State of Connecticut

Senior Community Service Employment Program

Workforce Plan

Program Year 2012 through 2015
State Fiscal Year 2013 through 2016

Connecticut's State Unit on Aging

Department of Social Services

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The Connecticut State Unit on Aging is pleased to present its four-year State Workforce Plan for the Senior Community Service Employment Program (SCSEP) as a roadmap for serving older workers as they re-enter the workforce. The plan for Program Years 2012 through 2015 provides an illustrative look at Connecticut's economy and labor market both now and in the future and an outline of the state's goals and objectives for SCSEP in the labor market. This plan has been developed through collaborative efforts with community service providers and includes input from stakeholders, including current SCSEP participants.

This SCSEP Workforce Plan will be the primary resource for the state as it endeavors to meet the needs of low-income older workers. Over the next 10 years, Connecticut's population is expected to grow and age while the economy continues to slowly recover from a lengthy downturn. These changes will make the goals and strategies outlined in this plan an integral tool when navigating the coming years.

Who this Plan Serves

Connecticut is home to some of the nation's wealthiest residents as well as the headquarters of fourteen large international companies. At the same time this small state has some of the poorest cities, an unemployment rate close to the national average and increased enrollments in both state and federal assistance programs, such as the Supplemental Nutrition Assistance Program (SNAP), Medicaid and Temporary Family Assistance.

Between 2010 and 2020, Connecticut population ages 60 and older is expected to increase by 25.8 percent[1]. The state is actively affecting changes among policies and administrative systems to be ready for this increase.

The State Unit on Aging is the state grantee for the Senior Community Service Employment Program. There are currently two national grantees in Connecticut, Easter Seals Capital Region and Eastern Connecticut and The WorkPlace, Inc. During Program Year 2010 (July 1, 2010 to June 30, 2011), the three SCSEP grantees provided job skills and job development services to 940 program participants. Of those served 188 were individuals with disabilities or severe disabilities, 114 spoke English as a second language and 104 were Veterans or the spouse of a Veteran[2].

Connecticut's Economy and Workforce

Connecticut is ranked number one nationwide in per capita income and has been for several years. In 2011 that figure was $56,889 which is up 4.9 percent from 2010 and is 137 percent of the national average[3]. The state is home to one of the largest percentages of corporate headquarters and several Fortune 500 companies including General Electric, United Technologies and Aetna.

The following is a list of the state's top five industries in 2010.

Industry	**Percent of State's Total Gross National Product**
Finance and Insurance	19.0
Real Estate, Rental and Leasing	14.0
Government	10.0
Health Care and Social Assistance	8.0
Durable Goods and Manufacturing	7.0

BEARFACTS, U.S. Department of Commerce, Bureau of Economic Analysis

The state is seeing job growth in many of its labor markets. The Senior Community Service Employment Program can provide its participants the training and skills needed for jobs in many of these growing labor markets. The following table, containing data from the Connecticut Department of Labor outlines the changes in the number of jobs statewide in the top ten labor markets between 2011 and 2012.

Labor Market	**May 2011**	**May 2012**	**Change**
Education and Health Services	313, 500	322,900	↑ 3.0 %
Transportation and Utilities	293,800	297,000	↑ 1.1%
Government	240,300	236,600	↓ 1.5%
Professional and Business Services	195,000	195,500	↑ 0.3%
Manufacturing	166,500	165,500	↓ 0.6%
Leisure and Hospitality	135,500	137,300	↑ 1.3%
Financial Activities	135,500	132,500	↓ 2.2%
Other Services	60,500	59900	↓ 1.8%
Construction	50,900	50,400	↓ 1.0%
Information	31,300	32,000	↑ 2.2%

State Efforts

Connecticut's government programs are providing sound leadership in employment workforce goals. New efforts that have been developed through the Governor's office include Main Street Investments which responds to the needs of small communities to attract small business and promote commercial activity, and the Small Business Express Program, which assists in hiring additional employees and fund capital investments. On a larger scale, Connecticut is making strides to attract larger companies to the state. One example of this is Connecticut's success in bringing Jackson Laboratories in as the cornerstone of biosciences in conjunction with the University of Connecticut Health Center.

There are significant policies and programs directly affecting older workers, from both an employer point of view as well as a workforce perspective. The Connecticut Long Term Care

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Planning Committee initiated important policy changes in 2010 with the publication of the "Long Term Care Plan: A Report to the General Assembly January 2010". This document addressed the long term care needs of the state's residents. The goal is to "establish a long term care system that offers individuals the services and supports of their choice in the least restrictive and most enhanced setting." These efforts seek to balance the system in terms of the ratio of home and community-based and institutional care to the ratio of public and private resources.

The state's efforts include Money Follows the Person through the Department of Social Services, designed to move individuals from an institutional setting, such as a long term care facility, to the community setting of their choosing. The program includes Individualized Care Plans providing services such as home health aides and nursing care.

Another effort is the State Unit on Aging's development of Aging and Disability Resource Centers (ADRCs) assisting individuals ages 18 and older who are seeking services and support, regardless of income or disability through a coordinated system of information and access. With the ADRC, Connecticut's aging workforce and employees with disabilities have a valuable resource to find the supportive social services, maximize state and federal benefits and find resources such as transportation to work.

These examples of the state's efforts to support small business and attract large ones while developing new employment opportunities through innovative programming and providing supports for residents are making a significant impact on the future of the economic and workforce system.

Long Term Labor Market Projections

The effects of aging demographics, a changing economic climate and innovative expansions to programs are making clear changes to Connecticut's job market. The top three jobs showing growth between 2008 and 2018 are health services jobs which directly impact community services for older residents and/or the individuals with disabilities. Several of the leading jobs showing growth over the next few years are suitable for SCSEP participants based on skills level and training needs. Short term On the Job Training (OJT) is an attainable benchmark for SCSEP as it capitalizes on a limited time frame and relevant job skills.

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The following information is taken from the "State of Connecticut and Workforce Investment Area Occupational Projections, 2008 – 2018" developed by the Office of Research at the Connecticut Department of Labor and www.onetonline.org:

Labor Market	Training Required	Skills Needed
1. Personal & Home Care Aides	Short Term OJT	• Active Listening • Social Perceptiveness • Critical Thinking • Monitoring • Complex Problem Solving • Judgment & Decision Making
2. Registered Nurses	Associate's Degree	• Advanced Medical & Dental Knowledge • Social Perceptiveness • Active Listening • Critical Thinking • Reading Comprehension • Monitoring • Judgment & Decision Making • Science
3. Home Health Aides	Short Term OJT	• Basic Medical & Dental Knowledge • Basic Psychology Knowledge • Active Listening • Critical Thinking • Monitoring • Writing • Active Learning • Instructing
4. Customer Service Representatives	Moderate Term OJT	• Active Listening • Persuasion • Reading Comprehension • Critical thinking • Writing • Negotiation
5. Elementary School Teacher (except Special Education)	Bachelor's Degree	• Knowledge of Education & Training • Instructing • Learning Strategies • Active Listening • Active Learning • Monitoring

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Elementary School Teacher Continued		• Critical Thinking • Judgment & Decision Making • Reading Comprehension
6. Teacher's Assistants	Short Term OJT	• Knowledge of Education & Training • Active Listening • Social Perceptiveness • Critical Thinking • Instructing • Service Orientation • Coordination • Learning Strategies • Monitoring • Reading Comprehension
7. Retail Salespersons	Short Term OJT	• Sales & Marketing Knowledge • Active Listening • Persuasion • Service Orientation • Negotiation • Social Perceptiveness • Reading Comprehension • Critical Thinking • Monitoring
8. Computer Software Engineers, Applications	Bachelor's Degree	• Complex Problem Solving • Programming • Systems Analysis • Judgment & Decision Making • Systems Evaluation • Critical Thinking • Operations Analysis • Active Listening • Mathematics
9. Combined Food Prep & Services Workers, Fast Food	Short Term OJT	• Food Production Knowledge • Active Listening • Coordination • Monitoring • Social Perceptiveness • Instructing
10. Nursing Aide, Orderlies & Attendants	Post-Secondary Vocational	• Basic Medical & Dental Knowledge • Active Listening

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Nursing Aide Continued		• Monitoring • Writing

Connecticut's Workforce

According to the 2010 Census 3,574,097 individuals call Connecticut home, an increase of 4.9 percent from 2000. The median age in the state is 40.0 years old. Women comprise 51.3 percent of the state's population and the following illustrates the racial and ethnic composition of the state based on the 2010 Census.

- White 77.8%
- Black 10.1%
- American Indian/ Native Alaskan 0.3%
- Asian 4.5%
- Native Hawaiian/Pacific Islander 0.0%
- Other 2.6%
- Hispanic/Latino 13.4%

Additionally, 20.6 percent of the state's population speaks a language other than English at home, 6.8 percent are Veterans and 9.2 percent are below the federal poverty level[4].

Connecticut's per capita income and industries illustrate the affluence of this small New England state, however, this is not the whole story. Viewing state wide averages for income or poverty provides a misleading interpretation of the state's socioeconomic outlook. Although the state is divided into eight counties and five Workforce Investment Areas (WIAs), a regional look at each area does not provide an accurate view. For example, Fairfield County, located within the Southwestern WIA, holds some of the richest towns (Greenwich and Westport CT) but also one of the poorest cities (Bridgeport CT).

The following table serves as an outline of each Connecticut's Workforce Investment Area's income and Medicaid recipient levels thus illustrating the dichotomy found within the state.

Workforce Investment Area	Average Wage 2010	Percent of Population Receiving Medicaid 2010
Eastern	$45,421	12
Northwest	$49,064	17
South Central	$50,288	21
North Central	$57,074	31
Southwest	$83,630	19

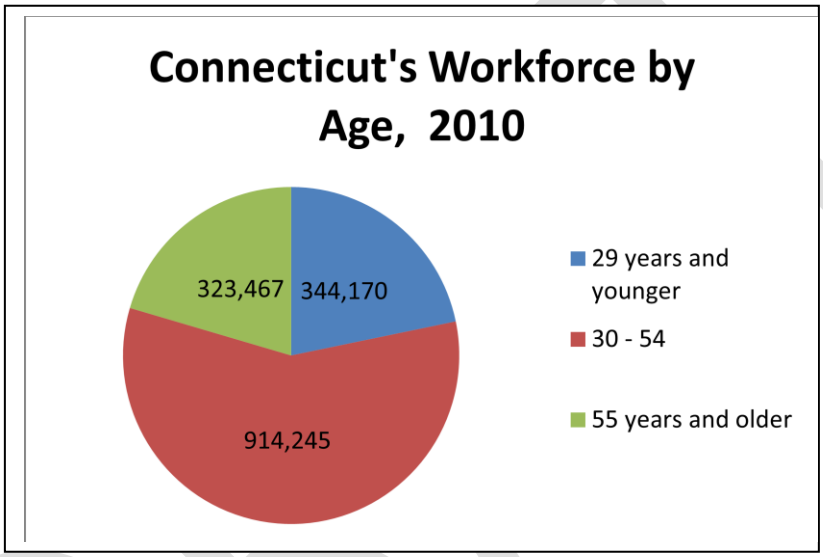
2011 Information for Workforce Planning

In 2010, 1,897,400 Connecticut residents comprised the state's labor force[5] up from 1,866,800 in 2009. In 2009, 84.9 percent of the workforce were white, 9.4 percent were black, 4.1 percent

were Asian and 9.5 percent were Hispanic[6] and these numbers are reflective of the state's overall population. The racial composition of SCSEP enrollees during Program Year 2010 was as follows[7]:

- White 51.7%
- Black 40.7%
- Asian 1.7%
- Hispanic 14.3%

The following is a breakdown of the 2009 workforce by age, as reported by the Connecticut Department of Labor.



2011 Information for Workforce Planning

In accordance with Title V of the Older Americans Act, participants of the Senior Community Service Employment Program must be 55 years of age or over. In Connecticut during Program Year 2010, 940 people received SCSEP services.

- Ages 55 to 64 72.6%
- Ages 65 to 69 14.2%
- Ages 70 to 74 7.8%
- Ages 75 + 5.2%

Workforce Projections

As outlined earlier, Connecticut is projected to have an increase in health care and social services due to new programs and policy changes moving the state from a paradigm of long term care facilities to community based services. This change is an important one as the baby boomers continue to age and the number of older residents rises dramatically.

Projections from the Connecticut Data Center anticipate the number of Connecticut residents to be as follows.

Year	Projections[viii]
2015	▪ Total State Population 3,606,735 ▪ Residents Ages 55 and older 997,831 ▪ Percentage 27.7
2020	▪ Total State Population 3,725,890 ▪ Residents Ages 55 and older 1,109,028 ▪ Percentage 29.7

Also of interest to the Senior Community Service Employment Program are the projections in Connecticut's population of residents ages 60 and older by race or ethnicity. According to the Connecticut Data Center the state can anticipate the following changes[ix].

. Race	2010	2020
White	617,354	837,830
Black	42,532	58,630
Other (mostly Mainland Chinese and South Asian Indian)	25,510	48,716
Hispanic	31,838	57,265

Analysis and Strategic Plan

Overall Connecticut's economy is slowly recovering from its lengthy downturn. The unemployment rate is declining and the labor market is growing; however, challenges remain. Urban communities continue to struggle more than suburban and rural communities and the number of residents relying on assistance programs to meet basic needs continues to rise.

The state's economy continues to rely on its traditional labor markets, including finance, real estate and manufacturing, which have contributed to making it the leading state in per capita income. However, while those labor markets often yield higher wages for employees, they are

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not projected to grow significantly over the next several years. In fact some, like financial activities, are expected to decline.

In the meantime, the labor markets in the health and social services fields are expected to see an increase in job growth. The change in demographics is just one catalyst for the increase in health care and social service jobs. Connecticut's leadership is also affecting this change as there is a focus to rebalance the use of Title III and Medicaid dollars for long term care services. Through policy change and programs including the Money Follows the Person program, older adults and/or individuals with disabilities have a choice to stay at home in the community of their choice instead of going into a skilled care center such as a nursing home.

The changing labor market will offer numerous opportunities for SCSEP participants to secure unsubsidized employment upon completion of the program. In illustration, an increase in health care and social services jobs results in openings for Certified Nurse's Aides, drivers and social service assistants which require short term training.

Connecticut's labor force has grown over recent years and continues to do so. As it does, the face of the state's population and therefore the workforce is changing. The number of older workers will increase and the racial make-up of this workforce will change as well. Workforce programs, including the Senior Community Service Employment Program (SCSEP), must be mindful of these changes. The recruitment, training and support services needed have to adapt to meet the needs of the coming potential participant.

Connecticut is a small state with glaring disparities in wealth. The highest average wage, found in the Southwestern Workforce Investment Area (WIA) is $83,630, nearly double the lowest average wage in the Eastern WIA at $45,421. Despite having the highest per capita income in the nation, enrollment in state and federal programs (i.e. SNAP, Medicaid and TANF) has risen statewide. As a result, workforce services are needed throughout the state, including urban, suburban and rural municipalities.

Connecticut's SCSEP grantees will engage in two strategies to address labor market issues in a time when the population is aging and the need for services is rising to meet the growing employer demand.

Strategy: Enhance resources to assist participants in securing unsubsidized employment.
Strategy: Strengthen and expand core SCSEP services

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The need for SCSEP

The need for SCSEP services is statewide. The wealthy southwestern area is also home to struggling urban areas. The northwest area with the lowest percentage of population on state and federal programs also is also home to rural areas with fewer employment opportunities and limited services.

Rural areas have a unique set of challenges. Connecticut's rural areas are primarily in the northeastern and northwestern portions of the state. There are fewer businesses in these areas and therefore fewer job opportunities. These regions have a growing population of older residents. The largest percentage of individuals over 65 is in Litchfield County (the Northwestern WIA) at 16.0 percent. Transportation is severely limited in this area therefore posing an additional challenge to the work force. The services provided by the Senior Community Service Employment Program (SCSEP) are needed in the rural areas to provide the skills and supports needed to secure unsubsidized employment and to meet the workforce demands of the growing markets of assistance to older and frail residents.

Most in Need Elements

Disability
Frail
Homeless
Limited English Proficiency
Low Employment Prospects
Low Literacy Skills
Persistent Unemployment
Rural
Severe Disability
Severely Limited Employment Prospects
Veteran

SCSEP is needed in the state's urban communities. Connecticut's cities are seeing an increase in poverty and unemployment[x]. Businesses are moving out of urban communities and into suburban towns and the jobs are moving along with the businesses.

The need for SCSEP is not only defined by geographic determinations. It is also defined by social need. The most in need elements as defined by Title V (SCSEP), listed in the adjacent table, are relevant in Connecticut. The number of seniors living with a disability or severe disability is on the rise. As noted above, there are more individuals living in homes where English is not the primary language and unemployment, while decreasing, remains high. In addition, approximately 11,000 people, ages 60 and older have less than a High School diploma[xi] which can account for low literacy skills.

Another segment of the population that is in need of the services provided by Title V is those who have been receiving long term unemployment. Connecticut residents, many of whom are over the age of 55, have been receiving unemployment for more than a year. For many, the long term unemployment of 99 weeks will be ending soon. Those individuals on long term unemployment have atrophied skills and will need training to obtain job skills that are relevant to

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the current labor market that they will be re-entering. Many of the low-income seniors who fall into this category are unlikely to have the job skills needed in the growing labor market.

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SCSEP State Operational Plan

The State of Connecticut is served by three Senior Community Service Employment Program grantees. The state grantee is the State Unit on Aging and there are two national grantees, Easter Seals Capital Region and Eastern Connecticut and The WorkPlace Inc. The entire state receives services from at least one of these grantees and there are many areas that overlap, particularly in the southern half of the state.

The following information, taken from Connecticut Department of Labor[xii], the 2010 US Census and the Administration on Aging, provides a breakdown of each of the state's county to illustrate the need for SCSEP's workforce services.

County	Characteristics
Fairfield County	• Total Population 916,829 • 13.5% Ages 65 and older • 8.0% Living below the poverty level • 8.0% Average 2011 unemployment • 27.4% Speak a language other than English at home • 19.1% Minority • 23 Municipalities (1 Urban No Rural)
Hartford County	• Total Population 894,014 • 14.6% Ages 65 and older • 10.7% Living below the poverty level • 9.2% Average 2011 unemployment • 23.9% Speak a language other than English at home • 21.8% Minority • 30 Municipalities (2 Urban 1 Rural)
Litchfield County	• Total Population 188,789 • 16.4% Ages 65 and older • 5.8% Living below the poverty level • 8.2% Average 2011 unemployment • 8.8% Speak a language other than English at home • 5.1% Minority • 25 Municipalities (No Urban 18 Rural)
Middlesex County	• Total Population 166,043 • 15.5% Ages 65 and older • 5.8% Living below the poverty level • 7.6% Average 2011 unemployment • 11.7% Speak a language other than English at home • 9.7% Minority • 15 Municipalities (No Urban 5 Rural)

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New Haven County	• Total Population 861,113 • 14.6% Ages 65 and older • 6.1% Living below the poverty level • 9.7% Average 2011 unemployment • 1.8% Language other than English at home • 20.1% Minority • 27 Municipalities (2 Urban No Rural)
New London County	• Total Population 273,502 • 14.2% Ages 65 and older • 7.2% Living below the poverty level • 8.6% Average 2011 unemployment • 13.4% Speak a language other than English at home • 15.2% Minority • 21 Municipalities (1 Urban 14 Rural)
Tolland County	• Total Population 152,507 • 11.9% Ages 65 and older • 6.4% Living below the poverty level • 7.4% Average 2011 unemployment • 9.9% Speak a language other than English at home • 9.3% Minority • 13 Municipalities (No Urban 8 Rural)
Windham County	• Total Population 118,151 • 12.8% Ages 65 and older • 11.4% Living below the poverty level • 9.8% Average 2011 unemployment • 11.9% Speak a language other than English at home • 6.8% Minority • 15 Municipalities (14 Rural)

The purpose of this operational plan is to define the state's strategies for providing services to low income older workers and to create opportunities for continuous improvement of the services provided and the resulting program performance. To that end, Connecticut has two goals for SCSEP for the period outlined by this plan.

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Goal 1: Connect SCSEP participants to placements of unsubsidized employment

The strategic plan for Connecticut's SCSEP services, outlined in the first half of this document, details the growing labor markets and changes to the states workforce. With the objectives defining this goal, the state intends to meet the challenges that SCSEP will face in serving its program participants amid these changes to the population and economic climate.

Objective 1: Continue and improve coordination with workforce programs including new training initiatives.

Background: SCSEP and the local one-stop systems work together statewide to provide services. In parts of the state this collaboration is far reaching and in others is it minimal. SCSEP participants are referred for services at the local one-stop center however the level of available services vary.

Expected Outcomes:

- All SCSEP providers will escalate their presence at the local one-stop centers to be a resource for older workers, including existing SCSEP enrollees, coming to the agency for workforce services. Target Date: *Ongoing*
- All SCSEP participants will be referred for services through the local one stop system. Target Date: *Ongoing*
- At least 10% of SCSEP participants will be referred to initiative programs through the local workforce and education systems (For example: Wired for Work, Key Train and Platform to Employment). Target Date: *Program Year 2013*
- Memorandums of Understanding (MOUs) will be updated to support an increase in coordinated efforts between SCSEP and the one stop system. Target Date: *Program Year 2012*

Objective 2: Collaborate with traditional and non-traditional services to provide needed skills training for participants.

Background: Beyond the on-the-job training received at host agencies, SCSEP participants have participated in training opportunities through local one stop centers, community colleges and the grantee or sub-grantee. Often the services have met the training needs to prepare the participant for unsubsidized employment, but it is recognized, to best prepare participants for the changing labor market, additional training opportunities are needed. In preparation for this plan, the State SCSEP Coordinator met with many current SCSEP participants. Comments focused on

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offering new training opportunities such as Spanish language courses, in order to be competitive in the job market.

Expected Outcomes:

- Increase the leveraging of resources with other workforce programs to develop new training opportunities through the Vocational and Technical Schools, local adult education services and local service providers. Target Date: *Ongoing*
- Increase collaboration with other workforce programs to develop long term changes in the classroom trainings offered to better prepare participants for the growing labor markets. Target Date: *Program Year 2013*
- Enhance targeted outreach to secure new host agencies that can provide on the job skill training to participants in fields that match the growing labor markets. Target Date: *Ongoing*

Objective 3: Increase outreach to employers and awareness about the Senior Community Service Employment Program among growing labor markets.

Background: As evidenced in the SCSEP Strategic Plan outlined at the beginning of this document, there are numerous opportunities in the coming labor market for SCSEP participants to secure unsubsidized employment. Regretfully, many host agencies do not have the funding necessary to hire the participants that have been assigned to them upon completion of their SCSEP training and new employers must be located to develop potential job opportunities. These efforts will focus on growing labor markets including health care and social services.

Expected Outcomes:

- At least one focus group of potential employers will be conducted in each region. Potential employers, (for example a group looking to hire Certified Nurse's Aides) will meet with interested SCSEP participants to discuss what they are looking for in potential employees and insure the job skills obtained through the program are relevant. Target Date: *Program Year 2013*
- SCSEP providers will conduct targeted outreach to employers, based on the employment interests of the participants and focusing on the labor markets that participants are training for to develop potential jobs that will be available when the enrollee has completed their training. Target Date: *Ongoing*
- SCSEP providers will continue to offer On-the-Job (OJE) training opportunities with the appropriate employer and participant. Target Date: *Ongoing*
- Coordinated efforts will be made between all SCSEP grantees to share job opportunity listings and inquiries from potential employers. Target Date: *Ongoing*

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- SCSEP providers will refer job ready participants to the Step Up program available through the Workforce Investment Boards. Target Date: *Ongoing*

Goal 2: Strengthen and expand the core Senior Community Service Employment Program services provided to older workers in Connecticut.

Connecticut is dedicated to providing optimal job skills training and job development services to eligible residents. Efforts will be made to continually assure services are provided where they are needed most, both geographically and by population need.

Objective 1: Increased coordination with other services provided by the Older Americans Act.

Background: Often SCSEP participants present significant social issues that are barriers to employment. With the necessary referrals to social service programs designed to assist older residents, these barriers can be addressed and the participant is able to focus on job skills training and preparation for unsubsidized employment.

Expected Outcomes:

- 100 percent of SCSEP participants living in an area served by Aging and Disability Resource Center will be referred to the ADRC for Information and Referral Services, Advocacy and a review of services. Target Date: *Program year 2014*
- The State Unit on Aging will conduct regional informational sessions with both national and state grantee SCSEP participants and interested enrollees from the one stop centers. These sessions will provide an overview of the state's Older American Act services. At least one session will be done in each region of the state during the course of this plan. Target Date: *Ongoing*
- Program participants will be referred to the local area agency on aging as needed. Target Date: *Ongoing*
- The State Unit on Aging will conduct regular information sharing activities with all SCSEP providers in Connecticut on services for the state's older residents, including nutrition programs, fraud and Title III services. Target Date: *Ongoing*

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Objective 2: Assure a service level to minorities that is reflective of the state's population relative to each county.

Background: Information has been provided for the analysis of Connecticut's current and projected demographics regarding the racial and ethnic make-up of the state's older residents. The percentages of residents who are black, Asian and Hispanic are projected to increase between now and 2020. The state will annually review the changes in demographics and SCSEP services will be modified as needed to reflect those changes.

Expected Outcomes:

- Increase targeted outreach to members of the different racial and ethnic groups in each service area through churches, civic groups and cultural groups, including the use of bi-lingual materials. Target Date: *Ongoing*
- All SCSEP providers will be culturally responsive and have a bi-lingual staff member able to assist participants who have Limited English Proficiency. Target Date: *Program Year 2012*

Objective 3: Target SCSEP services to include those facing the end of long term unemployment insurance, with a focus on those ages 55 to 65.

Background: Hundreds of Connecticut residents will soon lose their unemployment insurance when the 99-weeks of long term unemployment benefits end. Each SCSEP grantee has reported an increase in calls from individuals ages 55 to 62 seeking workforce services.

Expected Outcomes:

Increase targeted marketing to state residents, ages 55 to 65 through, other workforce programs and social service agencies. Target Date: *Ongoing*

Objective 4: Maintain an equitable distribution of services throughout the state.

Background: The U. S. Department of Labor determines the number of slots available to national and state grantees in each state. Connecticut uses this information to determine how services will be delivered throughout the state. The service dollars are divided throughout the state of Connecticut based upon the makeup of each county.

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The following is the Equitable Distribution as determined by US DOL for Program Year 2012.

	PY 2012 Slot Levels		
County	**All Grantees**	**State Grantee**	**National Grantees**
Connecticut	493	100	393
Fairfield County, Connecticut	111	38	73
Hartford County, Connecticut	141	0	141
Litchfield County, Connecticut	24	24	0
Middlesex County, Connecticut	19	0	19
New Haven County, Connecticut	135	29	106
New London County, Connecticut	33	9	24
Tolland County, Connecticut	12	0	12
Windham County, Connecticut	18	0	18
Totals	493	100	393

As previously mentioned, there is significant overlap of the service areas for the three SCSEP grantees in the state. Several areas have a SCSEP project office within a few towns of each other and in three instances they are located within the same city. To avoid any disruption of services, the state and national grantees will work in cooperation to transfer positions as needed and to refer potential participants when one grantee is over enrolled and the other is not.

The state and national SCSEP grantees will coordinate efforts to provide program services in accordance with the Equitable Distribution. The grantees will continue to work with the U. S. Department of Labor in determining equitable distribution for the state over the coming program years while being mindful of characteristics of each county as outlined on pages 11 and 12.

Long Term Improvement

With the goals and objectives outlined above, Connecticut's Senior Community Service Employment Program is prepared to meet the projected changes to the labor market and workforce. Connecticut's SCSEP providers will meet these challenges with coordinate workforce services, enhanced support services and strong partnerships with employers.

In keeping with the challenges faced by SCSEP and its participants, Connecticut respectfully submits for consideration a strategy to increase the pool of potential host agencies; to allow a leveling of the playing field between areas in each state where the income fluctuates significantly and to allow certain program exits to be considered neutral exits rather than negative program exits.

Recommendations

Connecticut respectfully offers three recommendations to the U.S. Department of Labor:

1. Consider modifying the definition of a non-profit to include, not only 501©3 organizations but also 501©4 organizations such as Chambers of Commerce. Doing so would provide the Senior Community Service Employment Program with a wider opportunity to engage host agencies and stronger outreach efforts to potential employers.

2. Consider allowing for flexibility with regards to income eligibility. Connecticut maintains a high cost of living and the use of a national figure (the Federal Health and Human Services Poverty Guidelines) does not allow for fluctuations between in both richer and poor states of the union. These changes would allow more older workers who are considered low-income based on the cost of living and median income in their county of residence, to be eligible for SCSEP services.

3. Allow program exits for durational limit and income ineligibility to be neutral exits. Participants exiting SCSEP for these reasons are not due to program performance and should not reflect negatively on the service provider.

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[1]Connecticut Statewide 2000-2030 Population Projections"; Connecticut State Data Center, University of Connecticut; 2007
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[4] 2010 Census Results, Connecticut. www.2010Census.gov
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[xi] AGing Integrated Database (AGID). Administration on Aging. Retrieved from www.agidnet.org
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