are finding a great need for SCSEP services in these urban areas.

With the SCSEP program needing to serve those most in need this poverty map helps us identify those areas with the highest poverty rates. This map will be our guide as to making these poverty areas our first focus at marketing the SCSEP program.

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

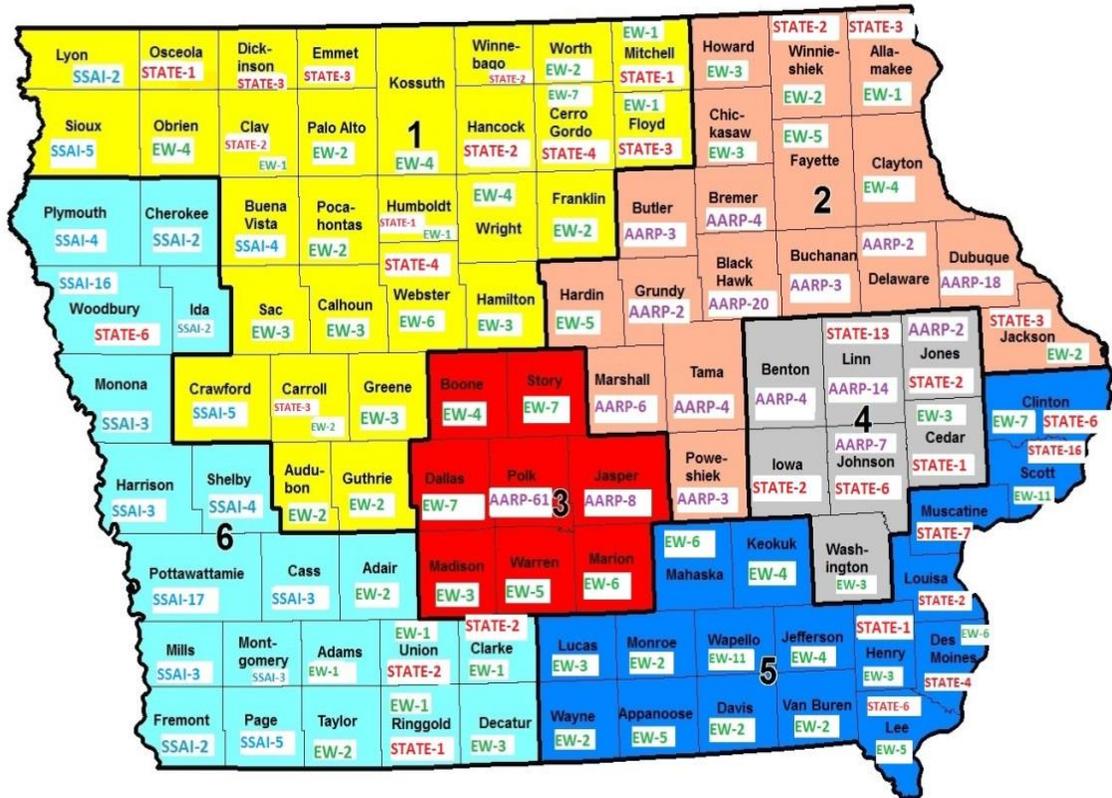
The SCSEP program will be conducted in all cities and counties in the state. The numbers we serve are directed by the allocation for each county that is given to us by the Department of Labor. Besides the state slots three national providers are authorized to provide SCSEP services. They are the AARP Foundation (AARP), Experience Works (EW), and Senior Service America,

Inc. (SSAI). The state slots are subcontracted by the AARP foundation. Iowa has a total of 560 slots. The state has 114 of the slots with the national providers sharing the remaining slots. The numbers break down as follows:

- AARP - 161
- Experience Works - 202
- Senior Service America, Inc. - 83

The following map shows the distribution of slots by county as well as the SCSEP provider and slots allocated for each county. The background colored areas and numbers designate the six Area Agency on Aging Regions in the state. This helps the SCSEP provider to identify the AAA provider in their region. In each county the SCSEP provider and the number of positions they have in the county are designated with the following key:

- AARP (AARP)
- Experience Works (EW)
- Senior Service America, Inc. (SSAI)
- State



This year the state experienced a change in authorized positions. While the total state allocation remains the same, the allocation for some counties changed. Of the 99 counties, 56 of them experienced either a gain or loss of positions. The following table reflects the counties where the changes occurred.

County	Gain/Loss	County	Gain/Loss	County	Gain/Loss
Adair	-1	Adams	-1	Allamakee	+1
Benton	+1	Blackhawk	-3	Buchanan	-1
Buena Vista	-1	Butler	-1	Carroll	-1
Cass	-1	Chickasaw	-1	Clark	+1
Clayton	-1	Clinton	+2	Crawford	+2
Dallas	+2	Davis	-1	Delaware	-3
Des Moines	+1	Dubuque	+2	Emmet	+1
Floyd	-1	Guthrie	-1	Hamilton	-1
Hancock	-1	Harrison	-1	Henry	-2
Iowa	-1	Jasper	+1	Jefferson	-1
Johnson	+2	Jones	-1	Lee	+3
Linn	-1	Lucas	-1	Mahaska	+1
Marion	-1	Marshall	-2	Mills	-1
Mitchell	-1	Monroe	-1	Osceola	-1
Page	+1	Palo Alto	-1	Plymouth	-1
Polk	+7	Poweshiek	-2	Scott	+4
Union	-1	Van Buren	-1	Wapello	+3
Washington	-1	Webster	+2	Winnebago	-1
Woodbury	+5	Worth	+1		

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

According to the providers some of the biggest imbalances occur in the rural counties that are richer. These providers state that some of the eligible participants are not interested in receiving services because they are satisfied with their Social Security benefits or they are reluctant to accept help that is offered. While it is harder to recruit participants in these areas the state is awarded the slots by the Department of Labor and each SCSEP provider understands it is their responsibility to see that each slot is filled. To make sure participants are found for each slot the providers will work together in the following ways to fill all slots:

- Continue to utilize the Workforce Membership list which may help identify people for vacant hard to fill slots
- Use community action agency/area agency on aging offices to provide outreach
- Utilize Life-Long Links to provide information to potential participants
- Maintain partnerships with vocational rehabilitation agencies
- Present at local chamber/business meetings helping them learn about the SCSEP program
- Use host agencies as a referral source in these richer areas
- Contact HUD and local housing services to share application guidelines for SCSEP
- Partner with Veterans Organizations
- Meet with and attend county board of supervisors meetings to discuss SCSEP program

- Use 211 and partner with United Way
- Seek referrals from participants
- Make sure Headstart/WIC and other agency programs know about SCSEP since some participants are using these programs for grandchildren they are raising
- Keep close contact with the Correctional System to receive referrals
- Contact another SCSEP provider to refer an individual

D. Explain the State’s long-term strategy for achieving an equitable distribution of SCSEP positions within the State that:

1. Moves positions from over-served to underserved locations within the State in compliance with 20 CFR 641.365.

If the equitable distribution numbers change significantly or if a new national grantee is chosen for the state, the state SCSEP director will call a meeting of all SCSEP providers. At this meeting we will coordinate the allocation of the slots between all providers keeping within the allocations provided by the Department of Labor. The providers will negotiate slots so that all providers have both rural and urban areas they cover. We will work with the distribution that is provided and our goal is to provide services where our participant resides. If there is the need to transfer from over-served to underserved areas the SCSEP state Director will coordinate those changes. The national grantee will notify the director of changes and the director will coordinate the changes with the other grantees before reporting any changes to the Department of Labor.

2. Equitably serves both rural and urban areas.

In the state of Iowa there are a total of 560 SCSEP slots. With the new distribution, 241 of these slots are located in the urban areas with 319 designated for the rural areas. That means that the majority of the slots (56.9%) are still located in the rural areas of the state. This rebalancing has provided more slots to six of our urban areas. This is helpful because of the increased need we find in these areas.

With the reduction of slots in some counties these areas may be overenrolled. In these areas no participants will be removed from the program and will continue to receive services until they exit the program for employment or other reasons. Filling the additional positions in the urban areas should not be a problem. Should providers have difficulties recruiting participants in the rural areas they will do marketing for their program. If they cannot find participants after their marketing efforts they will contact other providers to see if they have individuals for the program. The state SCSEP director can serve as the central point of contact for referrals to other SCSEP providers.

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

If there is not funding available to serve all eligible individuals, Federal Regulation has established a priority list. Eligible individuals must have one or more of these characteristics to be determined a priority individual:

- Are 65 years of age or older

- Have a disability
- Have limited English proficiency or low literacy skills
- Reside in a rural area
- Are veterans (or in some cases, spouses of veterans) for purposes of §2(a) of the Jobs for Veterans Act, 38 U.S.C. 4215(a)
- Have low employment prospects
- Have failed to find employment after using services provided through the One Stop delivery system
- Are homeless or are at risk for homelessness

Every SCSEP provider uses this list to determine the first priority for services. If there is a waiting list with multiple persons in the priority category, veterans will be chosen first and then others will be chosen according to the barriers to employment as listed above and taken from the Federal Policy.

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

See following table.

F. Provide the relative distribution of eligible individuals who:

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

The following table answers questions both of these questions. By using data obtained from the US Census Bureau, American Fact Finder, and the Iowa Data Center the number of potential SCSEP participants were identified. These numbers are shown as the total individual's in the population who meet the definitions for an eligible individual. The percentage served shows the percentage of this total population who actually received SCSEP services.

						Total	SCSEP all SCSEP Grants in Iowa	Total % Population enrolled in SCSEP
Total Iowa SCSEP Slots							560	
Sex	Age 55-59	60-64	65-69	70-74	75 and Over			
Male	102,309	83,250	59,642	46,140	87,459	378,800	339	.09%
Female	120,084	85,107	64,723	54,151	140,737	464,802	449	.10%
Educational Attainment		45-64	65 and Over					

Less than 9 th Grade		22,001	24,902			46,903	23	.05%
9 th to 12 th Grade (no diploma)		29,968	33,276			62,332	102	.16%
High School Graduate (includes equivalency)		268,056	212,387			480,443	341	.07%
Some college, no degree		181,713	95,147			276,860	307	.11%
Associate's Degree		104,188	25,637			129,825	47	.04%
Bachelor's Degree		136,368	58,850			195,218	79	.04%
Graduate or professional degree		73,865	39,558			113,423	31	.03%
Veteran Status		55-64	65-74	75 and Over				
		48,619	48,619	57,380		154,618	144	.09%
Disability		35-64	65-74	75+				
		135,741	50,677	92,440		278,858	185	*
Race	55-59	60-64	65-69	70-74	75 and over			
White	202406	181432	143134	106,133	224,973	858,078	685	.08%
Black or African American	4,278	3,182	2,035	1,323	2,080	12,898	228	1.77%
Asian	2416	2019	1385	951	1247	8018	7	.09%
Native Hawaiian and Other Pacific Islander	69	58	36	27	26	216	0	0%
Native America Indian Alaskan Native	556	409	269	149	314	1697	13	.77%
Hispanic	4,652	3,266	2,164	1,246	2,123	13,451	21	.16%
Two or more races	956	737	518	318	597	3,126	0	0%
125 % of Federal Poverty Level	55-64	65-74	74 and over					
	10,191	9,470	14,637			34,298	845	2.46%
Rural	55-59	60-64	65-69	70-74	75 +			
Male	102,309	83,250	59,642	46,140	87,495	378,836		
Female	120,084	85,107	64,723	54,151	140,737	464,802		
Total Rural						843,638	371	.04%

*Could not calculate because figure included individuals who would not be eligible for SCSEP due to age.

To look at the individuals who could be considered to have limited English proficiency the following table provides the number of individuals in the state who speak English as well as other languages.

Language Spoken at Home	Age 18-64	Age 65 and Over
English Only	1,731,261	448,550
Spanish	76,790	4237
Other Indo-European	30,644	6,070
Asian and Pacific Islander	28,317	2,419
Other languages	8,795	448

In asking the question about the ability to speak English “very well” the data was only available for ages 5 and up. The numbers of individuals who self-identified as speaking English less than “very well” are broken down as follows:

Language Spoken as Home	Number of Speakers	Number of Speakers who Speak English less than “very well”
English Only	2,864,943	85,841
Spanish	113,173	50,002
Other Indo-European	45,955	13,058
Asian and Pacific Islander	36,717	18,565
Other languages	11,743	4,216

As providers we need to pay attention to the barriers that our participants face. In reviewing data from program year 2014 the average barriers to employment faced by all participants from all the providers was 2.74. We can assume that we will see more barriers as the individuals who identify as speaking English less than “very well” come to the organizations for services.

G. 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 become available; or when there is over-enrollment for any other reason. (20 CFR 641.325(i), 641.302(b))

As the population shifts and as slots are redistributed all SCSEP providers will coordinate to assure the least disruption of services to participants. The way that we will deal with the shift will be to:

- Make gradual shifts in positions as they become vacant to areas where there have been changes in eligible populations
- Transfer a participant to a new grantee with the involvement of the State agency responsible for preparing the State Plan and equitable distribution report
- Grantees will submit, in writing, proposed changes in distribution that occur after submission of the equitable distribution report to the Department of Labor

- Grantees will coordinate with other grantees in the state as well as the State project director any proposed changes in position distribution
- Training assignments will not be shortened in length unless unsubsidized employment is obtained

SCSEP ASSURANCES

The State Plan must include assurances that where SCSEP is included in the Combined Workforce Plan, the State has established a written policy and procedure to obtain advice and recommendations on the State Plan from:	
1.	Representatives of the State and area agencies on aging; State and local boards under WIOA; Public and private nonprofit agencies and organizations providing employment services, including each grantee operating a SCSEP project within the State, except as provided under section 506(a)(3) of OAA and 20 CFR 641.320(b); Social service organizations providing services to older individuals; Grantees under Title III of OAA; Affected Communities; Unemployed older individuals; Community-based organizations serving older individuals; Business organizations; and Labor organizations.

The development of the state plan was coordinated by the employment specialist with the Iowa Department on Aging. Representatives from the AARP Foundation and Senior Services of America met with staff from the Iowa Department on Aging to initiate the first draft of the plan. The draft plan was distributed to all of the Federal SCSEP providers for their review and comments. Once these comments were received and incorporated into the plan, this new draft plan was distributed to the Area Agencies on Aging, the State Workforce Board, the Regional Workforce Boards, the Public and Private Rehabilitation Agencies, other community based organizations and individuals affiliated with the Iowa Coalition for Integrated Employment, apprenticeship and labor organizations, and unemployed older individuals affiliated with SCSEP as well as other community service provides. The e-mail which contained the draft state plan provided instructions for making comments on the plan. Once the draft plan was distributed there was a 30 day comment period allowed before finalizing the plan. There were no comments received.

References

Iowa's Workforce and the Economy

Iowa's Workforce and the Economy, 2015 retrieved from:

<http://iwin.iwd.state.ia.us/pubs/pubs/iowaworkforceandtheeconomy.pdf>

Statewide Workforce Needs Assessment, 2015

Prepared by: Iowa Workforce Development Labor Market and Information Division

June 2015 retrieved from:

<https://www.iowaworkforcedevelopment.gov/labor-market-information-division>

Iowa's Re-Envisioned Economic Development Roadmap

Prepared by: Battelle Technology Partnership Practice

December 2014 retrieved from:

<http://www.iowaeconomicdevelopment.com/Resources/battelle>

Iowa Workforce Development: Middle Skills Jobs in Iowa 2015

Prepared by: Labor Market Information Division

https://www.iowaworkforcedevelopment.gov/sites/search.iowaworkforcedevelopment.gov/files/middleskilljobs_2015.pdf

Iowa Data Center

<http://www.iowadatacenter.org/>

O*Net OnLine

<https://www.onetonline.org/>