

**California Senior Community
Service Employment Program
Stand-Alone State Plan
Modification
2022
Program Years 2020-2023**



Acknowledgements

The California Department of Aging (CDA) Senior Community Service Employment Program would like to express its gratitude to all who contributed in crafting the *California SCSEP Stand-Alone State Plan for Program Years 2020-2023*. Contributors included the six national SCSEP grantees operating in California, Area Agencies on Aging, local SCSEP projects, the CDA Data Team, and other workforce entities.

CDA acknowledges the California Workforce Development Board for providing the tools and resources necessary to enable CDA to identify workforce priorities for California's SCSEP eligible workers. In addition, special thanks go to the California Employment Development Department, Labor Market Information Division, whose contributions were essential to this planning effort.

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Section 1: Overview of the Senior Community Service Employment Program and Purpose of the State Plan

The Senior Community Service Employment Program (SCSEP) is the only federally mandated job training program serving low-income workers age 55 years and older. SCSEP is authorized under the Older Americans Act (OAA) and administered by the United States Department of Labor, Employee and Training Administration (USDOL/ETA). The Government Accountability Office has identified SCSEP as one of only three federal workforce programs with no overlap or duplication. SCSEP's over 50-year success record stems from its dual purpose as a training program for low-income older workers and a source of subsidized staff trainees for community-based organizations.

USDOL/ETA distributes SCSEP grant funds to 20 national SCSEP grantees and 56 state and territorial grantees. The bulk of SCSEP appropriations support two primary grant streams: one to national grantees and one to state and territorial grantees. National grantees are typically non-profit organizations that operate in more than one state. State grantees are state government agencies which are typically housed in a state's workforce unit or aging unit.

In the most recent program year, approximately 78% of formula grant funds were allocated to national grantees and about 22% were allocated to state grantees. In 2019, federal appropriations for SCSEP programs were \$400 million and supported approximately 41,000 positions. In Program Year (PY) 2019, the statewide SCSEP network was allocated \$30,454,719.00 in regular contract awards.¹ Of this amount, \$23,648,766.00 (78 percent) was awarded to national SCSEP grantees. As the state grantee, the CDA SCSEP Federal Grant Award for PY 2019 was \$6,805,953.00 (22 percent).²

The grant awards are used to fund part-time, subsidized community service employment assignments for eligible older adults at non-profit organizations or governmental entities. Program-eligible individuals must be residents of California, 55 years of age or older³, unemployed, and have total annual family income that does not exceed 125 percent of the federal poverty guidelines, currently \$16,988.00 for an individual. In addition to these eligibility requirements, statute specifies that priority will be given to prospective participants who demonstrate additional barriers to employment.⁴ Specifically, service priority is given to individuals meeting one or more of the following criteria:

- Is a veteran or a spouse of a veteran
- Is 65 years of age or older
- Has a disability

¹ The State Plan will not always address NAPCA set-aside grants because regulations exempt them from the State Planning process [20 CFR 641.320(b)].

² Training and Employment Guidance Letter No. 18-18, PY 2019 Planning Instructions and Allotments for SCSEP State, Territorial, and National Grantees

³ For the purposes of this report, persons 55 years and older will be referred to as *older adults* or *older Californians*

⁴ Code of Federal Regulations, 20 CFR § 641.520

- Has limited English proficiency
- Has low literacy skills
- Resides in a rural area

According to the California State Master Plan for Aging (MPA) – 2021-2030 as developed by CDA on behalf of the California Governor, CDA’s vision and mission aligns well with statewide SCSEP network goals. One of the four MPA Goals is Economic Security & Safety, including employment for older Californians. As the leading State Department for the MPA, CDA, in partnership with the California Workforce Development Board, will work closely with state and local stakeholders to identify innovations, opportunities, and supports for employment of older Californians. CDA envisions every Californian having the opportunity to enjoy wellness, longevity and quality of life in strong, healthy communities.

California’s over-65 population is projected to grow to 10.8 million by 2030, an increase from 16 percent to 25 percent of the population. The composition of older adults will change as they are also projected to be more ethnically diverse and more likely to be single, live alone, and work longer.

CDA administers the State SCSEP grantee program, contracting with ten Area Agencies on Aging (AAAs) and one SCSEP national grantee that provide SCSEP services locally which are provided in Appendix A. In addition, there are six national SCSEP grantees that provide SCSEP services in California: which are provided in Appendix B.

The California SCSEP Stand-Alone State Plan Modification PY 2020-2023 (State Plan Mod) describes how SCSEP and its partners meet the skills training, supportive services, and unsubsidized employment needs of eligible older workers. In addition, the State Plan Mod explains the roles SCSEP and its partners play in the California workforce development system as they relate to community service and private employment. It is the blueprint for providing SCSEP services so participants can achieve unsubsidized employment in industry sectors projecting growth. The State Plan Mod covers the period April 1, 2022 through June 30, 2023.

The OAA and federal regulations require the governor of each state or his or her designee to develop a strategic four-year State Plan in collaboration with the national SCSEP grantees, the aging network, and workforce entities operating within their state. Because CDA is California’s designated State Unit on Aging, Governor Gavin Newsom delegated authority to Susan DeMarois, CDA Director, to submit the State Plan on his behalf to USDOL/ETA (Appendix C).

To begin work on the Stand-Alone State Plan Mod, CDA requested a comprehensive profile of the demographic and labor market of Californians age 55 and older from the Labor Market Information Division (LMID) of Employment Development Department (EDD). This report, titled *Demographic and Labor Market Profile of Californians Age 55 and Older (2021)*, is provided in its entirety in Appendix D. CDA next contacted the national SCSEP grantees operating in California to solicit information regarding service

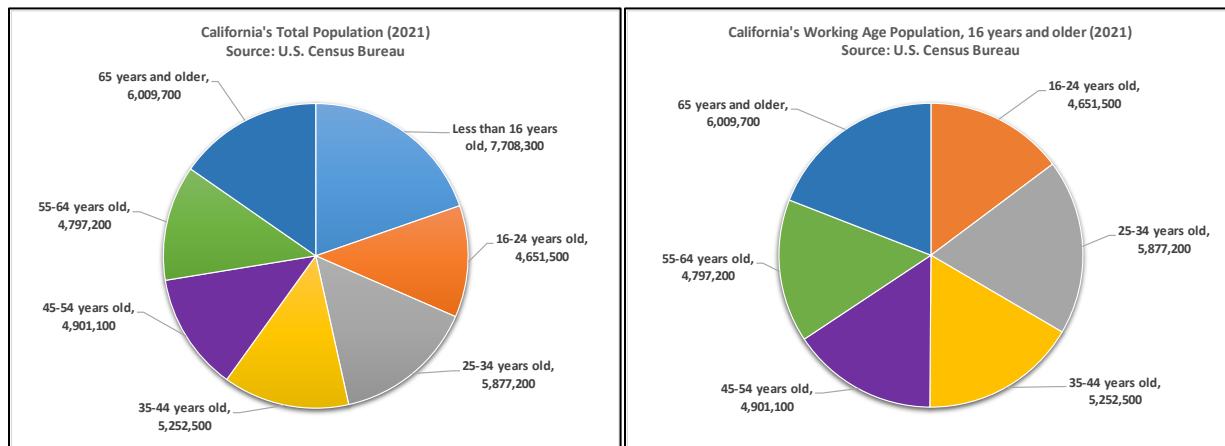
delivery and coordination, as well as any comments they would like to provide for the State Plan Mod. CDA staff compiled their comprehensive responses for inclusion.

Section 2: Economic Projections and Impact

State Long-term Projections for Jobs in Industries and Occupations

According to the LMID report, (Appendix D), in 2021 California’s general population totaled 39.2 million people and one out of every four people were 55 years and older. The Bureau of Labor Statistics projects that from 2020-2030, the national population older than age 55 could grow at 1.3-percent annual growth as the baby boomers age into this group. Figure 1 provides the age distributions of the general population and the working age population (16 years and older) in California in 2021.

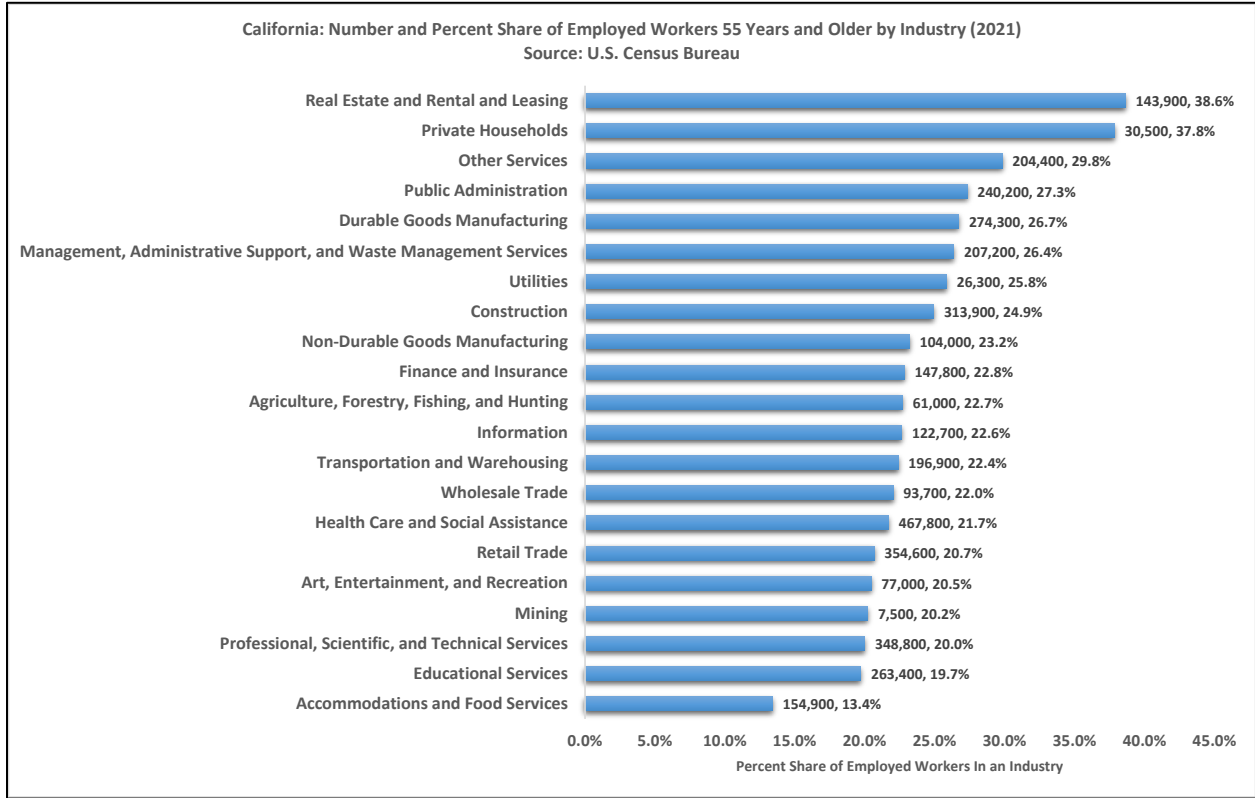
Figure 1



(Appendix D – LMID report, Demographic and Labor Market Profile of Californians Age 55 and Older, 2021)

In 2021, 39.0 percent of older Californians were employed, and most found jobs within the following industries: health care and social assistance (467,800 persons), and retail trade firms (354,600). Over 20 percent of older Californians were employed in one of the aforementioned industries. Figure 2 provides a percent share analysis of the industries that employed older Californians in 2017.

Figure 2



(Appendix D – LMID report, Demographic and Labor Market Profile of Californians Age 55 and Older, 2021)

The twenty occupations that employed the largest number of older Californians in 2021 are broken out in Table 1. In terms of the managers, all other category, jobs within this title can include clerk of the court, social sciences manager, or utilities manager.

High-demand occupations require varied levels of expertise and educational and training levels. This can range from on-the-job employer training for entry-level occupations to advanced training coupled with a bachelor’s degree or higher for occupations in professional, scientific, and technical service industries.

Table 1
Twenty Occupations That Employed the Most Californians 55 Years and Older
(2021)

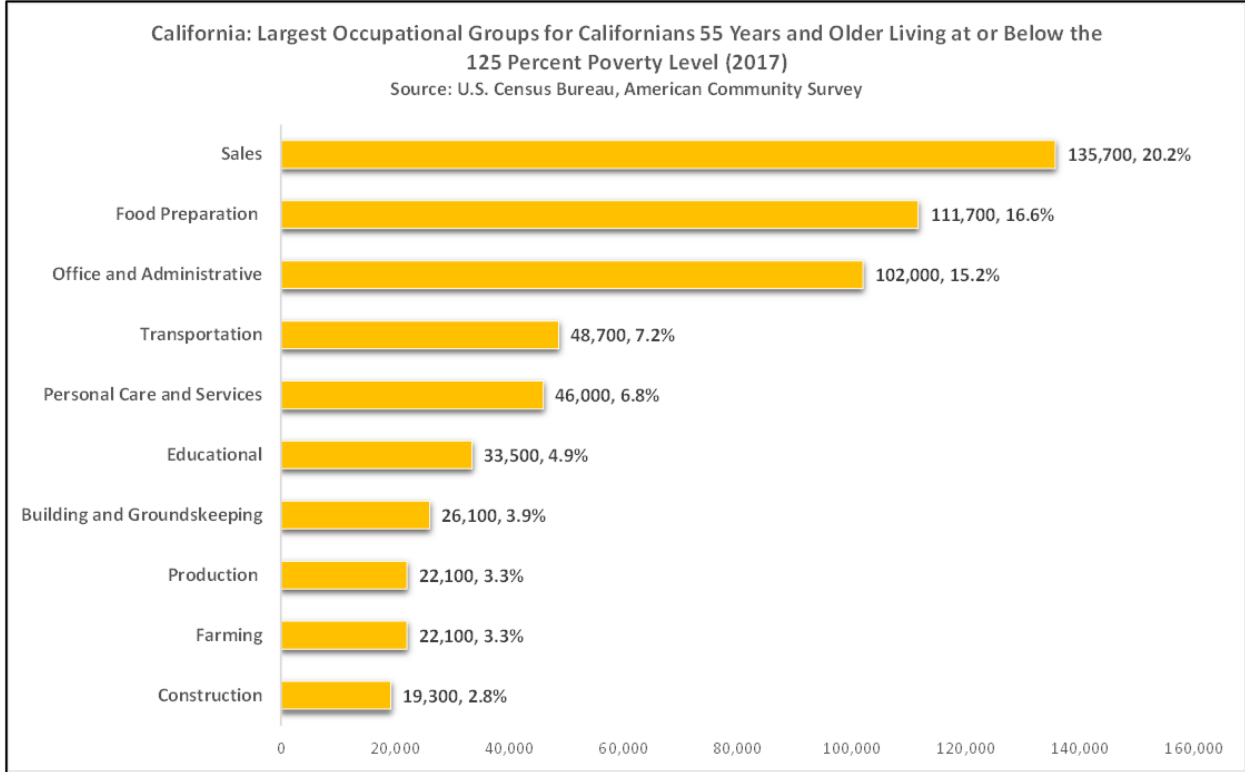
Occupation	Number of Employed Persons
Managers, All Other	177,100
Personal Care Aides	95,700
Secretaries and Administrative Assistants	89,900
Sales Workers and Truck Drivers	86,900
First-Line Supervisors of Retail Sales Workers	76,200
Chief Executives	69,600
Accountants and Auditors	69,500
Construction Laborers	63,500
Retail Salespersons	60,600
Property, Real Estate, and Community Association Managers	60,400
Laborers and Material Movers	57,900
Financial Managers	57,200
Janitors	55,700
Housekeeping Cleaners	54,600
Landscaping Workers	51,200
Real Estate Agents	49,800
Cooks	44,100
Construction Managers	42,500
Registered Nurse	42,400

Source: U.S. Census Bureau, Current Populations Survey of Households, 2021 (Appendix D– LMID report, Demographic and Labor Market Profile of Californians Age 55 and Older, 2021)

Census Bureau data suggests that the types of jobs most often held by the general population of older Californians in 2021 were as follows: management, office and administrative support, and sales making up over 20.0 percent by older workers. In addition, over 700,000 transportation and material moving, business and financial operations, and construction and extraction occupations were held by older Californians.

LMID data (Appendix D) indicates that of the nearly 9.7 million Californians age 55 and older in 2017, 1.5 million (15.5 percent) lived at or below the 125 percent poverty level. The occupations held by low-income older adults are much different from the general population of adults age 55+. Figure 4 shows the 10 occupational groups that employed the largest numbers and share of low-income older workers in California in 2017.

Figure 3



(Appendix D – LMID report, Demographic and Labor Market Profile of Californians Age 55 and Older, 2017)

A majority of this segment of the state workforce was concentrated in sales (20.2 percent), food preparation (16.6 percent), office and administrative (15.2 percent), transportation (7.2 percent), and personal care services (6.8 percent). Two-thirds of this segment of the workforce were employed in the five aforementioned occupational groups.

Data from the *Demographic and Labor Market Profile of Californians Age 55 and Older (2017)* (Appendix D) indicates that sales positions, outside of technical sales representatives and sales engineers, often do not require advanced technical training or higher levels of education, so acquiring employment in positions such as cashier, filing clerk, or telemarketer is usually a good fit for those entering the workforce for the first time, or looking for part-timework in retirement, or those with lower skills sets and levels of educational attainment. Older Californians employed in food preparation occupations may have found employment in areas ranging from first-line supervisor of food preparation workers to bartender. Jobs listed under personal care services jobs can be found in several industries including, but not limited to gaming establishments, hotels, and funeral service establishments. Occupations within this occupational group range from gaming dealers to morticians.

When comparing occupational trends among older Californians using ACS data from earlier in the decade, distinct shifts in the types of occupations held by low-income older

adults can be seen. CDA reported in the last SCSEP Stand-Alone State Plan cycle in PY 2016 that the top three occupations held by low-income older adults were personal care services (13.1 percent), building, grounds cleaning and maintenance (12.0 percent), and sales and related occupations (10.1 percent). Sales now makes up the largest occupational group for this cohort, at 20.2 percent.

Among the 20 types of jobs held most often by older workers who lived at or below the 125 percent poverty level, the largest number were concentrated in: cashier, retail salesperson, waiters and waitresses, laborers, and customer service representative jobs. These positions greatly benefit older workers looking for work that may have limited skills or possess only limited technical training since most only require short-term on-the-job training. The twenty occupations that employed the largest number of low-income older Californians in 2017 are broken out in Table 2.

Table 2
Twenty Occupations that Employed the Most Workers 55 Years and Older and Lived at or below the 125 Percent Poverty Level in California (2017)

Occupation	Number of Employed Persons
Cashiers	72,900
Retail Salespersons	43,400
Waiters and Waitresses	29,500
Laborers	22,800
Customer Service Representatives	22,400
Cooks	21,600
Food Preparation Workers	21,300
Miscellaneous Agriculture Workers	19,600
Stock Clerks	17,700
Childcare Workers	16,400
Teachers, All Other	14,900
Receptionists	13,200
Office Clerks, General	11,000
Janitors	10,500
Personal Care Aides	9,900
Construction Laborers	9,000
Grounds Maintenance Workers	8,900
Secretaries	8,400
Hand Packers	7,800
Security Guards	7,300

Source: U.S. Census Bureau, American Community Survey, 2017
(Appendix D – LMID report, Demographic and Labor Market Profile of Californians Age 55 and Older, 2017)

Among the jobs most often held by employed older workers that lived at or below the 125 percent poverty level, most required a high school diploma or no formal level of education. Conversely, the types of jobs held by older Californians on the whole often required a bachelor’s degree.

The data in Table 3 shows that jobs that require lower levels of skills and education typically provide workers with wages that are lower than those requiring advanced levels of skill and formal education. Table 3 also includes long-term projections with predicted net changes in number of available positions.

Table 3

California: Types of Jobs Held by Employed Older Workers that lived at or below the 125 percent poverty level*

Occupational Title	Base Year Employment (2016)	Projected Year Employment (2026)	Net Change	2018 Median Annual Wages	Entry Level Education	Work Experience	On-the-Job-Training**
Cashiers	404,100	404,800	700	\$24,287	No formal educational credential	None	Short-term
Retail Salespersons	452,300	456,100	3,800	\$25,599	No formal educational credential	None	Short-term
Waiters and Waitresses	284,300	320,600	36,300	\$25,818	No formal educational credential	None	Short-term
Laborers	323,400	373,700	50,300	\$28,396	No formal educational credential	None	Short-term
Customer Service Representatives	215,400	228,700	13,300	\$38,139	High school diploma or equivalent	None	Short-term
Cooks, Restaurant	135,700	159,700	24,000	\$29,130	No formal educational credential	<5 years	Moderate-term
Food Preparation Workers	111,700	125,300	13,600	\$25,520	No formal educational credential	None	Short-term
Agricultural Workers, All Other	1,700	1,800	100	\$37,019	No formal educational credential	None	Short-term
Stock Clerks and Order Fillers	237,200	257,600	20,400	\$26,009	High school diploma or equivalent	None	Short-term
Childcare Workers	101,600	108,500	6,900	\$26,302	High school diploma or equivalent	None	Short-term

Source: U.S. Census Bureau, American Community Survey, 2017.
 (Appendix D – LMID report, Demographic and Labor Market Profile of Californians Age 55 and Older, 2017)

*The data are representative of ALL persons within the State and not specific to persons at the poverty level.

**Short-term on-the-job training: 1 month or less of on-the-job experience and informal training.

**Moderate-term on-the-job training: more than 1 month, and up to 12 months, of combined on-the-job experience and informal training that is needed for the worker to attain competency in the skills needed in the occupation.

Of the ten occupations where the largest numbers of low-income older workers are currently employed, the following occupational subgroups represent the typical SCSEP community service assignments in which participants are placed:

- Sales
 - Retail Salesclerk
 - Cashiers
 - Customer Service
- Food Preparation
 - Combined Food Preparation and Serving Workers including FastFood
 - Cooks
 - Serving Workers

- Office and Administrative Support
 - Administrative Assistants
 - Medical Secretaries
 - Office Clerks
- Personal Care and Services
 - Home Health Aides
 - Personal Care Aides
 - Physical Therapist Aides
- Building and Groundskeeping
 - Janitor
 - Landscaping

Table 4 provides a detailed look at some of the occupations most often held by older Californians using data derived from the EDD LMID’s projections for the 2018-2028 time period. Among the occupations examined, the educational requirements can range from a bare minimum of a high school diploma to a bachelor’s degree. The median annual wage for occupations requiring a bachelor’s degree was in excess of \$70,000.

Table 4
California: Type of Jobs Held by Employed Older Workers

Occupational Title	Base Year Employment (2018)	Projected Year Employment (2028)	Net Change	2020 Median Annual Wages	Entry Level Education	Work Experience	On-the-Job-Training*
Managers, All Other	160,400	179,000	18,600	\$0	Bachelor's degree	<5 years	None
Personal Care Aides	577,700	763,000	185,300	\$0	High school diploma or equivalent	None	Short-term on-the-job training
Secretaries and Administrative Assistants	445,400	428,800	-16,600	\$0	N/A	N/A	N/A
Sales Workers and Truck Drivers	50,400	53,500	3,100	\$33,130	High school diploma or equivalent	None	Short-term on-the-job training
First-Line Supervisors of Retail Sales Workers	160,100	159,500	-600	43215	High school diploma or equivalent	<5 years	None
Chief Executives	43,300	41,500	-1,800	\$0	Bachelor's degree	≥5 years	None
Accountants and Auditors	168,800	181,800	13,000	\$77,256	Bachelor's degree	None	None
Construction Laborers	141,000	153,400	12,400	\$46,769	No formal educational credential	None	Short-term on-the-job training
Retail Salespersons	444,100	435,000	-9,100	\$30,011	No formal educational credential	None	Short-term on-the-job training
Property, Real Estate, and Community Association Managers	65,300	70,600	5,300	\$62,778	High school diploma or equivalent	<5 years	None
Laborers and Material Movers	415,900	482,200	66,300	\$31,554	No formal educational credential	None	Short-term on-the-job training
Financial Managers	99,400	117,900	18,500	\$142,172	Bachelor's degree	≥5 years	None
Janitors	255,900	280,500	24,600	\$32,653	No formal educational credential	None	Short-term on-the-job training
Housekeeping Cleaners	134,900	137,800	2,900	\$31,077	No formal educational credential	None	Short-term on-the-job training
Landscaping Workers	139,100	154,300	15,200	\$34,301	No formal educational credential	None	Short-term on-the-job training
Real Estate Agents	22,300	24,000	1,700	\$62,302	High school diploma or equivalent	None	Moderate-term on-the-job training
Restaurant Cooks	190,700	243,700	53,000	\$31,335	No formal educational credential	<5 years	Moderate-term on-the-job training
Construction Managers	55,100	59,600	4,500	\$113,918	Bachelor's degree	None	Moderate-term on-the-job training
Registered Nurses	319,800	373,200	53,400	\$112,993	Bachelor's degree	None	None
Bookkeeping, Accounting, and Auditing Clerks	200,100	194,900	-5,200	\$48,334	Some college, no degree	None	Moderate-term on-the-job training

Source: EDD-Labor Market Information Division (LMID)
(Appendix D – LMID report, Demographic and Labor Market Profile of Californians Age 55 and Older, 2021)

*Short-term on-the-job training: 1 month or less of on-the-job experience and informal training

Strategic Training Plan for Participants to be Placed in Unsubsidized Employment

CDA and the national SCSEP grantees with operations in California (statewide SCSEP network) are training participants through their community service assignment to enter or reenter the workforce. California's SCSEP grantees have established relationships with a variety of public and private sector partners in each region who can serve as both trainers and potential employers. Strong working partnerships are developed and maintained between the local American Job Centers (AJCs), host agencies, and public and private employers who can offer reliable pathways to unsubsidized employment.

In order to maximize SCSEP participant placement in unsubsidized employment in high demand jobs, the statewide SCSEP network will focus their on-the-job training opportunities and host agency recruitment efforts on agencies that can provide training for the following jobs:

- Retail Salesclerks
- Administrative Assistants
 - Including a telework component as appropriate.
- Customer Service Representatives
 - Including a telework component as appropriate.
- Drivers
- Food Service Workers
- General Office Clerks
 - Including a telework component as appropriate.
- Home Health Aides
- Janitors and Building Cleaners
- Maids and Housekeeping Cleaners
- Personal Care Aides

Many lower-paying occupations require only short-term on-the-job training. The Bureau of Labor Statistics defines short-term on-the-job training as providing the skills needed for a worker to attain competency in an occupation that can be acquired during one month or less of on-the-job experience and informal training. Training is occupation-specific rather than job-specific. As a result, skills learned can be transferred to another job in the same occupation. This on-the-job training category includes employer-sponsored training programs that may also include telework training opportunities.

Utilizing short-term on-the-job training continues to be a strategy to meet USDOL/ETA WIOA and SCSEP employment performance goals. California's statewide SCSEP network encourages local SCSEP projects to continue using short-term on-the-job experience (OJE) to increase performance for participants' entry into unsubsidized employment. The Older Workers Bulletin 04-04 describes OJE as "obtaining an unsubsidized job with a public or private employer that requires specific skills that are not attainable through the regular community service assignment."

State Current and Projected Employment Opportunities for SCSEP Participants

According to the EDD LMID chart, *California – Fastest Growing Occupations 2012-2022*, the occupations that match SCSEP participants' education and training levels include the following:

- Material Installers and Setters
- Combined Food Preparation and Serving Workers including Fast Food
- Cooks
- Home Health Aides
- Personal Care Aides
- Physical Therapist Aides
- Serving Workers
- Drivers and Equipment Operators
- Veterinary and Lab Animal Assistants

These occupations require an education level of either some college, or a high school diploma or equivalent, or less than a high school education. A review of the Quarterly Progress Reports (QPR) from Program Year (PY) 2020 SCSEP Performance and Results QPR System (SPARQ) database shows that 83 percent of CDA's SCSEP participants meet the education and/or experience requirements of these occupations.

Table 5 illustrates the required level of education and on-the-job training needed by SCSEP participants to find unsubsidized employment in the fastest growing occupations.

Table 5
California Fastest Growing Occupations Requiring a High School Diploma or Equivalent or Less than a High School Diploma 2018-2028¹

Occupational Title	Projected Employment 2022	Percent Change 2012-2022	Entry Level Education²	Work Experience Required	On-the-Job Training³
Solar Photovoltaic Installers	8,600	65.4%	7	None	MT OJT
Personal Care Aides	763,000	32.1%	7	None	ST OJT
Cooks, Restaurant	243,700	27.8%	8	<5 years	MT OJT
Physical Therapist Aides	9,100	26.4%	7	None	ST OJT
Tile and Marble Setters	12,500	26.3%	8	None	LT OJT
Floor Layers, Except Carpet, Wood, and Hard Tiles	8,000	25%	8	None	MT OJT
Taxi Drivers and Chauffeurs	53,000	23.8%	8	None	ST OJT
Combined Food Preparation and Serving Workers, Including Fast Food	357,500	22.4%	8	None	ST OJT
Veterinary Assistants and Laboratory Animal Caretakers	15,300	21.4%	7	None	ST OJT
Industrial Truck and Tractor Operators	86,000	20.4%	8	None	ST OJT

¹Employment Development Department, Labor Market Information Division, <https://www.labormarketinfo.edd.ca.gov/data/employment-projections.html>

²High school diploma or equivalent is represented by number seven and less than high school is represented by number 8.

³ST OJT means short-term on-the-job training, MT OJT means Moderate-term on-the-job training and LT OJT means Long-term on-the-job-training

During the ongoing COVID-19 pandemic, the statewide SCSEP network has pivoted in the training and experience of the participants to try to continue developing invaluable skills while protecting the health and safety of participants and host agencies. Many businesses were able to adjust operations to have employees work remotely to continue services, however some were dependent on in-person services. As participants were mandated to shelter in place, the opportunity to practice and become fluent in computer operations and programs became available and a desired skill for rising occupations. Online trainings were also noted for participants to gain knowledge of hands-on skills through webinars and other trainings.

Section 3: Service Delivery and Coordination

Actions and Coordination with Other Programs

Beginning March of 2020, Californians were required to shelter in place, which directly impacted all SCSEP functions. On March 25, 2020, CDA released guidance requiring that SCSEP subrecipients implement EPSL policies to protect the health and safety of our participants and their communities. EPSL allowed participants, many of whom are at high-risk, to remain at home safely, without potential exposure to virus transmission in the community.

In August 2020, the state of California implemented the “Blueprint for a Safer Economy” that permitted the gradual reopening of certain businesses and activities. CDA and several Older Americans Act-funded programs were subsequently impacted and had to continue restricting in-person business operations to promote the safety and health of participants. Host Agencies remained temporarily closed or closed their businesses altogether. Match is usually met with participant supervision hours. In December of 2020, DOL issued an FAQ to provide guidance to all grantees at risk of not meeting match in PY 2020; instructing grantees to explore all sources of match, document efforts to meet match, and provide sufficient supervision and support to remote participants.

Effective June 15, 2021, the state of California “reopened”, which lifted pandemic executive orders. This included terminating the Stay-at-Home Order that was implemented early in the pandemic to protect Californians and retiring the Blueprint for a Safer Economy. For the safety and health of the participants, noted as the most vulnerable, CDA continued the option for participants to complete trainings and job search remotely and for EPSL to continue. The end of November 2021, CDA released guidance for return to in-person service delivery, discontinue EPSL, and plan to open recruitment on January 10, 2022. CDA received feedback from Host Agencies with concerns for implementation and participant safety. Through individual correspondence and meetings, CDA concluded in-person service as well as EPSL would extend until March 31, 2022. Two weeks prior to reopening, CDA hosted a subgrantee meeting to discuss and provide support for the return to in-person service as well as ending EPSL except for participants who are unable to complete CSA hours in-person or remotely due to quarantine or vaccine related-side effects.

Host agencies actively worked with participants to continue training and job searches throughout 2021. Most agencies set up regular calls with their participants to share new opportunities for trainings and job opportunities, as well as COVID-19 vaccine and testing information. Partnerships with AJCs and new employers who have put emphasis on hiring older workers have made additional opportunities for participants to apply. Some participants have internet and computer resources available at home. Others without those services were encouraged to connect with family with access or go to local libraries and AJCCs, if they were open for usage.

CDA has released an allocation of funds from California’s Older Adults’ Recovery and Resilience (OARR) Senior Employment Opportunities. This fund with guidance in CDA

Program Memo 22-05 invests in the unfilled federally authorized SCSEP slots at the California minimum wage as well as expenditure activities designed to strengthen and improve programmatic infrastructure and delivery of services to SCSEP participants.

The statewide SCSEP network includes CDA and six national SCSEP grantees operating in California. This network coordinates with Local Workforce Development Boards (LWDB) operating the American Job Centers (AJC) or One Stop Centers. WIOA regulations require the statewide SCSEP network to execute a Memorandum of Understanding (MOU) with the LWDB because SCSEP is a WIOA partner. The USDOL/ETA has acknowledged that the integration between WIOA and its partners is one of their main priorities, including SCSEP.

The MOU identifies the core services the LWDB will provide to SCSEP participants in their areas and the resources, including monetary resources, the local SCSEP project will provide to the LWDB. The WIOA partner integration in California is led by the California Workforce Development Board (CWDB) and EDD.

The CWDB is responsible for the oversight and continuous improvement of the workforce system in California, which encompasses a wide array of work, including policy development, workforce support and innovation, and performance assessment, measurement, and reporting. The statewide workforce development system is divided into 14 Regional Areas, and composed of 45 Local Areas, each with its own LWDB. The CWDB's role is to help develop regional leadership and local and regional program alignment by means of coordinated policy direction, program oversight and support, and technical assistance for and to local and regional service providers.

In 2019, CWDB and EDD provided CDA with the State WIOA MOU partner guidance.⁵ EDD's comprehensive guidance explained WIOA partner cost-sharing expectations for AJC services. The guidance established the EDD's view of the infrastructure cost-sharing expectations of the MOU. CDA provided the EDD directive to the CDA subgrantees and to the statewide SCSEP network. National SCSEP grantees operating in California have previously reported that their MOU and infrastructure cost-sharing negotiations have been efficient and some of the national SCSEP grantees were able to negotiate a minimal cost-sharing agreement with the LWDB. CDA reviews subgrantee MOU's, including shared infrastructure costs, as part of the budget review and monitoring processes.

2016 WIOA changes included removing the requirement for the LWDB to have a SCSEP representative on their Board, as previously required in the Workforce Investment Act. Without representation on the LWDB, it has become challenging for SCSEP to have a formal avenue to advocate for older workers. The statewide SCSEP network has developed other strategies to conduct advocacy and outreach to the LWDB to ensure older workers concerns are addressed. These strategies will continue, as well as support for participation at the LWDB on a voluntary basis.

SCSEP is an active partner in the One-Stop delivery system and CDA and national grantees encourage coordination with AJCs at the local level. National grantees reported

⁵ EDD Directive WSD19-03, August 28, 2019, WIOA Phase II Memorandums of Understanding Comprehensive AJCCs: http://www.edd.ca.gov/jobs_and_training/pubs/wsd19-03.pdf

that they actively participate in WIOA partner meetings, which has resulted in contributions to strategic planning, a streamlined referral process, utilization of facility resources for enrollment, new partner connections and resource building. Participant staff are also placed at AJCs to assist in daily operations and can provide referrals to prospective participants. These successful modes of collaboration ensure local-level knowledge about SCSEP, including access to SCSEP services and will be supported to continue going forward.

Similarly, grantees require participants to register at their local AJC. AJCs provide basic core services to registered SCSEP participants. The AJC core services include basic computer classes, employment search techniques, resume development, interview practice sessions, and access to the Cal Jobs employment search database. These core services promote the participants' confidence in their ability to find unsubsidized employment. The AJCs also refer potential participants to SCSEP. SCSEP staff check in regularly with the AJCs for updated job information on opportunities suitable for SCSEP participants.

Adult education opportunities may also be utilized across the state to address the diverse educational needs of older adults and to foster personal and professional development. SCSEP projects often connect participants with adult education opportunities to provide the knowledge and skills needed to advance job-readiness. CDA subgrantees have commonly reported participant enrollment in courses such as high school diploma or General Educational Development (GED) examination preparation, English language acquisition and literacy, civics education and citizenship, and computer training. The classes are often provided in a classroom setting and are offered at flexible times throughout the day to meet the needs of adult students.

National grantees also highlighted relationships with other entities that have been beneficial to their SCSEP operations, including Chambers of Commerce, County judges, United States Department of Agriculture, school districts, Retired Senior Volunteer Program, State Disability Services, and Boys and Girls Clubs.

CDA is the SUA administering OAA services through contracts with California's 33 AAAs (Appendix E) and coordinates activities through SCSEP contracts with 10 of these agencies. AAAs collaborate with the state's aging network to develop a community-based system to serve adults age 60 and older and their families. AAA's public planning processes include analyses of local trends and needs. CDA continues to encourage the state SCSEP network to work with the AAAs to exchange ideas, to provide technical assistance on supportive services for older adults, and to refer SCSEP participants who are eligible for OAA services. These services include information and assistance, transportation, caregiver support, respite, nutrition, legal assistance, and long-term care ombudsman.

Long-term Strategy to Engage Employers to Place Participants in Unsubsidized Employment

In the 2006 Reauthorization of the Older Americans Act, Congress expressed its view of the benefits of the SCSEP, stating, "placing older individuals in community service

positions strengthens the ability of the individuals to become self-sufficient, provides much-needed support to organizations that benefit from increased civic engagement, and strengthens the communities that are served by such organizations.” Participation in SCSEP is mutually beneficial for both the older workers and the agencies they serve. Participants develop skills that are valuable in the labor market and regional economies and businesses benefit from an expanded pool of experienced, dependable labor in the local workforce.

The statewide SCSEP network recognizes the value of community service. The total number of community service hours for the statewide SCSEP network is tallied in the SPARQ database. In PY 2020, the participants of the statewide SCSEP network provided 235,150 community service hours. When multiplied by California’s minimum wage of \$13.00 in 2020, this represents a staggering cost savings of \$3,056,950 to the government and non-profit host agencies that provide service to our communities. In that same year, the total number of community service hours provided nationwide by SCSEP was 13,474,570 hours. This an undeniable loss of community service hours and cost savings due to the ongoing COVID-19 pandemic. California’s statewide SCSEP network hours were reduced by 1,258,216 which results in approximately \$16,356,808 loss in cost savings to the government and non-profit host agencies. This drastic plummet in hours is also shown in the nationwide total which was 16,081,046 less than the pre-pandemic year 2018.

Despite the impact of the pandemic, participant training hours continued to support social services and other services provided in communities throughout the state. Community service placements are mutually advantageous for both the host agency that benefits from a participant providing subsidized local services and the participant that benefits from the training and work experience gained at the host agency, helping the participant in their goal to find unsubsidized employment.

The local SCSEP project director is responsible for ongoing recruitment of host agency sites. They make SCSEP community outreach contacts by networking at local job fairs, health fairs, senior centers, the Social Security Administration, state and county employers, and non-profit organizations. Host sites offering job placements in retail sales, technical occupations, managerial occupations, food preparation, and healthcare are preparing participants for unsubsidized employment in these occupations.

The statewide SCSEP network employs the following ongoing outreach and recruitment strategies to ensure priority for service is given to eligible individuals with the greatest economic need, greatest social need, and those with minority status:

- Hires professional staff that are bilingual and can provide support services in multiple languages.
- Recruits ethnically diverse and multicultural host agencies that can accommodate the needs of minority participants.
- Uses outreach materials such as pamphlets, brochures, and flyers that are in languages of the specific target group.
- Locates offices in culturally and ethnically diverse neighborhoods.

- Assigns SCSEP participant staff to AJCs in areas with large populations of older individuals.
- Assigns SCSEP participant staff who are bilingual to AJCs in areas where minority populations reside.
- Makes presentations at social service agencies, especially those serving older individuals and minority communities.
- Runs advertisements in local journals, magazines, and media accessed by target populations.
- Networks with organizations serving veterans, disabled individuals, older adults, and minority individuals.
- Prepares public service announcements for media providers targeting priority service markets
- Consults with other national SCSEP grantees, specifically those grantees providing services to minority older individuals, on recruitment and outreach techniques.

Project directors often live and work in the communities they serve and have direct knowledge of both participants' abilities and interests and community employers' unmet needs. In some areas of California, SCSEP staff serve on the LWDB, which is supported to continue and expand into additional areas. The statewide SCSEP network has provided training to project directors to develop their skills in implementing an effective employer outreach program.

Project directors market SCSEP services and the skills of job-ready participants to private employers and host agencies, thereby increasing the number of participant exits to unsubsidized employment. National grantees indicated that their staff have developed finely-honed relationships with employers at the local, regional, and national levels.

California's SCSEP grantees have established relationships with a variety of public and private sector partners in each region who can serve as both trainers and potential employers. Every national grantee reported that effort is made to establish rapport with employers who offer reliable career pathways. Emphasis is also placed on developing and maintaining a working partnership between the local AJCs, host agencies, and public and private employers. The statewide SCSEP network and their local projects agencies identify employment opportunities through several means, including participating in community needs assessments, information and referral networking, and local planning processes. Additionally, coordination and co-location of services at the AJCs helps to identify suitable job openings.

The statewide SCSEP network consistently aims to improve its strategies for job development to guide employer outreach and participant job readiness. National grantees reported hosting annual and quarterly sub-grantee trainings to stay informed on the labor market, available resources, best practices. SCSEP project staff attend meetings to network with local employers and recruit host agencies. Other projects use the local AAA Information and Assistance resource guide to make contacts with potential host agencies. Others use the newspaper, word of mouth, community meetings, and agencies such as the Chamber of Commerce to recruit host agencies.

The statewide SCSEP network continuously refines its expertise on the basic elements of job development including skills assessment, resume writing, Individual Employment Plan development, computer training, job placement, and retention. SCSEP accomplishes this through workshops, video conferences, and one-on-one coaching of paid and participant staff. National grantees reported that years of experience working with this cohort has proven that providing targeted specialized training opportunities beyond the basic community service assignment is essential to success for participants. Teaching and upgrading existing basic personal and job skills enables participants to make the most effective use of their talents and abilities, which directly affects their confidence and marketability. One national grantee reported that a long-term improvement tactic they have developed is a Job Readiness Training Curriculum to strengthen soft skills and prepare participants for future unsubsidized employment.

National grantees also reported that it is important to discuss and reinforce goals and plans with the participant throughout the duration of their time on the program. For many, the SCSEP should be used as a steppingstone to unsubsidized employment, not a long-term solution or income source. While assisting SCSEP participants to secure unsubsidized employment is one important program objective, the statewide SCSEP network recognizes the importance of community service for those who may not find unsubsidized employment. Participants value the self-esteem and the social interactions they receive in their community service assignment. All successful strategies discussed to engage employers and support participants will be supported to continue and expand.

CDA and subgrantees continue outreach and services for formerly incarcerated individuals. As participants apply for enrollment, this in-need population are given priority and are being placed in Community Service Areas where they are obtaining skills and experience. Programs such as Bonds4Jobs offer peace of mind as host agencies place participants.

Strategy for Serving Minorities

The statewide SCSEP network attempts to recruit each minority cohort in proportion to its representation in that community. However, reporting race and ethnicity during SCSEP enrollment is voluntary on behalf of the participant and declining to report has no bearing on their ability to be enrolled. USDOL/ETA expects grantees to make an effort to serve minority individuals and to provide minority enrollment data in an annual minority report. The ability to decline to report makes it challenging for grantees to fully capture the race and ethnicity demographics of enrolled participants in relation to the population of the counties served.

Despite this obstacle, SPARQ indicates the statewide SCSEP network serves minority individuals at greater percentages than their representation in the state's overall minority population, with the exception of Asian individuals. We can theorize that possible factors for low enrollment by the Asian cohort might include filial piety, the important virtue prevalent in Asian cultures of caring for one's elders, as well as Limited English Proficiency. Language and cultural barriers may need to be addressed to recruit more Asians into the SCSEP. Table 6 compares the minority representation in California's

general age 55 and older population to the statewide SCSEP network population collected in the USDOL/ETA SCSEP SPARQ database.

Table 6
Comparison of General Population of Californians Age 55 and Over to the Statewide SCSEP Population

Personal Characteristics	Californians 55 Years and Older General Population¹	Percentage of Californian 55 and Older General Population	Total Number of California Statewide SCSEP Participants PY 2020 End-of-Year²	Percentage of California Statewide SCSEP PY 2020 End-of-Year³
Total Population	10,800,000	100.0%	2224	100.0%
Ethnicity*				
Hispanic	2,818,800	26.1%	624	28.0%
Race*				
American Indian/ Native Alaskan	162,000	1.5%	30	1.3%
Native Hawaiian/ Pacific Islander	43,200	0.4%	15	0.7%
Asian	1,825,200	16.9%	175	7.9%
Black/African American	637,200	5.9%	408	18.3%
White	7,992,000	74.0%	972	43.7%

¹Source: Appendix D – LMID report, Demographic and Labor Market Profile of Californians Age 55 and Older, 2021

²SPARQ PY 2020 CDA and national SCSEP grantees Final End-of-Year QPRs

³The percentage for the Participant Characteristics in all categories does not add up to 100 percent because of vacancies in SPARQPY2020 Final End-of-Year QPRs and a small percentage of the statewide SCSEP network where participants claim two or more races.

Due to limited English proficiency, language barriers and different cultural backgrounds, SCSEP-eligible older adults are often unaware of available services and programs. To better serve minority populations at the national level, DOL administers set-aside grants to national grantees to provide employment services to minority cohorts. In California, NAPCA has one regular grant and has also been awarded a set-aside grant to target its service to Asian and Pacific Islander older individuals. While ANPPM does not have a designated set-aside SCSEP grant, their mission is to assist the Hispanic elderly in the communities they serve.

National grantees reported that staff have the skills, knowledge, cultural awareness and sensitivity that is crucial to successfully assist participants with multiple barriers to employment.

Community Service Needs and Locations

CDA subgrantees are mainly located in urban areas. Though less populated, California's rural areas have a great need for SCSEP services because of the social isolation of older individuals living in these areas and the limited employment opportunities that are available. More so, mid-state agricultural areas have large populations of low-income workers. Many in these populations have multiple barriers to employment that include limited English proficiency, low literacy skills, or low educational attainment. The national SCSEP grantees operating in the state's rural counties are coordinating with the LWDB in these areas. SCSEP projects located in rural areas have more challenges because employment opportunities are not as extensive as in urban areas. National grantees also indicated that many rural applicants and participants have barriers, most-in-need elements, or other difficulties that present challenges. Some identified areas of need include food insecurity, housing, medical and dental services, as well as substance abuse. Local projects work to identify individual needs and make referrals to social service agencies.

Furthermore, older individuals living in rural areas do not have access to the public transportation necessary for them to take advantage of the employment and training opportunities available in larger population centers. Transportation access issues are compounded by the time and/or distance involved in traveling between the older individual's home and job training site, high fuel and vehicle maintenance costs, and the ever-increasing demand for limited transportation services by a growing population of older adults.

One possible solution to these challenges is mobility management, which manages transportation resources through a systems approach that emphasizes:

- Movement of people instead of vehicles.
- Customer needs and the discrete travel needs of individual consumers.
- Focus on the entire trip, not just a portion of the trip to improve the effectiveness, efficiency, and quality of the travel services delivered.
- Improved information about available transportation services.

Mobility management programs are varied and can include volunteer drivers, subsidized taxi fares, public transit passes, mobility training, vehicle repair, or gas vouchers. SCSEP projects may find that Uber or Lyft is a viable solution to transportation issues in some areas. Rural SCSEP projects are aware of these challenges and work to overcome them through collaboration with the LWDB, recruitment of host agencies in remote areas, and providing supportive services.

Other needs that were prevalent across all regions in the state include housing, transportation, mental health, substance abuse, digital literacy, and fiscal literacy.

Grantees work with local agencies, non-profits, faith-based organizations, as well as utilize their own supportive services funding when possible to link the participant with the services they need to eliminate or reduce barriers to employment. CDA continues to support statewide efforts to match participants with supportive services throughout their enrollment, as well as up to one year following placement in unsubsidized employment.

Design Improvement of SCSEP Services to Meet Goals

One area that continues to negatively impact the statewide SCSEP network is the state's high minimum wage. The statewide SCSEP network reported that higher wages have positive effects on the participants, their budgets, and their self-esteem. However, to accommodate the higher wages, the statewide SCSEP network must adjust their projects' enrollment and training hours to ensure funding through the end of each grant period.

As of January 2021, the state minimum wage is \$15.00 per hour, with some local ordinances even higher. Conversely, the current federal minimum wage is \$7.75 per hour. The statewide SCSEP network sees more administrative challenges ahead when California's minimum wage caps at \$15.00 per hour in January 2023. CDA's SCSEP subgrantees have expressed the difficulty in justifying ever-increasing wage costs while serving fewer and fewer participants.

National grantees indicated that the high level of administrative functions and low level of administrative funding compounded by the reduction in slots diminish the SCSEP's ability to operate to its full potential. Staff time must be spent towards developing community partnerships, recruitment, and assisting participants, but the administrative responsibilities of day-to-day operations makes for a challenging balance. National grantees reported that in order to improve SCSEP services, participants that are most-in-need should acquire critical supportive services. Without assistance to overcome those needs, participants are not able to focus on their community service assignments. CDA continues to encourage grantees to work with local agencies, non-profits, faith-based organizations, as well as utilize their own supportive services funding when possible to match the participant with the services they need to eliminate or reduce barriers to employment. In addition, CDA is optimistic the additionally allocated OARR funds for filling vacant slots and infrastructure support will assist in increasing the number of slots for participants. Unfortunately, this funding is limited and will end FY 2026 and participant slots will return to the reduced amount that can be supported by Federal funding alone.

Finally, to further strengthen the SCSEP's ability to serve minorities, expanded language services could be provided to those with limited English proficiency, including monolingual Spanish speakers. Staff training can also be developed, or existing trainings can be shared amongst grantees to strengthen overall cultural competency and understand the needs of the growing minority population as a whole, as well as the needs unique to minority cohorts.

Strategy for Continuous Improvement in Entered Employment Level of Performance

CDA, host agencies, and participants were affected by COVID-19 even after returning to in-person service on April 1, 2022. Fortunately, the State of California has allocated additional funding to support the operation of host agencies, alternative remote service options, return of in-person service, and building the infrastructure and program to expand service to participants and community areas.

CDA has allocated and implementation funds from California’s Older Adults’ Recovery and Resilience (OARR) Senior Employment Opportunities. This fund with guidance in CDA Program Memo 22-05 invests in the unfilled federally authorized SCSEP slots at the California minimum wage as well as expenditure activities designed to strengthen and improve programmatic infrastructure and delivery of services to SCSEP participants.

Below is a breakdown of the expectations of the funding intent by Fiscal Year:

Fiscal Year	OARR Funding Intent
FY 2021-22	Improve and strengthen programmatic infrastructure and delivery of services
FY 2022-23	Increase SCSEP participants
FY 2023-24	Fund the increased SCSEP participants added in FY 2022-23
FY 2024-25	Fund the increased SCSEP participants added in FY 2022-23
FY 2025-26	Fund the increased SCSEP participants added in FY 2022-23, then return to “normal” slot levels

Infrastructure building and costs include but are not limited to travel, property/equipment, supplies, consultant, training, supportive services, job development and Workforce Development Board (WDB) shared infrastructure costs. In offering this funding, programs are able to travel to reach more rural areas and connect with potential host agencies in various areas that were not available. Through the pandemic, business have closed, host agencies have permanently closed their doors, which has left subgrantees in need of host agencies for their participants. This funding also allows for technology such as computers and cell phones for in-office or telework environments. Those participants who live in isolated areas with limited to no transportation have means and tools to connect with training and experience to build skills.

CDA Program Memo 22-05 was initiated with intent of assisting subgrantees to build the required infrastructure for a successful program and additional access to participants. A

common plea of frustration is limited funding for administration and a “paper-heavy” program that limits the ability for the subgrantee to be able to fully engage and grow their program as they hope to do. In these early stages this support seems to be a welcome and much needed opportunity for the Area Agencies and the National.

CDA continues a close partnership with subgrantees as well as California’s National grantees. In meeting quarterly with each respective group, CDA is able to support policy and regulation clarification as well as providing the opportunity for collaboration and program improvements. This cooperation and allied support also provide transparency in successes and the ability to overcome challenges as a group.

Statewide grantees approach all regions in the state in largely the same way: provide experience and training for jobs that are available and in demand in that community. Each national grantee reported that they use labor market information data to match employers to their job seekers. Grantees use information from local workforce offices to stay up to date on high growth industries within the regions served and target them for training opportunities so that SCSEP participants will be job ready.

For example, one grantee that operates in San Francisco uses a job training initiative to train and certify participants for occupations in food service, peer-to-peer counseling and janitorial services to enable them to compete for open job opportunities in these industries. Additionally, the statewide SCSEP network and their local projects agencies identify employment opportunities through several means including participating in community needs assessments, information and referral networking, and local planning processes.

Another often used strategy by national grantees to enhance unsubsidized employment placements is OJE. OJE is a specific tool to attract employers to SCSEP and its participants, and to give participants a competitive advantage and a direct pipeline to permanent employment. During an OJE, a participant who is assigned to a host agency is put in training with an employer for up to 40 hours a week, for a maximum of 12 weeks, in order to gain specialized skills and work experience. An OJE may be combined with work in activities such as community service and/or classroom training in order to maximize skills acquisition.

OJE assignments can help participants develop specific skills that aren’t attainable through regular community service assignments. In addition, it offers the only opportunity to work with for-profit organizations while enrolled in SCSEP, allowing grantees to strengthen relationships with employers in your community. OJEs should help participants achieve unsubsidized employment at their highest wage and skill level, which increases project and grantee performance measure outcomes.

OJE is especially beneficial in rural areas. One national grantee reported that the downturn in the economy impacted rural regions more than is evident in urban areas. Many of the areas served have been classified by USDOL/ETA as areas of persistent unemployment, and many more are close to that threshold. The loss of construction and public service jobs has caused unemployment levels to swell in these areas within the

past year to the point that younger workers are now competing for the jobs that were previously being filled by older workers. This has also created competition for funds through the One-Stop system. Since most employers now prefer to hire experienced persons, OJE can be used to lessen the “risk” associated with hiring new employees who may require training.

National grantees and CDA monitor subgrantee performance and develop action plans, as needed. The employment performance measure targets continue to challenge some of CDA’s subgrantees. During the 2008 recession, California’s unemployment rate was one of the highest in the country when compared to other states’ unemployment rates. Since then, we’ve seen a downward trend as more Californians become employed. California’s unemployment rate for April 2022 was 4.6 percent⁶ which was higher than the April 2022 national unemployment rate of percent of 3.6 percent.⁷ Regardless, some CDA subgrantees have successfully exceeded their Entered Employment performance goal. In past years, CDA staff conducted an analysis of why these CDA subgrantees were successful in meeting unsubsidized employment goals for their participants. Their success appeared to correlate to the following:

- Contracting SCSEP services directly with an AJC
- Forming Job Clubs for their participants
- Fostering local employer relationships
- Collaborating with other employment programs
- Participating in job fairs

These successful strategies will be supported to continue, and CDA will ensure that these practices are shared throughout the SCSEP network.

In PY 2018, CDA provided two regional trainings to SCSEP subgrantees, which included the topic of job development. The Northern California Regional Training was held on November 13-14, 2018, at CDA in Sacramento. The Southern California Regional Training was held on December 4-5, 2018, at the Orange County AAA.

Training topics included:

- Job Development
 - Panel speakers in Sacramento included Maureen Paley from Women’s Empowerment, Brenda Harden from AARP, and Joshua Wadsworth from SSAI.
- Performance Trends and PY 2018 Performance Measure Changes
- Expenditure Trends
- Free Training Opportunities
- Data Validation
- Open Forum and Information Sharing

⁶ https://edd.ca.gov/en/about_edd/news_releases_and_announcements/unemployment-april-2022/

⁷ <https://www.bls.gov/news.release/pdf/empsit.pdf>

Section 4: Location and Population Served, Including Equitable Distribution (ED)

Localities and Populations Where Projects are Most Needed

The USDOL/ETA ensures that the provision of SCSEP services is equitable within the State through an ED plan, in accordance with the OAA. The USDOL/ETA uses county census data and annual program appropriations to calculate the allocation of authorized positions for each county within the state. The number of authorized positions is proportional to the number of eligible people in the county when compared to the eligible state population.

California is divided into three main socioeconomic areas: the large urban centers located near the coast; the agricultural centers located mid-state; and, the rural areas located in Northern California and along the eastern mountain counties of the state. Each of these areas has unique challenges for the statewide SCSEP network.

According to 2017 American Community Survey (ACS), more than 1,500,000 Californians were 55 years or older and had an income of 125 percent or less of the Federal Poverty Guidelines. Authorized positions are needed in California's urban areas, including Los Angeles, San Diego and the San Francisco Bay Area where large concentrations of program- eligible minority and most-in-need individuals live.

In PY 2021 Quarter 2, there were 3,177 SCSEP authorized positions in California, this number includes the national SCSEP grantees' and CDA's authorized positions. Of CDA's authorized positions, twenty-three percent or 163 of the authorized positions were located in Los Angeles County, fourteen percent or 96 of the authorized positions were located in Orange County, ten percent or 74 of the authorized positions were located in the San Francisco Bay Area, six percent or 44 of the authorized positions were located in the San Diego area. The total number of authorized positions located in these four areas came to 377 or 53 percent of California's authorized positions.⁸

California's agricultural regions have large populations of low-income workers, many of whom experience seasonal unemployment. SCSEP is needed in these areas because many in the eligible SCSEP population have barriers to employment that include limited English proficiency, low literacy skills, or low educational attainment. California's agricultural areas tend to have higher unemployment rates than its affluent coastal areas. National grantees who serve these regions reported that it is difficult to find classes, specifically computer training, geared towards the Hispanic population. With much of their Hispanic workforce based in the agricultural industry, computer literacy is not a priority. Other courses such as GED workshops for Spanish-speakers are also limited.

Rural areas have a great need of SCSEP services due to limited opportunities for employment, socialization, and transportation that are available for older individuals living in these areas. In rural areas, the distance between the participant's home, the SCSEP operations office, and the host agency can be prohibitive. Rural SCSEP projects must consider these additional factors when a participant is assigned to a host agency. One

⁸ SPARQ Quarterly Progress Report PY 2021 Quarter 2

national grantee suggested the potential for partnerships with government agencies to provide transportation subsidies, where possible. CDA continues to encourage grantees to seek out solutions to assist SCSEP participants with transportation services at the local level.

NOWCC, NAPCA, SER-Jobs for Progress, and NCOA provide the majority of SCSEP services to the state's rural areas. NOWCC serves the largest number of rural counties and has the highest number of rural area participants. In PY 2018, the statewide SCSEP network served 234 SCSEP participants in rural areas or 7.3 percent of the total authorized positions in California.⁹ NOWCC, NAPCA, SER-Jobs for Progress, and NCOA coordinate with the LWDB in rural areas to meet the challenges of SCSEP participants living in these remote areas.

Equitable Distribution Changes from Prior Year

(See: Appendix F – ED Charts PY 2018 and PY 2019)

During PY 2020 and into part of PY 2021 grant year, the USDOL/ETA conducted the National SCSEP Competition. This competition occurs every four years and only national grantees participate. In California, the competition resulted in no change in the number of national SCSEP grantees, which holds at seven grantees. The next National SCSEP Competition will take place in 2024, which may impact the number of service providers in California. CDA will continue to work with national grantee partners on challenges and opportunities, including the potential discretionary movement of authorized slots, also known as slot swapping, that may be negotiated.

Regarding the current seven national SCSEP grantees that now form the statewide SCSEP network, IPDC was the only new national SCSEP grantee in the state following the last National SCSEP Competition. IPDC administers SCSEP in the County of Los Angeles. ANPPM, NAPCA, NCOA, NOWCC, and SER-Jobs for Progress received additional territories and authorized positions as a result of the National SCSEP Competition. These grantees are experienced SCSEP administrators and are respected, capable CDA partners.

In the PY 2018 State Plan Modification conference call and in a follow-up email, CDA inquired about the National SCSEP Competition's effect on the statewide SCSEP network regarding ED and the potential disruption of services. Again, the responses from the national SCSEP grantees to these questions were positive. They did not have any disruption of services when they were transitioning into a new area because they worked with the previous grantee to ensure the participants experienced a seamless transfer to their programs. Should the PY 2022 National SCSEP Competition result in changes to

⁹ SPARQ PY 2018 CDA and national grantees Final End-of-Year QPR

national grantees providing service in California, similar strategies will be implemented to prevent disruption of services to participants.

However, the main concern at that time was over-enrollment in their new territories. PY 2017 SCSEP federal appropriations were reduced by 8.5 percent from the previous year. To minimize the disruption of service because of federal funding cuts, the statewide SCSEP network immediately did one or more of the following: froze enrollment, used attrition methods, and cut participant training hours.

Equitable Distribution Imbalances and Corrective Steps

Historically, CDA contracted exclusively with the state's AAAs to provide OAA services. Effective 2017, the USDOL/ETA realigned the ED of participant slots to match current census data, changing the overall ED of authorized positions in the state. The National SCSEP Competition facilitated the ED realignment. CDA and the SCSEP National Office collaborated on CDA's Equitable Distribution Implementation Plan to ensure CDA's ED was in alignment with the USDOL/ETA ED by PY 2018. As a result, CDA completed the Request for Proposal (RFP) for three service areas: San Mateo, Fresno-Madera, and Stanislaus counties. National SCSEP grantee, Senior Service America, Inc. (SSAI) now named the Center for Workforce Inclusion, was awarded the contract to deliver SCSEP services in these areas starting on July 1, 2018. CDA's and the statewide SCSEP network's approved USDOL/ETA SCSEP ED numbers are posted at www.SCSEPed.org. CDA met the ED requirement in 2019.

Unfortunately, in the past five years, several CDA subgrantees made the decision to relinquish SCSEP because of the loss of authorized positions in their service areas. Since 2017, five CDA SCSEP contractors have relinquished the program citing administrative challenges and a reduction in service capacity due to minimum wage increases. In March of 2019, three participating AAAs or their subcontractors terminated their SCSEP contracts for these reasons. Feedback from contractors that relinquished their projects stated that there is insufficient funding to cover administrative functions, oftentimes resulting in additional costs to their County general funds. In June of 2022, two additional subgrantees chose to discontinue their contracts with SCSEP, leaving five service areas open for bid. Other national SCSEP grantees have concurred that insufficient administrative funds and growing administrative tasks at the local level make it challenging to balance the competing workload against the time it takes to develop a supportive, successful, compliant program.

To manage these relinquishments with no interruption of service to participants, CDA employed tactics unique to each circumstance with the approval of USDOL/ETA. These strategies included the discretionary movement of authorized positions with a national grantee, providing technical assistance (TA) to a AAA to take on the program as a direct service, and obtaining DOL's permission to amend Center for Workforce Inclusion's contract to assume delivery of service to one additional county in the region. As of July 2022, Center for Workforce Inclusion and Riverside County will no longer serve as subgrantees for the service areas under CDA.

In PY 2022, the following AAAs and SSAI provided CDA SCSEP services:

- Felton Institute (CA005)
- Felton Institute (CA008)
- Alameda County Area Agency on Aging (CA009)
- Source wise Community Resource Solutions (CA010)
- SER, Jobs for Progress (CA014)
- Kings-Tulare Area Agency on Aging (CA015)
- Ventura County Area Agency on Aging (CA018)
- Los Angeles County Area Agency on Aging (CA019)
- San Bernardino County Department of Aging & Adult Services (CA020)
- SER, Jobs for Progress (CA021)
- Orange County Office on Aging (CA022)
- County of San Diego Aging and Independence Services (CA023)
- City of Los Angeles Department of Aging (CA025)
- SER, Jobs for Progress (CA030)

In addition, the six national SCSEP grantees with operations in California serve the following areas:

- Asociación Nacional Pro Personas Mayores (ANPPM)
 - Provides SCSEP services to counties with a large Hispanic presence, including Los Angeles, Monterey, San Bernardino, San Luis Obispo, Santa Barbara, and Ventura.
- National Asian Pacific Center on Aging (NAPCA) – Regular Grant and Set-Aside Grant
 - Provides SCSEP services to urban counties with a large Asian and Pacific Islander presence including Alameda, Contra Costa, Los Angeles, Napa, Orange, San Francisco, San Mateo, Santa Clara, Sacramento, Solano, and Sonoma.
- National Council on the Aging, Inc. (NCOA)
 - Provides SCSEP services to the San Francisco Bay Area counties of Marin, San Benito, San Francisco, San Mateo, Santa Clara, and Santa Cruz. NCOA also serves the Central Valley counties of Fresno, Kings, Merced, and Tulare.
- National Older Worker Career Center (NOWCC)
 - Provides SCSEP services to the Central Valley counties, the rural eastern boarder counties, and the agricultural and rural counties of Northern California including, Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Inyo, Lake, Lassen, Mendocino, Modoc, Mono, Nevada, Placer, Plumas Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Tuolumne, Yolo, and Yuba.
- SER – Jobs for Progress National, Inc. (SER)
 - Provides SCSEP service to Central Valley agricultural counties, rural mountain counties, and the southern urban counties including, Amador,

Calaveras, Imperial, Kern, Los Angeles, Madera, Mariposa, Orange, Riverside, San Diego, San Joaquin, and Stanislaus.

- International Pre-Diabetes Center (IPDC)
 - Provides SCSEP services to Los Angeles

Provides SCSEP service to primarily “at risk” populations of elderly and other minority groups within Los Angeles County.

Table 7

CDA and the National SCSEP Grantees Operating in the State - Service Areas, Eligible Individuals, and Total Authorized SCSEP Positions in the Service Areas PY 2019

Provider	California Counties	Age 55 and Over¹	Age 55 and Over & At or Below 125 Percent of Poverty Level¹	Total Authorized SCSEP Positions in Counties²
Asociación Nacional Pro Personas Mayores	Los Angeles, Monterey, San Bernardino, San Luis Obispo, Santa Barbara, and Ventura	3,417,286	570,022	595
National Asian Pacific Center on Aging ³	Alameda, Contra Costa, Los Angeles, Napa, Orange, San Francisco, San Mateo, Santa Clara, Sacramento, Solano, and Sonoma	5,552,227	817,261	443
National Council on the Aging, Inc.	Fresno, Kings, Marin, Merced, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, and Tulare	1,473,511	152,741	372
National Older Worker Career Center	Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Inyo, Lake, Lassen, Mendocino, Modoc, Mono, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Tuolumne, Yolo, and Yuba	644,258	93,248	206
SER - Jobs for Progress National, Inc.	Amador, Calaveras, Imperial, Kern, Los Angeles, Madera, Mariposa, Orange, Riverside, San Diego, San Joaquin, and Stanislaus	5,206,422	809,922	823

Provider	California Counties	Age 55 and Over¹	Age 55 and Over & At or Below 125 Percent of Poverty Level¹	Total Authorized SCSEP Positions in Counties²
State of California - California Department of Aging	Alameda, Fresno, Kings, Los Angeles, Madera, Orange, Riverside, San Bernardino, San Diego, San Mateo, Santa Clara, Stanislaus, Tulare, and Ventura	7,037,538	1,061,103	702
Total				3,141

¹ Source: U.S. Census Bureau, 2017 American Community Survey, 5-Year Estimates

² SPARQ PY 2018 Final End-of-Year QPRs

³ This does not include National Asian Pacific Center on Aging’s set-aside grant

State Long-term Strategy for Achieving Equitable Distribution

As the State SCSEP grantee, CDA enjoys a strong cooperative partnership with national SCSEP grantees. National SCSEP grantees are invited to attend the CDA trainings to exchange information and share strategies for program improvement. CDA communicates frequently with California’s national SCSEP grantees to provide and receive TA, exchange policy information, and facilitate the transfer of program participants.

CDA and the national grantees operating in the state also work together annually to conduct ED reporting. CDA coordinates and facilitates a conference call with the six national SCSEP grantees to discuss ED changes in California and to confirm the ED Report due date. ED procedures require CDA to analyze enrollment data located on www.SCSEPed.org to determine over-served and underserved areas. The national SCSEP grantees in the state are responsible for analyzing their own enrollment data to determine over-served and underserved areas and how they will address imbalances. They submit their California ED Report directly to USDOL/ETA and provide a copy to CDA.

In addition, CDA analyzes its’ subgrantees enrollment data from the USDOL/ETA ED website and submits an ED Report directly to USDOL/ETA. The final piece of ED reporting requires CDA, as the state SCSEP grantee, to compile and analyze the ED information submitted to CDA by the national SCSEP Grantees with CDA’s ED information to create a comprehensive ED Report for the entire state. CDA submits the Statewide ED Report to USDOL/ETA. CDA analyzed last year’s ED report, and the statewide SCSEP networks’ current data and concluded that it appears that most of SCSEP projects are on track to meet USDOL/ETA ED expectations.

Variations in counties can be seen. State SCSEP grantees cited several reasons for variance significance, including administrative issues such as limited resources while a Project Coordinator is out on a leave of absence. Other grantees reported issues with the high cost of workers compensation insurance. Additionally, it is challenging to manage slots that are vacant due to workers compensation claims because of the uncertain nature of the participant’s return. This can make it difficult to fully expend funds for projects that have several participants who are on this type of leave of absence.

In recent years, natural disasters, such as various wildfires, including the Creek Fire in Fresno and Madera and the SCU Lightning Complex in Santa Clara, Alameda and Stanislaus, have curtailed SCSEP recruitment and normal operations in surrounding counties. Finally, CDA and the national SCSEP grantees enroll participants based on SCSEP modified positions. Modified positions are calculated using the state’s higher minimum wage. For example, in PY 2021 Q2, USDOL/ETA awarded CDA SCSEP 710 authorized positions, which equates to 347 modified positions because of California’s high minimum wage, leaving 363 authorized slots held due to this disparity.

The diversity of California’s 58 counties makes it a challenge to reach ED parity, or equity, in each county. For the SCSEP grantees serving rural and agricultural areas, the challenge is finding eligible applicants, host agencies, and program operations offices that are reasonably close in distance to an applicant’s residence. In addition, California’s robust economy can post a challenge to the recruitment capabilities of SCSEP grantees operating in counties with low unemployment rates.

Ratio of Eligible Individuals in Each County and State Total Eligibility Population

Table 8 shows the ratio of SCSEP eligible individuals in each service area to California’s total SCSEP eligible population.

Table 8
Ratio of Eligible Individuals in Each Service Area to California’s Total Eligible Population

County Name	55+ Population	Total 55 and Older and at or Below 125 Percent of Federal Poverty Guidelines	Ratio as a Percentage of Eligible Individuals in Each Service Area to Total Eligible Population in the State
California	9,745,543	1,431,122	n/a
Alameda	406,303	51,073	3.57%
Alpine	489	78	0.01%
Amador	16,032	1,535	0.11%
Butte	68,867	11,354	0.79%
Calaveras	20,124	2,074	0.14%
Colusa	5,515	795	0.06%

County Name	55+ Population	Total 55 and Older and at or Below 125 Percent of Federal Poverty Guidelines	Ratio as a Percentage of Eligible Individuals in Each Service Area to Total Eligible Population in the State
Contra Costa	309,722	28,579	2.00%
Del Norte	8,341	1,864	0.13%
El Dorado	66,372	7,199	0.50%
Fresno	210,620	40,567	2.83%
Glenn	7,718	1,316	0.09%
Humboldt	40,955	6,698	0.47%
Imperial	40,056	10,105	0.71%
Inyo	6,965	748	0.05%
Kern	178,911	33,745	2.36%
Kings	28,077	4,868	0.34%
Lake	24,372	4,597	0.32%
Lassen	7,720	1,049	0.07%
Los Angeles	2,428,854	437,918	30.60%
Madera	37,262	6,663	0.47%
Marin	93,301	7,257	0.51%
Mariposa	7,788	1,130	0.08%
Mendocino	30,730	4,979	0.35%
Merced	54,722	10,319	0.72%
Modoc	3,720	781	0.05%
Mono	4,046	474	0.03%
Monterey	101,465	13,063	0.91%
Napa	43,513	4,390	0.31%
Nevada	42,212	5,009	0.35%
Orange	806,436	96,139	6.72%
Placer	118,322	12,385	0.87%
Plumas	8,566	1,224	0.09%
Riverside	574,585	87,353	6.10%
Sacramento	374,496	57,635	4.03%
San Benito	13,926	1,615	0.11%
San Bernardino	457,205	74,407	5.20%
San Diego	804,958	105,186	7.35%
San Francisco	230,697	41,748	2.92%
San Joaquin	166,157	25,329	1.77%
San Luis Obispo	90,255	8,995	0.63%
San Mateo	213,609	19,261	1.35%

County Name	55+ Population	Total 55 and Older and at or Below 125 Percent of Federal Poverty Guidelines	Ratio as a Percentage of Eligible Individuals in Each Service Area to Total Eligible Population in the State
Santa Barbara	112,842	12,749	0.89%
Santa Clara	458,200	51,166	3.58%
Santa Cruz	77,011	9,402	0.66%
Shasta	61,149	8,588	0.60%
Sierra	1,444	303	0.02%
Siskiyou	17,796	3,246	0.23%
Solano	119,797	12,473	0.87%
Sonoma	160,600	16,879	1.18%
Stanislaus	125,259	20,745	1.45%
Sutter	25,034	3,777	0.26%
Tehama	20,393	3,460	0.24%
Trinity	5,865	1,194	0.08%
Tulare	93,348	20,538	1.44%
Tuolumne	22,317	3,224	0.23%
Ventura	226,665	22,890	1.60%
Yolo	46,619	6,068	0.42%
Yuba	17,220	2,916	0.20%

Source: U.S. Census Bureau, 2017 American Community Survey, 5-Year Estimates

Relative Distribution of Eligible Individuals

The statewide SCSEP network continuously targets resources to ensure equitable service is provided to specific populations. Recruitment efforts by the statewide SCSEP network seeks to increase participation of program priority service groups.

Table 9 compares the state's 55 and older general population characteristics to the state's SCSEP participant numbers of eligible individuals to whom the OAA mandates giving priority service.

Table 9
Priority of Service Characteristics for SCSEP Enrollment

SPARQ Participant Characteristics ¹	Californians Age 55+ ²	Total California SCSEP Participants ³
Age 55 and over	10,806,900	1,754
Age 65 and older	6,009,700	704
Individuals with a severe disability ⁵	n/a	87

SPARQ Participant Characteristics¹	Californians Age 55+²	Total California SCSEP Participants³
Individuals with limited English Proficiency ⁴	1,545,386	505
Individuals with low literacy skills ⁶	n/a	228
Individuals residing in rural areas ⁵	n/a	118
Military Veterans	951,007	175
Individuals with low employment prospects ⁵	n/a	1,647
Individuals who failed to find employment after using WIA Title I ⁵	n/a	423
Individuals who are homeless or atrisk of homelessness ⁵	n/a	1,251
Formerly incarcerated within the last 5 years ¹	n/a	17

¹ SCSEP Most-in-Need characteristics, CFR § 641.710(a)(6)

² Source: Demographic and Labor Market Profile of Californians Age 55 and Older, Employment Development Department (2021)

³ The Total SCSEP Participants are results from SPARQ PY 2020 Final End-of-Year QPRs and include CDA and the six national SCSEP grantees with operations in the State, SPARQ Participant Characteristics are specific to individuals 55 and older

⁴ Limited English proficiency is defined as “persons who speak a language other than English at home who do not speak English very well”

⁵ Information not available for individuals 55 and older

⁶ Low literacy is defined as 9th grade or less

Table 10 compares the characteristics of the state’s 55 and older general population to the characteristics of the state’s SCSEP participants.

Table 10
Other SCSEP Eligible Individuals

SPARQ Participant Characteristics¹	Californians Age 55+²	Total California SCSEP Participants³
Family income at or below the poverty level	n/a ⁴	1,620
Individuals with disabilities	2,073,600	352
Individuals receiving public assistance	n/a ⁴	1,040

¹SPARQ Participant Characteristics for PY 2020 Final End-of-Year QPR results

²Source: *Demographic and Labor Market Profile of Californians Age 55 and Older*, Employment Development Department, Table 1 Demographic Characteristics of Californians 55 Years and Older (2017)

³The Total SCSEP Participants are results from SPARQ PY 2020 Final End-of-Year QPRs and include CDA and the six national SCSEP grantees with operations in the State, SPARQ Participant Characteristics are specific to individuals 55 and older

⁴Information not available for individuals 55 and older

Avoidance of Disruption of Service

During the last National SCSEP Competition in 2016, CDA and the national SCSEP grantees successfully avoided the disruption of service after the USDOL/ETA announced the awardees by collaborating with each other to ensure the smooth transfer of participants from one grantee to another. The statewide SCSEP network communicated clearly with the participants, with the host agencies, and with each other to minimize any disruption of service.

In instances where a project is being relinquished or is transitioning to a new sub-grantee, CDA provides thorough guidance to limit any potential disruption of service to enrolled participants, program operations, and on ED. If needed, CDA requests guidance or permissions from USDOL/ETA and completes any necessary tasks associated with the change. CDA also requires transition plan documentation from the project and has provided robust technical assistance, including on-site visits, during times of transition.

Appendix A: California Department of Aging SCSEP Subgrantee Directory by Planning and Service Area (PSA)

Program and Service Area	Contact
PSA 5 (CA005) CENTER FOR WORKFORCE INCLUSION – MARIN COUNTY 1200 O’Brien Drive Menlo Park, CA 94025 https://centerforworkforceinclusion.org	DIANNE JONES, SCSEP Program Manager (650) 330-6465 Email: djones@workforceinclusion.org
PSA 8 (CA008) CENTER FOR WORKFORCE INCLUSION – SAN MATEO COUNTY 1200 O’Brien Drive Menlo Park, CA 94025 https://centerforworkforceinclusion.org	DIANNE JONES, SCSEP Program Manager (650) 330-6465 Email: djones@workforceinclusion.org
PSA 9 (CA009) ALAMEDA COUNTY AREA AGENCY ON AGING Department of Adult and Aging Services 6955 Foothill Boulevard, Suite 300 Oakland, California 94605 (510) 577-1900 www.alamedasocialservices.org/public/index.cfm	MAAZA MICHAEL, Program Financial Specialist (510) 577-3538 Email: mmichael@acgov.org
PSA 10 (CA010) SOURCEWISE COMMUNITY RESOURCE SOLUTIONS 3100 De La Cruz Boulevard, Suite 310 Santa Clara, California 95054 (408) 350-3200 www.mysourcewise.com	SHARON IGE, Director Senior Employment & Meals on Wheels (669) 696-2673 Email: sige@mysourcewise.com
PSA 14 (CA014) CENTER FOR WORKFORCE INCLUSION – FRESNO-MADERA COUNTY 1200 O’Brien Drive Menlo Park, CA 94025 https://centerforworkforceinclusion.org	DIANNE JONES, SCSEP Program Manager (650) 330-6465 Email: djones@workforceinclusion.org
PSA 15 (CA015) KINGS-TULARE AREA AGENCY ON AGING	ISRAEL GUARDADO, Staff Services Analyst (559) 624-7485 Email: iguardado@tularehhsa.org

Program and Service Area	Contact
5957 South Mooney Blvd. Visalia, California 93277 (559) 624-8000 www.ktaaa.org	
PSA 18 (CA018) VENTURA COUNTY AREA AGENCY ON AGING 646 County Square Drive, Suite 100 Ventura, California 93003 (805) 477-7300 http://aaa.countyofventura.org	MONIQUE NOWLIN, Deputy Director (805) 477-7309 Email: Monique.nowlin@ventura.org
PSA 19 (CA019) COUNTY OF LOS ANGELES WORKFORCE DEVELOPMENT, AGING AND COMMUNITY SERVICES (WDACS) 3175 West 6th Street, Room 302 Los Angeles, California 90020 (213) 738-4004 http://wdacs.lacounty.gov	SARAH POGHOSYAN, Workforce Development Programs (213) 507- 1925 Email: spoghosyan@wdacs.lacounty.gov
PSA 20 (CA020) SAN BERNARDINO COUTY DEPARTMENT OF AGING & ADULT SERVICES 686 East Mill Street San Bernardino, California 92415 (909) 891-3900 http://hss.sbcounty.gov/daas	ROSALINDA POWER, Supervising Social Worker (909) 891-9048 Email: rpower@hss.sbcounty.gov
PSA 21 (CA021) COUNTY OF RIVERSIDE OFFICE ON AGING 3610 Central Avenue, 5th Floor Riverside, California 92506 (951) 867-3800 http://www.rcaging.org	STACIE CATLIN, OAA Program Specialist II (951) 867-3861 Email: scatlin@rivco.org
PSA 22 (CA022) ORANGE COUNTY OFFICE ON AGING 1300 South Grand Ave., Building B, 2nd Floor Santa Ana, California 92705 (714) 567-7500 http://www.officeonaging.ocgov.com/	JANNETTE REVILLA, Administrative Manager (714) 480- 6456 Email: jannette.revilla@occr.ocgov.com
PSA 23 (CA023) COUNTY OF SAN DIEGO AGING &	RON BAUTISTA, Administrative Analyst II (858) 495-5534

Program and Service Area	Contact
<p>INDEPENDENCE SERVICES 5560 Overland Avenue, Suite 310 San Diego, California 92123 (858) 495-5885 http://www.sdcounty.ca.gov/hhsa/programs/ais/</p>	<p>Email: Ronald.bautista@sdcounty.ca.gov</p>
<p>PSA 25 (CA025) CITY OF LOS ANGELES DEPARTMENT OF AGING 221 N. Figueroa Street, Suite 180 Los Angeles, California 90012 (213) 482-7252 http://aging.lacity.org/</p>	<p>TRAVIS ANDERSON, SCSEP Director (213) 482-7240 Email: travis.anderson@lacity.org</p>
<p>PSA 30 (CA030) CENTER FOR WORKFORCE INCLUSION – STANISLAUS COUNTY 1200 O'Brien Drive Menlo Park, CA 94025 https://centerforworkforceinclusion.org</p>	<p>DIANNE JONES, SCSEP Program Manager (650) 330-6465 Email: djones@workforceinclusion.org</p>

Appendix B: Directory of National SCSEP Grantees Operating in California

Asociación Nacional Pro Personas Mayores (ANPPM)

Dr. Carmela G. Lacayo, President/CEO
234 East Colorado Boulevard, Suite 300
Pasadena, CA 91101
(626) 564-1988 ext. 201
anppm@aol.com www.anppm.org

National Council on Aging, Inc. (NCOA)

Jim Seith, National SCSEP Director
254 18th Street South, Suite 500
Arlington, VA 22202
(571) 527-3921
Jim.Seith@ncoa.org www.ncoa.org

National Older Worker Career Center (NOWCC)

Kathleen Branch CAE, PMP Vice President, Programs & Operations
3811 North Fairfax Drive, Suite 900
Arlington, VA 22203
(703) 558-4227
kbranch@nowcc.org www.nowcc.org

National Asian Pacific Center on Aging (NAPCA)

Miriam Suen, SCSEP Regional Director
767 North Hill Street, Suite 301
Los Angeles, CA 90012(213) 617-8586
miriam@napca.org www.napca.org

SER – Jobs for Progress National, Inc. (SER)

Emma Trevino, National Director of SCSEP
100 East Royal Lane, Suite 130
Irving, TX 75039
(469) 549-3649
etrevino@ser-national.org www.ser-national.org

International Pre-Diabetes Center (IPDC)

Yvonne Grant, Founder, CEO, Program Manager
14500 Roscoe Boulevard, 4th Floor
Panorama City, CA 91402
(818) 714-2022
info@ipdc4dm2.org www.ipdc4dm2.org

Appendix C: Delegation of Authority

State of California

Delegation of Authority

State Plan

Senior Community Service Employment Program

I, Gavin Newsom, Governor of the State of California, hereby grant authority to Susan DeMarois, Director of the California Department of Aging, to sign and submit, on my behalf, the Senior Community Service Employment Program (SCSEP) Stand-Alone State Plan Modification - Program Years 2020-2023, as specified by the U.S. Department of Labor in 20 CFR, Subpart C, Section 641.310.

The Department of Aging is designated by the federal Administration on Aging as the official State Unit on Aging responsible for the administration of programs funded under the Older Americans Act of 1965, as amended in 2020, and will ensure all requirements are met.

This Delegation of Authority shall be in effect until rescinded.



Gavin Newsom, Governor



Susan DeMarois, Director

Signed this 18th day of February, 2022

Appendix D: Direct Narrative from EDD's LMI Data Report

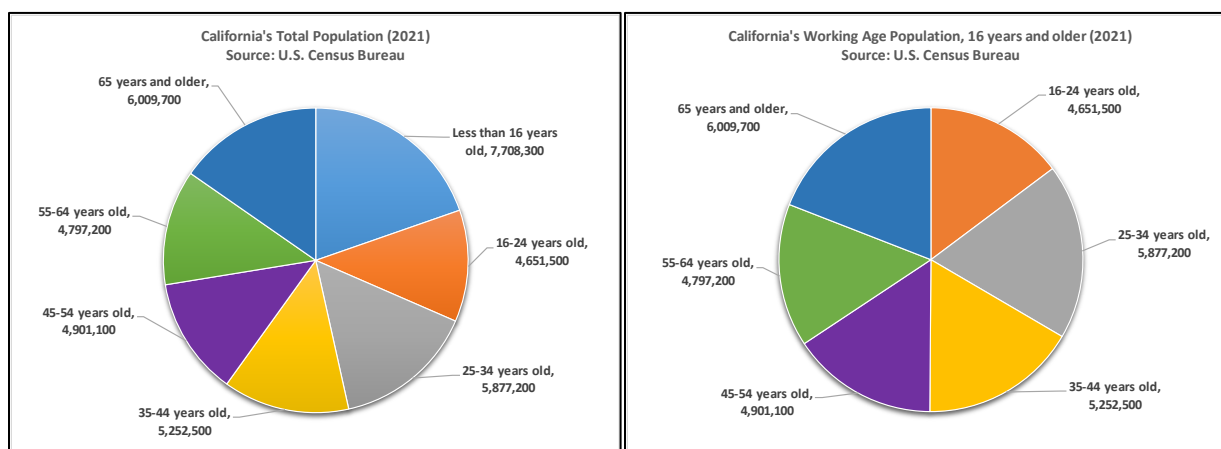
Population Trends Analysis

The Bureau of Labor Statistics published national population projections for the 2020-2030 period and they find that most of the nation's population growth will be driven by older age groups. They project growth of 20.8 million persons over the 2020-2030 period and more than 80 percent of the growth (17.1 million) will derive from persons 65 years and older. Nationally, persons 55 years and older are projected to have a compound annual growth rate of 1.3 percent over this ten-year period. Compound annual growth rates for the subgroups of the 55 years and older age group are as follows: 55 to 64 (-0.9 percent), 65 to 74 (1.7 percent), and 75 years and older (4.2 percent).¹⁰

According to the U.S. Census Bureau, California's general population totaled 39.2 million people in 2021, with the largest concentration of persons being less than 16 years old (7.7 million). Older workers, persons 55 years and older, accounted for 27.6 percent or 10.8 million of the state's population in 2021. When this segment of the population is broken out into detailed age groups their totals are as follows: 55 to 64 years old (4,797,200), 65 years and older (6,009,700).

In 2021, California's working age population totaled 31,489,200 persons, and 10.8 million of them were 55 years and older. According to the U.S. Census Bureau this collective segment of the state's population was the largest in 2021. Over the past five years (2016-2021), the number of Californians 55 years and older has increased by 10.8 percent from 9,750,200 in 2016 to 10,806,900 in 2021; a net increase of 1,056,700 persons. Economists have suggested that this increase will affect industries such as health care and social assistance, since there will be an increased demand for these services as the state's population ages.

Figure 1



Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement

¹⁰ Bureau of Labor Statistics. Employment Projections 2020-2030. www.bls.gov/emp/tables/civilian-noninstitutional-population.htm

Demographic Analysis of Californians 55 Years and Older

The 2021 analysis of the demographic characteristics of older Californians provides insights into not only the collective age group of persons 55 years and older, but also the similarities and differences among the sub-groups (55 to 64 years old, 65 to 74 years old, and 75 years and older) within it. Among California's 10.8 million persons 55 years and older, 4.8 million were between the ages of 55 and 64, 3.6 million between 65 and 74 years old, and 2.5 million were 75 years and older.

According to the U.S. Census Bureau, in 2021, women accounted for the largest percentage of persons aged 55 years and older. Furthermore, within each of the age sub-groups, women, made up at least 50.0 percent of the respective population. Economists point to the differences in life expectancy as one of the reasons why women account for larger shares of the population within the 55 years and older age group. Research conducted in 2020 by the Organisation for Economic Co-operation and Development found that in the United States women had a life expectancy of 80.2 years and men had a life expectancy of 75.5 years.¹¹ Recent research from Harvard Medical School found reasons why men do not live as long as women, which include, but are not limited to, the following: having fewer social connections, working in greater numbers of jobs with high health risks, and visiting healthcare professionals less often.¹²

In 2021, six out of every ten Californians 55 years and older were married and this percent share topped 62.0 percent for Californians between the ages of 55 and 64 (65.9 percent) and 65 and 74 (62.9 percent). One out of every ten Californians 55 years and older were either divorced (14.3 percent), widowed (12.7 percent), or never married (10.3 percent) in 2021 as well. The percent share of older widowed Californians rises sharply with age as one of every three (33.1 percent) are widowed when they are 75 years and older. In addition, less than 2.0 percent of older Californians were separated (1.8 percent).

In terms of the racial makeup of older Californians in 2021, the largest racial groups, in terms of percent share, identified themselves as White (74.0 percent) or Asian (16.9 percent). Generally speaking, these percent shares hovered at these levels across these two racial groups. Among older Californians, people who identified as Black made up just under 6.0 percent of this age group. Less than 2.0 percent of older Californians were either American Indian/Alaskan Native (1.5 percent), two or more races (1.4 percent), or Hawaiian/Pacific Islander (0.4 percent). In 2021, 26.1 percent of older Californians identified themselves as Hispanic.

In 2021, almost 90.0 percent of older Californians were either native-born citizens (65.2 percent) or naturalized citizens¹³ (24.6 percent). These percent shares stayed relatively

¹¹ Organisation for Economic Co-operation and Development. <https://data.oecd.org/healthstat/life-expectancy-at-birth.htm>

¹² Harvard Health Publishing. <https://www.health.harvard.edu/blog/why-men-often-die-earlier-than-women-201602199137>

¹³ As defined by the U.S. Department of Homeland Security, naturalized citizens are foreign nationals who have become citizens of the United States after fulfilling requirements established by Congress in the Immigration and Nationality Act.

consistent across all of the older Californian subgroups for both native born and naturalized citizens alike. In addition, one out of every ten older Californians were foreign-born (10.2 percent).

Table 1
Demographic Characteristics of Californians 55 Years and Older (2021)

Californians Age 55 Years and Older	Total (55-75+ Years Old)	Age 55-64 Years Old	Age 65-74 Years Old	Age 75 Years and Older
Population (Number)	10.8 million	4.8 million	3.6 million	2.5 million
Gender				
Men	47.5%	50.0%	46.4%	44.6%
Women	52.5%	50.0%	53.6%	55.4%
Marital Status				
Married	60.9%	65.9%	62.9%	48.2%
Widowed	12.7%	3.7%	10.6%	33.1%
Divorced	14.3%	14.0%	16.4%	11.9%
Separated	1.8%	2.1%	1.7%	1.4%
Never married or under 15 years old	10.3%	14.3%	8.4%	5.4%
Race and Ethnicity				
White Only	74.0%	73.9%	73.8%	74.3%
Black Only	5.9%	6.2%	5.7%	5.8%
American Indian, Alaskan Native Only	1.5%	1.6%	1.5%	1.3%
Asian Only	16.9%	16.2%	17.2%	17.8%
Hawaiian/Pacific Islander Only	0.4%	0.5%	0.2%	0.3%
Two or more Races	1.4%	1.6%	1.5%	0.6%
Hispanic	26.1%	31.2%	23.4%	19.8%
Citizenship Status				
Native-born	65.2%	62.5%	67.9%	66.5%
Naturalized	24.6%	23.4%	24.1%	27.5%
Foreign-born, Non-Citizen	10.2%	14.1%	8.0%	6.0%
Educational Attainment				
Did Not Complete High School	16.2%	17.0%	14.2%	17.4%
High School Diploma/GED	23.2%	23.1%	21.3%	26.3%
Some College, But No Degree	15.7%	16.8%	16.0%	12.9%
Associate Degree	9.6%	9.2%	11.1%	8.3%
Bachelor's Degree	21.0%	21.7%	21.0%	19.6%
Higher than a Bachelor's Degree	14.4%	12.2%	16.5%	15.4%
9th Grade or Less	11.7%	11.4%	10.9%	13.4%
Persons With Disabilities	19.2%	11.4%	17.1%	37.6%
Military Veterans	8.8%	4.2%	8.8%	17.7%

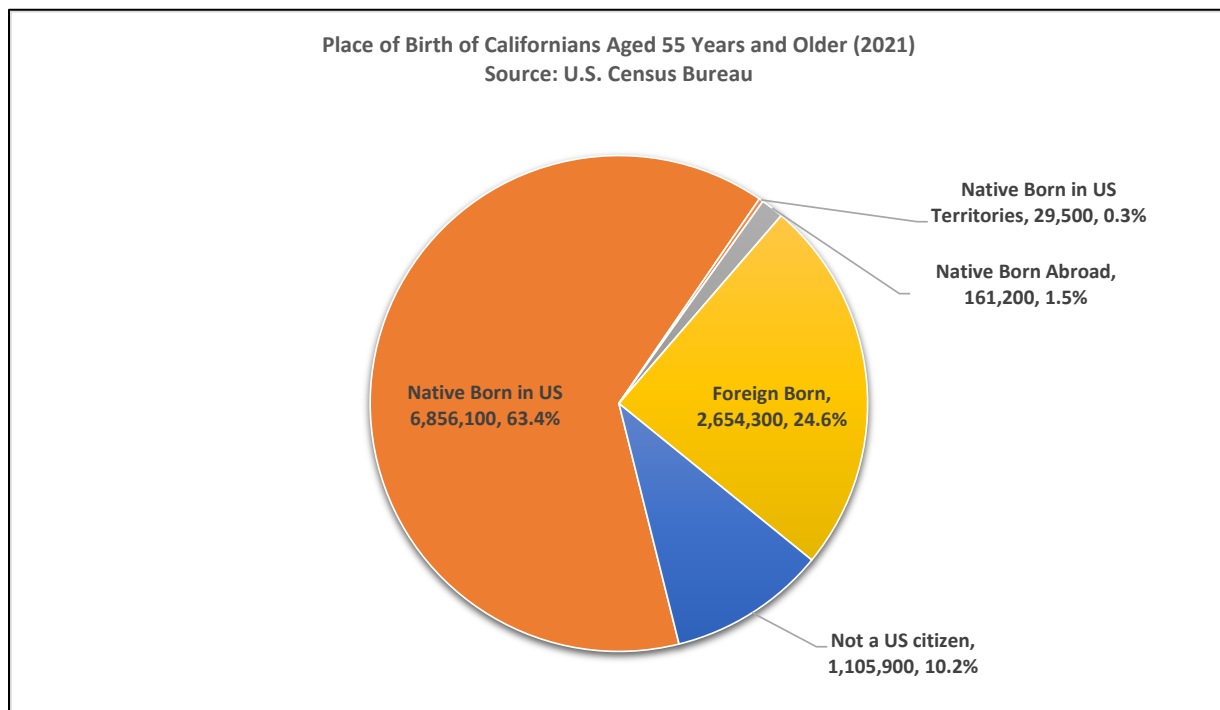
Please note: Due to U.S. Census Bureau statistical weighting and rounding there will be slight differences among the variable totals and percentages.

Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement

California Foreign Born and English-Speaking Ability Analysis

The U.S. Census Bureau estimates that in California there were 3.8 million residents 55 years and older that were foreign-born or not U.S. citizens in 2021. This total accounted for 34.8 percent of all persons 55 years and older. Six out of every ten (63.4 percent) of California’s 55 years and older population were native born in the U.S. and less than 2.0 percent were either native born abroad (1.5 percent) or native born in one of the following U.S. territories (0.3 percent): American Samoa, Guam, Northern Mariana Islands, Puerto Rico, and the U.S. Virgin Islands. According to the Public Policy Institute of California, foreign-born residents represented over one-third of the population in five California counties in 2019: Santa Clara (39 percent), San Mateo (35 percent), Los Angeles (34 percent), San Francisco (34 percent), and Alameda (33 percent).¹⁴

Figure 2



Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement

Among California’s 55 years and older population, 62.0 percent of them were fully fluent in speaking English and 14.6 percent spoke English very well. Just over 9.0 percent of older persons did not speak English well (9.3 percent) or spoke English well (9.1 percent). Five percent of Californians 55 years and older did not speak English at all. In addition, six out of every ten (62.0 percent) older residents only spoke English at home.

Table 2
English Speaking Ability of Californians Age 55 and Older in 2021

¹⁴ Public Policy Institute of California. Immigrants in California. March 2021. www.ppic.org/publication/immigrants-in-california

Californians Age 55 Years and Older	Total (55-75+ Years Old)	55-64 Years Old	65-74 Years Old	75 Years and older
English Ability	10.6 million	4.8 million	3.4 million	2.4 million
Speaks English: Fully Fluent	62.0%	59.8%	63.5%	63.9%
Speaks English: Very well	14.6%	16.5%	13.6%	12.4%
Speaks English: Well	9.1%	10.2%	8.9%	7.2%
Speaks English: Not well	9.3%	9.5%	9.3%	8.9%
Speaks English: Not at all	5.0%	4.0%	4.7%	7.6%
Language Spoken at Home				
Yes, speaks another language	38.0%	40.2%	36.5%	36.1%
No, speaks only English	62.0%	59.8%	63.5%	63.9%

Please note: Due to U.S. Census Bureau statistical weighting and rounding there will be slight differences among the variable totals and percentages.

Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement

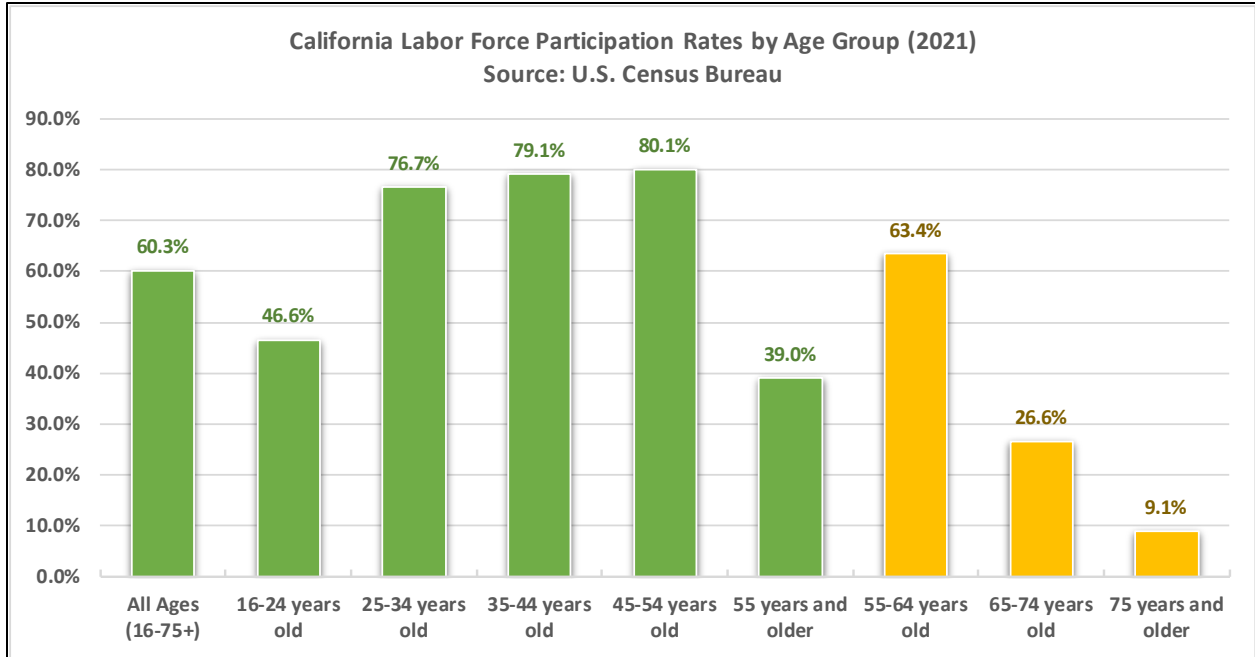
California Labor Force Participation Rate Analysis

The labor force participation rate measures the number of people who are either working or actively seeking work as a share of the working age population. The working age population consists of people that are 16 years and older. In broad terms, the labor force participation rate can be defined as the percentage of the population that is in the civilian labor force (sum of employed and unemployed persons). Research conducted by the Federal Reserve Bank of St. Louis found that since the early 2000s, demographic trends have greatly impacted the labor force participation rate across the nation. Factors such as the baby boomer generation beginning to retire and persons leaving the workforce to acquire higher levels of education have influenced the labor force participation rate over the years.¹⁵

According to the U.S. Census Bureau, California's labor force participation rate for workers of all ages was 60.3 percent in 2021. The labor force participation rates were in excess of 76.0 percent throughout what is considered the prime working age groups (25 to 54 years old). In terms of older workers (55 years and older), the labor force participation rate stood at 39.0 percent and this percentage was greatly influenced by the rapidly declining labor force participation rates between those 65 and 74 years old (26.6 percent) and persons 75 years and older (9.1 percent). A few reasons are often cited by economists for this rapid decline and they include, but are not limited to, the following: disabilities limiting their ability to work, eligibility for Social Security benefits, and retirement. It is worth noting that the labor force participation rate among older workers between the ages of 55 and 64 years old (63.4 percent) exceeded the labor force participation rate for all ages (60.3 percent) by 3.1 percentage points in 2021.

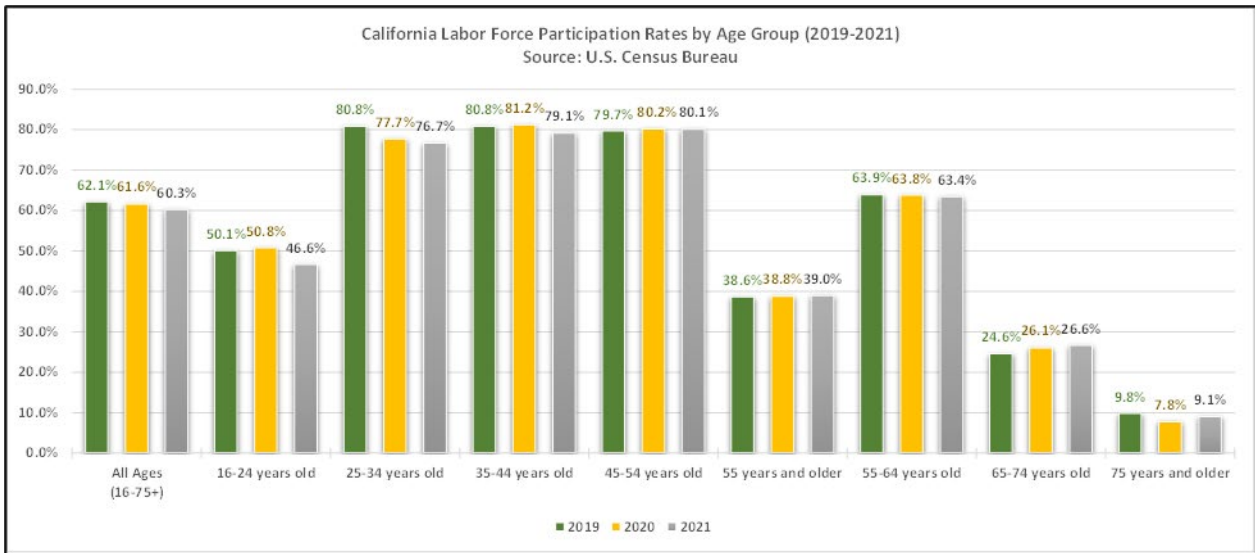
Figure 3

¹⁵ Federal Reserve Bank of St. Louis. Demographics Help Explain the Fall in the Labor Force Participation Rate. www.stlouisfed.org/publications/regional-economist/october-2016/demographics-help-explain-the-fall-in-the-labor-force-participation-rate



Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement

Figure 4



Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement

California Unemployment Rate Analysis

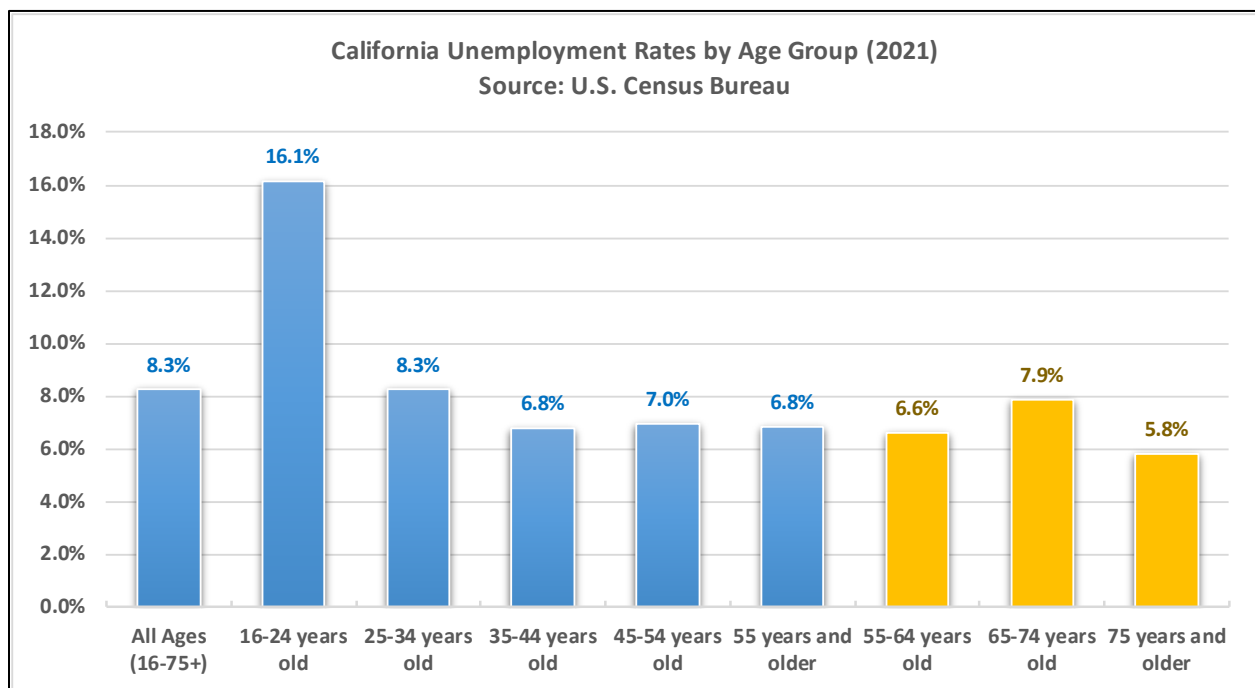
The unemployment rate is one of the most cited economic indicators when describing the economic health of labor markets. The Bureau of Labor Statistics states that the unemployment rate represents the number of unemployed as a percent of the labor force

(i.e., the sum of employed and unemployed persons). To be considered unemployed, an individual must have actively sought work at some point in the 4 weeks prior to the federal survey that captures these data elements. Those who were not employed and did not actively seek work are considered to be not in the labor force and are not reflected in the unemployment rate.

According to the U.S. Census Bureau, the unemployment rate for California was 8.3 percent in 2021, and while most age groups hovered at or below this percentage, the rate for persons between the ages of 16 and 24 was nearly double (16.1 percent) that rate. Workers 55 years and older had an unemployment rate (6.8 percent) that was 1.5 percentage points lower than the unemployment rate for workers of all ages (8.3 percent) in 2021.

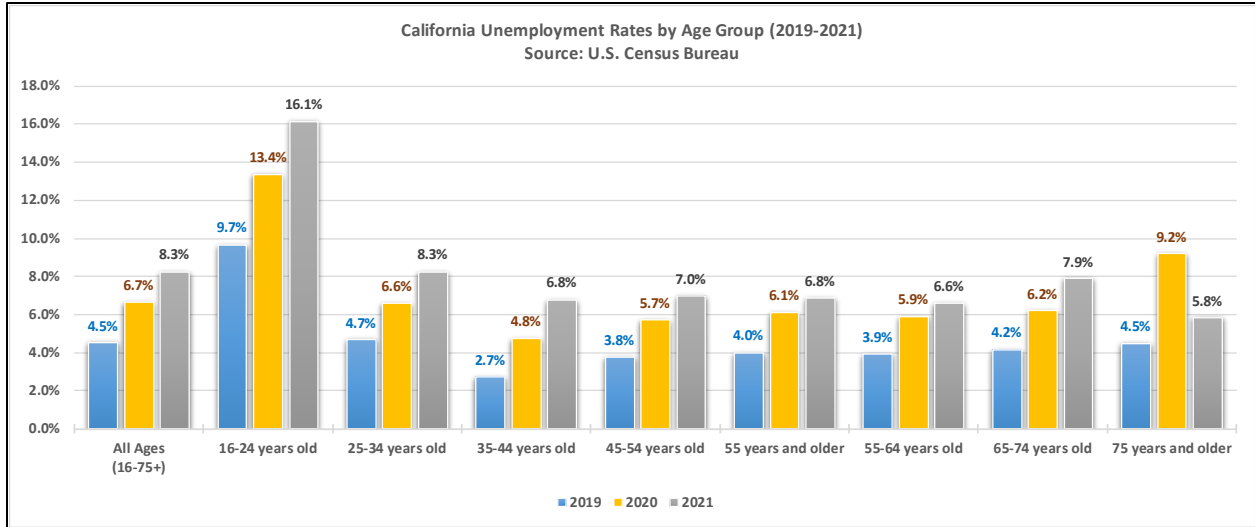
Between 2019 and 2021, generally speaking, the unemployment rates among all age groups steadily increased; with the unemployment rate for older workers increasing from 4.0 percent in 2019 to 6.8 percent in 2021. Over that time period, the unemployment rate increased for workers between the ages of 55 and 64 by 2.7 percentage points, by 3.7 percentage points for workers between the ages of 65 and 74 years old, and by 1.3 percentage points for workers 75 years and older. These rate increases were a byproduct of the COVID-19 recession that closed businesses and hampered job growth across the Golden State.

Figure 5



Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement

Figure 6



Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement

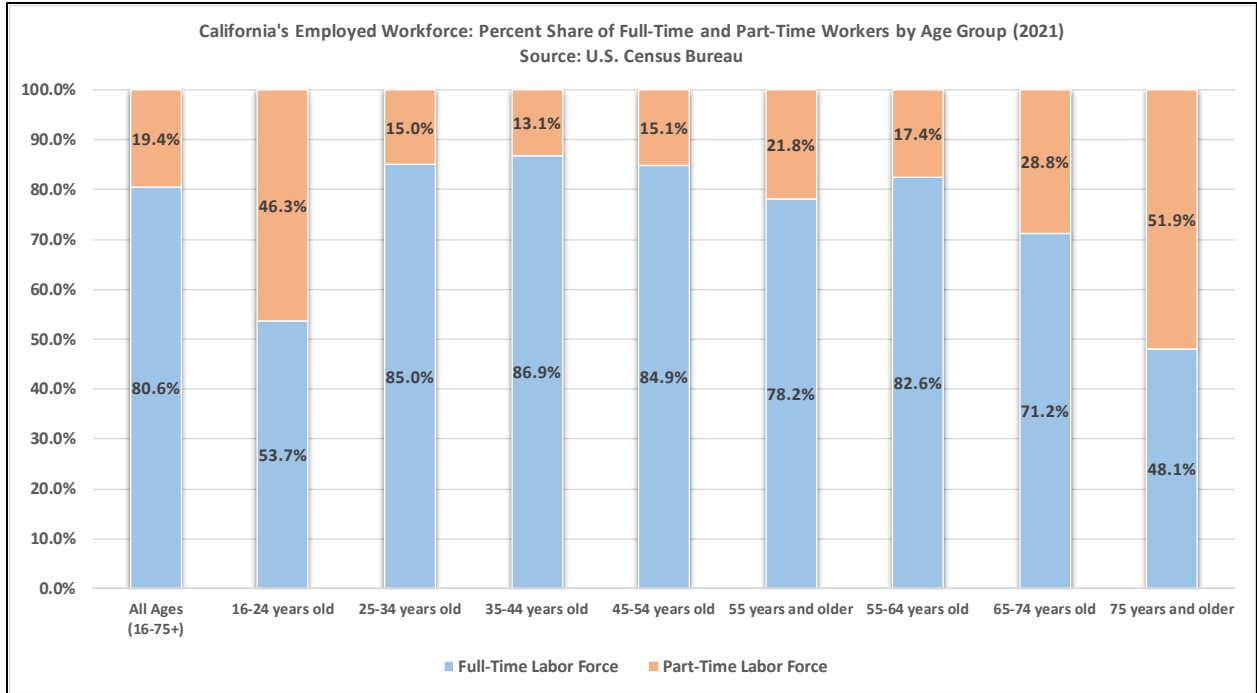
California Full-Time and Part-Time Workforce Analysis

The U.S. Census Bureau defines full-time employment as working 35 or more hours per week and part-time employment as working less than 35 hours per week. In 2021, over 80 percent (80.6 percent) of California workers were employed full time and just under 20 percent (19.4 percent) were employed part-time. Some of the main reasons workers in general are employed part-time is because they could only find part-time work, had to deal with family obligations, and/or had medical conditions that impair their ability to work longer hours.

Among workers 55 years and older, almost eight out of every ten (78.2 percent) were employed full-time and just over one-fifth (21.8 percent) were employed part-time in 2021. The data suggests that for older workers, the percentage of workers that work full-time declines as workers age. For example, 82.6 percent of workers between the ages of 55 and 64 were employed full-time while only 48.1 percent of workers 75 years and older were employed full-time. However, over 50.0 percent of workers aged 75 years and older (51.9 percent) worked part-time; 34.5 percentage points higher than the percentage for part-time workers between the ages of 55 and 64 (17.4 percent).

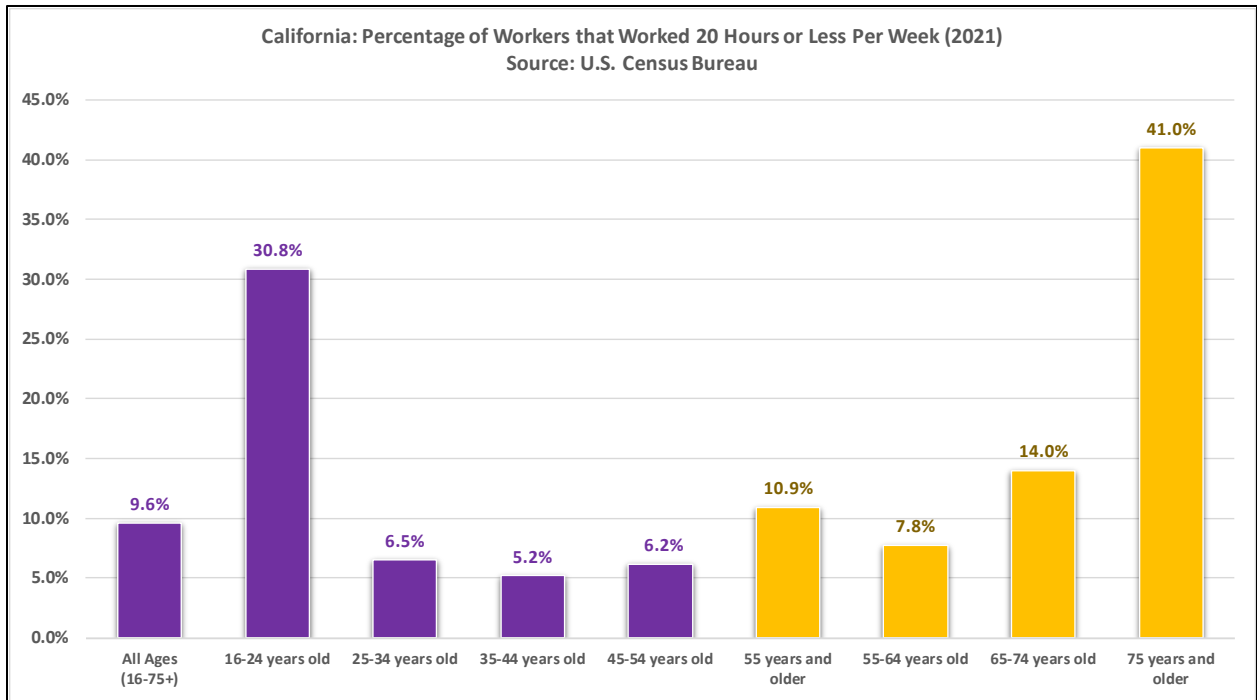
In 2021, 9.6 percent of all working Californians worked 20 hours or less during a typical work week. The percentage for older workers exceeded that of all ages by 1.3 percentage points and stood at 10.9 percent that year. This percentage was higher than that of all workers within the prime working age groups (25-54 years old). The percentage of older workers working 20 hours or less during a typical work week increases as workers age; with 41.0 percent of workers aged 75 years and older working on this limited work schedule.

Figure 7



Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement

Figure 8



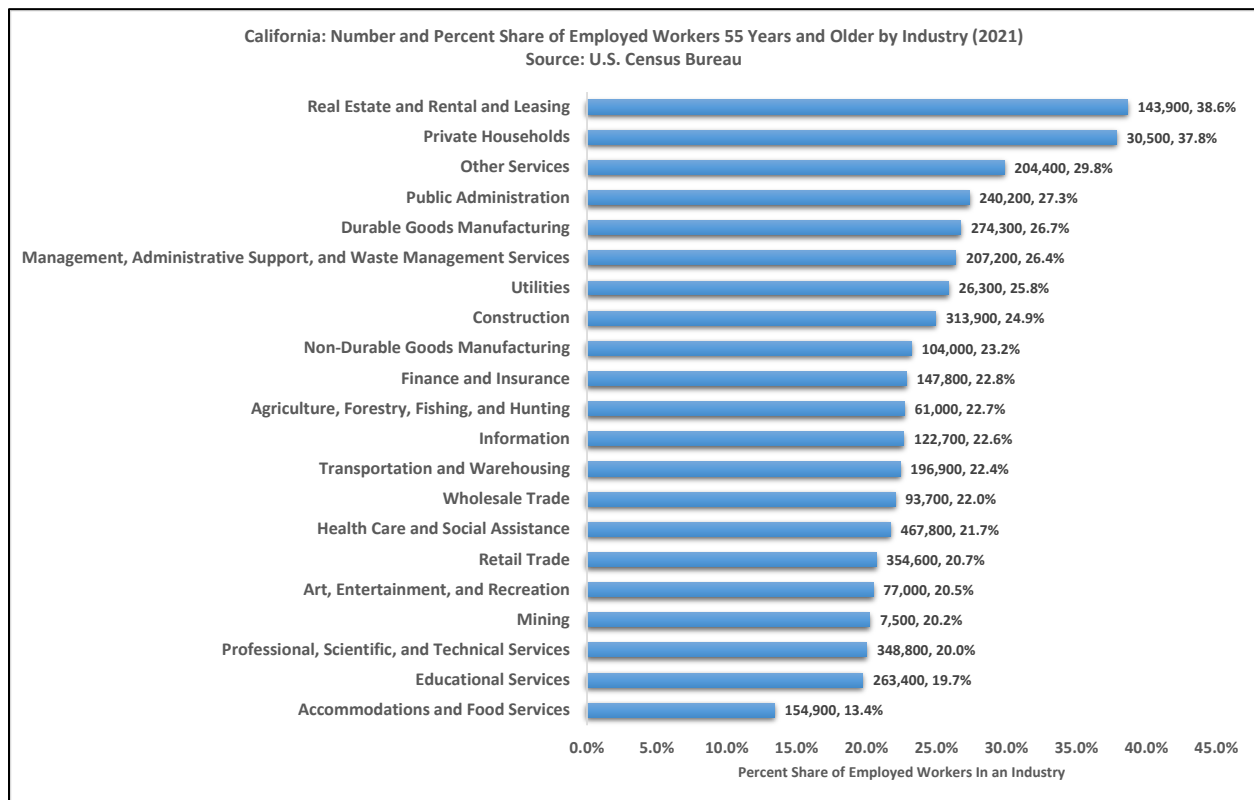
Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement

California Industry Analysis

In 2021, the health care and social assistance and the retail trade industries employed the largest number of Californians aged 55 years and older. The health care and social assistance industry includes, but is not limited to, the following types of firms: ambulatory health care services, hospitals, individual and family services, and child day care services. There were 467,800 older workers employed by health care and social assistance and 354,600 working for retail trade firms across the state. One out of every five (21.4 percent) working Californians aged 55 years and older were employed in one of these industries.

A large concentration of older workers were also employed in the following industries in 2021: professional, scientific, and technical services (348,800); construction (313,900); and durable goods manufacturing (274,300). The professional, scientific, and technical services industry includes firms that provide services ranging from architectural engineering to technical consulting. In 2021, due to continued financial investments in infrastructure, older workers within the construction industry worked on a wide range of construction projects across the state, ranging from high speed rail development to the building of new homes for local residents. Older workers within the durable goods manufacturing industry produce products that typically last over three years and are not consumed. Examples of these products include automobiles, computers, home appliances, and sporting goods.

Figure 9



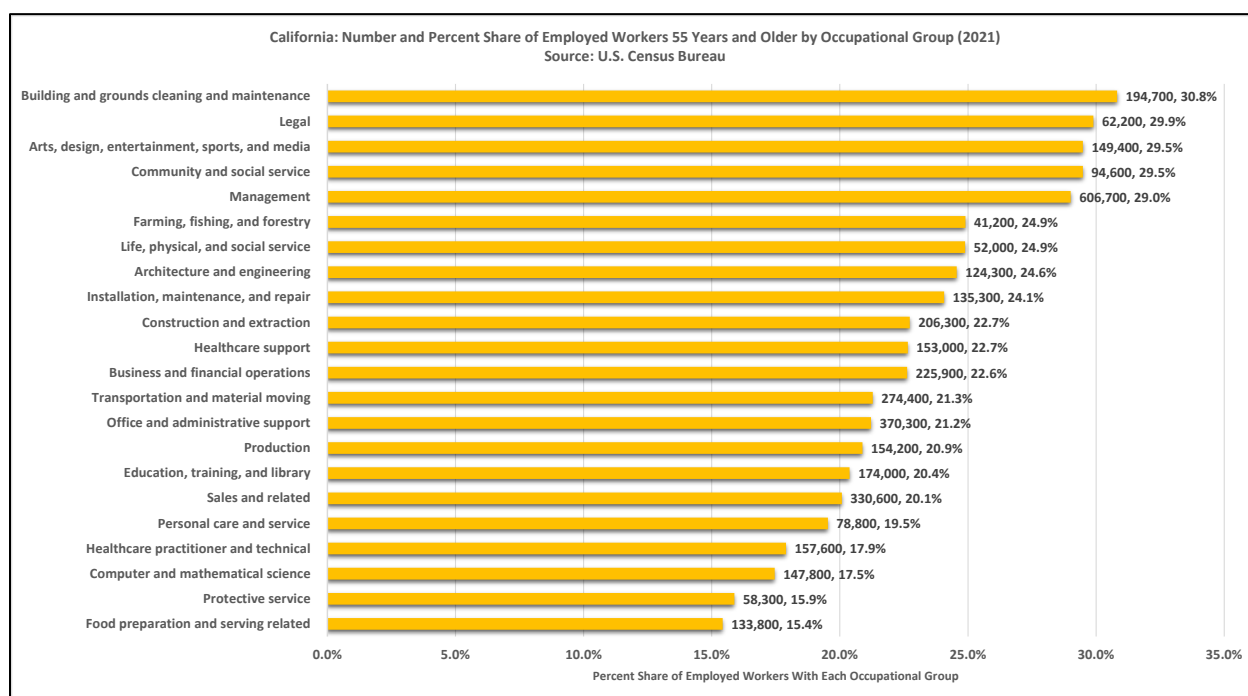
Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement

California Occupational Analysis

California’s older workforce has benefited from the state’s dynamic and growing economy, which continues to provide a host of job opportunities for its workers. A majority of the jobs held by older workers were focused in management (606,700), office and administrative support (370,300), and sales and related (330,600). These types of occupations may differentiate in daily responsibilities, but all three require similar skill sets, such as: active listening, critical thinking, reading comprehension, and service orientation skills.¹⁶ In 2021, older workers made up over 20.0 percent of all workers within each of these occupational groups.

In addition, over 200,000 Californians 55 years and older were employed in transportation and material moving (274,400), business and financial operations (225,900), and construction and extraction (206,300) occupations in 2021. Older workers employed in transportation and material moving occupations often work in a number of areas including air transportation, motor vehicle operations, water transportation, and material moving. Business and financial operations jobs can range from wholesale buyers to management analysts. Jobs commonly held by older workers employed in construction and extraction jobs include, but are not limited to, the following: carpenters, electricians, plumbers, roofers, and sheet metal workers.

Figure 10



¹⁶ Source: The O*NET program is the nation's primary source of occupational information. Central to the project is the O*NET database, containing information on hundreds of standardized and occupation-specific descriptors. ([O*Net Online](#))

Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement

Among the twenty occupations that employed the most Californians 55 years and older, managers, all other; personal care aides; and secretaries and administrative assistants topped the list. According to the Office of Management and Budget's Standard Occupational Classification Manual (2018)¹⁷, jobs within the managers, all other classification include: clerk of court, social science managers, and utilities managers. Personal care aides provide personalized assistance to individuals with disabilities or illness who require help with personal care and activities of daily living support (e.g., feeding, bathing, dressing, grooming, toileting, and ambulation).¹⁸ Older workers employed as secretaries and administrative assistants perform administrative functions such as preparing correspondence, arranging conference calls, and scheduling meetings.

The EDD's Labor Market Information Division publishes occupational employment projections that estimate the changes in occupational employment over time resulting from industry growth, technological change, and other factors.¹⁹ These data are inclusive of all workers 16 years and older, but the trends they represent over the respective ten-year period (2018-2028) affect workers 55 years and older as well. Among the occupations examined, the minimum education requirement can range from no formal educational credential to a bachelor's degree. Generally speaking, occupations that require higher levels of education upon entry earn more than those that have lower entry level education requirements.

¹⁷ Source: Office of Management and Budget's Standard Occupational Classification (SOC) Manual (2018).

¹⁸ Source: SOC Manual (2018).

¹⁹ Data note: The 2018-2028 employment projections do not include impacts of the COVID-19 pandemic and response efforts. Employment projections are developed using models based on historical data, which in this set of projections cover the period through 2018; all input data therefore precede the pandemic.

Table 3
Twenty Occupations that Employed the Most Californians 55 Years and Older
(2021)

Occupation	Number of Employed Persons
Managers, All Other	177,100
Personal Care Aides	95,700
Secretaries and Administrative Assistants	89,900
Sales Workers and Truck Drivers	86,900
First-Line Supervisors of Retail Sales Workers	76,200
Chief Executives	69,600
Accountants and Auditors	69,500
Construction Laborers	63,500
Retail Salespersons	60,600
Property, Real Estate, and Community Association Managers	60,400
Laborers and Material Movers	57,900
Financial Managers	57,200
Janitors	55,700
Housekeeping Cleaners	54,600
Landscaping Workers	51,200
Real Estate Agents	49,800
Cooks	44,100
Construction Managers	42,500
Registered Nurse	42,400

Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement

Table 4
California: Type of Jobs Held by Employed Older Workers

Occupational Title	Base Year Employment (2018)	Projected Year Employment (2028)	Net Change	2020 Median Annual Wages	Entry Level Education	Work Experience	On-the-Job-Training*
Managers, All Other	160,400	179,000	18,600	\$0	Bachelor's degree	<5 years	None
Personal Care Aides	577,700	763,000	185,300	\$0	High school diploma or equivalent	None	Short-term on-the-job training
Secretaries and Administrative Assistants	445,400	428,800	-16,600	\$0	N/A	N/A	N/A
Sales Workers and Truck Drivers	50,400	53,500	3,100	\$33,130	High school diploma or equivalent	None	Short-term on-the-job training
First-Line Supervisors of Retail Sales Workers	160,100	159,500	-600	43215	High school diploma or equivalent	<5 years	None
Chief Executives	43,300	41,500	-1,800	\$0	Bachelor's degree	≥5 years	None
Accountants and Auditors	168,800	181,800	13,000	\$77,256	Bachelor's degree	None	None
Construction Laborers	141,000	153,400	12,400	\$46,769	No formal educational credential	None	Short-term on-the-job training
Retail Salespersons	444,100	435,000	-9,100	\$30,011	No formal educational credential	None	Short-term on-the-job training
Property, Real Estate, and Community Association Managers	65,300	70,600	5,300	\$62,778	High school diploma or equivalent	<5 years	None
Laborers and Material Movers	415,900	482,200	66,300	\$31,554	No formal educational credential	None	Short-term on-the-job training
Financial Managers	99,400	117,900	18,500	\$142,172	Bachelor's degree	≥5 years	None
Janitors	255,900	280,500	24,600	\$32,653	No formal educational credential	None	Short-term on-the-job training
Housekeeping Cleaners	134,900	137,800	2,900	\$31,077	No formal educational credential	None	Short-term on-the-job training
Landscaping Workers	139,100	154,300	15,200	\$34,301	No formal educational credential	None	Short-term on-the-job training
Real Estate Agents	22,300	24,000	1,700	\$62,302	High school diploma or equivalent	None	Moderate-term on-the-job training
Restaurant Cooks	190,700	243,700	53,000	\$31,335	No formal educational credential	<5 years	Moderate-term on-the-job training
Construction Managers	55,100	59,600	4,500	\$113,918	Bachelor's degree	None	Moderate-term on-the-job training
Registered Nurses	319,800	373,200	53,400	\$112,993	Bachelor's degree	None	None
Bookkeeping, Accounting, and Auditing Clerks	200,100	194,900	-5,200	\$48,334	Some college, no degree	None	Moderate-term on-the-job training

Source: California Employment Development Department (EDD), Occupational Employment Projections 2018-2028.

* The Bureau of Labor Statistics develops and assigns education and training categories to each occupation. For more information please see <https://www.bls.gov/emp/documentation/education-training-system.html>

Figure 6

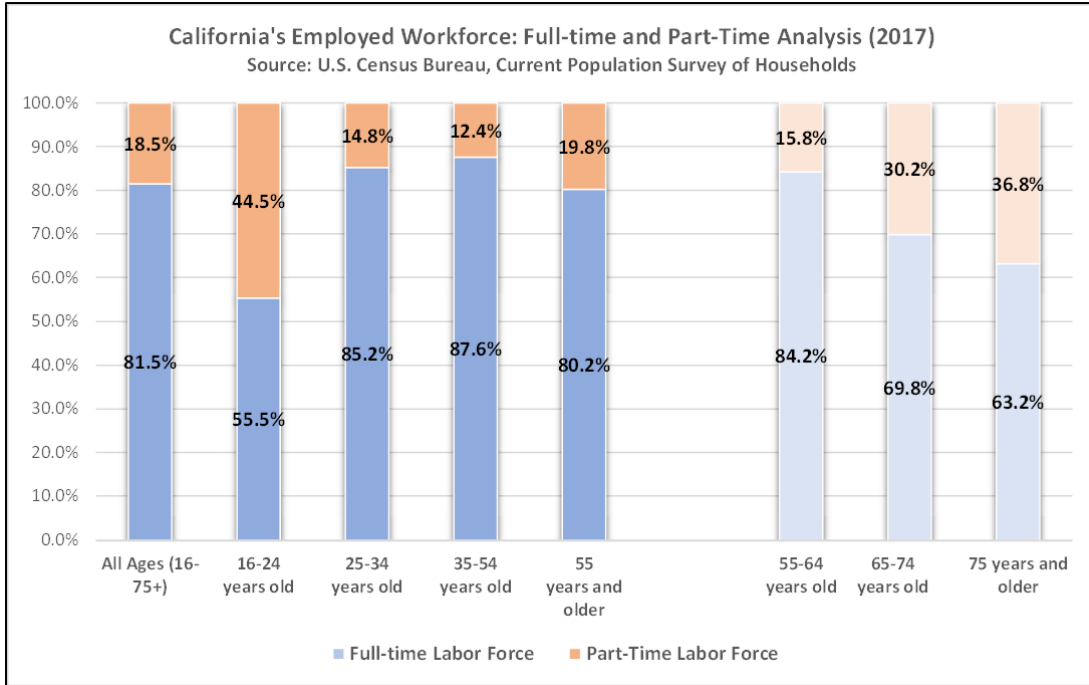
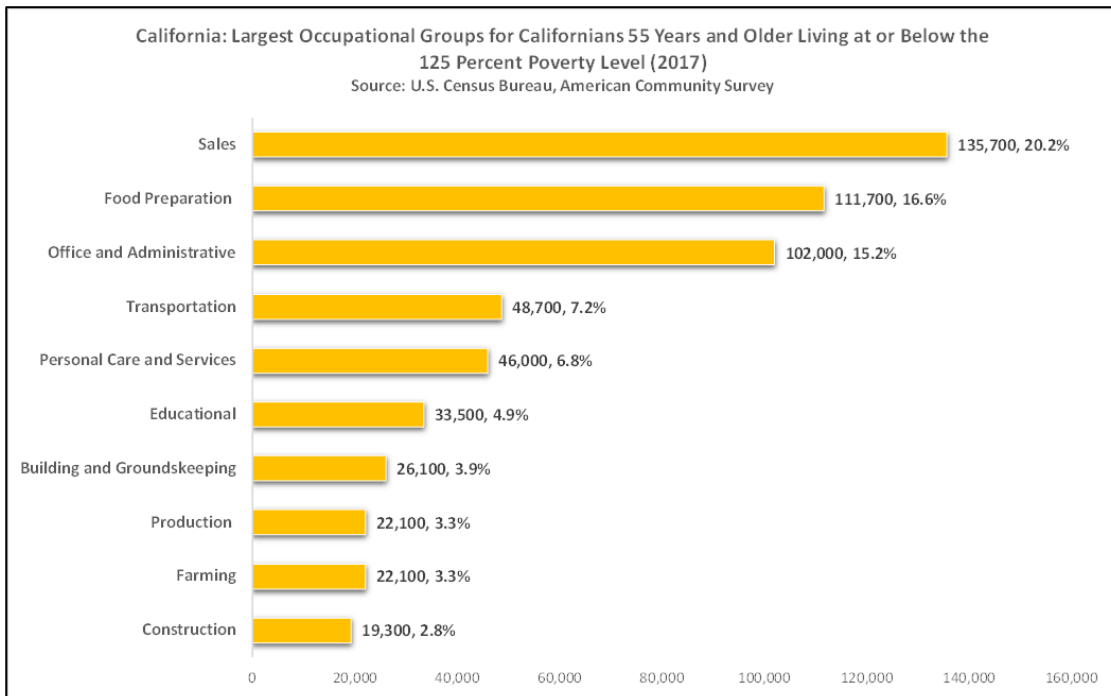


Figure 10



Appendix E: California Area Agencies on Aging (AAA)

The California Department of Aging contracts with a statewide network of 33 Area Agencies on Aging (AAA) that coordinates a wide array of services for older adults, adults with disabilities, and their families. You can contact your local AAA by calling the toll-free Senior Information Line at 1-800- 510-2020 or by searching for the AAA that serves your county using CDA's Program Services by County Locator. California's 33 AAAs are listed below by Planning and Service Areas (PSA).

<p>PSA 1 Area 1 Agency on Aging 434 7th Street Eureka, California 95501 (707) 442-3763 http://www.a1aa.org Del Norte & Humboldt Counties</p>	<p>PSA 2 Planning and Service Area II, Area Agency on Aging 208 West Center Street Yreka, California 96097 (530) 842-1687 http://www.psa2.org Lassen, Modoc, Shasta, Siskiyou, & Trinity Counties</p>	<p>PSA 3 PASSAGES Area 3 Agency on Aging 25 Main Street, Suite 202 Chico, California 95929 (530) 898-5923 http://www.passagescenter.org Butte, Colusa, Glenn, Plumas, & Tehama Counties</p>
<p>PSA 4 Area 4 Agency on Aging 1401 El Camino Avenue, 4th Floor Sacramento, CA 95815 (916) 486-1876 http://www.a4aa.com Nevada, Placer, Sierra, Sacramento, Sutter, Yolo & Yuba Counties</p>	<p>PSA 5 County of Marin Health and Human Services Aging and Adult Services 10 North San Pedro Road Suite 1023 San Rafael, California 94903 (415) 457-4636 https://www.marinhhs.org/aging-adult-services Marin County</p>	<p>PSA 6 Department of Aging and Adult Services, Area Agency on Aging 1650 Mission Street, 5th Flr San Francisco, California 94103(415) 355-3555 http://www.agingcare.com City & County of San Francisco</p>
<p>PSA 7 Contra Costa County Area Agency on Aging 400 Ellinwood Way Pleasant Hill, CA 94523 (925) 229-8434 http://ehsd.org/elderly-disabled/area-agency-on-aging/ Contra Costa County</p>	<p>PSA 8 San Mateo County, Area Agency on Aging 225 37th Avenue, Room 140 San Mateo, California 94403 (800) 675-8437 http://smchealth.org San Mateo County</p>	<p>PSA 9 Alameda County Area Agency on Aging, Dept of Adult and Aging Services 6955 Foothill Blvd, Ste 300 Oakland, California 94605 (510) 577-1900 https://alamedasocialservices.org/public/departments/adult_aging_and_medical_services/index.cfm Alameda County</p>

<p>PSA 10 Sourcewise Community Resource Solutions 3100 De La Cruz, Ste 310 Santa Clara, California 95054 (408) 350-3200 http://www.mysourcewise.com Santa Clara County</p>	<p>PSA 11 San Joaquin Department of Aging and Community Services 102 South San Joaquin Street PO Box 201056 Stockton, California 95201 (209) 468-1104 http://www.sjchsa.org/Service/Aging-Community San Joaquin County</p>	<p>PSA 12 Area 12 Agency on Aging 19074 Standard Rd, Ste A Sonora, California 95370 (209) 532-6272 http://www.area12.org Alpine, Amador, Calaveras, Mariposa, & Tuolumne Counties</p>
<p>PSA 13 Seniors Council of Santa Cruz 234 Santa Cruz Avenue Aptos, California 95003 (831) 688-0400 http://www.seniorscouncil.org/ San Benito & Santa Cruz Counties</p>	<p>PSA 14 Fresno-Madera Area Agency on Aging 3837 N. Clark Street Fresno, California 93726 (559) 214-0299 http://www.fmaaa.org/ Fresno & Madera Counties</p>	<p>PSA 15 Kings-Tulare Area Agency on Aging 5957 South Mooney Blvd Visalia, California 93277 (559) 624-8000 http://www.ktaaa.org Kings & Tulare Counties</p>
<p>PSA 16 Eastern Sierra Area Agency on Aging 163 May Street Bishop, California 93514 (760) 873-6364 http://www.inyocounty.us/aging/ Inyo & Mono Counties</p>	<p>PSA 17 Area Agency on Aging, Central Coast Commission for Senior Citizens 528 South Broadway Santa Maria, California 93454 (805) 925-9554 http://www.centralcoastseniors.org Santa Barbara & San Luis Obispo Counties</p>	<p>PSA 18 Ventura County Area Agency on Aging 646 County Square Dr., Suite 100 Ventura, California 93003 (805) 477-7300 https://vcaaa.org/ Ventura County</p>
<p>PSA 19 County of Los Angeles Workforce Development, Aging and Community Services 3175 West Sixth Street, Room 302 Los Angeles, California 90020 (888) 202-4248 http://wdacs.lacounty.gov/ Los Angeles County</p>	<p>PSA 20 San Bernardino County Department of Aging and Adult Services 784 E. Hospitality Lane San Bernardino, California 92415 (909) 891-3900 http://hss.sbcounty.gov/daas San Bernardino County</p>	<p>PSA 21 County of Riverside Office on Aging 3610 Central Ave, 5th Flr Riverside, California 92506 (800) 510-2020 https://www.rcaging.org/ Riverside County</p>

<p>PSA 22 Orange County Office on Aging 1300 South Grand Ave, Building B, 2nd Floor Santa Ana, California 92705(714) 480-6450 http://www.officeonaging.org Orange County</p>	<p>PSA 23 County of San Diego Aging & Independent Services 5560 Overland Ave, Suite 310 San Diego, California 92123 (858) 495-5885 http://www.sdcounty.ca.gov/hsa/programs/ais/ San Diego County</p>	<p>PSA 24 Imperial County Area Agency on Aging 778 West State Street El Centro, California 92243 (442) 265-7000 http://www.aaa24.org/area-agency-on-aging.html Imperial County</p>
<p>PSA 25 City of Los Angeles, Department of Aging 221 North Figueroa Street, Suite 500 Los Angeles, CA 90012 (213) 482-7252 http://aging.lacity.org/ Los Angeles City</p>	<p>PSA 26 Lake and Mendocino Counties Area Agency on Aging 16170 Main St., Unit D Lower Lake, California 95457 (707) 995-4680 https://www.agingcare.com/local/lake-and-mendocino-counties-area-agency-on-aging-lower-lake-area-agency-on-aging-ca Lake and Mendocino Counties</p>	<p>PSA 27 Sonoma County, Area Agency on Aging 3725 Westwind Blvd, 1st Flr Santa Rosa, CA 95403 (707) 565-5900 https://sonomacounty.ca.gov/Human-Services/Adult-and-Aging/Services/ Sonoma County</p>
<p>PSA 28 Area Agency on Aging, Serving Napa & Solano 275 Beck Avenue Fairfield, California 94533 (707) 784-8960 http://www.aaans.org Napa & Solano Counties</p>	<p>PSA 29 El Dorado County, Area Agency on Aging 3057 Briw Road, Suite A Placerville, California 95667 (530) 621-6369 http://www.edcgov.us/Government/HumanServices El Dorado County</p>	<p>PSA 30 Stanislaus County, Department of Aging & Veteran Services 3500 Coffee Road, Suite 19 Modesto, California 95355 (209) 558-8698 http://www.agingervices.info/ Stanislaus County</p>
<p>PSA 31 Area Agency on Aging, Merced County 851 West 23rd Street Merced, California 95340 (209) 385-7550 http://www.co.merced.ca.us/index.aspx?nid=1475 Merced County</p>	<p>PSA 32 Monterey County Area Agency on Aging 1000 S. Main Street, Ste 301 Salinas, California 93901 (831) 755-4466 http://mcdss.co.monterey.ca.us/aging/ Monterey County</p>	<p>PSA 33 Kern County Aging & Adult Services 5357 Truxtun Avenue Bakersfield, CA 93309 (661) 868-1000 http://www.co.kern.ca.us/aaas/ Kern County</p>

Appendix F: State of California PY 2020 and 2021 SCSEP Equitable Distribution Chart¹

California Counties	PY 2020 Total CDA Authorized Positions	PY 2020 Total National SCSEP Grantees Authorized Positions	PY 2020 Total California Authorized Positions	PY 2021 Total CDA Authorized Positions	PY 2021 Total National SCSEP Grantees Authorized Positions	PY 2021 Total California Authorized Positions
Alameda	14	101	115	14	98	112
Alpine	0	0	0	0	0	0
Amador	0	5	5	0	4	4
Butte	0	26	26	0	27	27
Calaveras	0	5	5	0	4	4
Colusa	0	2	2	0	1	1
Contra Costa	0	63	63	0	63	63
Del Norte	0	5	5	0	4	4
El Dorado	0	14	14	0	15	15
Fresno	19	69	87	19	73	92
Glenn	0	4	4	0	3	3
Humboldt	0	15	15	0	15	15
Imperial	0	22	22	0	22	22
Inyo	0	3	3	0	2	2
Kern	0	71	71	0	77	77
Kings	2	9	11	2	9	11
Lake	0	11	11	0	10	10
Lassen	0	3	3	0	2	2
Los Angeles	327	746	1,073	328	785	1,113
Madera	0	15	15	0	13	13
Marin	8	8	16	8	8	16
Mariposa	0	3	3	0	2	2

California Counties	PY 2020 Total CDA Authorized Positions	PY 2020 Total National SCSEP Grantees Authorized Positions	PY 2020 Total California Authorized Positions	PY 2021 Total CDA Authorized Positions	PY 2021 Total National SCSEP Grantees Authorized Positions	PY 2021 Total California Authorized Positions
Mendocino	0	12	12	0	11	11
Merced	0	23	23	0	23	23
Modoc	0	2	2	0	2	2
Mono	0	2	2	0	1	1
Monterey	0	27	27	0	27	27
Napa	0	10	10	0	9	9
Nevada	0	10	10	0	12	12
Orange ²	95	161	256	96	124	220
Placer	0	25	25	0	28	28
Plumas	0	3	3	0	3	3
Riverside	86	113	199	87	111	198
Sacramento	0	124	124	0	129	129
San Benito	0	4	4	0	3	3
San Bernardino	36	137	173	36	131	137
San Diego	44	200	244	44	188	232
San Francisco	0	142	142	0	120	120
San Joaquin	0	55	55	0	56	56
San Luis Obispo	0	22	22	0	20	20
San Mateo	15	35	50	15	36	51
Santa Barbara	0	28	28	0	28	28
San Francisco	0	142	142	0	120	120
San Joaquin	0	55	55	0	56	56
San Luis Obispo	0	22	22	0	20	20

California Counties	PY 2020 Total CDA Authorized Positions	PY 2020 Total National SCSEP Grantees Authorized Positions	PY 2020 Total California Authorized Positions	PY 2021 Total CDA Authorized Positions	PY 2021 Total National SCSEP Grantees Authorized Positions	PY 2021 Total California Authorized Positions
San Mateo	15	35	50	15	36	51
Santa Barbara	0	28	28	0	28	28
Santa Clara	37	105	142	37	104	141
Santa Cruz	0	20	20	0	20	20
Shasta	0	19	19	0	20	20
Sierra	0	0	0	0	1	1
Siskiyou	0	7	7	0	7	7
Solano	0	27	27	0	28	28
Sonoma	0	38	38	0	38	38
Stanislaus	8	37	45	8	39	47
Sutter	0	9	9	0	8	8
Tehama	0	7	7	0	8	8
Trinity	0	2	2	0	3	3
Tulare	8	36	44	8	36	44
Tuolumne	0	6	6	0	7	7
Ventura	8	41	48	8	44	52
Yolo	0	15	15	0	13	13
Yuba	0	6	6	0	7	7
Total	707	2,710	3,415	710	2,682	3,362

¹ Source: <http://www.scseped.org/> .

Appendix G: SCSEP Eligible Population Characteristics for Californians age 55 and Older - Low Income, Non-Minority, Minority and Rural Demographics

County Name	55+ Population	55+ and At or Below 125 Percent of Federal Poverty Guidelines	Non- Minority	Minority	Rural*
California	9,745,543	1,431,122	6,721,970	5,192,493	n/a
Alameda	406,303	51,073	208,910	247,701	n/a
Alpine	489	78	380	135	n/a
Amador	16,032	1,535	15,012	1,985	n/a
Butte	68,867	11,354	62,655	11,099	n/a
Calaveras	20,124	2,074	19,016	2,478	n/a
Colusa	5,515	795	4,855	2,432	n/a
Contra Costa	309,722	28,579	214,768	134,195	n/a
Del Norte	8,341	1,864	7,346	1,536	n/a
El Dorado	66,372	7,199	61,197	9,100	n/a
Fresno	210,620	40,567	153,774	126,834	n/a
Glenn	7,718	1,316	6,846	2,374	n/a
Humboldt	40,955	6,698	36,904	5,746	n/a
Imperial	40,056	10,105	29,000	40,509	n/a
Inyo	6,965	748	6,175	1,360	n/a
Kern	178,911	33,745	143,821	88,352	n/a
Kings	28,077	4,868	20,850	17,466	n/a
Lake	24,372	4,597	21,501	4,799	n/a
Lassen	7,720	1,049	7,017	938	n/a
Los Angeles	2,428,854	437,918	1,397,277	1,813,399	n/a
Madera	37,262	6,663	30,549	17,882	n/a
Marin	93,301	7,257	83,269	15,402	n/a
Mariposa	7,788	1,130	7,170	1,045	n/a
Mendocino	30,730	4,979	27,837	5,444	n/a
Merced	54,722	10,319	38,091	36,655	n/a
Modoc	3,720	781	3,506	420	n/a
Mono	4,046	474	3,756	652	n/a
Monterey	101,465	13,063	75,059	57,086	n/a
Napa	43,513	4,390	36,853	12,695	n/a
Nevada	42,212	5,009	40,297	3,556	n/a
Orange	806,436	96,139	568,706	380,781	n/a
Placer	118,322	12,385	105,935	20,573	n/a
Plumas	8,566	1,224	8,087	831	n/a
Riverside	574,585	87,353	430,116	293,247	n/a
Sacramento	374,496	57,635	258,534	159,618	n/a
San Benito	13,926	1,615	11,960	7,398	n/a

County Name	55+ Population	55+ and At or Below 125 Percent of Federal Poverty Guidelines	Non- Minority	Minority	Rural*
San Bernardino	457,205	74,407	320,635	286,812	n/a
San Diego	804,958	105,186	628,280	331,139	n/a
San Francisco	230,697	41,748	102,905	151,102	n/a
San Joaquin	166,157	25,329	111,195	93,007	n/a
San Luis Obispo	90,255	8,995	83,091	15,872	n/a
San Mateo	213,609	19,261	131,885	112,226	n/a
Santa Barbara	112,842	12,749	96,333	42,235	n/a
Santa Clara	458,200	51,166	260,756	267,681	n/a
Santa Cruz	77,011	9,402	67,029	22,153	n/a
Shasta	61,149	8,588	56,936	6,913	n/a
Sierra	1,444	303	1,422	137	n/a
Siskiyou	17,796	3,246	16,155	2,591	n/a
Solano	119,797	12,473	72,112	62,976	n/a
Sonoma	160,600	16,879	141,362	35,203	n/a
Stanislaus	125,259	20,745	101,938	54,572	n/a
Sutter	25,034	3,777	18,691	10,126	n/a
Tehama	20,393	3,460	18,614	3,761	n/a
Trinity	5,865	1,194	5,293	781	n/a
Tulare	93,348	20,538	76,902	53,300	n/a
Tuolumne	22,317	3,224	20,752	2,829	n/a
Ventura	226,665	22,890	191,160	87,587	n/a
Yolo	46,619	6,068	37,160	18,497	n/a
Yuba	17,220	2,916	14,335	5,270	n/a

Source: U.S. Census Bureau, 2017 American Community Survey, 5-Year Estimates

* U.S. Census Bureau data are not available.

Appendix H: California Population Aged 55 and Older – Ethnicity and Race by County

State/County	Population	Hispanic/ Latino	White	Black/African American	American Indian/ Alaska Native	Asian	Native Hawaiian /Other Pacific Islander	Two or More Races	Other Race
California	9,745,543	2,168,920	6,721,970	549,022	66,232	1,465,937	31,270	207,960	703,152
Alameda	406,303	50,308	208,910	49,454	2,427	113,266	2,906	11,178	18,162
Alpine	489	26	380	0	92	0	0	17	0
Amador	16,032	965	15,012	134	144	184	18	349	191
Butte	68,867	4,887	62,655	736	672	1,618	75	1,869	1,242
Calaveras	20,124	1,370	19,016	120	120	240	36	466	126
Colusa	5,515	1,772	4,855	48	67	144	3	109	289
Contra Costa	309,722	39,241	214,768	24,182	1,385	47,731	1,128	8,086	12,442
Del Norte	8,341	541	7,346	52	514	87	0	184	158
El Dorado	66,372	3,925	61,197	415	415	1,940	77	1,455	873
Fresno	210,620	69,988	153,774	8,983	2,035	19,115	357	4,833	21,523
Glenn	7,718	1,502	6,846	44	177	192	3	105	351
Humboldt	40,955	1,695	36,904	274	1,349	609	95	1,160	564
Imperial	40,056	29,453	29,000	831	523	840	44	1,036	7,782
Inyo	6,965	570	6,175	21	531	96	5	77	60
Kern	178,911	53,262	143,821	8,288	1,763	10,492	255	3,542	10,750
Kings	28,077	10,239	20,850	1,390	423	1,502	20	677	3,215
Lake	24,372	1,928	21,501	466	482	276	9	511	1,127
Lassen	7,720	235	7,017	200	247	41	16	151	48
Los Angeles	2,428,854	781,822	1,397,277	221,101	14,785	442,656	5,404	48,784	298,847
Madera	37,262	11,169	30,549	1,167	506	926	53	951	3,110
Marin	93,301	5,370	83,269	1,532	234	4,678	146	1,435	2,007
Mariposa	7,788	427	7,170	26	153	79	56	225	79
Mendocino	30,730	2,551	27,837	182	674	396	14	817	810

State/County	Population	Hispanic/ Latino	White	Black/African American	American Indian/ Alaska Native	Asian	Native Hawaiian /Other Pacific Islander	Two or More Races	Other Race
Merced	54,722	20,024	38,091	2,095	471	4,048	107	1,328	8,582
Modoc	3,720	206	3,506	21	113	40	0	28	12
Mono	4,046	362	3,756	7	64	22	0	68	129
Monterey	101,465	30,680	75,059	2,993	780	8,504	535	2,531	11,063
Napa	43,513	6,035	36,853	734	159	3,110	90	645	1,922
Nevada	42,212	1,641	40,297	119	361	420	31	783	201
Orange	806,436	143,051	568,706	11,792	3,353	162,543	1,967	15,131	42,944
Placer	118,322	8,186	105,935	1,456	612	6,599	229	1,808	1,683
Plumas	8,566	352	8,087	20	133	49	0	243	34
Riverside	574,585	148,778	430,116	33,118	3,734	39,112	1,370	10,559	56,576
Sacramento	374,496	43,656	258,534	31,954	2,711	55,193	3,003	9,995	13,106
San Benito	13,926	5,432	11,960	88	150	475	29	329	895
San Bernardino	457,205	150,242	320,635	37,448	3,425	39,009	1,091	11,230	44,367
San Diego	804,958	154,461	628,280	31,965	4,684	94,405	3,158	14,655	27,811
San Francisco	230,697	23,310	102,905	14,463	794	97,771	670	4,197	9,897
San Joaquin	166,157	38,045	111,195	11,317	1,097	24,724	820	6,901	10,103
San Luis Obispo	90,255	8,708	83,091	1,023	538	2,295	131	1,455	1,722
San Mateo	213,609	30,502	131,885	6,191	663	57,035	2,274	4,486	11,075
Santa Barbara	112,842	25,726	96,333	2,026	832	5,134	186	1,934	6,397
Santa Clara	458,200	70,237	260,756	10,594	2,183	148,154	1,572	8,928	26,013
Santa Cruz	77,011	12,171	67,029	605	355	3,107	122	2,001	3,792
Shasta	61,149	2,700	56,936	361	1,125	1,086	7	1,229	405

State/County	Population	Hispanic/ Latino	White	Black/African American	American Indian/ Alaska Native	Asian	Native Hawaiian /Other Pacific Islander	Two or More Races	Other Race
Sierra	1,444	115	1,422	3	12	0	0	7	0
Siskiyou	17,796	950	16,155	221	451	181	42	600	146
Solano	119,797	15,291	72,112	16,453	631	21,657	999	3,412	4,533
Sonoma	160,600	15,965	141,362	1,702	1,223	5,610	447	3,322	6,934
Stanislaus	125,259	31,251	101,938	3,191	1,296	6,974	783	2,549	8,528
Sutter	25,034	3,783	18,691	509	214	4,095	89	843	593
Tehama	20,393	1,982	18,614	123	429	243	4	384	596
Trinity	5,865	209	5,293	4	293	60	0	129	86
Tulare	93,348	36,854	76,902	1,414	1,176	4,190	101	1,816	7,749
Tuolumne	22,317	1,264	20,752	132	359	217	70	435	352
Ventura	226,665	52,082	191,160	3,771	1,415	17,749	438	4,088	8,044
Yolo	46,619	9,038	37,160	1,035	461	4,194	167	1,175	2,427
Yuba	17,220	2,385	14,335	428	217	824	18	719	679

Source: U.S. Census Bureau, 2017 American Community Survey, 5-Year Estimates

Appendix I: Public Notification and Comments

1. Public Notification:

The California Department of Aging (CDA) sent the attached email to the following California organizations/agencies to request comments on the draft California SCSEP Stand-Alone State Plan Modification - PY 2020-2023.

- CDA's SCSEP Sub-Recipients including 10 Area Agencies on Aging (AAA) and National Grantee, Center for Workforce Inclusion including Contracted Project Staff, Participant Staff, and Participants
- National SCSEP Grantees with Projects in California
 - Asociación Nacional Pro Personas Mayores (ANPPM)
 - National Asian Pacific Center on Aging (NAPCA)
 - National Council on Aging, Inc. (NCOA)
 - National Older Workers Career Center (NOWCC)
 - SER – Jobs for Progress National, Inc. (SER)
 - International Pre-Diabetes Center (IPDC)
- California Workforce Development Board
 - Local Workforce Development Boards
- California Association of AAAs (C4A)
- California's 33 AAA Executive Directors
- CDA's Key Stakeholders
 - Alzheimer's Association, California Council
 - California Association of Adult Day Services
 - California Assisted Living Association
 - California Association of Health Facilities
 - California Commission on Aging
 - California Foundation for Independent Living Centers
 - California Independent Living Council
 - Joint Rules Committee
 - Congress of California Seniors
 - Family Caregiver Alliance
 - Multipurpose Senior Services Program (MSSP) Site Association, Inc.
 - Older Women's League (OWL) of California
 - The SCAN Foundation
 - Triple-A Council of California (TACC)

Email requesting public comment:

The California Department of Aging (CDA) has completed the draft of the PY 2020 – 2023 *California Senior Community Service Employment Program (SCSEP) Stand- Alone State Plan Modification* (CA SCSEP State Plan) and it is now available for **public comment**. SCSEP is the only federally funded training program for low-income older workers who are 55 years of age or older. The CA SCSEP State Plan describes how the statewide SCSEP network, and its partners work to meet the skills training, supportive services, and unsubsidized employment needs of eligible older workers.

CDA invites you to review the CA SCSEP State Plan and submit comments within the specified time frame. The closing date for public comment is June 20, 2022.

However, comments received after the closing date may be considered when the plan is revised during the next State Plan cycle. CDA encourages you to share this plan with your stakeholders, board members, and other workforce partners to facilitate input. CDA welcomes suggestions from our statewide network.

The CA SCSEP State Plan draft is located on the CDA website. To review the draft, please use the following link:

https://aging.ca.gov/Providers_and_Partners/Senior_Community_Service_Employment_Program/#pp-pn

Click on SCSEP State Plan tab

Comments must be submitted in writing.

Please send your comments to: TitleV.SCSEPUnit@Aging.ca.gov

Comments received by **5:00pm on June 20th, 2022**, may be incorporated into the PY 2020-2023 California SCSEP Stand-Alone State Plan.

Thank you for your consideration,

Theresa Weaver
SCSEP Analyst
California Department of Aging
theresa.weaver@aging.ca.gov

2. Summary of the Public Comments Received:

CDA did not receive any responses to the request for public comment concerning the California Senior Community Service Employment Program Stand-Alone State Plan Modification for Program Years 2020-2023.