

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

**Cabinet for Health and Family Services  
Department for Aging and Independent Living  
Fiscal Years 2020-2023**

**Andy Beshear, Governor**

**Commonwealth of Kentucky**

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## **Section 1. Purpose of the State Plan**

The fiscal year 2020-2023, Senior Community Service Employment Program (SCSEP) State Plan outlines the four-year strategy that Kentucky will implement to train and prepare the low-income older population to 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 account the relative distribution of eligible adult individuals and employment opportunities within the state agency. The State Plan is intended to produce coordination among the SCSEP grantee and various sub-recipients operating within the state along with state and local boards under Workforce Innovation and Opportunity Act (WIOA). This collaboration supports the SCSEP program's goal, which is to improve the skills and employment prospects for older workers.

Demographic and economic estimates for the labor market were analyzed to determine the changing needs of the state's workforce. These trends and projections 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 in collaboration with representatives of 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 have proven effective in preparing the participants with labor skills needed in today's market.

Cooperative efforts will also continue with local health departments, community colleges, public libraries, governmental agencies, and various other agencies.

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 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 Kentucky SCSEP 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 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 C 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 a with a rural core. Within Kentucky, the metropolitan and nonmetropolitan areas overlap regionally.

Kentucky's economy is divided into nine Metropolitan Statistical Areas and four nonmetropolitan areas. Metropolitan Statistical Areas include: Bowling Green, KY; Cincinnati-Middletown, OH-KY-IN; Clarksville, TN-KY; Elizabethtown, KY; Evansville, IN-KY; Huntington-Ashland, WV-KY-OH; Lexington-Fayette County, KY; Louisville-Jefferson County, KY-IN; and Owensboro, KY. Nonmetropolitan areas include: West Kentucky, South Central Kentucky, West Central Kentucky, and East Kentucky.

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 includes eight Area Development Districts: Barren River, Northern Kentucky, Pennyroyal, Lincoln Trail, Green River, FIVCO, Bluegrass, and Kentuckiana Regional Planning and Development Agency. As of 2017, Jefferson County (Louisville) is Kentucky's largest Metropolitan Statistical Area for Kentucky's total employment composition. The Kentucky portion of Louisville – Jefferson County Metropolitan Statistical Area consists of Jefferson, Oldham, Trimble, Henry, Shelby, Spencer, Nelson, Larue, Hardin, Meade, and Bullitt Counties.

According to the 2017 Quick Fact data estimates from the U.S. Bureau of Labor Statistics, employment was highest in Jefferson County (430,488), while Boone County had the smallest employment (81,027). Together, Kentucky counties that make up the Jefferson County Metropolitan Statistical Area accounted for 32.7 percent of total employment within the state. Nationwide, the 342 largest counties made up 72.3 percent of total U.S. employment.

### Economic Make-up and Industry Projections

According to January 2020 data from the Kentucky Center for Statistics, Kentucky's unemployment rate is 3.9 percent. This was a significant improvement in the rate from the prior years of 2012 through 2013 (see Chart 1). As of 2018, the Kentucky occupation with the highest number of job openings with entry-level skill requirement was combined food preparation and serving workers, including fast food with 143,180 openings. The second highest occupation with job openings was cashier with 88,301 openings. The third highest occupation with job openings was laborers and freight, stock, and material movers. Retail salespersons were the fourth highest occupation in demand for Kentucky.

**Chart 1-Unemployment Rate for KY**



Source: U.S. Bureau of Labor Statistics

The availability of job growth in nonfarm labor assists the SCSEP program to provide the most appropriate training for unsubsidized employment. In order to prepare SCSEP participants for job driven training, participants are first assessed to see what job readiness skills are needed in order to obtain desired occupations based on their Individual Employment Plan (IEP). SCSEP participants receive training and work experience for many in-demand or readily available occupations in Kentucky such as retail, customer service, clerical, janitorial, maintenance, receptionist, transportation/ material moving, and or food services. Volunteer hours and training through the SCSEP program are designed, according to IEP, to give participants the work experience and skills necessary to prepare for these industries. Participants are assigned to a 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 a Goodwill Industries, schools, governmental offices, and community centers.

#### 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/training. 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.

#### Nonfarm and Civilian Labor Force Economics

According to the KY Center for Statistics in collaboration with U.S. Bureau of Labor Statistics, Kentucky's civilian labor force was 2,061,622 employees as of December 2018 (see Chart 2). A steady increase has been seen with the civilian labor force since 2008. Kentucky

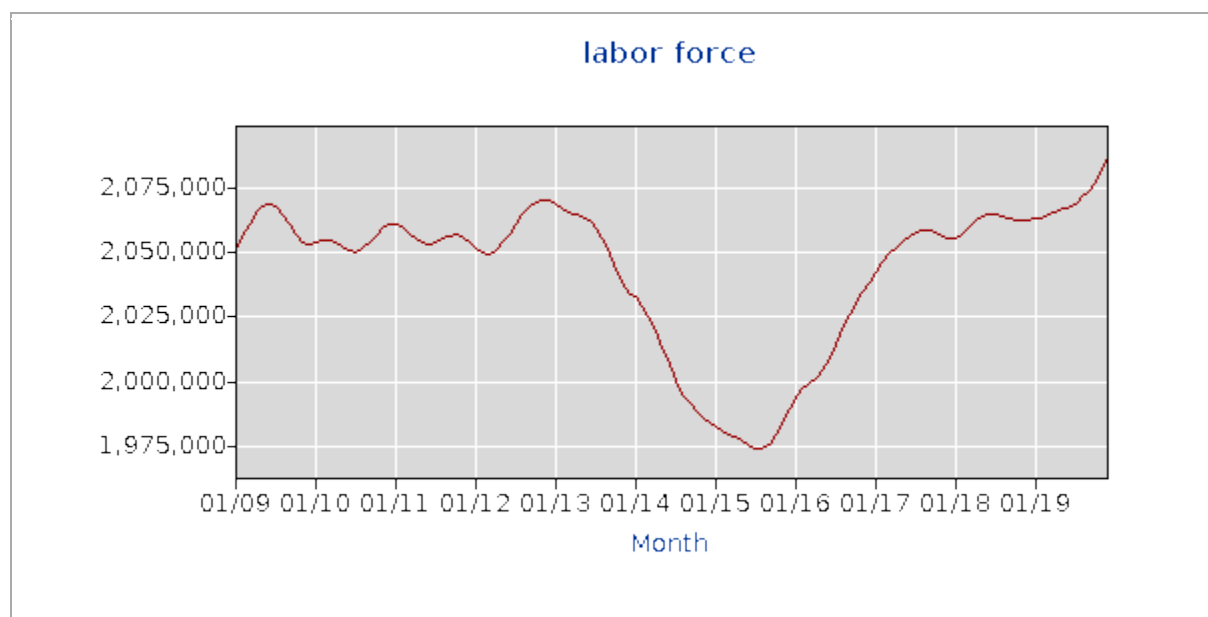
maintains a nonfarm workforce of 1,931,600 employees, private sector with 1,617,900 employees, goods producing industries with 340,200 employees, private service providing industries with 1,277,700 employees.

The Kentucky civilian labor force experienced a decrease from December 2012 to November 2015. Fortunately, in December 2015, the market saw steady improvement in the civilian labor force and this increase has continued through December 2018.

## Chart 2 – Labor Force

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

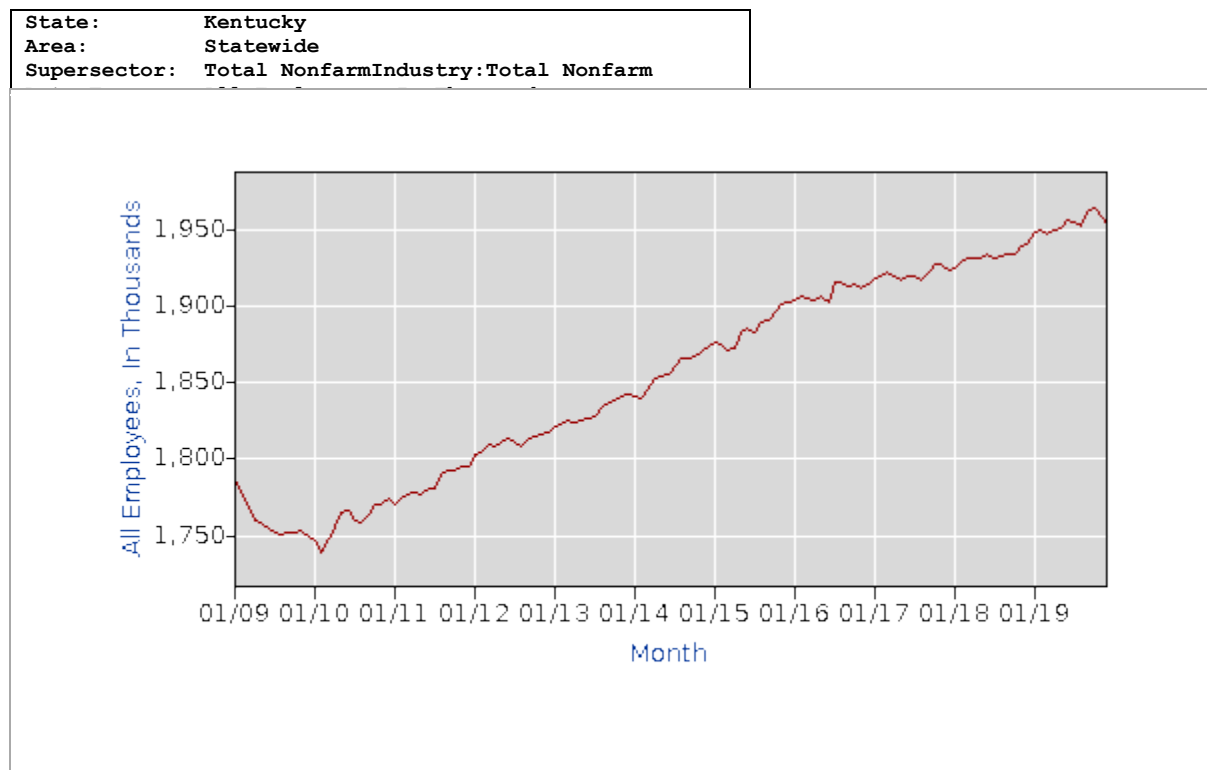
### Statistics



As of December 2018, nonfarm employment in Kentucky was 1,931,600, according to U.S. Bureau of Labor Statistics (see Chart 3). Nonfarm employment jobs have expanded consistently since January 2010 but, on average, Kentucky's increase has been slower than most other states across the United States.



**Chart 3 – Nonfarm Labor**

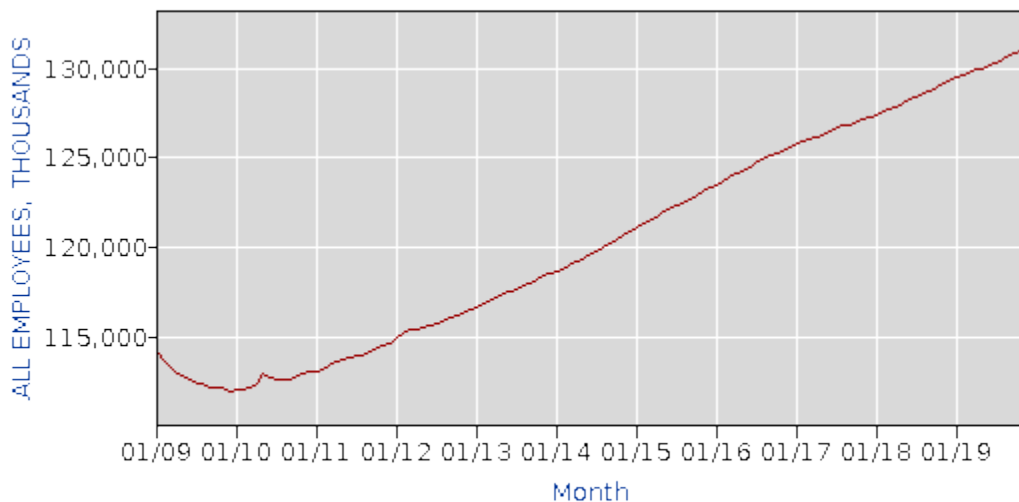


### Employment Super Sectors

Industries classified as Service-Providing Industries are Trade, Transportation, and Utilities; Information; Financial Activities; Professional and Business Services; Educational and Health Services; Leisure and Hospitality; Other Services; and Government and Public Education super sectors. Trade, Transportation, and Utilities constitute the largest super sector in Kentucky with 403,800 jobs as of December 2018. According to the U.S. Bureau of Labor Statistics, in 2018, the Service Providing industries in Kentucky employed 1,277,700. Compared to 2017, this employment amount has increased by 10,500 (see chart 4).

## Chart 4- Service Providing

**SuperSector:** Service-providing  
**Industry:** Service-providing  
**Data Type:** ALL EMPLOYEES, THOUSANDS  
U.S. Bureau of Labor Statistics



### Goods Producing Industries

As of 2018, there are 340,200 positions in the Mining and Logging, Construction, and Manufacturing super sectors. These positions are classified as Goods-Producing industries. The Goods-Producing industries has shown a slight increase from 2015 in which the total employment was 338,500. The employment total in these sectors have shown a substantial increase from 2013 when there were at 313,500 positions and account for 20.1 percent of all nonfarm employment in Kentucky. Kentucky is economically diverse in employment opportunities. The range is seen from rural or micropolitan counties with a focused

concentration of one or a small group of industries are seen more, while an increase in manufacturing jobs are more the norm for other larger populated counties in Kentucky.

### Occupational Projections

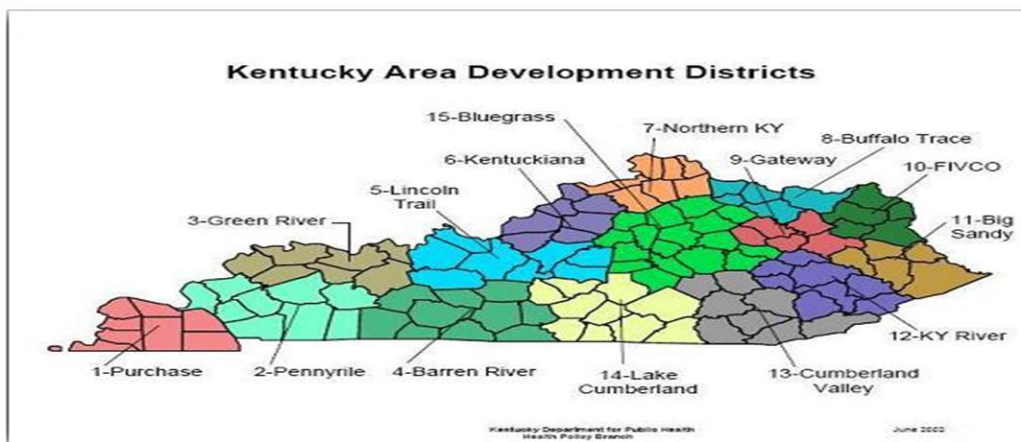
According to Labor Market Statistics (KYstats.KY.GOV) , long-term industry projections for Kentucky predicts future growth in employment in some occupations such as: food preparation/ serving workers, laborers and freight, material movers, hand, retail salespersons, waiters/ waitresses, stock clerks, order fillers, janitors and cleaners, personal care aides, cooks, restaurant, maids, and housekeeping cleaners. 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. The service providing industries such as transportation, retail, food services, administration and support hold the largest number of employed individuals. Kentucky SCSEP offers training experiences encompassing the skill needs of these jobs in the service providing industries.

## **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).

DAIL contracts with six sub-recipients within nine separate regions to implement the SCSEP program and maintains 156 authorized positions to place participants across the state (See Table 1).

**Chart 5 – Kentucky ADD Districts**



### SCSEP Collaborations with OAA

KY SCSEP is housed within the Department of Aging and Independent Living (DAIL). DAIL contracts with the ADDs to administer Older American Act (OAA) programs. Four of the seven 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 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 – Summary Table of Kentucky SCSEP Providers**

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 (3), Webster (3), Butler (3), Edmonson (3), Hart (3), Warren (4), Breckinridge (4), Grayson (3) Hardin (3), Larue, (2), and Meade (4)	41
Bluegrass Community Action Agency	111 Professional Court P.O Box 738 Frankfort, KY 40602 502-695-4290	Anderson (3), Fayette (3), Franklin (4), Garrard (3), Lincoln ( 5), Mercer (4), Powell (2), and Woodford (3)	27
Cumberland Valley Area Agency on Aging and Independent Living	342 Old Whitley Rd. London, KY 40743 (606) 864-7391	Bell (3), Clay (3), Harlan (4), Jackson (2), and Whitley (4)	16
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 (3), Perry (3), Bracken (2), Fleming (3), Lewis (3), Mason (4), and Robertson (0)	33
Pennyrile Area Agency on Aging and	300 Hammond Drive Hopkinsville, KY 42240 (270) 886-9484	Caldwell (3), Christian (3), Crittenden (3), Hopkins (3), Livingston (3), Lyon (2), and Trigg (3)	20

Independent Living			
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 (4) and Marshall (2)	19

### Partnership with WIOA Title One Programs

An active partnership exists in Kentucky among SCSEP, One-Stop Career Centers, Workforce Innovation Opportunity and Act (WIOA) programs, and Workforce Investment Boards (WIB). WIB meetings provide up-to-date information about WIA/WIOA activities and opportunities for SCSEP to partner with the One-Stop career center delivery system. For example, 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 such as On the Job Experience (OJE);

- 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 in order 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
- 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

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 contemporary workforce.

It is the goal of the Kentucky SCSEP to provide participants with skills that will allow them opportunities for long-term, unsubsidized employment through our training program. Current and projected employment opportunities, and 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).

According to program year 2018's Final SCSEP Quarterly Progress Report (QPR) for Kentucky from the SCSEP Performance and Results QPR System database, 77% of the SCSEP participants are classified as having low employment prospects. Participants, in general, lack current marketable skills, especially in the area of technology, by typically possessing skills in fields such as, manual labor, food service, housekeeping, and driving. 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. 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. SCSEP also collaborates with adult education programs (including community colleges, technical schools, and remedial education for participants) and provide host agency with opportunities to review available classes for participants.

The Kentucky SCSEP partners with vocational rehabilitation agencies as a referral source as well as a resource for information for the program and participants. This relationship with vocational rehabilitation provides assistance to participants with disabilities and gives vocational rehabilitation a training/job development alternative for its older clients.

One-on-one contacts with the employer serve to identify training strategies designed to enhance the skills of participants so they may obtain the knowledge and skills necessary to advance their careers. Staff meets with human resource directors to determine jobs that may provide opportunities for advancement and work with employers to develop on-the-job experience contracts, directly fill jobs, and establish or maintain partnerships. Sub-grantees also utilize online programs, as well as the Workforce Innovation Opportunity Act (WIOA), to access information about high-growth jobs in the local areas and determine required skills

and training needed to secure those jobs. Once identified, outreach efforts are made to those employers whose businesses are in high-growth occupations. A participant's individual employment plan will be developed to outline training goals consistent with available job opportunities and enable participants to learn marketable skills. Frequent contact with local employers by SCSEP staff also enables participants to be made aware of employer outreach efforts such as job fairs and other networking activities that may prove beneficial in securing desirable employment. Grantees and sub-grantees will promote SCSEP through meetings, seminars, presentations, etc., to inform the public, including potential employers, about SCSEP and the advantages of hiring older workers.

#### Service to Minorities (OAA title V, section 515)

Kentucky focused on trying to meet its service to minority goals 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).

The Senior Community Service Employment Program (SCSEP) Analysis of Service to Minority Individuals Report of Program Year 2017 by Charter Oaks Group with Department of Labor indicates the minority involvement of the Kentucky's SCSEP efforts to serve minority populations. According to the most updated release of this report, which is PY 2017, the percent of minority participants enrolled in SCSEP was 11.8% whereas; the census percentage of Kentucky's minority population was 7.9%. The percent difference is 149.4%. 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 2017 SCSEP Analysis of Service to Minority Individuals. Table two through five displays the minority percentages for SCSEP participation in KY for state and national level grantees in accordance with the PY 2017 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
American Indian	0.0%	0.3%	NA	NA	NA	NA
Asian	0.0%	0.3%	NA	NA	NA	NA
Black	11.3%	5.8%	194.8%	0	0	0
Hispanic	1.1%	0.7%	157.1%	0	0	0
Pacific Islander	0.00%	0.00%	NA	NA	NA	NA
Overall	11.8%	7.9%	149.4%	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	0.0%	0.4%	NA	NA	NA	NA
Asian	0.0%	1.1%	0.0%	1	1	1
Black	15.4%	4.7%	327.7%	0	0	0
Hispanic	3.5%	.7%	500.0%	0	0	0
Pacific Islander	0.20%	0.10%	NA	NA	NA	NA
Overall	19.8%	6.8%	291.2%	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%	0.4%	NA	NA	NA	NA
Asian	0.0%	0.5%	0.0%	1	1	1
Black	35.7%	7.2%	495.8%	0	0	0
Hispanic	1.2%	1.3%	92.3%	0	0	0
Pacific Islander	0.20%	0.00%	NA	NA	NA	NA
Overall	36.9%	10.5%	351.4%	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	1.7%	0.3%	NA	NA	NA	NA
Asian	0.0%	1.3%	0.0%	NA	NA	NA
Black	31.0%	16.4%	189.0%	1	1	1
Hispanic	1.1%	2.2%	50.0%	1	0	0
Pacific Islander	0.00%	.10%	NA	NA	NA	NA
Overall	93.2%	33.6%	277.4%	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 2017*

Kentucky SCSEP at the state level has the lowest overall minority enrollment. It faces several difficulties in recruiting minorities to the program. One of Kentucky's greatest challenges is that of geographical boundaries. Many areas with large minority populations reside in counties without authorized slots at the state grantee level or have multiple grantees administering the program in one county.

The largest majority of the minority populations in KY lives in large urban counties such as Jefferson and Fayette. Per the U.S. Census Quick Facts, Jefferson's minority population accounts for 33.8 percent of its overall population. Fayette county minority population accounts for 30.1 percent of its population. Meanwhile, 16.2 percent of KY as a whole, population is minority.

Jefferson County does not offer slots at the state level. This area is predominately administered at a national level thru National Urban League (NUL). Fayette County has multiple SCSEP grantees vying for participants in one county causing low enrollment for some grantees. Thirty of the thirty-three slots in Fayette are administered to at a national level as well.

Another difficulty affecting recruitment for minority 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 them actively participating. Most recruiting challenges are addressed through training and technical assistance provided by the grantees to their sub-grantees.

The African American population encompassed 13.2% of the national population and 7.8% of the state population in 2010 according to census.gov. Other races, such as Hispanic, Asian, Native American, Hawaiian/ Pacific Islander, two or more race, or other accounted for 26.7% of the national population and 7.3% of the Kentucky population. (See Table 6)

**Table 6 – Kentucky Population Summary 2010 Table**

<b>Race/ Ethnicity</b>	<b>Population</b>	<b>Percentage</b>
<b>Total population</b>	<b>4,339,367</b>	<b>100%</b>
<b>Ethnicity</b>		
• <b>Non-Hispanic/ Latino</b>	<b>4,206,531</b>	<b>96.9%</b>
• <b>Hispanic or Latino</b>	<b>132,836</b>	<b>3.0%</b>
<b>Race</b>		
• <b>White</b>	<b>3,809,537</b>	<b>87.8%</b>
• <b>African American</b>	<b>337,520</b>	<b>7.8%</b>
• <b>Asian</b>	<b>48,930</b>	<b>1.1%</b>
• <b>American Indian and Alaska Native</b>	<b>10,120</b>	<b>.2%</b>
• <b>Hawaiian/and Pacific Islander</b>	<b>2,501</b>	<b>.1%</b>
• <b>Other</b>	<b>55,551</b>	<b>1.2%</b>
• <b>Two or more races</b>	<b>75,208</b>	<b>1.7%</b>

Source: [www.census.gov](http://www.census.gov)

#### Quarterly Progress Report Minority Data

According to final data for program year 2018, fiscal year 2019 from the SCSEP Performance and Results QPR System (SPARQ), a total of 24 minorities enrolled with SCSEP, which is six less than the previous year. However, since Kentucky has seen a decline in the minority

populations in the last three years, lower enrollment rates indicate the need of more effective advertisement efforts for the SCSEP program in areas with a larger minority population.

Enrollment levels in some counties are affected by that county's economic status and geographical factors. Whether a county is economically distressed can affect the rate that participants enter the workforce. 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 7). 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.

**Table 7 – Fiscal Year 2020 Kentucky Economically Distressed Counties**

<b>County</b>	<b>Economic Status</b>	<b>Number of Distressed Areas</b>
Adair	Distressed	0
Bath	Distressed	0
Bell	Distressed	0
Boyd	At-Risk	5
Breathitt	Distressed	0
Carter	Distressed	0
Casey	Distressed	0
Clark	Transitional	2
Clay	Distressed	0
Clinton	Distressed	0
Cumberland	At-Risk	0
Edmonson	At-Risk	0
Elliott	Distressed	0
Estill	Distressed	0
Fleming	At-Risk	1

Floyd	Distressed	0
Garrard	Transitional	1
Green	At-Risk	0
Greenup	At-Risk	0
Harlan	Distressed	0
Hart	At-Risk	0
Jackson	Distressed	0
Johnson	Distressed	0
Knott	Distressed	0
Knox	Distressed	0
Laurel	At-Risk	5
Lawrence	Distressed	0
Lee	Distressed	0
Leslie	Distressed	0
Letcher	Distressed	0
Lewis	Distressed	0
Lincoln	Distressed	0
McCreary	Distressed	0
Madison	Transitional	4
Magoffin	Distressed	0
Martin	Distressed	0
Menifee	Distressed	0
Metcalfe	At-Risk	0
Monroe	At-Risk	0
Montgomery	At-Risk	0
Morgan	Distressed	0
Nicholas	At-Risk	1
Owsley	Distressed	0
Perry	Distressed	0
Pike	Distressed	0
Powell	Distressed	0
Pulaski	At-Risk	8
Robertson	Distressed	0
Rockcastle	Distressed	0
Rowan	Distressed	0
Russell	Distressed	0
Wayne	Distressed	0
Whitley	Distressed	0
Wolfe	Distressed	0

*Appalachian Regional Commission, June 2019*

Distressed counties rank in the worst 10 percent of the nation's counties in employment.

At-Risk counties rank between the worst 10 percent and 25 percent of the nation's counties in employment.

Transitional counties rank between the worst 25 percent and the best 25 percent of the nation's counties in employment.



### 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, 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 provides assistance to 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**

The Department for Aging and Independent Living has established and continually maintains a working relationship with the SCSEP national grantees in Kentucky. The national sponsors in Kentucky are the National Urban League (NUL), Goodwill Industries (GWI), and the National Council on Aging (NCOA). The equitable distribution for authorized positions in Kentucky provided by the U.S. Department of Labor as of program year 2019 is as follows:

- |                             |     |
|-----------------------------|-----|
| • NUL                       | 119 |
| • Goodwill Industries       | 269 |
| • National Council on Aging | 218 |
| • State                     | 156 |

### Equitable Distribution for Over-Served and Under-Served Locations

Please see Attachment A for Kentucky's proposed Equitable Distribution Report for program year 2019, 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, as reported by SCSEP 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) in order to consolidate positions in counties with multiple grantees.
- Advertising the program at new and different organizations instead of the typical centers.
- 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.
- Continuing to refer participants to other grantees outside our service areas.

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

#### Services in Rural Areas

SPARQ utilizes the Rural Urban Commuting Area Codes (RUCA) to measure the concept of rural. There are eight designated Metropolitan Statistical Areas in Kentucky that include the following counties: Boone, Bourbon, Boyd, Bracken, Bullitt, Campbell, Christian, Clark, Daviess, Edmonson, Fayette, Gallatin, Grant, Greenup, Hancock, Hardin, Henderson, Henry, Jefferson, Jessamine, Kenton, Larue, McLean, Meade, Nelson, Oldham, Pendleton, Scott, Shelby, Spencer, Trigg, Trimble, Warren, Webster, and Woodford. Jefferson County has the greatest number of persons with a total population of 741,096; Robertson County has the least with 2,282. 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.

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 regarding host agency assignments and unsubsidized placements.

#### 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 2018 at the state grantee level:

- Are aged 65 years or older – 49%
- Have a disability – 24%
- Have limited English proficiency or low literacy skill - 19%
- Reside in a rural area – 92%
- Are veterans or their spouses who meet the requirements of the Jobs for Veterans Act, 38U.S.C. sec. 4215(a)(1) – 11%
- Have low employment prospects – 77%
- Have failed to find employment after utilizing services provided under Title I of WIA – 9%
- Are homeless or at risk for homelessness – 15%.

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 SPARQ's Quarterly Progress Report (QPR) would involve "Family income at or below poverty level", "Individuals with low employment prospects", and "Individuals receiving public assistance". According to the Final End of the Year QPR for program year 2018 KY SCSEP has serviced 197 participants. The relative distribution for greatest economic needs for KY SCSEP were:

- Family income at or below the poverty level totaled to 148 eligible participants of the 197 participants served.
- Individuals with low employment prospects totaled to 152 eligible participants of the 197 participants served.
- Individuals receiving public assistance totaled to 98 eligible participants of the 197 participants served.

Sub-grantees identified for the largest totals for greatest economic needs category per Final QPR from program year 2018 were Barren River, Lincoln Trail, Purchase, and Pennyryle Area Development.

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 2018, KY SCSEP has serviced 197 participants. A total of 24 of 197 SCSEP participants were minorities. The relative distribution for minorities totals for KY SCSP are as follows:

- Hispanic, Latino, or Spanish origin participants totaled to 3 of the 197 eligible participants served.
- American Indian or Alaska Native participants totaled to 0 of the 197 eligible participants served.
- Asian participants totaled to 0 of the 197 eligible participants served.
- Black or African American participants totaled to 21 eligible participants of the 197 participants served.
- Native Hawaiian or Pacific Islander participants totaled to 0 eligible participants of the 197 participants served.
- Two or more races participants totaled to 0 eligible participant of the 197 participants served.

Sub-grantees identified for the largest totals for minority SCSEP participants were Purchase, Barren River, Lincoln Trail, and Bluegrass Area Development.

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 SPARQ's Quarterly Progress Report (QPR) would include the following:

- 8<sup>th</sup> grade & under education category totaled to 9 eligible participants of the 197 participants served.
- Individuals with disabilities category totaled to 47 eligible participants of the 197 participants served.

- Individuals with limited English proficiency category totaled to 1 eligible participant of the 197 participants served.
- Individuals with low literacy skills category totaled to 36 eligible participants of the 197 participants served.
- Individuals residing in rural areas category totaled to 181 eligible participants of the 197 participants served.
- Individuals with low employment prospects category totaled to 152 eligible participants of the 197 participants served.
- Individuals who are homeless or at risk of homelessness category totaled to 30 eligible participants of the 197 participants served.
- Individuals with severe disability category totaled to 8 eligible participants of the 197 participants served.
- Individuals who are frail category totaled to 11 eligible participants of the 197 participants served.
- Individuals with severely limited employment prospects in areas of persistent unemployment category totaled to 52 eligible participants of the 197 participants served.

Sub-grantees identified with the largest totals for greatest social needs were Barren River, Lincoln Trail, Purchase, KY River, and Big Sandy Area Development District.

The SCSEP sponsors in Kentucky work together to 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

Since 1990, Kentucky's population has shifted toward an older distribution. The increase in the number of individuals over the age of 45 is indicative of the aging baby boom population and longer life expectancy. Persons 55 years of age and older make 21.4 percent of Kentucky's population and has experienced the highest growth rate at 37.5 percent (see table 8). These numbers substantially affect Kentucky's economy and workforce. The SCSEP program allows many of these individuals of the age group 55 and above to return

to or stay in the workforce, thereby benefiting the economy as a whole by providing an increase in the civilian labor force in Kentucky.

**Table 8- Population Comparison 2014 to 2018**

<b>Age 2010 to 2014 Quick Facts</b>	<b>Years</b>	<b>% Population</b>
Persons under 5 years	July 1 2018	6.1%
Persons under 5 years	July 1 2014	6.3%
Persons under 18 years	July 1 2018	22.4%
Persons under 18 years	July 1 2014	22.9%
Persons 65 years and over	July 1 2018	16.0%
Persons 65 years and over	July 1 2014	14.8%

Source: U.S. Census Bureau Quick Facts 2018 & 2014

## **Section 5. Appendix.**

Attachment A	Service Delivery Area by Area Agencies on Aging
Attachment B	PY 19 Over Enrolled/ Under Enrolled Per Grantees
Attachment C	PY 19 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 SERVICE DELIVERY AREA BY AREA AGENCIES ON AGING

### **PURCHASE**

<u>County</u>	<u>Sponsors/Slots</u>
Ballard	State (2)
Calloway	State (6)
Carlisle	State (1)
Fulton	State (2)
Graves	State (3), Goodwill Industries (4)
Hickman	State (0)
McCracken	State (4), Goodwill Industries (5)
Marshall	State (2), Goodwill Industries (3)

### **PENNYRILE**

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

### **GREEN RIVER**

<u>County</u>	<u>Sponsors/Slots</u>
Daviess	Goodwill Industries (14)
Hancock	Goodwill Industries (1)
Henderson	State (3), Goodwill Industries (5)
McLean	National Council on Aging (2)
Ohio	State (3), Goodwill Industries (3)
Union	State (3)
Webster	State (3)

### **BARREN RIVER**

<u>County</u>	<u>Sponsors/Slots</u>
Allen	Goodwill Industries (5)
Barren	Goodwill Industries (9)
Butler	State (3), Goodwill Industries (1)
Edmonson	State (3), Goodwill Industries (1)
Hart	State (3), Goodwill Industries (2)
Logan	Goodwill Industries (6)
Metcalfe	Goodwill Industries (3)
Monroe	Goodwill Industries (3)
Simpson	Goodwill Industries (4)
Warren	State (4), Goodwill Industries (8)

### **LINCOLN TRAIL**

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

### **BUFFALO TRACE**

<u>County</u>	<u>Sponsors/Slots</u>
Bracken	State (2)
Fleming	State (3), NCOA (1)
Lewis	State (3), NCOA (2)
Mason	State (4)
Robertson	State (0)

### **BIG SANDY**

<u>County</u>	<u>Sponsors/Slots</u>
Floyd	State (3), NCOA (8)
Johnson	NCOA (6)
Magoffin	NCOA (4)
Martin	NCOA (3)
Pike	State (3), NCOA (15)

### **BLUEGRASS**

<u>County</u>	<u>Sponsors/Slots</u>
Anderson	State (3)
Bourbon	NCOA (4)
Boyle	Goodwill Industries (5)
Clark	NCOA (6)
Estill	Goodwill Industries (4)
Fayette	State (3), NCOA (30)
Franklin	State (4), NCOA (2)
Garrard	State (3)
Harrison	NCOA (5)
Jessamine	NCOA (5)
Lincoln	State (5), Goodwill Industries (2)
Madison	NCOA (13)
Mercer	State (4)
Nicholas	NCOA (2)
Powell	State (2), Goodwill Industries (3)
Scott	NCOA (5)
Woodford	State (3)

### **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 (3)
Letcher	State (3), 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 (3), Goodwill Industries (7)
Clay	State (3), Goodwill Industries (5)
Harlan	State (4), Goodwill Industries (5)
Jackson	State (2), Goodwill Industries (4)
Knox	Goodwill Industries (10)
Laurel	Goodwill Industries (12)
Rockcastle	Goodwill Industries (5)
Whitley	State (4), Goodwill Industries (5)

### **KIPDA**

<u>County</u>	<u>Sponsors/Slots</u>
Bullitt	NUL(8)
Henry	NCOA (3)
Jefferson	NUL (103)
Oldham	NUL (3)
Shelby	NCOA (4)
Spencer	NCOA (2)
Trimble	NCOA (2)

### **NORTHERN KENTUCKY**

<u>County</u>	<u>Sponsors/Slots</u>
Boone	NCOA (9)
Campbell	NCOA (10)
Carroll	NCOA (3)
Gallatin	NCOA (0)
Grant	NCOA (4)
Kenton	NCOA (18)
Owen	NCOA (3)
Pendleton	NCOA (3)

### **FIVCO**

<u>County</u>	<u>Sponsors/Slots</u>
Boyd	NCOA (10)
Carter	NCOA (5)
Elliott	NCOA (3)
Greenup	NCOA (7)
Lawrence	NCOA (5)

### **GATEWAY**

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

### **LAKE CUMBERLAND**

<u>County</u>	<u>Sponsors/Slots</u>
Adair	Goodwill Industries (5)
Casey	Goodwill Industries (6)
Clinton	Goodwill Industries (4)
Cumberland	Goodwill Industries (2)
Green	Goodwill Industries (3)
McCreary	Goodwill Industries (7)
Pulaski	Goodwill Industries (17)
Russell	Goodwill Industries (6)
Taylor	Goodwill Industries (5)
Wayne	Goodwill Industries (6)

## ATTACHMENT B OVER ENROLLED AND UNDER ENROLLED PER GRANTEE

([www.scseped.org](http://www.scseped.org), PY 2019 Qtr. 3)

State wide Sum mary	MP	E	V	# Co un ti es	# Un de r	% Unde r	Avrg. % Und. E	# O v e r	% Ove r	Avrg. % Over E	# Ov er Un de r	% Ov er Un der	Tot al V/ MP	V i z
<a href="#">State Grantee</a>	156	135	- 2 1	50	22	44%	44.1%	9	18%	32.1%	31	62 %	25 %	
<a href="#">NUL</a>	119	120	1	4	3	75%	93.8%	1	25%	15.5%	4	100 %	26. 1%	
<a href="#">NCOA</a>	218	220	2	37	21	56.8 %	61.3%	1 4	37.8 %	69.3%	35	94. 6%	63. 3%	
<a href="#">GWII</a>	269	272	3	58	23	39.7 %	38%	2 2	37.9 %	45.4%	45	77. 6%	35. 3%	
<a href="#">Total ED Grantees</a>	762	748	- 1 4	11 7	58	49.6 %	44.3%	4 0	34.2 %	40.4%	98	83. 8%	37. 8%	

([www.scseped.org](http://www.scseped.org), PY 2019)

AP is Authorized Positions

E is enrolled

V is variance

**ATTACHMENT C**  
**PY 2019, FY 20 EQUITABLE DISTRIBUTION AND VARIANCES PER**  
**COUNTY**

FIPS	County	Grantee	# Enroll-ments	PY 19 Authorize d Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21001	Adair County - Kentucky	GW	5	5			0
21003	Allen County - Kentucky	GW	4	5			-1
21005	Anderson County - Kentucky	KY		3	3	2	-1
21007	Ballard-Kentucky	KY		2	2	2	0
21009	Barren County - Kentucky	GW	7	9			-2
21011	Bath County - Kentucky	NCOA	0	4			-4
21013	Bell County - Kentucky	KY		3	3	2	-1
21013	Bell County Kentucky	GW	4	7			-3
21015	Boone County - Kentucky	NCOA	5	9			-4
21017	Bourbon County - Kentucky	NCOA	1	4			-3
21019	Boyd County - Kentucky	NCOA	13	10			3
21021	Boyle County - Kentucky	GW	8	5			3
21023	Bracken County - Kentucky	KY		2	2	2	0
21023	Bracken County Kentucky	NCOA	1	0			1

FIPS	County	Grantee	# Enroll-ments	PY15 Authorize d Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21025	Breathitt County - Kentucky	GW	2	2			
21025	Breathitt-KY	KY		3	3	2	-1
21025	Breathitt-KY	GW	1	2			-1
21029	Bullitt-Kentucky	NUL	0	8			-8
21031	Butler County - Kentucky	KY		3	3	2	-1
21031	Butler County - Kentucky	GW	1	1			0
21033	Caldwell County - Kentucky	KY		3	3	3	0
21035	Calloway County - Kentucky	KY		6	6	6	0
21037	Campbell County - Kentucky	NCOA	16	10			6
21039	Carlisle County Kentucky	GW	1	1			0
21041	Carroll County - Kentucky	NCOA	3	3			0
21043	Carter County - Kentucky	NCOA	4	5			-1
21045	Casey County - Kentucky	GW	2	6			-4
21047	Christian County - Kentucky	KY		3	3	3	0
21047	Christian County-Kentucky	GW	5	5			0
21049	Clark County - Kentucky	NCOA	4	6			2



FIPS	County	Grantee	# Enroll ments	PY15 Authorize d Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21051	Clay County - Kentucky	KY		3	3	2	-1
21051	Clay County - Kentucky	GW	5	5			0
21053	Clinton County - Kentucky	GW	3	4			-1
21055	Crittenden	KY		3	3	4	1
21057	Cumberland County - Kentucky	GW	2	2			0
21059	Daviess County - Kentucky	GW	15	14			1
21061	Edmonson County - Kentucky	KY		3	3	4	1
21061	Edmonson County - Kentucky	GW	2	1			1
21063	Elliott County - Kentucky	NCOA	3	3			0
21065	Estill County - Kentucky	GW	6	4			2
21067	Fayette County - Kentucky	KY		3	3	0	-3
21067	Fayette County - Kentucky	NCOA	30	42			12
21069	Fleming County - Kentucky	KY		3	3	3	0
21071	Floyd County - Kentucky	KY		3	3	3	0
21071	Floyd County - Kentucky	NCOA	7	8			-1

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21073	Franklin County - Kentucky	KY		4	4	5	1
21073	Franklin-KY	NCOA	0	2			
21075	Fulton County - Kentucky	KY		2	2	1	-1
21077	Gallatin County - KY	NCOA		0	0	1	1
21079	Garrard County - Kentucky	KY		3	3	3	0
21081	Grant County - Kentucky	NCOA	7	4			3
21083	Graves County - Kentucky	KY		3	3	4	1
21083	Graves County - Kentucky	GWI	3	4			-1
21085	Grayson County - Kentucky	KY		3	3	2	-1
21085	Grayson County - Kentucky	GWI	4	4			0
21087	Green County - Kentucky	GWI	7	3			4
21089	Greenup County - Kentucky	NCOA	6	7			-1
21091	Hancock County - Kentucky	GW	1	1			0
21093	Hardin County - Kentucky	KY		3	3	4	1

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21093	Hardin County - Kentucky	GWI	2	6			-4
21095	Harlan County - Kentucky	KY		4	4	3	-1
21095	Harlan County-KY	GWI	2	5			3
21097	Harrison-Kentucky	NCOA	0	5			-5
21099	Hart County - Kentucky	KY		3	3	1	-2
21099	Hart County - Kentucky	GWI	1	2			-1
21101	Henderson County - Kentucky	KY		3	3	2	-1
21101	Henderson County - KY	GWI	2	5			-3
21103	Henry-Kentucky	NCOA	0	3			
21105	Hickman County - Kentucky	KY	0	0	0	0	0
21107	Hopkins County - Kentucky	KY		3	3	0	-3
21107	Hopkins County - Kentucky	GW	2	4			-2
21109	Jackson County - Kentucky	KY		2	2	2	0
21109	Jackson County - Kentucky	GWI	3	4			-1
21111	Jefferson County-Kentucky	NUL	119	103			16
21113	Jessamine County - Kentucky	NCOA	0	5			-5

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21115	Johnson County - Kentucky	NCOA	8	6			2
21117	Kenton County - Kentucky	NCOA	46	18			28
21119	Knott County - Kentucky	KY		4	4	3	-1
21121	Knox County - Kentucky	GW	7	10			-3
21123	Larue County - Kentucky	KY		2	2	0	-2
21123	Larue County - Kentucky	GW	1	1		0	0
21125	Laurel County - Kentucky	GW	10	12			-2
21127	Lawrence County - Kentucky	NCOA	9	5			4
21129	Lee County - Kentucky	GW	6	3			3
21131	Leslie County - Kentucky	KY		2	2	2	0
21131	Leslie County - Kentucky	GW	1	3			-2
21133	Letcher County - Kentucky	KY		3	3	3	0
21133	Letcher County - Kentucky	NCOA	1	3			-2
21135	Lewis County - Kentucky	KY		3	3	3	0
21135	Lewis County - Kentucky	NCOA	0	2			-2

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21137	Lincoln County - Kentucky	KY		5	5	6	1
21137	Lincoln County- Kentucky	GW	3	2			1
21139	Livingston County-KY	KY		3	3	4	1
21141	Logan County - Kentucky	GW	7	6			1
21143	Lyon County - Kentucky	KY		2	2	3	1
21145	McCracken County - Kentucky	KY		4	4	4	0
21145	McCracken County - Kentucky	GW	5	5			0
21147	McCreary County - KY	GW	6	7			-1
21149	McLean County - Kentucky	GW	4	2			2
21151	Madison - KY	NCOA	3	13			10
21153	Magoffin County - Kentucky	NCOA	9	4			5
21155	Marion County - Kentucky	GW	7	5			2
21157	Marshall County - Kentucky	KY		2	2	1	-1
21157	Marshall County - Kentucky	GW	2	3			-2
21159	Martin County - Kentucky	NCOA	4	3			1

FIPS	County	Grantee	# Enroll ments	PY15 Authorize d Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21161	Mason County - Kentucky	KY		4	4	4	0
21163	Meade County - Kentucky	KY		4	4	3	-1
21165	Menifee County - Kentucky	GW	2	2			0
21167	Mercer County - Kentucky	KY		4	4	4	0
21169	Metcalf County - Kentucky	GW	2	3			-1
21171	Monroe County - Kentucky	GW	6	3			3
21173	Montgomery County - Kentucky	NCOA	7	5			2
21175	Morgan County - Kentucky	GW	6	5			1
21177	Muhlenberg County - Kentucky	GW	4	5			-1
21179	Nelson County- Kentucky	NUL	1	5			-4
21181	Nicholas County - Kentucky	NCOA	0	2			-2
21183	Ohio County - Kentucky	KY		3	3	3	0
21183	Ohio County - Kentucky	GW	3	3			0
21185	Oldham	NUL	0	3			-3
21187	Owen County - Kentucky	NCOA	4	3			1

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21189	Owsley County - Kentucky	GW	7	2			5
21191	Pendleton County - Kentucky	NCOA	4	3			1
21193	Perry -KY	KY		3	3	3	0
21193	Perry County - Kentucky	GW	1	5			-4
21195	Pike County - Kentucky	KY		3	3	0	-3
21195	Pike County - Kentucky	NCOA	7	15			-8
21197	Powell County - Kentucky	KY		2	2	3	1
21197	Powell County- Kentucky	GW	5	3			2
21199	Pulaski County - Kentucky	GW	18	17			1
21201	Robertson County - Kentucky	KY	0	0	0		0
21203	Rockcastle County - KY	GW	7	5			2
21205	Rowan County - KY	NCOA	3	5			-2
21207	Russell County - KY	GW	7	6			1
21209	Scott County - Kentucky	NCOA	1	5			4
21211	Shelby County - Kentucky	NCOA	0	4			-4
21213	Simpson County - Kentucky	GW	2	4			-2
21215	Spencer County- Kentucky	NCOA	0	2			-2

FIPS	County	Grantee	# Enroll ments	PY15 Authorize d Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21217	Taylor County - Kentucky	GW	12	5			7
21219	Todd County - Kentucky	GW	5	3			2
21221	Trigg County - Kentucky	KY		3	3	2	-1
21223	Trimble County - Kentucky	NCOA	0	2			-2
21225	Union County- Kentucky	NCOA	2	3			-1
21227	Warren County - Kentucky	KY		4	4	3	-1
21227	Warren County - Kentucky	GW	10	8			2
21229	Washington County - Kentucky	GW	5	3			2
21231	Wayne County - Kentucky	GW	5	6			-1
21233	Webster County - Kentucky	KY		3	3	2	-1
21235	Whitley County - KY	KY		4	4	3	-1
21235	Whitley County - Kentucky	GW		5	5		0
21237	Wolfe County - Kentucky	GW	4	3			1
21239	Woodford County - Kentucky	KY		3	3	0	-3
			748	762	156	135	-21