

**KENTUCKY SENIOR COMMUNITY
SERVICE EMPLOYMENT PROGRAM
STATE PLAN**

**Cabinet for Health and Family Services
Department for Aging and Independent Living
Fiscal Years 2024-2027**

Andy Beshear, Governor

Commonwealth of Kentucky

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**CABINET FOR HEALTH
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Section 1. Purpose of the State Plan

The fiscal year 2024-2027, Senior Community Service Employment Program (SCSEP) State Plan outlines the four-year strategy that Kentucky will execute in order to sufficiently train and prepare an aged population with low-income to re-enter the workforce. Governor Andy Beshear has designated the Kentucky Cabinet for Health and Family Services' Department for Aging and Independent Living to develop and submit the SCSEP State Plan on behalf of the Commonwealth of Kentucky.

The State Plan also describes the planning and operation process for SCSEP services in Kentucky, taking into consideration the relative distribution of eligible adult individuals and employment opportunities within the state. The purpose of the SCSEP State Plan is to foster coordination among the SCSEP grantees and various sub-recipients operating within the state along with state and local boards under Workforce Innovation and Opportunity Act (WIOA). This collaboration bolsters the SCSEP program's goal, which is designed to provide the participants with employable skills and future employment prospects for older workers.

Demographic and economic projections for the labor market were analyzed to determine the changing needs of the state's workforce. These trends and estimates were considered when developing a strategy for the SCSEP program that encompasses regions, job markets, and individuals.

Involvement of Organizations and Individuals

The plan was developed with representations for the three national grantees operating in Kentucky, sub-grantees, and the Kentucky Education and Workforce Development Cabinet to promote performance improvement in serving the designated population. Partnerships with Kentucky One-Stop Career Centers and WIOA programs has effectively prepared participants with labor skills needed in today's market. Continued collaborations with governmental agencies, local health departments, community colleges, public libraries, and various other agencies remains a vital focus for this State Plan.

Kentucky has sought the involvement, advice, and recommendations of representatives from multiple organizations and individuals as required in the 2006 Older American's Act Amendments, Section 503(a)(2). The Kentucky SCSEP State Grantee resides in the Kentucky Department for Aging and Independent Living (DAIL), the state unit on aging. DAIL contracts with the Area Development Districts (ADD), which assist with the implementation of programs funded under the Older Americans Act.

The SCSEP Program in Kentucky maintains a working relationship with the State Workforce Investment Agency (WIA), as well as to the sub-grantees that collaborate with the local WIOA boards. Invitations to participate in the development of the plan were mailed to the Department for Community Based Services, Cabinet for Health and Family Services, Area Development Districts, Community Action Agencies, Office of Vocational Rehabilitation, WIA/WIOA One-Stop Career Centers, transportation programs, Kentucky Office of Employment and Training, senior center directors, employers, host agencies, unemployed older adults, and program participants. Attachment E in the appendix includes the invitation to the required parties requesting their participation in the development of the State Plan.

Solicitation and Collection of Public Comments

Public comments were sought on a regional basis, which included correspondence, public forums, websites, and meetings to ensure that any interested individual or organization had an opportunity to comment on the SCSEP State Plan. Area Plan Needs Assessments and recommendations were distributed to community partners and national SCSEP providers for solicitation of comments incorporated into the plan. The draft plan was distributed to all partners within the service areas and included on ADD websites. The plan was also shared with host agencies. All individuals and agencies were encouraged to comment and make additional recommendations. The State Plan Modifications were posted on the DAIL website (<http://chfs.ky.gov/dail/scsep.htm>) for review and to solicit comments from any individual or organization. Documentation of solicitation is provided as Attachment I in the appendix.

Section 2. Economic Projections and Impact

The federal Office of Management and Budget defines Metropolitan and Micropolitan Statistical Areas as a county or group of counties consisting of a population core and adjacent communities that are combined with an urban core. The links between the communities and the urban core are both economic and social.

Metropolitan and Micropolitan areas are not inclusive of an urban rural classification, thus non-metropolitan areas can be defined as a population nucleus and adjacent communities with a population less than 2.5 million and with a rural core. Within Kentucky, the metropolitan and nonmetropolitan areas overlap regionally.

Per the Office of Management and Budget (OMB), Kentucky's economy is divided into nine metropolitan Statistical Areas, sixteen micropolitan statistical areas, and six combined statistical areas. Metropolitan Statistical Areas include Bowling Green, KY; Cincinnati-Middletown, OH-KY-IN; Clarksville-Hopkinsville, TN-KY; Elizabethtown-Fort Knox, KY; Evansville, IN-KY; Huntington-Ashland, WV-KY-OH; Lexington-Fayette County, KY; Louisville-Jefferson County, KY-IN; and Owensboro, KY. Micropolitan areas include Bardstown, KY; Campbellsville, KY; Central City, KY; Danville, KY; Frankfort, KY; Glasgow, KY; London, KY; Madisonville, KY; Middlesborough, KY; Mount Sterling, KY; Murray, KY; Paducah, KY-IL; Richmond-Berea, KY; and Somerset, KY..

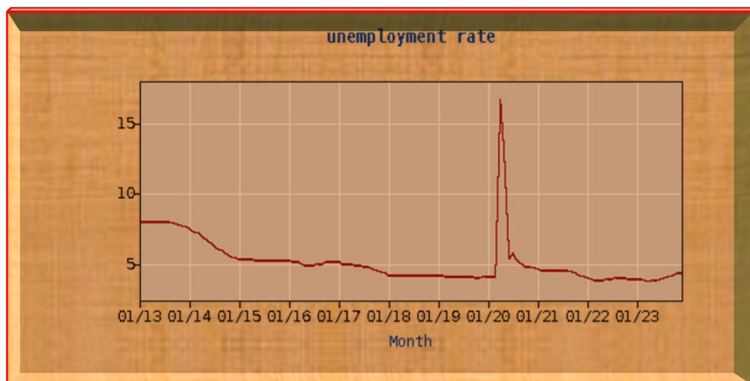
Kentucky's economy has distinct challenges created by the size and shape of the Commonwealth. For example, although Kentucky has nine designated Metropolitan Statistical Areas, this designation only encompasses eight out of fifteen Area Development Districts: Barren River, Northern Kentucky, Pennyrile, Lincoln Trail, Green River, FIVCO, Bluegrass, and Kentuckiana Regional Planning and Development Agency. Jefferson County (Louisville) remains the largest Metropolitan Statistical Area for Kentucky's total employment composition. It is followed by Lexington-Fayette County, and Boone County.

According to 2023 data from the Bureau of Labor Statistics, among the three largest counties in Kentucky, employment was highest in Jefferson County (482,900) in June 2023. Within Jefferson County’s private industry, health care and social assistance accounted for the largest employment. Together, the three largest Kentucky counties accounted for 39.7 percent of total employment within the state.

Economic Make-up and Industry Projections

As of February 2024, the unemployment rate is 3.7% according to the KY Center for Statistics. KY has continuously sparked increases in employment causing the unemployment rate to decrease since the onset of the pandemic in 2020. The current unemployment rate of 3.7% is a significant improvement in the rate from the prior years starting with 2020 as Kentucky endured a substantial increase in the unemployment rate due to the onset of the COVID-19 Pandemic. From April 2020 through March 2021, Kentucky saw some of its highest recorded unemployment rates, (see Chart 1). Kentucky introduced a lower unemployed rate of 3.9% at the beginning of year 2023 and promoted a steady drop in unemployment until an upswing in the percentage occurred in August 2023 causing unemployment rates to increase to 4.0%. This increase finished out 2023 with 4.3% for unemployment in December 2023.

Chart 1-Unemployment Rates for KY



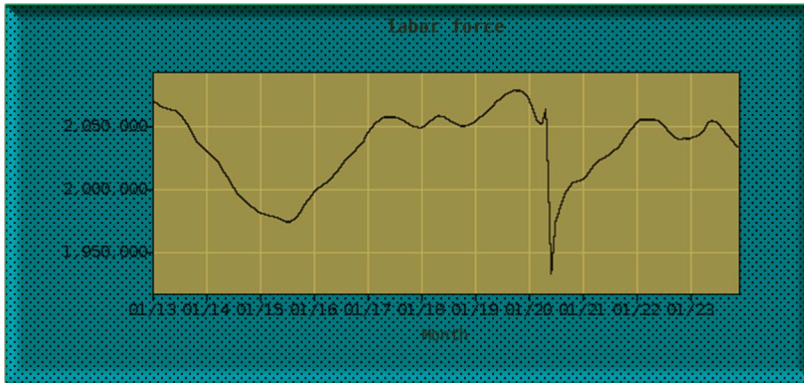
Source: U.S. Bureau of Labor Statistics (Years 2013-2023)

Per the U.S. Bureau of Labor Statistics, Employment projections for a ten-year period, 2022-2032, for employment that doesn't require a formal education credential has seen a slight decrease in demand as more self-service technologies available in stores and restaurants have increase. What once was one of the most in demand occupations with entry level skill requirement, fast food, and counter workers, are no longer producing a promising economic projection for growth in job availability. According to the U.S Bureau of Labor Statistics, overall food and beverage serving, and other related jobs is projected to show a slow growth of only 2% from 2022 to 2032 nationally. Other occupations such as cashier and retail sales are also experiencing lower economic impact as employment of cashiers are projected to have a 10% decline with about 577,600 openings on the average per year. Likewise, sales are to expect a 2% decline in the next ten years. Meanwhile cooks are projected to experience a growth of 6%, faster than the average for all occupations. Approximately 439,300 opening for cooks are projected each year according to the U.S. Bureau of Labor Statistics. Hand laborer or material mover is projected to grow 5% in the next ten years with about 1,075,800 jobs openings. Also, job growth projections have been predicting steady increase with job opportunities requiring a high school diploma or the equivalent such as home health and personal care aides, stockers and order fillers, office clerks, first-line supervisors of food prep, and maintenance and repair workers. According to data from the U.S Bureau of Labor Statistics, payroll employment in these fields will rise by 353, 000 in January of 2024 on the national level.

Nonfarm and Civilian Labor Force Economics

According to the U.S. Bureau of Labor Statistics, Kentucky's civilian labor force was at 2,033,000 as of December 2023. A steep increase has been seen with the civilian labor force numbers from the prior year 2020. The Kentucky civilian labor force experienced a large decrease in employment from March 2020 to April 2020. Per data from the Bureau of Labor Statistics, a vertical jump occurred in the numbers of employment with people in the civilian labor force and was seen over the remainder of 2020 due to the recovery effects of the pandemic. KY remained on a steady climb from 2020 to 2022 but unexpectedly began decrease in numbers by the end of the year 2022 to the beginning of 2023, (see Chart 2).

Chart 2 – Labor Force



KY Labor Force Source: U.S. Bureau of Labor Statistics

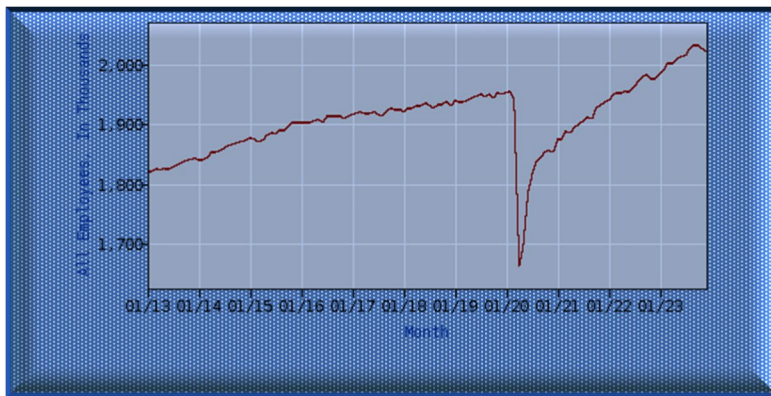
Occupational Projections with Nonfarm Labor

Regardless of the continuous inconsistencies of the labor force, nonfarm labor has remained the largest desired industry in KY with 2,022,300 as of December 2023, per the U.S. Bureau of Labor Statistics. Kentucky's nonfarm employment totals range with each industry sector, (see Chart 3). This can be seen during the years 2022 to the end of 2023. Additionally the ten year projection from 2022 to 2032 is indicative of the past year's changes.

Mining and logging saw a slight increase from 8,600 to 8,900 over the last year. Unfortunately, it is predicted to have an annual rate of change of -.3% from 2022 to 2032. Construction increased in the last year from 81,800 to 92,000. Construction is predicted to have an annual rate of change of .1% in the next ten years. Although Manufacturing increased from 257,900 to 260,800 since the last year, its annual rate of change over the next 10 year is projected to be -.1%. Over the last year the trade, transportation, and utilities sector increased from 441,000 to 441,900. Transportation will have an annual rate of change of .8% while utilities is projected to be .3%. Information has decreased from 22,200 in 2022 to 21,800 in 2023. Its annual rate of change over the next ten years is projected to be .6%. Financial activities went up from 93,100 to 96,200. Financial will also reflect a .4% annual rate of change in the over the next 10 years. Professional and business services increased from 228,100 to 233,500 with an annual rate of change of .6%. Education and health services also increased from 293,000 and 308,100 with an annual rate of change of .3% predicted

over the next ten years. Leisure and hospitality increased from 190,600 to 193,100 with an annual rate of change of .2% over the next ten years. Other services increased from 66,800 to 69,100. It is projected to have an annual rate of change of .2%. Government also increased from 305,000 to 313,800. The annual rate of change for government is .0% over the next ten years.

Chart 3- Total Nonfarm



Series Id:	SMS2100000000000001
Seasonally Adjusted	
State:	Kentucky
Area:	Statewide
Supersector:	Total Nonfarm
Industry:	Total Nonfarm
Data Type:	All Employees, In Thousands

The availability of job growth in nonfarm labor aids the SCSEP program in providing the most appropriate training for a successful unsubsidized employment placement. Kentucky’s local employment patterns are considered when determining the occupations for which participants are trained, and a participant’s Individual Employment Plan (IEP) is developed to identify training goals and marketable skills consistent with available job opportunities. Industries with high growth rates influence the types of SCSEP trainings offered. The community service opportunities are tailored to meet the skill needs of those industries.

In order to prepare SCSEP participants for job driven training skills, participants are first assessed to see what job readiness skills are needed to obtain desired occupations based

on their Individual Employment Plan (IEP). SCSEP participants receive training and work experience for various in-demand or readily available occupations in Kentucky such as cooks, food prep, hand laborers and material moving, stockers and order fillers, office and clerical, and maintenance and repair work. Volunteer hours and training through the SCSEP program are designed, according to the participant's IEP, to give participants the work experience and skills necessary to prepare for these industries. Participants are assigned to a local host agency that provides job preparedness for unsubsidized wage employment. Host agencies include nutrition, recreation, and day programs at senior centers, housing agencies, retail cooperation such as Goodwill Industries, schools, libraries, governmental offices, community centers, and various other 501(c)(3) organizations.

Purpose for Collaborations

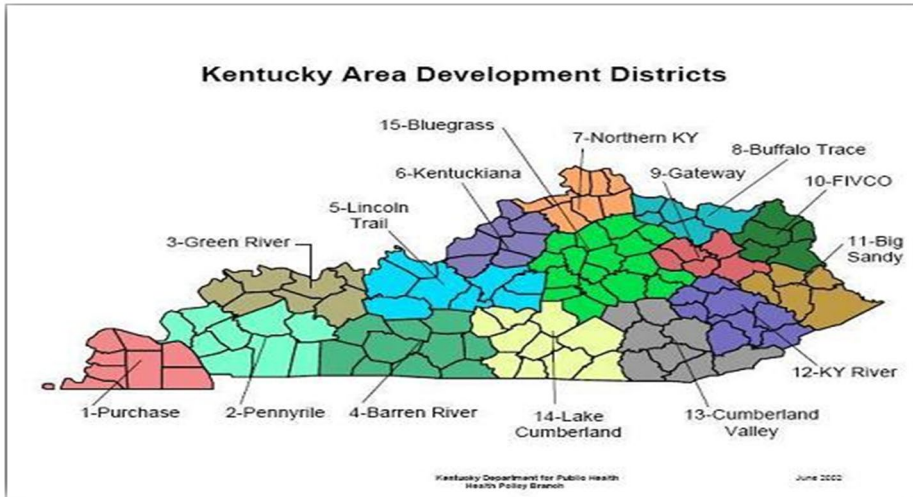
The SCSEP program collaborates with vocational rehabilitation agencies as a referral source and a resource for needed information. Participants are encouraged to utilize adult education programs such as community colleges, technical schools, and remedial education to prepare for jobs that require trade certificates or degrees. SCSEP also collaborates with One-Stop Career Centers to conduct job fairs, obtain labor market information, and coordinate on intensive services and trainings. This training is typically provided through several different agencies. Thus, the SCSEP program is continuously recruiting training partners to provide the most beneficial community service and training opportunities with the potential of hiring internally with collaborative agencies.

Section 3. Service Delivery and Coordination

The Commonwealth of Kentucky is divided into 15 Area Development Districts (ADDs), with each ADD structured across multi-jurisdictional lines to include all 120 counties. The ADDs were established in 1972 to provide a systematic linkage between local elected officials, the Governor's office, state and federal agencies, private organizations, and citizens. This approach allows ADDs to tailor state and federal programs to regional needs and problems.

The ADDs in Kentucky are authorized under federal and state statutes to be regional leaders and resource centers within the Commonwealth of Kentucky (see Chart 5).

Chart 5 – Kentucky ADD Districts



The national SCSEP providers in Kentucky are the National Urban League (NUL), Goodwill Industries (GWI), and the National Council on Aging (NCOA). Both state and national grantees are awarded authorized positions throughout the state of Kentucky. The equitable distribution for authorized positions in Kentucky provided by the U.S. Department of Labor for the program year 2021 is as follows:

- NUL 123
- GWI 269
- NCOA 218
- State 157

National Urban League has 123 authorized positions for KY. They operate the SCSEP program throughout 4 counties within the state. Goodwill Industries currently has 269 authorized positions for KY. They administer SCSEP throughout 55 counties in KY. National Council on Aging has 218 current authorized positions in KY. They operate the SCSEP program for 36 counties within the state of KY.

SCSEP Collaborations with OAA

KY SCSEP at the state level is housed within the Department of Aging and Independent Living (DAIL). DAIL contracts its SCSEP services with six sub-recipients within ten separate regions to implement the program and maintains 157 authorized positions to place participants across the state. DAIL administers the SCSEP program in 50 counties within the state of KY. (See Attachment A for PY 21 Service Delivery Areas by Area Agencies on Aging Districts)

DAIL contracts with the ADDs to administer Older American Act (OAA) programs. Four of the six SCSEP sub-recipients are operated by the local ADDs (see Table 1). Those ADDs administer OAA title programs and SCSEP, along with other services. The local ADD coordinates activities with the SCSEP participants through the usage of their Aging and Disability Resource Center (ADRC) line. A prescreening method is utilized for every caller for priority ranking of services needed whether it is SCSEP or OAA title service. All applicants are prescreened with a Level One Screening Tool, which sums the totals of the needed services for participants. Clients are referred and encouraged to make applications for multiple services if necessary. The goal is to completely meet the needs of the client with all provided services. The ADRC line connects participants to various needed OAA, Medicaid Waiver, or SCSEP programs along with other potentially beneficial agencies in the caller's local communities. Calls requesting SCSEP services are referred to the appropriate grantees according to their regions regardless of state or national grantee status as equitable distribution dictates.

Another method of collaboration with OAA programs and SCSEP involve the usage of conferences. DAIL sponsors conferences such as Kentucky Association of Gerontology (KAG), which provide information for senior adults seeking various types of resources in their community. Whether the need is involving homecare or senior employment, KAG tries to encompass all senior needs at the conference with providing information to those in need of services.

SCSEP sub-grantees housed with ADDs also provide their individual regional conferences that collectively inform seniors of all resources available to them. These conferences are held at various times throughout the program year.

Table 1 – Table of Kentucky State Level SCSEP Providers for PY21

Sub-Grantee	Address	Areas Served	Authorized Positions
Audubon Allied Services servicing Green River/ Lincoln Trail/ and Barren River Regions	1800 West Fourth St. P.O. Box 20004 Owensboro, KY 42302 (270) 686-1666 and 2530 Scottsville Road, Suite 1, Bowling Green, KY 42104	Henderson (3), Ohio (3), Union (2), Webster (3), Butler (3), Edmonson (2), Hart (3), Warren (5), Breckinridge (5), Grayson (3) Hardin (4), Larue, (2), and Meade (4)	42
Bluegrass Community Action Agency	111 Professional Court P.O Box 738 Frankfort, KY 40602 502-695-4290	Anderson (3), Fayette (3), Franklin (3), Garrard (3), Lincoln (6), Mercer (4), Powell (3), and Woodford (2)	27
Cumberland Valley Area Agency on Aging and Independent Living	342 Old Whitley Rd. London, KY 40743 (606) 864-7391	Bell (4), Clay (3), Harlan (4), Jackson (2), and Whitley (4)	17
Kentucky River/Big Sandy Area Agency on Aging and Independent Living servicing KY River/ and Buffalo Trace Districts	941 North Main Street Hazard, KY 41701 (606) 436-3158	Floyd (3), Pike (3), Breathitt (3), Knott (4), Leslie (2), Letcher (4), Perry (3), Bracken (2), Fleming (3), Lewis (2), Mason (4), and Robertson (0)	33
Pennyrile Area Agency on Aging and Independent Living	300 Hammond Drive Hopkinsville, KY 42240 (270) 886-9484	Caldwell (2), Christian (4), Crittenden (2), Hopkins (3), Livingston (2), Lyon (2), and Trigg (2)	17
Purchase Area Agency on Aging and Independent Living	1002 Medical Drive, P. O. Box 588 Mayfield, KY 42066 (270) 247- 7171	Ballard (2), Calloway (6), Fulton (2), Graves (3), Hickman (0), McCracken (6) and Marshall (2)	21

Partnership with WIOA Title One Programs

An active partnership exists in Kentucky among SCSEP, One-Stop Career Centers, Workforce Innovation and Opportunity Act (WIOA) programs, and Workforce Investment Boards (WIB). WIB meetings provide up-to-date information about WIOA activities and opportunities for SCSEP to partner with the One-Stop career center delivery system. The

state is divided into ten local workforce development area (LWDAs). They partner with the Kentucky Career Centers. Each LWDA has one or more career center offices that assists individuals, per KCC.KY.GOV.

Sub-grantees have established linkages with One-Stop Career Centers to assist in training participants on topics such as resume preparation and classes on computer skills. The One-Stop Career Centers make referrals of those eligible to SCSEP, while SCSEP, in turn, will refer those not eligible for the program to One-Stop Career Centers. Host agencies and Kentucky sub-grantees, which include agencies that serve as voluntary members of local workforce investment boards, have excellent working relationships with the local WIOA programs. Sub-grantees utilize training services available through WIOA programs and partner with One-Stop Career Center staff on employment strategies. SCSEP and One-Stop Career Centers collaborate on joint training activities and work together to engage the community in various new initiatives that will support local community interests and needs. Sub-grantees utilize the One-Stop Career Centers in the following capacities:

- Register enrollees with One-Stop Career Centers;
- Assign participants to local One-Stop Career Centers;
- Utilize WIOA Mobile Job Center to assist SCSEP participants;
- Utilize SCSEP staff in outreach and recruitment activities;
- Collaborate on job fairs, labor market information, and on intensive services;
- Partner with vocational rehabilitation as a referral source and a resource for needed information;
- Collaborate with adult education programs including community colleges, technical schools, and remedial education for participants;
- Enroll participants in necessary trainings provided by WIA/WIOA career centers that aid in obtaining unsubsidized employment; and
- Network and communicate with partner agencies and services to send participants for any additional resources.

Host Agency Collaborations

Some of the more innovative host agency approaches have included collaboration with the aging network and have resulted in permanent employment for many participants. Many senior centers provide excellent training opportunities for participants, which may include providing space for meetings and trainings. For example, nutrition program providers work closely with SCSEP and senior centers to train providers to serve as a resource for nutrition and transportation needs.

Collaborative arrangements have been formed or strengthened to achieve a mutually beneficial outcome. These activities link organizations that provide services to older Kentuckians with limited incomes and disabilities to agencies providing employment and training services to increase the opportunity for employment. The following public and private agencies and programs are among the many agencies that collaborate with the department:

- The Kentucky Office of Employment and Training
- Local health departments
- Senior citizens centers
- Adult day programs
- Transportation programs
- Weatherization programs
- Community Action Agencies
- Faith-based organizations
- Local school districts
- Vocational Rehabilitation
- Emergency preparedness agencies

The Department for Aging and Independent Living works collaboratively with national grantees operating in Kentucky, sub-grantees, host agencies, and community partners to identify the future needs of the individual communities. Host agencies are recruited to provide training for participants while addressing the unmet needs in the local communities.

Depending on the participant's Individual Employment Plan, host agencies create on-the-job related tasks for SCSEP participants to gain beneficial skills needed for unsubsidized employment.

Continuous Improvement

The principal goal of the Kentucky SCSEP is to provide participants with skills that will allow them opportunities for long-term, unsubsidized employment through our training program. Current and projected employment opportunities, along with the necessary skills required to secure such employment, have direct implications for the types of host agencies that are recruited to participate in SCSEP. Prior performances of host agencies are also considered. Recruitment of various host agencies is necessary when trying to secure a broader range of employment skills training opportunities. The variety of on-the-job trainings that different host agencies provide are instrumental when ensuring participants needed job skills based on their Individualized Employment Plan (IEP).

Consideration of changes that would benefit the state's program include: recruiting new while expanding upon existing host agencies that will offer diverse training skills for SCSEP participants; enhancing training in the fields of computer skills and documentation; and increasing access to job searches that will help participants keep pace with the changing demands of the current workforce.

According to program year 2022 Final SCSEP Quarterly Progress Report (QPR) for Kentucky at the state level from the SCSEP Performance and Results QPR System database, 3.26 percent of the SCSEP participants are classified as having low employment prospects compared to 1.49 percent nationwide. 22.83 percent of the participants served had severely limited employment prospects in areas of persistent unemployment in KY compared to 9.65 percent nationwide. Participants, in general, lack current marketable skills like food prep, delivery, and largely technology or computer related fields. Host agencies build on these skills and provide additional training in areas that will be marketable and meet regional employer's needs. Specialized trainings are provided by local non-profit agencies consistent

with the goals of participants and include CPR, computer and computer applications skills, and safe driver training.

During host agency trainings, the SCSEP enrollee can obtain one-on-one contacts with a potential employer. This serves to identify training strategies designed to enhance the skills of participants so they may obtain the knowledge and skills necessary to advance their careers in specific related areas of training. Sub-grantees, SCSEP coordinators, may also utilize online programs as well as the Career Centers, to access information about high-growth jobs in the local areas and determine required skills and training needed to secure those jobs. Meanwhile the participant's individual employment plan will be reevaluated periodically to ensure that the enrollee's IEP outlines training goals consistent with available job opportunities and enable participants to learn marketable skills. In addition, the Grantees and sub-grantees staff will continue to promote SCSEP through meetings, seminars, presentations, various social media platforms, etc., to inform the public, including potential employers, about SCSEP and the advantages of hiring older workers.

Additional funds for Participant Training and/or Supportive Services

Opportunities such as Additional funds for Participant Training and/or Supportive Services (ATSS) per OAA Section 502(c)(6)©, 42 USC could greatly benefit the participant during their training period. SCSEP grantees may submit such requests subsequently in response to the forthcoming PY 2024 allotment TEG. This request will allow the grantee to use up to an additional 10 percent of grant funds for additional trainings and supportive services. No less than 65 percent of grant funds will be used for participants' wages and fringe benefits, instead of the 75 percent minimum grant requirement. Per Employment and Training Administration Advisory System (ETA), "the ATSS training components will provide training that prepares participants with skills relevant for employment in in-demand occupations in their community. Further, ETA expects that ATSS supportive services components will supplement and enhance the supportive services provided through primary grant funds, enabling more participants to mitigate, and overcome financial and/or logistical barriers to SCSEP participation."

Service to Minorities (OAA title V, section 515)

Kentucky has placed additional focus on meeting its service to the minority population over the past four years and will continue to focus recruitment efforts on those most in need by concentrating its initiatives on local areas and utilizing SCSEP priorities. Recruitment methods include word of mouth, faith-based and minority focused newspapers, brochures, posting ads in neighborhoods with predominant minority populations and local churches, and distribution of SCSEP information to the local National Association for the Advancement of Colored People (NAACP).

According to the latest release of the Senior Community Service Employment Program (SCSEP) Preliminary Analysis of Service to Minority Individuals Report of Program Year 2021, Vol. II by Charter Oaks Group with Department of Labor, it indicates the minority involvement of the Kentucky's SCSEP efforts to serve minority populations. Kentucky's percentage of SCSEP Percent Minority has shown a substantial increase since the prior release. The percent (%) of minority participants enrolled in SCSEP in KY was 20.7 % compared to PY 2019 which was 14.8 %. The census percentage of Kentucky's minority population for KY was 9.5 % compared to PY 2019 which was 8.5 %. The percent difference is for PY 2021 is 217.9% compared to PY 2019 which was 174.1%. The census percentage of minority population is the number of individuals over 55 years of age and at or below 125% of poverty in various minority categories in each county served by a SCSEP grantee in each state. This defines the population of minority individuals whom the program could serve, per the PY 2021 SCSEP Analysis of Service to Minority Individuals. Tables 2 through 5 displays the minority percentages for SCSEP participation in KY for both the state and national level administrators in accordance with the PY 2021 Minority report.

Table 2- Minority Percentages for SCSEP Participation in KY for State Grantee

Minority Category	SCSEP Percent Minority	Census Percent Minority	Percent Difference	Less than 80%	Significant (P<=.05)	Less than 80%, Sig
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American Indian	0.0%	0.6%	0.0%	1	1	1
Asian	0.0%	0.5%	0.0%	NA	NA	NA
Black	19.2%	5.7%	336.8%	0	0	0
Hispanic	1.5%	1.3%	115.4%	0	0	0
Pacific Islander	0.00%	0.10%	NA	NA	NA	NA
Overall	20.7%	9.5%	217.9%	0	0	0

Table 3- Minority Percentages for SCSEP Participation in KY for Goodwill National Provider

Minority Category	SCSEP Percent Minority	Census Percent Minority	Percent Difference	Less than 80%	Significant (P<=.05)	Less than 80%, Sig
American Indian	0.30%	0.4%	NA	NA	NA	NA
Asian	0.30%	.40%	NA	NA	NA	NA
Black	19.30%	4.20%	459.50%	0	0	0
Hispanic	2.60%	1.10%	236.40%	0	0	0
Pacific Islander	0.00%	0.10%	NA	NA	NA	NA
Overall	22.40%	7.80%	287.20%	0	0	0

Table 4- Minority Percentages for SCSEP Participation in KY for NCOA National Provider

Minority Category	SCSEP Percent Minority	Census Percent Minority	Percent Difference	Less than 80%	Significant (P<=.05)	Less than 80%, Sig
American Indian	0.0%	0.3%	NA	NA	NA	NA
Asian	0.3%	0.50%	60.00%	0	1	0
Black	38.4%	6.70%	573.10%	0	0	0
Hispanic	1.90%	1.80%	105.60%	0	0	0

Pacific Islander	0.00%	0.00%	NA	NA	NA	NA
Overall	40.6%	10.80%	375.90%	0	0	0

Table 5- Minority Percentages for SCSEP Participation in KY for NUL National Provider

Minority Category	SCSEP Percent Minority	Census Percent Minority	Percent Difference	Less than 80%	Significant (P<=.05)	Less than 80%, Sig
American Indian	1.4%	0.20%	NA	NA	NA	NA
Asian	0.0%	1.20%	0.0%	1	1	1
Black	93.50%	27.80%	336.30%	0	0	0
Hispanic	2.90%	2.60%	111.50%	0	0	0
Pacific Islander	0.00%	.00%	NA	NA	NA	NA
Overall	96.40%	33.60%	286.90%	0	0	0

For SCSEP at the nationwide level, as well as for national grantees as a group and state grantees as a group, a significantly lower rate of participation is identified based on the single test of statistical significance at the .05 level. Given the very small population estimates for some minority groups, especially American Indians and Pacific Islanders, it is possible that a small Census estimate can still yield statistical significance. Although the associated participation rates may meet both criteria (less than 80% served and statistically significant), these instances do not meet the test of practical significance that the 80% rule was meant to determine. Therefore, where the Census population estimate for a minority category is less than 1% and there are fewer than 200 individuals in that minority category, no significantly lower rate of participation is indicated. -SCSEP Analysis of Service to Minority Individuals, PY 2019

Kentucky Census population shows a total population of 4,505,836 as of 2020. This is a 3.8% increase in population since 2010. Per Kentucky-demographics.com, the top five largest counties in Kentucky based on population are Jefferson, Fayette, Kenton, Boone, and Warren. The racial and ethnic composition of KY consist of (White alone 61.6%; Black alone 12.4%; Hispanic 18.7%; Asian alone 6%; American Indian and Alaska Native alone 1.1%; Native Hawaiian and Other Pacific Islander alone 0.2%; Some Other Race alone 8.4%; Two or More Races 10.2%).

KY counties with the largest percentage of Black or African American alone is Fulton and Jefferson Counties. Counties with the largest percentage of American Indian and Alaska Native alone is Trimble and Christian Counties. Warren and Fayette Counties have the largest population percentage of Asian alone. Clinton, Warren, and Webster Counties have the largest percentage of Native Hawaiian and Other Pacific Islander alone percentages. The counties with the largest population percentage for Hispanic or Latino origin is Shelby and Christian Counties. The counties with the largest population percentage of two or more races are Hardin and Christian counties, per www.indexmundi.com in relations with the 2020 census. Jefferson County is still considered the county with the highest amount of racial diversity and minority population. Jefferson County residents are now 63.8% white; 21.6% Black; 3.6% Asian or Pacific Islander; 7.3% two or more races; and 7.5% Hispanic or Latino.

State and National Level Quarterly Progress Report Minority Data

According to final data for program year 2022 fiscal year 2023 from the SCSEP Performance and Results QPR System (SPARQ), a total of 41 minorities enrolled with SCSEP at the state grantee level, which is four less than the previous year. Kentucky state grantee enrolled a total of 23 minorities in py 20, 45 in py 21, and 41 out of 157 total authorized positions in py 22.

According to the preliminary final data for program year 2022, fiscal year 2023 from the SCSEP Performance and Results QPR System (SPARQ), the national provider Goodwill Industries had a total of 85 minority participants enrolled with SCSEP for KY. National Council on Aging had 155 minority participant enrollments, while National Urban League provided services to 152 minority enrollees for SCSEP. Overall, with national and state providers, a total of 433 minority participants were enrolled in the SCSEP program for program year 2022.

Service to Most in Need

Recruitment efforts will be made to reach individuals with the greatest social needs by contacting social service agencies, vocational rehabilitation organizations, career centers,

Medicaid services, and other applicable organizations. Staff at the local level assumes an important role in reaching the most in need as local community knowledge allows them to produce positive recruitment outcomes for priority groups. Regular review of management reports of sub-project data with SPARQ ensures priority groups are being adequately served.

Kentucky's SCSEP program works with local agencies to increase the number of host agencies to address deprivations in under-served minorities. SCSEP also emphasizes increased community support in economically distressed counties to identify opportunities to engage with host agencies to address under-served minority populations. The placement of a participant in a community service assignment in the area in which the participant resides, or an adjacent community, is designed to accommodate the participant's travel needs. SCSEP also aids participants through supportive services identified in the participant's Individualized Employment Plan, which helps with successful job placement.

Section 4. Location, Population Served, and Equitable Distribution

Equitable Distribution for Over-Served and Under-Served Locations

Please see Attachment A for Kentucky's proposed Equitable Distribution Report for program year 2023, in accordance with Section 508 of the 2006 OAA Amendments. Please see Attachment B for areas in Kentucky that are over-served or under-served which also identifies Kentucky's service delivery areas by Grantee Providers.

The Department for Aging and Independent Living works with the national grantees and sub-grantees to achieve equitable distribution through attribution and unsubsidized employment. Any discrepancies will be reduced through frequent communication and further negotiation with national sponsors. Other plans reported via 2023 State ED Report compiled by state and national providers, to reduce the variance in Kentucky during the program year involve:

- Training for staff on increasing job placements. The focus will be on those already enrolled rather than new adding enrollments.

- Enrolling two participants per month to meet approved level.
- Participating in “swaps” (swapping the distribution of slots among SCSEP grantees) to consolidate positions in counties with multiple grantees when necessary.
- Advertising the program at new and different organizations instead of the typical centers.
- Sub-grantees will be participating with more outreach efforts which will include virtual and in-person options, placing focus on more agency collaboration as well as close constant contact with participants.
- Expanding recruitment efforts, increase program publicity, and focus on developing viable host agencies in underserved jurisdictions.
- Expanding and strengthen relationships with workforce, community action, council on aging, and other local resources that offer an exchange of information.
- Conduct periodic equitable distribution reviews with each project site to discuss trends, best practices, and corrective actions if necessary.
- Increase in marketing efforts in underserved areas:
 - Newspaper ads in local papers.
 - Social media outreach to attract viable candidates across various demographics.
 - Human interest stories in local papers and on social media spotlighting success stories of older workers.
 - Radio spots describing the program and its intended audience.
 - Utilize transit advertising in rural and urban areas.
 - Mailings to individuals and to community service groups that interact with potential SCSEP clients.
- Develop new host agency partners that have the capacity to train multiple participants at once.
- Continue to improve the relationship with local AJCs in the areas where the relationship is not as fluid and effective.
- Continuing to refer participants to other grantees outside our service areas.
- Continue implementation of targeted recruitment in underserved counties. The plans, developed by subgrantees, currently include measurable, attainable, realistic, and

time-bound strategies that are reviewed monthly during program and finance calls with each subgrantee.

- Implement new recruitment strategies that account for rural counties that may have less access to broadband. Where digital ads may not be as useful, projects are considering marketing strategies like the use of yard signs, paper placements that can be distributed to local coffee shops and diners, or even signage in the windows of host agencies.
- Continued with current sharing of USJP updated information with Kentucky Career Center

The goal is to reach complete equitable distribution (ED), and the most recent ED report is attached as an appendix (Attachment C).

Distressed Counties

Economically distressed counties are identified by their poverty rate, percentage of adults without high school diplomas, median income ratio, percentage change in employment, percent change in establishment, percentage of unemployed prime age adults, and housing vacancy rate. Enrollment levels in some counties are affected by that county's economic status and geographical factors. The economic status of a county also dictates if participant will be able to successfully enter into the workforce once their training assignment is completed.

Whether a county is economically distressed can affect the rate that participants enter the workforce. Fifty-four (54) of Kentucky's 120 counties are distressed, at-risk, or transitional. Distressed counties rank in the worst 10 percent of the nation's counties in employment. A decrease in the employment rate can indicate difficulties in finding unsubsidized wages for participants. This, along with the geographical location of some the counties in Kentucky, has shown to cause economically distressed counties. Geographically, most eastern Kentucky counties have been deemed economically distressed, as little to no employment growth has occurred in those regions (See Table 6).

Table 6 – Fiscal Year 2024 Kentucky Economically Distressed Counties

County Economic Status and Number of Distressed Areas in Appalachian Kentucky, Fiscal Year 2022		
County	Economic Status	Number of Distressed Areas
Adair	At-Risk	3
Bath	Distressed	
Bell	Distressed	
Boyd	At-Risk	4
Breathitt	Distressed	
Carter	Distressed	
Casey	Distressed	
Clark	Transitional	2
Clay	Distressed	
Clinton	Distressed	
Cumberland	At-Risk	2
Edmonson	At-Risk	1
Elliott	Distressed	
Estill	Distressed	
Fleming	At-Risk	
Floyd	Distressed	
Garrard	Transitional	1
Green	At-Risk	1
Greenup	At-Risk	
Harlan	Distressed	
Hart	At-Risk	3
Jackson	Distressed	
Johnson	Distressed	
Knott	Distressed	
Knox	Distressed	
Laurel	At-Risk	9
Lawrence	Distressed	
Lee	Distressed	
Leslie	Distressed	
Letcher	Distressed	
Lewis	Distressed	
Lincoln	At-Risk	3
McCreary	Distressed	
Madison	Transitional	4

Magoffin	Distressed	
Martin	Distressed	
Menifee	Distressed	
Metcalfe	Distressed	
Monroe	At-Risk	2
Montgomery	At-Risk	3
Morgan	Distressed	
Nicholas	At-Risk	1
Owsley	Distressed	
Perry	Distressed	
Pike	Distressed	
Powell	Distressed	
Pulaski	At-Risk	10
Robertson	At-Risk	
Rockcastle	Distressed	
Rowan	Distressed	
Russell	Distressed	
Wayne	Distressed	
Whitley	Distressed	
Wolfe	Distressed	

Services in Rural Areas

SPARQ utilizes the Rural Urban Commuting Area Codes (RUCA) to measure the concept of rural and urban. There are nine designated Metropolitan Statistical Areas, 17 micropolitan statistical areas, and 6 combined statistical areas in Kentucky. Per U.S. Census Bureau of 2010, of Kentucky's 120 counties, 35 are metropolitan counties, 26 are micropolitan counties and the remaining 59 are rural counties. Kentucky has 81 urban areas, 9 urbanized areas and 72 urban clusters per www.census.gov. Jefferson County has the greatest number of persons with a total population of 782,969; Robertson County has the least with 2,193. Attachment C shows the Equitable Distribution and SCSEP Service Agencies in each county. All areas of Kentucky are served with an equitable distribution of position regardless of their designated rural or urban status.

Many rural counties have proven to provide recruitment barriers when trying to fill slots in KY. Pockets of under-served rural areas exist predominantly in eastern and western Kentucky

where there is limited availability of host agencies, transportation alternatives, and employment prospects. Because there are few employers in these regions of the state, it makes identifying unsubsidized employment opportunities for SCSEP participants challenging. In these areas, less traditional methods will be utilized to obtain host agencies, employers, transportation, and other supportive services, and will include requesting assistance from local community/business leaders, targeting veterans in collaboration with One-Stop Career Centers, veteran's representatives, and Veterans of Foreign War organizations, and partnering with neighborhood and faith-based organizations. Services to both rural and urban areas shows that educational levels, availability of services, number of host agencies, and transportation services play an integral part in the outcome of SCSEP participants participating in host agency assignments and unsubsidized placements.

Various forms of advertisement can help increase the introduction of SCSEP to eligible participants in this area of the state. The SCSEP program in Kentucky has successfully used local media and face-to-face contact to inform individuals of employment and training opportunities available through the SCSEP program. In addition, recruiting within existing agencies in these counties can help participants compete for job opportunities where job placement is difficult. Another considerable difficulty affecting recruitment for population in smaller rural counties involves the lack of transportation. Thus, sub-grantees and host agencies work with the participants to address transportation challenges in order to keep enrollees actively participating. Fortunately, most recruiting challenges are addressed through training and technical assistance provided by the grantees to their sub-grantees.

Prioritization of Participants in Need

Section 518(b) of the Older Americans' Act requires that state plans provide information about the distribution of eligible individuals that must be given priority for participation in SCSEP. Priority is given to applicants who qualify based on one or more of the SCSEP criteria. The following criteria were taken from Kentucky's Final End of Year Quarterly Progress Report (QPR) for Program Year 2022 at the state grantee level:

- Are aged 65 years or older – 15.21%
- Have a disability – 17.93%
- Have limited English proficiency or low literacy skill – 12.50%
- Reside in a rural area – 58.15%
- Are veterans or their spouses who meet the requirements of the Jobs for Veterans Act, 38U.S.C. sec. 4215(a)(1) – 8.70%
- Have low employment prospects – 3.26%
- Have failed to find employment after utilizing services provided under Title I of WIA – 3.26%
- Are homelessness or at risk for homelessness – 15.22%.
- Formerly incarcerated individuals- 4.35%

The following criteria were taken from Kentucky's Final End of Year Quarterly Progress Report (QPR) for Program Year 2020 at the national grantee level:

Goodwill Industries:

- Are aged 65 years or older – 38%
- Have a disability – 32%
- Have limited English proficiency or low literacy skill – 25%
- Reside in a rural area – 83%
- Are veterans or their spouses who meet the requirements of the Jobs for Veterans Act, 38U.S.C. sec. 4215(a)(1) – 5%
- Have low employment prospects – 98%
- Have failed to find employment after utilizing services provided under Title I of WIA – 2%
- Are homelessness or at risk for homelessness – 13%.
- Formerly incarcerated individuals- 1%

National Council on Aging:

- Are aged 65 years or older – 12.74%
- Have a disability – 31.66%

- Have limited English proficiency or low literacy skill – .26%
- Reside in a rural area – 15.30%
- Are veterans or their spouses who meet the requirements of the Jobs for Veterans Act, 38U.S.C. sec. 4215(a)(1) – 10.55%
- Have low employment prospects – 0%
- Have failed to find employment after utilizing services provided under Title I of WIA –0%
- Are homelessness or at risk for homelessness – 65.44%.
- Formerly incarcerated individuals- 7.39%

National Urban League:

- Are aged 65 years or older – 10.89%
- Have a disability – 42.95%
- Have limited English proficiency or low literacy skill –1.28%
- Reside in a rural area – 1.28%
- Are veterans or their spouses who meet the requirements of the Jobs for Veterans Act, 38U.S.C. sec. 4215(a)(1) – 10.26%
- Have low employment prospects – 0%
- Have failed to find employment after utilizing services provided under Title I of WIA – 0%
- Are homelessness or at risk for homelessness – 83.33%.
- Formerly incarcerated individuals- 3.21%

Other populations identified for priority placement in Section 503(a)(5)(C) of the statute are as follows:

1. “Greatest Economic Need” indicate persons at 0 percent to 125 percent of the Federal Poverty Guidelines. The greatest economic need means the need is resulting from an income level at or below the federal Poverty level. When considering greatest economic need for SCSEP participants, some of the participant characteristics measured by the GPMS’s Final Quarterly Performance Report for SCSEP would involve “Family income at or below poverty level”, “Individuals with low employment prospects”, “Individuals receiving public assistance” and recently “Formerly incarcerated individuals”. The

Supporting Older Americans Act of 2020 amended the Older Americans Act to add formerly incarcerated individuals to the list of priority of service characteristics and includes them in the definitions of individuals with barriers to employment and most-in-need. According to the preliminary Final End of the Year QPR totals for program year 2022, KY SCSEP at the state level has serviced 184 participants. The relative distribution for greatest economic needs for SCSEP at state level positions were:

- Family income at or below the poverty level totaled to 119 eligible participants of the 184 participants served.
- Individuals with low employment prospects totaled to 125 eligible participants of the 184 participants served.
- Individuals receiving public assistance totaled to 117 eligible participants of the 184 participants served.
- Individuals that were formerly incarcerated totaled to 8 eligible participants of the 184 participants served.

Sub-grantees' regions identified for the largest totals for greatest economic needs per Final QPR from program year 2023 were Audubon, KY River, and Purchase Area Agency on Aging and Independent Living (AAAIL).

2. "Minorities" includes American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino American, and Native Hawaiians or other Pacific Islanders. According to the preliminary Final End of the Year QPR for program year 2023, KY state level SCSEP has serviced 184 participants. A total of 41 of 184 SCSEP participants were minorities. The relative distribution for minorities totals for KY SCSP at state level positions are as follows:

- Hispanic, Latino, or Spanish origin participants totaled to 1 of the 184 eligible participants served.
- American Indian or Alaska Native participants totaled to 0 of the 184 eligible participants served.
- Asian participants totaled to 0 of the 184 eligible participants served.
- Black or African American participants totaled to 40 eligible participants of the 184 participants served.

- Native Hawaiian or Pacific Islander participants totaled to 0 eligible participants of the 184 participants served.
- Two or more races' participants totaled to 0 eligible participant of the 184 participants served.

Sub-grantees' regions identified for the largest totals for minority SCSEP participants participating with SCSEP were BGCAP, Audubon, Purchase AAAIL.

3. "Greatest Social Need" which is caused by non-economic factors, including persons with disabilities, language barriers, and cultural, social, or geographical isolation. When considering greatest social need for KY SCSEP participants some of the participant characteristics measured by the Quarterly Progress Report (QPR) would include the following:

- 8th grade & under education category totaled to 13 eligible participants of the 184 participants served.
- Individuals with disabilities category totaled to 33 eligible participants of the 184 participants served.
- Individuals with limited English proficiency category totaled to 0 eligible participant of the 184 participants served.
- Individuals with low literacy skills category totaled to 23 eligible participants of the 184 participants served.
- Individuals residing in rural areas category totaled to 107 eligible participants of the 184 participants served.
- Individuals with low employment prospects category totaled to 125 eligible participants of the 184 participants served.
- Individuals who are homeless or at risk of homelessness category totaled to 28 eligible participants of the 184 participants served.
- Individuals with severe disability category totaled to 6 eligible participants of the 184 participants served.
- Individuals who are frail category totaled to 4 eligible participants of the 184 participants served.

- Individuals with severely limited employment prospects in areas of persistent unemployment category totaled to 42 eligible participants of the 184 participants served.

Sub-grantees' regions identified with the largest totals for greatest social needs were KY River ADD, Audubon Allied Services, and Cumberland Valley AAAIL.

The SCSEP sponsors in Kentucky work together to equitably serve those with eligibility priorities through recruitment, subsidized employment, transition into unsubsidized employment, and outreach, as well as referrals to appropriate services.

Aged Population Growth

Over the last two decades, Kentucky's older population has seen more of a shift in age distribution. According to www.lexingtonky.news, areas in Eastern Kentucky are aging faster than the rest of the state. This may be a result of young people moving away. Between 2010 and 2020, the median Kentuckian age increased from 38.1 to 39.4. The population ages 65 and older also increased from 13.3% to 17%. The increase in the number of individuals over the age of 45 is indicative of the aging baby boom population and longer life expectancy. (See table 8) These numbers substantially affect Kentucky's economy and workforce.

The SCSEP program allows many individuals of the age group 55 and older to return to or stay in the workforce, thereby benefiting the economy by providing an increase in the civilian labor force in Kentucky. The SCSEP program, in Kentucky strives to be instrumental in providing this positive change in the aging workforce.

Table 8- Age Population 2023

2023 Age Population in KY	Years	% Population
Persons under 5 years	July 1, 2023,	6.03%
Persons under 19 years	July 1, 2023,	25.42%
Persons 65 years and over	July 1, 2023,	16.35%

Source: www.neilsberg.com in accordance with U.S. Census Bureau Quick Facts 2023

Section 5. Appendix.

Attachment A	PY 23 Service Delivery Areas by AAAIL Districts
Attachment B	PY 22 & 23, QTR 1 Enrollment Variances Per Grantees
Attachment C	PY 23 Equitable Distribution and Variances by County
Attachment D	Invitation and Feedback Recommendations
Attachment E	Partner Agency Letter
Attachment F	Letter of Attestation
Attachment G	Sign in Sheet
Attachment H	Power Point Presentation of State Plan
Attachment I	Public Comments
Attachment J	Governor's Designation Letter and Secretary's Letter

ATTACHMENT A

PY 23 SERVICE DELIVERY AREA BY AREA AGENCIES ON AGING

PURCHASE

<u>County</u>	<u>Sponsors/Slots</u>
Ballard	State (2)
Calloway	State (6)
Carlisle	State (0)
Fulton	State (2)
Graves	State (3), Goodwill Industries (5)
Hickman	State (0)
McCracken	State (6), Goodwill Industries (7)
Marshall	State (2), Goodwill Industries (3)

PENNYRILE

<u>County</u>	<u>Sponsors/Slots</u>
Caldwell	State (2)
Christian	State (4), Goodwill Industries (5)
Crittenden	State (2)
Hopkins	State (3), Goodwill Industries (5)
Livingston	State (2)
Lyon	State (2)
Muhlenberg	Goodwill Industries (7)
Todd	Goodwill Industries (3)
Trigg	State (2)

GREEN RIVER

<u>County</u>	<u>Sponsors/Slots</u>
Daviess	Goodwill Industries (14)
Hancock	Goodwill Industries (2)
Henderson	State (3), Goodwill Industries (6)
McLean	Goodwill Industries (2)
Ohio	State (3), Goodwill Industries (2)
Union	State (2)
Webster	State (3)

BARREN RIVER

<u>County</u>	<u>Sponsors/Slots</u>
Allen	Goodwill Industries (4)
Barren	Goodwill Industries (8)
Butler	State (3)
Edmonson	State (2), Goodwill Industries (0)
Hart	State (3), Goodwill Industries (2)
Logan	Goodwill Industries (6)
Metcalfe	Goodwill Industries (3)
Monroe	Goodwill Industries (3)
Simpson	Goodwill Industries (2)
Warren	State (5), Goodwill Industries (10)

LINCOLN TRAIL

<u>County</u>	<u>Sponsors/Slots</u>
Breckinridge	State (5)
Grayson	State (3), Goodwill Industries (4)
Hardin	State (4), Goodwill Industries (9)
Larue	State (2), Goodwill Industries (1)
Marion	Goodwill Industries (4)
Meade	State (4)
Nelson	NUL (6)
Washington	Goodwill Industries (2)

BUFFALO TRACE

<u>County</u>	<u>Sponsors/Slots</u>
Bracken	State (2)
Fleming	State (3)
Lewis	State (2), NCOA (2)
Mason	State (4)
Robertson	NCOA (1)

BIG SANDY

<u>County</u>	<u>Sponsors/Slots</u>
Floyd	State (3), NCOA (7)
Johnson	NCOA (7)
Magoffin	NCOA (4)
Martin	NCOA (3)
Pike	State (3), NCOA (13)

BLUEGRASS

<u>County</u>	<u>Sponsors/Slots</u>
Anderson	State (3)
Bourbon	NCOA (4)
Boyle	Goodwill Industries (5)
Clark	NCOA (6)
Estill	Goodwill Industries (5)
Fayette	State (3), NCOA (33)
Franklin	State (3), NCOA (2)
Garrard	State (3)
Harrison	NCOA (4)
Jessamine	NCOA (7)
Lincoln	State (6), Goodwill Industries (2)
Madison	NCOA (12)
Mercer	State (4)
Nicholas	NCOA (2)
Powell	State (3), Goodwill Industries (0)
Scott	NCOA (5)
Woodford	State (2)

KENTUCKY RIVER

<u>County</u>	<u>Sponsors/Slots</u>
Breathitt	State (3), Goodwill Industries (2)
Knott	State (4)
Lee	Goodwill Industries (3)
Leslie	State (2), Goodwill Industries (2)
Letcher	State (4), NCOA (3)
Owsley	Goodwill Industries (2)
Perry	State (3), Goodwill Industries (5)
Wolfe	Goodwill Industries (3)

CUMBERLAND VALLEY

<u>County</u>	<u>Sponsors/Slots</u>
Bell	State (4), Goodwill Industries (6)
Clay	State (3), Goodwill Industries (4)
Harlan	State (4), Goodwill Industries (6)
Jackson	State (2), Goodwill Industries (3)
Knox	Goodwill Industries (11)
Laurel	Goodwill Industries (14)
Rockcastle	Goodwill Industries (5)
Whitley	State (4), Goodwill Industries (5)

KIPDA

<u>County</u>	<u>Sponsors/Slots</u>
Bullitt	NUL (10)
Henry	NCOA (3)
Jefferson	NUL (104)
Oldham	NUL (3)
Shelby	NCOA (5)
Spencer	NCOA (2)
Trimble	NCOA (1)

NORTHERN KENTUCKY

<u>County</u>	<u>Sponsors/Slots</u>
Boone	NCOA (7)
Campbell	NCOA (13)
Carroll	NCOA (2)
Gallatin	NCOA (1)
Grant	NCOA (4)
Kenton	NCOA (20)
Owen	NCOA (2)
Pendleton	NCOA (3)

FIVCO

<u>County</u>	<u>Sponsors/Slots</u>
Boyd	NCOA (8)
Carter	NCOA (8)
Elliott	NCOA (2)
Greenup	NCOA (6)
Lawrence	NCOA (5)

GATEWAY

<u>County</u>	<u>Sponsors/Slots</u>
Bath	NCOA (3)
Menifee	Goodwill Industries (2)
Montgomery	NCOA (4)
Morgan	Goodwill Industries (4)
Rowan	NCOA (5)

LAKE CUMBERLAND

<u>County</u>	<u>Sponsors/Slots</u>
Adair	Goodwill Industries (5)
Casey	Goodwill Industries (6)
Clinton	Goodwill Industries (3)
Cumberland	Goodwill Industries (2)
Green	Goodwill Industries (3)
McCreary	Goodwill Industries (6)
Pulaski	Goodwill Industries (18)
Russell	Goodwill Industries (5)
Taylor	Goodwill Industries (5)
Wayne	Goodwill Industries (7)

ATTACHMENT B

OVER ENROLLED AND UNDER ENROLLED PER GRANTEE (<https://cmp.dol.gov>), PY 2022, Qtr. 1 and PY 2023, Qtr. 1)

PY 2022, Qtr. 1

Statewide Summary	MP	E	V	# Counties	# Under	% Under	Avg.% Und. E	# Over	% Over	Avg.% Over E	#Over Under	%Over Under	Total V/MP	Viz
State Grantee	156	109	-47	50	34	68%	52.9%	7	14%	47.1%	41	82%	40.4	
Goodwill	268	218	-50	55	33	60%	53.5%	15	27.3%	50.9%	48	87.3%	42.2	
NCOA	218	210	-8	36	21	58.3%	79.8%	13	36.1%	65.1%	34	94.4%	68.8	
NUL	123	113	-10	4	3	75%	89.5%	1	25%	6.7%	4	100%	19.5	
National Grantees	609	542	-67	95	57	60%	65.5%	29	30.5%	39.6%	86	90.5%	47.1	
Total ED Grantees	765	651	-114	118	73	61.9%	55.7%	33	28%	38.6%	106	89.8%	43.8	
Set-aside Grantees [S]						%	%		%	%		%	%	

PY 2023, QTR. 1

Statewide Summary	MP	E	V	# Counties	# Under	% Under	Avg.% Und. E	# Over	% Over	Avg.% Over E	#Over Under	%Over Under	Total V/MP	Viz
State Grantee	157	116	-41	50	32	64%	49%	6	12	31.8%	38	76%	35	
Goodwill	269	210	-59	55	31	56.4%	50%	12	20.7%	75%	51	87.9%	43.3	
NCOA	218	228	10	36	23	63.9%	68.4%	11	30.6%	90.7%	34	94.4%	77.1	
NUL	123	93	-30	4	4	100%	24.4%	0	0%	0%	4	100%	24.4	
National Grantees	610	531	-79	95	58	61.1%	47.4%	25	26.3%	78.4%	83	87.4%	51.8	
Total ED Grantees	767	647	-120	118	72	61%	44.6%	27	22.9%	70.4%	99	83.9%	45	
Set-aside Grantees [S]						%	%		%	%		%	%	

AP is Authorized Positions, E is enrolled, V is variance

ATTACHMENT C

PY 2021 EQUITABLE DISTRIBUTION AND VARIANCES PER COUNTY

FIPS	County	SG MP	SG E	SG V	GII MP	GII E	GII V	NCOA MP	NCOA E	NCOA V	NUL MP	NUL E	NUL V
21001	Adair	0			5	5	0						
21003	Allen	0			4	1	-3						
21005	Anderson	3	3	0									
21007	Ballard	2	1	-1									
21009	Barren	0			8	4	-4						
21011	Bath	0						3	0	-3			
21013	Bell	4	4	0	6	0	-6						
21015	Boone	0						7	3	-4			
21017	Bourbon	0						4	6	2			
21019	Boyd	0						8	11	3			
21021	Boyle	0			5	5	0						
21023	Bracken	2	1	-1				0					
21025	Breathitt	3	1	-2	2	1	-1						
21027	Breckinridge	5	5	0									
21029	Bullitt	0									10	1	-9
21031	Butler	3	2	-1									
21033	Caldwell	2	1	-1				0					
21035	Calloway	6	5	-1									
21037	Campbell	0						13	11	-2			
21039	Carlisle	0			1	1	0						
21041	Carroll	0						2	3	1			
21043	Carter	0						8	3	-5			
21045	Casey	0			6	2	-4						
21047	Christian	4	3	-1	5	2	-3						
21049	Clark	0						6	2	-4			
21051	Clay	3	0	-3	4	9	5						
21053	Clinton	0			3	4	1						
21055	Crittenden	2	2	0									
21057	Cumberland	0			2	2	0						
21059	Daviess	0			14	12	-2						
21061	Edmonson	2	2	0	2	2	0						
21063	Elliott	0						2	7	5			
21065	Estill	0			5	7	2						
21067	Fayette	3	0	-3				33	70	37			
21069	Fleming	3	2	-1				0					
21071	Floyd	3	1	-2				7	9	2			

21073	Franklin	3	2	-1				2	0	-2			
21075	Fulton	2	2	0									
21077	Gallatin	0						0	1	1			
21079	Garrard	3	1	-2									
21081	Grant	0						4	3	-1			
21083	Graves	3	3	0	5	2	-3						
21085	Grayson	3	1	-2	4	1	-3						
21087	Green	0			3	4	1						
21089	Greenup	0						6	5	-1			
21091	Hancock	0			2	0	-2						
21093	Hardin	4	3	-1	9	2	-7						
21095	Harlan	4	2	-2	6	4	-2						
21097	Harrison	0						4	0	-4			
21099	Hart	3	0	-3	2	2	0						
21101	Henderson	3	5	2	6	3	-3						
21103	Henry	0						3	0	-3			
21105	Hickman	0			1	2	1						
21107	Hopkins	3	3	0	5	5	0						
21109	Jackson	2	2	0	3	5	2						
21111	Jefferson	0									104	91	-13
21113	Jessamine	0						7	1	-6			
21115	Johnson	0						7	10	3			
21117	Kenton	0						20	42	42			
21119	Knott	4	5	1									
21121	Knox	0			11	3	-8						
21123	Larue	2	2	1	1	0	-1						
21125	Laurel	0			14	3	-11						
21127	Lawrence	0						5	7	2			
21129	Lee	0			3	4	1						
21131	Leslie	2	3	1	2	1	-1						
21133	Letcher	4	5	1				3	1	-2			
21135	Lewis	2	0	-2				2	0	-2			
21137	Lincoln	6	5	1	2	1	-1						
21139	Livingston	2	2	0									
21141	Logan	0			6	11	5						
21143	Lyon	2	1	-1									
21145	McCracken	6	6	0	7	4	-3						
21147	McCreary	0			6	7	1						
21149	McLean	0			2	0	-2						
21151	Madison	0						12	1	-11			
21153	Magoffin	0						4	10	6			

21155	Marion	0			4	5	1						
21157	Marshall	2	1	-1	3	0	-3						
21159	Martin	0						3	3	0			
21161	Mason	4	3	-1									
21163	Meade	4	5	1									
21165	Menifee	0			2	3	1						
21167	Mercer	4	3	-1				0	0	0			
21169	Metcalfe	0			3	1	-2						
21171	Monroe	0			3	2	-1						
21173	Montgomery	0						4	3	-1			
21175	Morgan	0			4	3	-1						
21177	Muhlenberg	0			7	4	3						
21179	Nelson	0									6	1	-5
21181	Nicholas	0						2	0	-2			
21183	Ohio	3	2	-1	2	2	0						
21185	Oldham	0									3	0	-3
21187	Owen	0						2	1	-1			
21189	Owsley	0			2	6	4						
21191	Pendleton	0						3	2	-1			
21193	Perry	3	3	0	5	2	-3						
21195	Pike	3	2	-1				13	1	-12			
21197	Powell	3	1	-2	0	2	2						
21199	Pulaski	0			18	17	-1						
21201	Robertson	0						1	0	-1			
21203	Rockcastle	0			5	3	-2						
21205	Rowan	0						5	10	5			
21207	Russell	0			5	5	0						
21209	Scott	0						5	0	-5			
21211	Shelby	0						5	0	-5			
21213	Simpson	0			2	2	0						
21215	Spencer	0						2	0	-2			
21217	Taylor	0			5	5	0						
21219	Todd	0			3	2	-1						
21221	Trigg	2	1	-1									
21223	Trimble	0						1	1	0			
21225	Union	2	1	-1									
21227	Warren	5	6	1	10	9	-1						
21229	Washington	0			2	4	2						
21231	Wayne	0			7	8	1						
21233	Webster	3	2	-1									
21235	Whitley	4	1	-3	5	2	-3						

21237	Wolfe	0			3	3	0						
21239	Woodford	2	0	-2									
	Totals	157	116	-41	269	210	-59	218	228	-10	123	93	-30

ATTACHMENT D
RECOMMENDATIONS

Senior Community Service Employment Program
Area Plan
Needs Assessment

Name Sub-grantees (State Level) Organization DAIL Date 2024

(This needs assessment is your opportunity as community leaders to provide feedback to DAIL staff regarding the SCSEP program and the development of the SCSEP state plan.)

1. How can DAIL improve and ensure the involvement of other workforce development programs as well as other programs serving older workers?

- Regarding SCSEP, offering a sign on bonus to participants or gas voucher to potential participants would be beneficial in recruitment because the participants live on very limited income and its difficult for them to afford gas to get started in SCSEP because they are held back on their wages. We could look at establishing remote offices with set office schedules once a month or more in various rural communities.
- A stronger line of communication with other programs and a better referral system.
- Ensuring Workforce Development Programs are aware of the SCSEP program and its goals.

- Not many people know about SCSEP and its benefits. More Advertising about the program is greatly needed.
- One of our local AAAIL does not have the SCSEP program. A free or reduced fee for SCSEP programs to participate in their senior events would be very helpful. Our budget does not allow for high event fees, and this is an area that we struggle to get participants. Missing out on these events is detrimental not only to the program but also to the seniors in those communities.
- Referrals to other programs for ineligible SCSEP applicants, like AmeriCorps Seniors stipend volunteer programs. This could provide an avenue for individuals to supplement their income if unable to find a job.
- Attend meetings and maintaining involvement in nonprofit organizations. Organizations need to know what the program is, how lives are being impacted. Continue to advocate on behalf of participants to ensure that needs of older workers are heard.
- Provide informational material to the workforce boards. Attend workforce meetings and community events. Provide opportunity for more statewide trainings and include workforce board staff members.

2. With the change in demographics of the SCSEP service area how can the program improve services for the increased numbers of older workers, the economy, and the labor market?

- The hourly rate needs to be increased even if it means they train less hours in a week. Participants will be more likely to train less hours at a higher rate of pay in our rural area because most of our participants live in very rural areas with narrow and twisting roads and dangerous driving conditions. I would also suggest a set stipend a month to help with gas costs because participants struggle to buy gas if they are driving in these rural areas every day of the week to train a few hours at minimum wage. Also, if it could be lobbied with Medicaid that this income is not counted in

their Medicaid cases because a lot of people are right on the income border line to receive Medicaid and if they take one of these positions, they lose their QMB or SLBM and these are critical medical benefits to our aging participants. SCSEP should be EXCLUDED in all programs to encourage participation.

- Again, advertising. We at KRADD do as much word-of-mouth advertising as we possibly can. The more people who know about SCSEP the better. Also, offering a higher wage would be great as well.
- A redistribution of participants allowed in various counties would be helpful. We have waiting lists in some counties and other counties that are so rural we struggle to get participants. Many of the obstacles in these counties are a struggle to overcome, with transportation being the main one as well as lack of opportunities and distance between potential participants and locations.
- Most of our major cities in our counties have a large baby boom generation nearing retirement is expected to lead to a workforce shortage and need for trained older workers.
- Strengthen the coordination with other labor market and job training initiatives. Sub grantees closely work with Job Service One-Stop Career Centers providing employment, education, training, and skill development resources.

3. How can the SCSEP program better prepare participants for projected employment opportunities?

- I think it would be beneficial if SCSEP could provide some kind of incentive to employers to hire participants. Utilization of OJT would be very helpful. Of course, the OJT would be for a few months with the implication that SCSEP participants could not just be terminated at end of OJT contract without justification. This would help nonprofit host agencies that have limited funds who have spent their valuable time training the SCSEP participants. The participants become familiar and comfortable

working in a host agency job, and it would be a win-win for both the SCSEP participants and the nonprofit host agencies. Most aging adults do not like change, and this would provide a smooth transition into paid employment.

- Most of our older participants need computer training. Computer skills are essential.
- Additional training resources for SCSEP participants.
- More funding to possibly be able to offer SCSEP participants more special trainings such as to pay for a college computer class, etc. so the participant would be better prepared for potential jobs.
- The biggest hurdle we face with participants achieving unsubsidized employment is that they often don't make enough to make up for the loss of benefits (housing, medical, SNAP) that happens when they begin receiving wages.
- At this time, the training opportunities and counseling provided prepares participants for employment opportunities. During the placement, staff work with each participant to find out their needs, for each of them to get the most out of their placement and be successful in their employment endeavors.
- Contact prospective employees to find out their employment needs are.
- It would be beneficial if we could partner with host agencies that are also for-profit organizations with greater ability to hire the SCSEP participants.

4. How can DAIL increase participant placement into unsubsidized employment and provide employer outreach?

- The participants become familiar and comfortable working in a host agency job, and it would be a win-win for both the SCSEP participants and the nonprofit host agencies. Most aging adults do not like change, and this would provide a smooth transition into paid employment.

- The increase if feasible in participant placements can be provided by the sub-grantee, as available employers in the area served are better understood and outreach can be provided more thorough on this level.
- Provide additional funding to allow more training opportunities for the SCSEP participants.
- We think DAIL provides so much support for us thru the program and the participants. We believe that the increase in placement into unsubsidized employment is what the Title V providers in each area need to push and promote with host agencies and other potential employers as well as with the participants and their job searches.
- More outreach and advertising, highlighting any perks that come along with placement for SCSEP participants or senior citizens in general.
- DAIL could provide more information or advertisement to the public about the SCSEP program and benefits of hiring one that has completed the training.
- Creating “Best Practices” projects routinely network with area employers at “showcase events” targeted at workforce development. A prime example of a win-win approach is maybe hosting a community networking initiative or attending job fairs, sponsored by an area business community, to educate employers on the local labor market and on workforce development.

5. What recommendation can you make to improve the SCSEP program?

- Our potential participant has 2 main concerns: they want a higher hourly rate of pay even if it means less total training hours because in today’s economy they are barely paying for gas to do this training program if they must travel any distance. If nothing else, provide them with a monthly gas stipend. One of their biggest concerns is will these wages count in their Medicaid cases

specifically QMB because this Medicaid program pays their Medicare SMI premium which is almost 200 dollars a month out of pocket if they lose their QMB Medicaid case. QMB also pays for their Medicare part D premiums and co pays and it also pays for their Medicare part b co pays. This is huge for participants who live on between a thousand and 1200 hundred dollars a month if they are receiving social security and that considers the discount for social security income. These training wages don't count in SNAP or HUD, but it does count in their QMB Medicaid cases. Would it be possible to work with Washington and make them aware that this needs to change? SCSEP should be consistently EXCLUDED in all programs effective as soon as possible.

- Eliminate the case manager group or force their participation. The funds that they used limits the ability to do more.
- Decrease the income guidelines to give more seniors the opportunity to participate in the program.
- It would be great if SCSEP paid a little more. The elderly population is already struggling. Those that do want to participate in the on-the-job training with SCSEP would like a little more pay.
- The biggest recommendation is to petition to have SCESP income is not counted towards their benefits (especially medical help through Medicaid).
- Host agency supervisors can help advance the cost of the program when they understand that the ultimate outcome is placement and that the training, they provide will help participants achieve that goal.
- One major issue for the participants is upon enrolling and participating in the SCSEP program, participants lose their QMB through the Medicare Savings Program. Therefore, the participants choose to exit or not participate in the program. In the event, these stipulations could be removed or SCSEP wages, as it is a training program, become excludable income towards the QMB. We could serve more individuals.

6. Is the distribution of available slots meeting the needs of your service area?

- In some counties I could use more slots because there seems to be a greater interest in SCSEP, for instance Bell County, KY, I could use more slots in that county because slots consistently stay occupied. In other counties, I would like to share the slots not being used in non-participating counties to counties like Bell County that would be happy to fill the slots.
- There are 2 counties that no longer qualify but could greatly benefit from providing SCSEP in these counties.
- Yes, it meets our needs in our area.
- Yes and no. KRADD has had great success using social media and has had increased interest in the program. It seems that either it is a struggle to find participants, or they come in abundance. It seems that the surge in interest correlates directly to advertising on social media. DAIL has been great to work with us to allow us to over enroll in one county if we have an abundance of folks wanting to do the program and none wanting to do the program in another.

7. How can DAIL recruit individuals who meet the enrollment criteria of the program especially those 65 years or older or those with identified barriers to employment?

- This is a difficult issue in our area. Most host agencies which are nonprofits will not train participants with any sort of criminal background due to the liability of them working with vulnerable people. I understand this because our elderly population can be the most vulnerable and trusting. I understand we are also talking about aging participants in SCSEP with criminal backgrounds however despite their age and the criminal charges could have been years ago a lot of host agencies will not risk the liability. I

am not sure how that can be solved because criminal backgrounds are hard to get expunged regardless of age.

- We leave brochures explaining the program in different places. For example, Senior Centers, WKAS offices and libraries. Social media and word of mouth work best for our regions.
- We would love to make more people aware of the program.
- Seniors that I meet with are so interested in the program, however many in our area do not meet the income guidelines or decide not to do the program due to the pay.
- DAIL continuing to contact other programs at the state and federal level has increased referrals.
- For many SCSEP applicants, they are reluctant to participate due to the possibility of SCSEP wages impacting other benefits they may receive. Because SCSEP staff cannot make that determination as to how it could affect benefits, it would possibly be beneficial to have a person to direct these individuals to. We often tell them to consult their local DCBS office or Career Center for assistance, but for some, a trip to either of those locations could be burdensome.

8. What do you believe are the best opportunities for employment for older workers?

- For a lot of my participants, they like to cook and love children, so I think there may be opportunities in school systems. However, we go back to the criminal background and if that is an issue, a school system generally will not hire someone with a criminal background. If SCSEP could provide an incentive to small business owners in rural areas to hire participants with criminal backgrounds that could solve problems regarding that barrier. I understand this is a budget issue.
- Senior Centers, Assisted Living Areas, Need Lines, and Hope Centers, and WKAS Offices are great host agencies in our areas.
- Being able to provide necessary skills while on the program that helps them with employment.

- Older workers are so very valuable, many are not interested in sitting at home and want to be out in society still contributing. I have found that many seniors thrive at Senior Centers. KRADD has great results with seniors who are placed at them, they get communication, socialization, movement, and paid to be a part of something while completing training duties. A lot of time Senior Centers will hire participants off the program when their time limit is complete on the program with help from local county governments. Employment is normally part time but generally that is all the participants want.
- Seniors are very individualized so many opportunities are available depending on the person. The only employment opportunities that we do not actively pursue are those requiring a lot of manual type labor.
- We have assisted many of our SCSEP participants transition into employment in nonprofit businesses, many of them being senior centers. These transitions tend to be fruitful due to the participants completing their training at that site. The issue lies in the funding of the senior center and if they have an opening available or can hire on additional staff.
- Continue to recruit host agencies as partners to assist the participants to overcome barriers, enhance their skills through training, and this should help lead to employment off the program. Focus on increasing awareness at the local, state, and national level, as many employers and service organizations are unaware of the benefits offered by the SCSEP.
- We would like to see the host agencies have available positions for the participants since they have trained at the locations.
- We could use more assistance with transportation needs. This is a big hinderance in more rural areas because of a lack of a sufficient transportation infrastructure.

Senior Community Service Employment Program Needs Assessment

Name Compilation- BSACAP, Southwestern Community Action Council, NKCAC **Organization** NCOA **Date** March 2024

(This needs assessment is your opportunity as community leaders to provide feedback to DAIL staff regarding the SCSEP program and the development of the SCSEP state plan.)

1. How can the SCSEP program improve to ensure the involvement of other workforce development programs as well as other programs serving older workers?

- Networking is essential in building and maintaining relationships with workforce partners. Referring possible co-enrollees, attending interagency meetings, and community outreach events such as job fairs, resource fairs, health fairs are some ways to encourage other workforce development entities to be involved.
- When it comes to working with community partners, one of the issues we face is branding. Some know us as the Mature Worker Program, some as the 55 and over program, and some do recognize SCSEP but do not know what the letters stand for. We also have difficulty when the surrounding counties are managed by other organizations and their program guidelines differ from ours. Consistency would help in establishing and maintaining good working relationships with our community partners.
- We are having a difficult time engaging our participants in wanting to work. Maybe MOU training on other programs as well as job clubs.

2. With the change in demographics of the SCSEP service area, how can the program improve services for the increased numbers of older workers, the economy, and the labor market?

- Streamlining the enrollment and reporting processes will be a significant step forward for SCSEP and its participants. While there are still currently many participants that have no experience with computers, the internet, and email, as the demographic changes, the next generation of seniors will have had more exposure to these technologies. They will be more comfortable with communicating through email, using a digital signature, and filling out digital forms. This will help cut down on some of the repetitive forms, (i.e., several forms ask for the participant's address).
- Transportation is an issue in each of the counties we serve. We can help with bus passes in one of the areas, but the remaining areas do not have access to public transportation. I honestly don't think you will even find an Uber-type of service in most of the areas we serve in Kentucky. The ability to offer a solution to the transportation issue would be helpful.
- We could benefit from transportation assistance.

3. How can the SCSEP program better prepare participants for projected employment opportunities?

- Setting expectations for participants is paramount. We offer them training at the host site, but it is training to hold an unsubsidized job. During their time in SCSEP they should learn to communicate with a supervisor and the traditional staff. They should take part in resume and mock interview workshops so that they know what to expect going in.
- The bulk of employment opportunities in the counties we serve are in educational services, health services, and social assistance services. For SCSEP participants to obtain positions in these fields we must develop training and training sites to prepare them to compete with others vying for these positions. If our participants are going to compete for entry-level positions, we must make sure they have the same skills as those who are entering the workforce for the first time. Computer skills are a must. The next level of job

opportunities is in manufacturing and construction. Many of our participants are not physically capable of these positions. The remaining jobs are in retail, entertainment, and food services, all of which require a good deal of standing and repetitive movements. We must find ways to develop the skills for our participants to be competitive in the job market. Based on the census data I included below, less than 16% (on average for the counties we serve) have a college degree and less than 39% have a high school diploma.

- Better utilization of Computer classes, resume building, and higher wages.

4. How can SCSEP program in KY improve to increase participant placement into unsubsidized employment and provide employer outreach in KY?

- Successful participants provide an example of how SCSEP can change lives. Spreading this good news by way of success stories is an important factor in communicating this example. It will help employers see that with a little training a candidate can be a successful employee. Helping participants prepare for interviews and tailor their resume for the position they are applying for are also important.
- Our best tool for improving placement into employment is providing a higher quality of participants. We must find ways to provide them with training that is equal to the younger population also applying for the same positions. Our very rural areas do not have accessible community partners to provide the needed training and transportation is an issue. We must also seek to develop training partnerships with employers in the fields where employment opportunities exist. Another obstacle for employment is that the rate of pay they receive through employment must be a high enough rate to offset the loss of public assistance (SNAP, housing, Medicaid) as well as

disability-based income (SSI, SSDI) for which employment earnings do count. Kentucky's minimum wage is \$7.25 per hour. Transportation is an issue as well as the ability to pass background checks.

- Increase host agency involvement is hiring participant when placed.

5. What recommendation can you make to improve the SCSEP program?

- I would like to see clearer information about which benefits use SCSEP stipend in eligibility calculations. There have been participants that receive a letter from the SSA indicating that their SSI benefits will be reduced or eliminated. Rather than appeal and risk their SSI benefits, they opt to leave SCSEP. This has affected my enrollment and retention. We have the TEGP that specifies that SNAP and Federal housing should not include SCSEP in their calculations. Something similar for SSI, medical cards, and similar benefits would be helpful.
- Develop more options for skills training in addition to the on-site CSA training. Match up sub-grantees as mentoring and brainstorming partners based on the demographics of the areas they serve. What works in large cities will not work in Kentucky.
- I would recommend the SSA and Medicaid office to work with us.

6. Is the distribution of available slots meeting the needs of your service area?

- According to equitable distribution, the majority of my counties are overenrolled. There are a couple that are under enrolled. I am glad that I have the flexibility to enroll where there are interested applicants. I understand that we have some work to do in our under enrolled counties.
- In Boyd County, we are over-enrolled and could easily fill more slots. In Lewis County we struggle to find training sites as there are very few non-profits in that county and the government

offices are extremely small. As you can see in the census data below, the two counties differ greatly in population and opportunities.

- No, we struggle with meeting our ED in rural counties.

7. How can the SCSEP processes improve to recruit individuals who meet the enrollment criteria of the program especially those 65 years or older or those with other identified barriers to employment?

- There are workforce partners that target the same demographic as SCSEP. It is important to form a relationship with representatives of those partners. When they are providing services for low-income individuals, and one of these individuals is 65 or older, they might refer them to SCSEP if there is a relationship/partnership in place. This allows recruitment through workforce partners.
- 20% of the population in our Kentucky counties is over the age of 65.
- While this income does not count for SNAP or housing it does count as income for state Medicaid. The gain in income does not outweigh the loss of medical coverage. Also, those who are receiving social security based on disability (SSI, SSDI, under the age of 65) are not willing to jeopardize their disability income by having to report this income.

The minimum wage payment is not enticing when the service industry jobs are offering a higher rate of pay.

Finding a way to reduce redundancy in completing forms would be helpful. However, we also live in an area where internet access and computer skills are lacking. So, I'm not sure an "intake portal" would be the answer for our remote areas.

- Easier access to events and trainings.

8. What do you believe are the best opportunities for employment for older workers?

- Some employers are looking for part time help. Many younger workers are hoping for full-time employment. Any senior worker who is looking for part time employment will fit the needs of these employers better than a younger worker. This is a niche that can be capitalized upon. Similarly, if SCSEP participants are not looking for advancement, jobs without upward mobility might be less attractive to younger workers, and thus less competitive for senior workers.
- This is a difficult question. “Older workers” is such a broad term. There are people in the program who are 57 years old who are able-bodied and have 20 years of working ability ahead of them. With the right training and connections, their options have very few limitations. We recently had a participant aged 75 who was hired into a position at a starting wage of \$19 per hour. We have 58-year-olds who have severe limitations. We have 70-year-olds who I wonder how they make it to and from their houses, much less how they are going to manage regular employment. The best employment opportunities depend upon the individual and the opportunities in their area. Both of which vary greatly in Kentucky.

Census data indicates the bulk of the jobs in our area are in educational services, health services, and social assistance.

Boyd County:

- Population 48,261
- Median income \$58,327
 - 17.4% Poverty
- Employment Rate 48.9%, Employer Establishments 1,200
 - Educational services, health care, and social assistance 29%
 - Retail 14%
- Bachelor’s degree or higher – 20.8%
 - High school graduate – 32%
- 19.9% of the population aged 65 and over

Carter County:

- Population 26,627
- Median income \$47,004
 - 23.9% Poverty
- Employment Rate 42.7%, Employer Establishments 403
 - Educational services, health care, social assistance 27.8%
 - Construction, Retail, Entertainment, and food services
- Bachelor's degree or higher – 14.5%
 - High school graduate – 40%
- 19.6% of the population aged 65 and over

Greenup County:

- Population 35,962
- Median income \$58,562
- Employment Rate 46.9%, Employer Establishments 466
 - Educational services, health care, social assistance 31.3%
 - Retail and manufacturing
- Bachelor's degree or higher – 17.6%
 - High school graduate – 36.8%
- 21.4% of the population aged 65 and over

Lewis County:

- Population 13,080
- Median income \$36,662
 - 26.6% Poverty
- Employment Rate 39.5%, Employer Establishments 125
 - Educational services, health care, and social assistance 25.8%
 - Construction and manufacturing
- Bachelor's degree or higher – 10.2%
 - High school graduate – 44.4%
- 18.9% of the population age 65 and over
- Places such as Home Depot, Goodwill, libraries, schools, convention centers are good opportunities.

Senior Community Service Employment Program Needs Assessment

Name Bullitt, Jefferson, Nelson, and Oldham Organization Louisville Urban League
Date March 2024

(This needs assessment is your opportunity as community leaders to provide feedback to DAIL staff regarding the SCSEP program and the development of the SCSEP state plan.)

1. How can the SCSEP program improve to ensure the involvement of other workforce development programs as well as other programs serving older workers?

Improve knowledge and understanding of other available workforce development programs. Increase the facilitation of meetings between workforce development programs and other programs serving older workers.

2. With the change in demographics of the SCSEP service area, how can the program improve services for the increased numbers of older workers, the economy, and the labor market?

Increasing the partnerships between the program and community partners. Specifically targeting partnerships that are within the labor market areas we have identified as being the best place for older job seekers. Be responsive to the needs of the changing demographic which may mean leveraging new types of partnerships be it educational, physical, or mental. Increasing advocacy and creating spaces to address older worker skill gaps within the labor market. As it relates to in-demand work, ensuring old are captured within the training provided and utilizing free trainings to make sure these needs are fulfilled.

3. How can the SCSEP program better prepare participants for projected employment opportunities?

Allowing Work Ready Workshops to be counted towards Community Service Hours. These hours are currently counted towards non community service hours. This will allow for more workshops, which

will enhance the participants marketability for potential employment opportunities.

4. How can SCSEP program in KY improve to increase participant placement into unsubsidized employment and provide employer outreach in KY?

Each Job Centers (One Stop) should specialize in job placements specifically for older workers. The job centers do not have coaches/counselors that specialize in placements for older workers. They also need to partner and build relationship with employers to host hiring events solely for older workers.

5. What recommendation can you make to improve the SCSEP program?

Recruiting new and expanding upon existing host agencies that will offer diverse training skills for the participants. Gaining OJE's with existing community partnerships.

6. Is the distribution of available slots meeting the needs of your service area?

Yes

7. How can the SCSEP processes improve to recruit individuals who meet the enrollment criteria of the program especially those 65 years or older or those with other identified barriers to employment?

SCSEP funding should include barrier removal funding. Most participants entering the program have multiple barriers that decreases the marketability of the participant to gain unsubsidized employment. Currently the affiliate is responsible for the barrier removal or seeking outside agencies to assist in the removal effort. Sometime this can be a daunting task for the affiliate who does not have access to certain partners that specialize in barrier removal.

8. What do you believe are the best opportunities for employment for older workers?

Health Services, Hospitality, Retail, Office Administration, Education, Childcare, Custodial/Maintenance.

**Senior Community Service Employment Program
Needs Assessment**

Name Compilation of GWII Counties in KY Organization Goodwill
_____ Date 3/14/24

(This needs assessment is your opportunity as community leaders to provide feedback to DAIL staff regarding the SCSEP program and the development of the SCSEP state plan.)

1. How can the SCSEP program improve to ensure the involvement of other workforce development programs as well as other programs serving older workers?

- a. Continue working with other programs to develop a coordinated approach to sharing labor market information related to unemployment estimates and projected job growth.
- b. Continue to increase awareness on older worker focused events available.
- c. Continue the process of referring participants who need SCSEP services, and/or the services provided by other programs.

2. With the change in demographics of the SCSEP service area, how can the program improve services for the increased numbers of older workers, the economy, and the labor market?

- a. Continued focus on building employer partnerships.

3. How can the SCSEP program better prepare participants for projected employment opportunities?

- a. Through data collected from assessments, identify agencies with synergies for expanding participant training opportunities.

4. How can SCSEP program in KY improve to increase participant placement into unsubsidized employment and provide employer outreach in KY?

- a. Continued use of LMI data to lead the internal employer outreach strategies.

5. What recommendation can you make to improve the SCSEP program?

- a. No recommendations currently.

6. Is the distribution of available slots meeting the needs of your service area?

- a. We are seeing the need for SCSEP services, increase, in certain parts of our services area.

7. How can the SCSEP processes improve to recruit individuals who meet the enrollment criteria of the program especially those 65 years or older or those with other identified barriers to employment?

- a. No recommendations for improvement.

8. What do you believe are the best opportunities for employment for older workers?

- a. These opportunities vary based on the needs in local communities.

ATTACHMENT E
PARTNER AGENCY LETTER

March 6, 2024

Julie A. Su
Acting Secretary
U.S. Department of Labor
Office of the Secretary
Room S-2521
200 Constitution Avenue Northwest
Washington, D.C. 20210

Dear Mrs. Su:

Governor Andy Beshear has delegated the Kentucky Department for Aging and Independent Living to develop and submit the Kentucky Senior Community Service Employment Program (SCSEP) State Plan 2020-20230 on his behalf.

DAIL has sought the advice and recommendations of individuals and organizations identified in OAA sec. 503(a) (2) regarding any changes that are needed for improvement to the Kentucky program. The attached plan outlines the strategies that were developed to ensure the success and improvement of Kentucky's SCSEP and will serve as a "living" document to guide the ongoing operations within the state.

Please contact Morallia Tran, Kentucky SCSEP Coordinator, at 502-564-6930 or email at Morallia.Tran@ky.gov, if you have any questions.

Sincerely,

Victoria L. Elridge
Commissioner

cc: Morallia Tran

ATTACHMENT F
LETTERS OF ATTESTATION

April 24, 2020

Morallia Tran
KY SCSEP State Grantee/ Internal Policy Analyst III
Department for Aging and Independent Living
275 E. Main St. 3E-E
Frankfort KY 40621

Dear Ms. Tran,

Thank you for the opportunity to participate in the Kentucky Title V State Plan process. We have reviewed the State Plan and we are in agreement with it.

The plan was very comprehensive and represents SCSEP sub-grantees and National Grantees. All entities were encouraged to participate. We feel that Kentucky's plan is very accurate and shows how coordination can be very effective in discussing ways to improve SCSEP in the future.

Feel free to contact me at barry.lott@ncoa.org, or by phone at 302.983.1026 with any questions.

Signed,



ATTACHMENT G

SIGN IN SHEET FOR PUBLIC HEARING

(To be updated after hearing)

Due to the COVID-19 Pandemic all public gatherings were restricted for Kentucky. The SCSEP Public Hearing was conducted via Zoom. The attendees were as follows:

- Buddy Hoskinson
- Tonia Wells
- Marnie Mountjoy
- Kelli Sheets
- Caroyle Hughes
- Kyle Swafford
- Kristy Hunt
- Morallia Tran

ATTACHMENT H

**POWER POINT PRESENTATION OF THE STATE PLAN
PRESENTATION WILL BE PROVIDED AT THE 2024 PUBLIC HEARING**



**KENTUCKY SENIOR COMMUNITY SERVICE
EMPLOYMENT PROGRAM STATE PLAN
Cabinet for Health and Family Services
Department for Aging and Independent Living
Fiscal Years 2024-2027**

**Andy Beshear, Governor
Commonwealth of Kentucky
Eric Friedlander, Secretary
Cabinet for Health and Family Services
Victoria Elridge, Commissioner
Department for Aging and Independent
Living**

SCSEP Overview

The Senior Community Service Employment Program has two primary goals:

Advance economic self-sufficiency for program participants through employment training and job placement.

Promote useful opportunities for community service activities through community service employment partnerships.



Eligibility for SCSEP

- Participants must be at least 55 years of age, unemployed, a resident of KY, 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, and formerly incarcerated individuals.

Community Service

- The Senior Community Service Employment Program (SCSEP) is a community service and workbased job training program for older Americans. Authorized by the Older Americans Act and Department of Labor, the program provides training for low income, unemployed seniors. Participants have access to employment assistance through American Job Centers.
- SCSEP participants gain work experience in a variety of community service activities at nonprofit and public facilities, including schools, hospitals, daycare 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

Unsubsidized Employment

Once a participant exits the program for employment, follow ups with placed participants throughout the first twelve months of placement will be completed to determine if the participant has the necessary supportive services to remain employed and to provide or arrange services as needed. For example:

1. the payment of reasonable costs of transportation,
2. healthcare and medical services,
3. special job-related or personal counseling,
4. incidentals (such as work shoes, badges, uniforms, eyeglasses, and tools),
5. child and adult care,
6. temporary shelter, and follow-up services; and outreach and recruitment.

Purpose of the SCSEP State Plan

The 2020-2023 Senior Community Service Employment Program (SCSEP) State Plan outlines the strategy that Kentucky will implement to train and prepare the low-income, aged population to enter the workforce. Governor Andy Beshear has designated the Kentucky Department of Aging and Independent Living (DAIL) to develop and submit the SCSEP State Plan on behalf of the Commonwealth of Kentucky.

Demographic and economic estimates for the labor market were studied to determine the changing needs of the state's workforce. These trends and projections were considered when developing strategies to assure the successful operation of SCSEP so that Kentucky can accomplish the program's goal to improve the skills and employment prospects for older workers.

The Plan was developed in collaboration with representatives of national grantees operating in Kentucky, sub-grantees, and Workforce Development to promote performance improvement in service the designated population. Partnerships with One-Stop Career Centers and WIOA programs have proven effective in preparing the participants with labor skills needed in today's market. Cooperative efforts will also continue with various agencies such as local health departments, community colleges and other government of agencies.

Purpose of SCSEP State Plan (cont.)

- ▶ The state plan expresses desired long-term changes to the design of the state's program include: recruiting wider pool of host agencies that will offer diverse training skills for SCSEP participants; enhancing training in the area of computer skills and documentation; and educating participants with job search skills that will help participants keep pace with the changing demands of the contemporary workforce. Emphasis will be placed on education, outreach, and public relations.
- ▶ The state plan also addresses a more effective use of local media sources to create greater awareness of SCSEP. Techniques such as spotlighting successful SCSEP stories will aid in the recruitment of additional host agencies while more low-income adults, age 55+, will be aware of the opportunities available through the program. In addition, other social service agencies will be used to promote SCSEP and help in the development of a solid referral base.



State Level Slots: DAIL contracts with 6 sub-grantees within 10 regions to provide the SCSEP Program at the state level. There are 157 state level slots.

National Level Slots: Three (3) National Level Grantees also administers SCSEP within the state of KY. They are as follows:

- ▶ National Urban League (NUL) with 123 slots
- ▶ Goodwill Industries (GWI) with 269 slots
- ▶ National Council on Aging (NCOA) with 218 slots

Sub-Grantee	Address	Areas Served	Authorized Positions
Audubon Allied Services servicing Green River/ Lincoln Trail/ and Barren River Regions	1800 West Fourth St. P.O. Box 20004 Owensboro, KY 42302 (270) 686-1666 and 2530 Scottsville Road, Suite 1, Bowling Green, KY 42104	Henderson (3), Ohio (3), Union (2), Webster (3), Butler (3), Edmonson (2), Hart (3), Warren (5), Breckinridge (5), Grayson (3) Hardin (4), Larue, (2), and Meade (4)	42
Bluegrass Community Action Agency	111 Professional Court P.O Box 738 Frankfort, KY 40602 502-695-4290	Anderson (3), Fayette (3), Franklin (3), Garrard (3), Lincoln (6), Mercer (4), Powell (3), and Woodford (2)	27
Cumberland Valley Area Agency on Aging and Independent Living	342 Old Whitley Rd. London, KY 40743 (606) 864-7391	Bell (4), Clay (3), Harlan (4), Jackson (2), and Whitley (4)	17
Kentucky River/Big Sandy Area Agency on Aging and Independent Living servicing KY River/ and Buffalo Trace Districts	941 North Main Street Hazard, KY 41701 (606) 436-3158	Floyd (3), Pike (3), Breathitt (3), Knott (4), Leslie (2), Letcher (4), Perry (3), Bracken (2), Fleming (3), Lewis (2), Mason (4), and Robertson (0)	33
Pennyrile Area Agency on Aging and Independent Living	300 Hammond Drive Hopkinsville, KY 42240 (270) 886-9484	Caldwell (2), Christian (4), Crittenden (2), Hopkins (3), Livingston (2), Lyon (2), and Trigg (2)	17
Purchase Area Agency on Aging and Independent Living	1002 Medical Drive, P. O. Box 588 Mayfield, KY 42066 (270) 247- 7171	Ballard (2), Calloway (6), Fulton (2), Graves (3), Hickman (0), McCracken (6) and Marshall (2)	21

PY 23 SERVICE DELIVERY AREA BY AREA AGENCIES ON AGING

PURCHASE

<u>County</u>	<u>Sponsors/Slots</u>
Ballard	State (2)
Calloway	State (6)
Carlisle	State (0)
Fulton	State (2)
Graves	State (3), Goodwill Industries (5)
Hickman	State (0)
McCracken	State (6), Goodwill Industries (7)
Marshall	State (2), Goodwill Industries (3)

PENNYRILE

<u>County</u>	<u>Sponsors/Slots</u>
Caldwell	State (2)
Christian	State (4), Goodwill Industries (5)
Crittenden	State (2)
Hopkins	State (3), Goodwill Industries (5)
Livingston	State (2)
Lyon	State (2)
Muhlenberg	Goodwill Industries (7)
Todd	Goodwill Industries (3)
Trigg	State (2)

GREEN RIVER

<u>County</u>	<u>Sponsors/Slots</u>
Daviess	Goodwill Industries (14)
Hancock	Goodwill Industries (2)
Henderson	State (3), Goodwill Industries (6)
McLean	Goodwill Industries (2)
Ohio	State (3), Goodwill Industries (2)
Union	State (2)
Webster	State (3)

BARREN RIVER

<u>County</u>	<u>Sponsors/Slots</u>
Allen	Goodwill Industries (4)
Barren	Goodwill Industries (8)
Butler	State (3)
Edmonson	State (2), Goodwill Industries (0)
Hart	State (3), Goodwill Industries (2)
Logan	Goodwill Industries (6)
Metcalfe	Goodwill Industries (3)
Monroe	Goodwill Industries (3)
Simpson	Goodwill Industries (2)
Warren	State (5), Goodwill Industries (10)

LINCOLN TRAIL

<u>County</u>	<u>Sponsors/Slots</u>
Breckinridge	State (5)
Grayson	State (3), Goodwill Industries (4)
Hardin	State (4), Goodwill Industries (9)
Larue	State (2), Goodwill Industries (1)
Marion	Goodwill Industries (4)
Meade	State (4)
Nelson	NUL (6)
Washington	Goodwill Industries (2)

BUFFALO TRACE

<u>County</u>	<u>Sponsors/Slots</u>
Bracken	State (2)
Fleming	State (3)
Lewis	State (2), NCOA (2)
Mason	State (4)
Robertson	NCOA (1)

BIG SANDY

<u>County</u>	<u>Sponsors/Slots</u>
Floyd	State (3), NCOA (7)
Johnson	NCOA (7)
Magoffin	NCOA (4)
Martin	NCOA (3)
Pike	State (3), NCOA (13)

BLUEGRASS

<u>County</u>	<u>Sponsors/Slots</u>
Anderson	State (3)
Bourbon	NCOA (4)
Boyle	Goodwill Industries (5)
Clark	NCOA (6)
Estill	Goodwill Industries (5)
Fayette	State (3), NCOA (33)
Franklin	State (3), NCOA (2)
Garrard	State (3)
Harrison	NCOA (4)
Jessamine	NCOA (7)
Lincoln	State (6), Goodwill Industries (2)
Madison	NCOA (12)
Mercer	State (4)
Nicholas	NCOA (2)
Powell	State (3), Goodwill Industries (0)
Scott	NCOA (5)
Woodford	State (2)

KENTUCKY RIVER

<u>County</u>	<u>Sponsors/Slots</u>
Breathitt	State (3), Goodwill Industries (2)
Knott	State (4)
Lee	Goodwill Industries (3)
Leslie	State (2), Goodwill Industries (2)
Letcher	State (4), NCOA (3)
Owsley	Goodwill Industries (2)
Perry	State (3), Goodwill Industries (5)
Wolfe	Goodwill Industries (3)

CUMBERLAND VALLEY

<u>County</u>	<u>Sponsors/Slots</u>
Bell	State (4), Goodwill Industries (6)
Clay	State (3), Goodwill Industries (4)
Harian	State (4), Goodwill Industries (6)
Jackson	State (2), Goodwill Industries (3)
Knox	Goodwill Industries (11)
Lairet	Goodwill Industries (14)
Rockcastle	Goodwill Industries (5)
Whitley	State (4), Goodwill Industries (5)

KIPDA

<u>County</u>	<u>Sponsors/Slots</u>
Bullitt	NUL (10)
Henry	NCOA (3)
Jefferson	NUL (104)
Oldham	NUL (3)
Shelby	NCOA (5)
Spencer	NCOA (2)
Trimble	NCOA (1)

NORTHERN KENTUCKY

<u>County</u>	<u>Sponsors/Slots</u>
Boone	NCOA (7)
Campbell	NCOA (13)
Carroll	NCOA (2)
Callatin	NCOA (1)
Grant	NCOA (4)
Kenton	NCOA (20)
Owen	NCOA (2)
Pendleton	NCOA (3)

FIVCO

County	Sponsors/Slots
Boyd	NCOA (8)
Carter	NCOA (8)
Elliott	NCOA (2)
Greenup	NCOA (6)
Lawrence	NCOA (5)

GATEWAY

County	Sponsors/Slots
Bath	NCOA (3)
Menifee	Goodwill Industries (2)
Montgomery	NCOA (4)
Morgan	Goodwill Industries (4)
Rowan	NCOA (5)

LAKE CUMBERLAND

County	Sponsors/Slots
Adair	Goodwill Industries (5)
Casey	Goodwill Industries (6)
Clinton	Goodwill Industries (3)
Cumberland	Goodwill Industries (2)
Green	Goodwill Industries (3)
McCreary	Goodwill Industries (6)
Pulaski	Goodwill Industries (18)
Russell	Goodwill Industries (5)
Taylor	Goodwill Industries (5)
Wayne	Goodwill Industries (7)

SCSEP grantees include state level providers and national providers. Kentucky's SCSEP program consists of one state grantee and three national grantees. For more information on SCSEP programs in your area, use [America's Service Locator](#) or call the Toll-Free Help Line at 1-877-US2-JOBS (1-877-872-5627).

ATTACHMENT I

2024 PUBLIC COMMENTS

Solicitation and Collection of Public Comments.

Public comments are sought on a regional basis to include correspondence, public forums, websites, and meetings to ensure that any interested individual or organization has an opportunity to comment on the SCSEP State Plan. Letters, needs assessments and recommendations will be distributed to community partners for solicitation of comments to be incorporated into the plan. The draft plan will be distributed to all partners within the service areas and included on Area Development on District websites. The plan will also be shared with host agencies. All individuals and agencies are encouraged to comment and make additional recommendations.

A draft of the State SCSEP Plan will be posted on DAII's website at <http://ohfs.ky.gov/dail/scsep.htm> to solicit comments from any individual or organization.



Attachment J

Governor's Letter of Designation and Secretary's Letter

March 6, 2024

The Honorable Andy Beshear,
Governor
700 Capitol Avenue, Suite 100
Frankfort, Kentucky 40601

Dear Governor Beshear:

The Department for Aging and Independently Living in the Cabinet for Health and Family Services is submitting the State Plan for Senior Community Services Employment Program (SCSEP). This plan will outline a four-year strategy for the statewide provision of community service employment and other authorized activities for eligible individuals under SCSEP.

The Department of Labor requires the Governor to designate an entity to develop and submit the State Plan on his behalf. Enclosed you will find said statement that requires your signature.

If you have any questions, please contact Edward Clark at the Department for Aging and Independent Living at 502-564-6930 extension 3473.

Sincerely,

Eric Frielander
Secretary

Governor's Designation

I delegate the Kentucky Department for Aging and Independent Living to develop and submit the State Plan for the Senior Community Employment Services Program on my behalf.

Governor Andy Beshear

Date