

# California Senior Community Service Employment Program Stand-Alone State Plan

## Program Years 2024-2027



## **Acknowledgements**

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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 aged 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 17 national SCSEP grantees and 54 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 77% of formula grant funds were allocated to national grantees and about 22% were allocated to state grantees. In 2023, federal appropriations for SCSEP programs were \$390 million and supported approximately 40,000 positions. In Program Year (PY) 2023, the California statewide SCSEP network was allocated \$30,656,593.00 in regular contract awards.<sup>4</sup> Of this amount, \$23,805,526 (78 percent) was awarded to national SCSEP grantees. As the state grantee, the CDA SCSEP Federal Grant Award for PY 2023 was \$6,851,067 (22 percent).<sup>5</sup>

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 older<sup>6</sup>, unemployed, and have total annual family income that does not exceed 125 percent of the federal poverty guidelines<sup>7</sup>, currently \$18,825 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.<sup>8</sup> Specifically, service priority is given to individuals meeting one or more of the following criteria:

- Is a veteran or a spouse of a veteran

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<sup>4</sup> 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)].

<sup>5</sup> Training and Employment Guidance Letter No. 18-22, PY 2023 Planning Instructions and Allotments for SCSEP State, Territorial, and National Grantees

<sup>6</sup> For the purposes of this report, persons 55 years and older will be referred to as *older adults* or *older Californians*

<sup>7</sup> 2024 Federal Poverty Guidelines. Source: <https://aspe.hhs.gov/poverty> retrieved January 17, 2024. Effective as of January 11, 2024.

<sup>8</sup> Code of Federal Regulations, 20 CFR § 641.520

- Is 65 years of age or older
- Has a disability
- Has limited English proficiency
- Has low literacy skills
- Resides in a rural area
- Has low employment prospects
- Has failed to find employment after using services provided through the one-stop delivery system
- Are homeless or are at risk of homelessness
- Formerly incarcerated individuals

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 (CWDB), will work closely with state and local stakeholders to identify innovations, opportunities, and support for employment of older Californians. CDA envisions every Californian having the opportunity to enjoy wellness, longevity and quality of life in strong, healthy communities.

In, 2022, 15.8% of the state's population was 65 or older. The California Department of Finance projects that about one in four Californians will be 65 or older by 2024.<sup>9</sup> 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 through contracts with eight (8) Area Agencies on Aging (AAAs) and two (2) SCSEP national grantee that provide SCSEP services locally, as illustrated in Appendix A: *California Department of Aging SCSEP Subgrantee Directory by Planning and Service Area (PSA)*. In addition, there are six (6) national SCSEP grantees that provide SCSEP services in California, which are provided in Appendix B: *Directory of National SCSEP Grantees Operating in California*.

The California SCSEP Stand-Alone State Plan PY 2024-2027 (State Plan) describes how SCSEP and its partners meet the skills training, supportive services, and unsubsidized employment needs of eligible older workers. Priority focus of this plan includes flexible, high-quality Community Service Assignments (CSAs); strategic use of training and supportive services; preparation for unsubsidized employment in appropriate sectors; and job quality and equity. In addition, the State Plan 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 that participants can achieve unsubsidized employment in industry sectors with projected growth. The State Plan covers the period July 1, 2024 through June 30, 2028.

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<sup>9</sup> Public Policy Institute of California. California's Population Fact Sheet, January 2024

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, CDA requested a comprehensive profile of the demographic and labor market of Californians aged 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 (2023)*, is provided in its entirety in Appendix D. Through review of the workforce demographics data and reports available on the California EDD, the *California's Aging Workforce Report (2023)* was referenced and is provided in its entirety in Appendix E. The LMID *Demographic and Labor Market Profile of Californians Age 55 and Older (2023)* is provided in its entirety in Appendix F. 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. CDA staff compiled their comprehensive responses for inclusion.

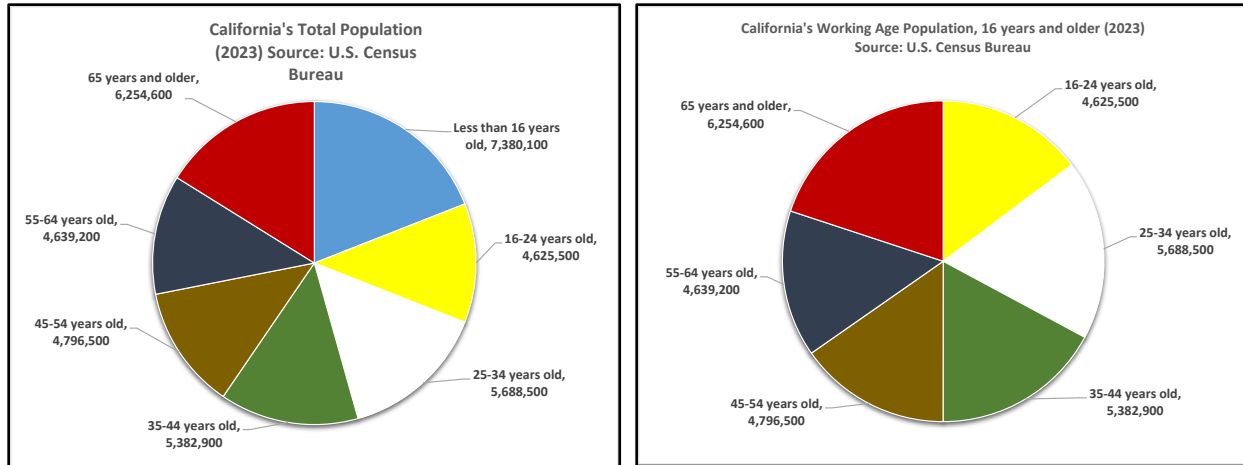
## **Section 2: Economic Projections and Impact**

### ***State Long-term Projections for Jobs in Industries and Occupations***

According to the LMID report, (Appendix D), in 2023 California's general population totaled 38.7 million people. Older workers, persons 55 years and older, accounted for 28.1 percent or 10.8 million of the state's population. When this segment of the population is broken out into detailed age groups their totals are as follows: 55-64 years old (4,639,200), 65 years and older (6,254,600).

The California Department of Finance (DOF) anticipates in California, individuals aged 55 and older will experience an overall compound annual growth rate of 1.1 percent between 2023 and 2033. Figure 1 provides the age distributions of the working age population (16 years and older) in California in 2023. Figure 2 demonstrates that since 1992, the percentage of older workers aged 55 years and older has more than doubled to 24 percent.

Figure 1

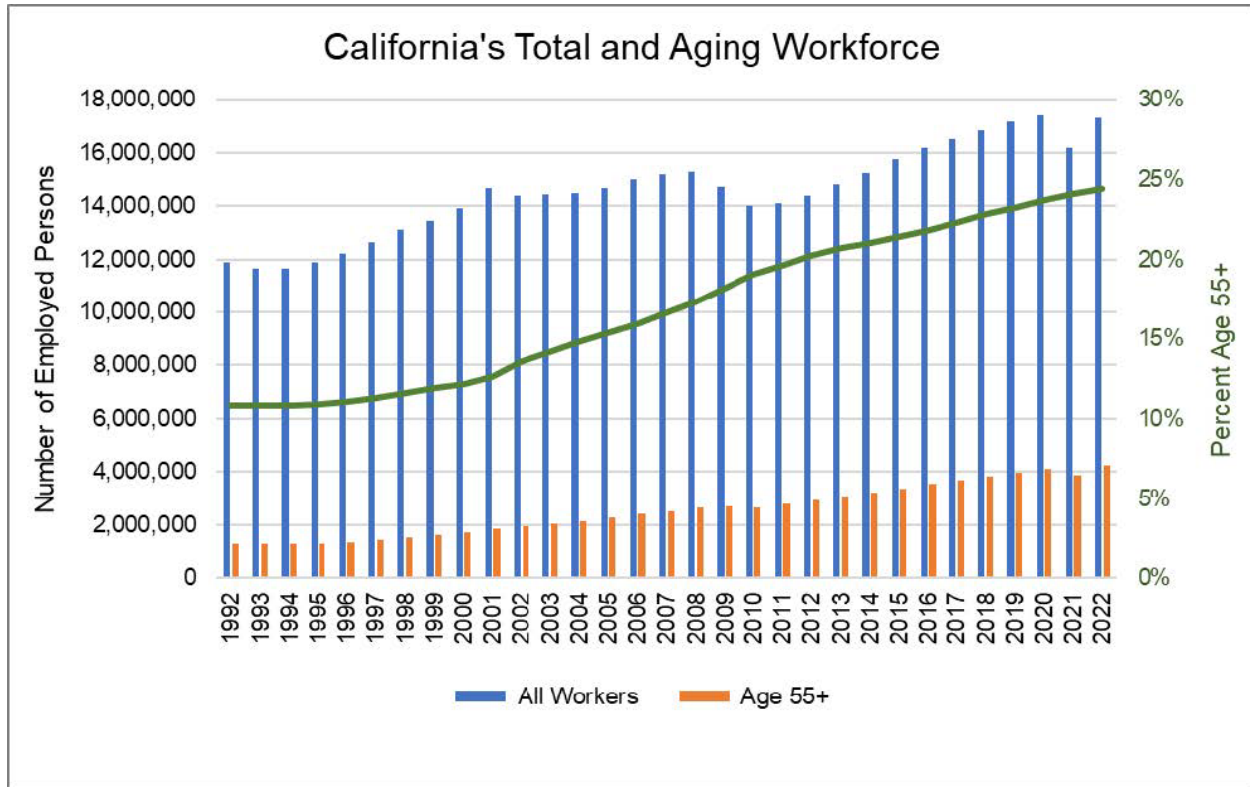


Source: Appendix D – LMID report, Demographic and Labor Market Profile of Californians Age 55 and Older, 2023)

In 2023, California's working-age population stood at 31,387,200 individuals, with a noteworthy 10.8 million being 55 years and older, as outlined by the U.S. Census Bureau. This demographic segment claimed the top spot as the largest in the state during that year. Over the past five years (2016-2021), the number of Californians 55 years and older has increased by 6.1 percent from 10,263,200 in 2018 to 10,893,800 in 2023; a net increase of 630,600 persons. Research suggests that as older workers retire in greater numbers over the next few years, they will impact businesses because they will take their years of experience and knowledge with them. In addition, this loss of knowledge will potentially contribute to disrupted workflows in a business, innovation stagnation, and a loss of organizational history.<sup>10</sup>

<sup>10</sup> LinkedIn The Legacy Project: The Crucial Case for Capturing Knowledge from Retiring Employees. [The Legacy Project Research](#)

Figure 2



Source: Appendix E – California's Aging Workforce Report. California Employment Development Department, Policy Accountability and Compliance Branch, Labor Market Information Division (LMID), June 2023.

In 2022, 24 percent of older Californians were employed, and most found jobs within the following industries: health care and social assistance (709,100 persons), manufacturing (383,775), Educational Services (373,246), and retail trade firms (340,303). Over 40 percent of older Californians were employed in one of the aforementioned industries. Table 1 below, provides a percent share analysis of the industries that employed older Californians in 2022.



**Table 1**

<b>California Jobs by Industry Sector in 2022</b>	<b>All Workers</b>	<b>Age 55+</b>	<b>% Age 55+</b>
<b>All Sectors</b>	<b>17,319,115</b>	<b>4,230,238</b>	<b>24%</b>
Health Care and Social Assistance	2,636,802	709,100	27%
Manufacturing	1,290,239	383,775	30%
Educational Services	1,438,797	373,246	26%
Retail Trade	1,601,271	340,303	21%
Professional, Scientific, and Technical Services	1,382,011	296,590	21%
Accommodation and Food Services	1,531,929	291,231	19%
Administrative and Support and Waste Management and Remediation Services	1,143,014	273,634	24%
Construction	918,214	225,406	25%
Transportation and Warehousing	826,244	181,881	22%
Wholesale Trade	646,753	175,904	27%
Information	783,146	168,999	22%
Public Administration	687,072	165,254	24%
Other Services (except Public Administration)	516,475	142,189	28%
Finance and Insurance	543,571	128,787	24%
Agriculture, Forestry, Fishing and Hunting	353,512	112,156	32%
Real Estate and Rental and Leasing	300,684	91,324	30%
Arts, Entertainment, and Recreation	334,211	77,322	23%
Management of Companies and Enterprises	261,590	61,018	23%
Utilities	107,388	28,017	26%
Mining, Quarrying, and Oil and Gas Extraction	16,192	4,101	25%

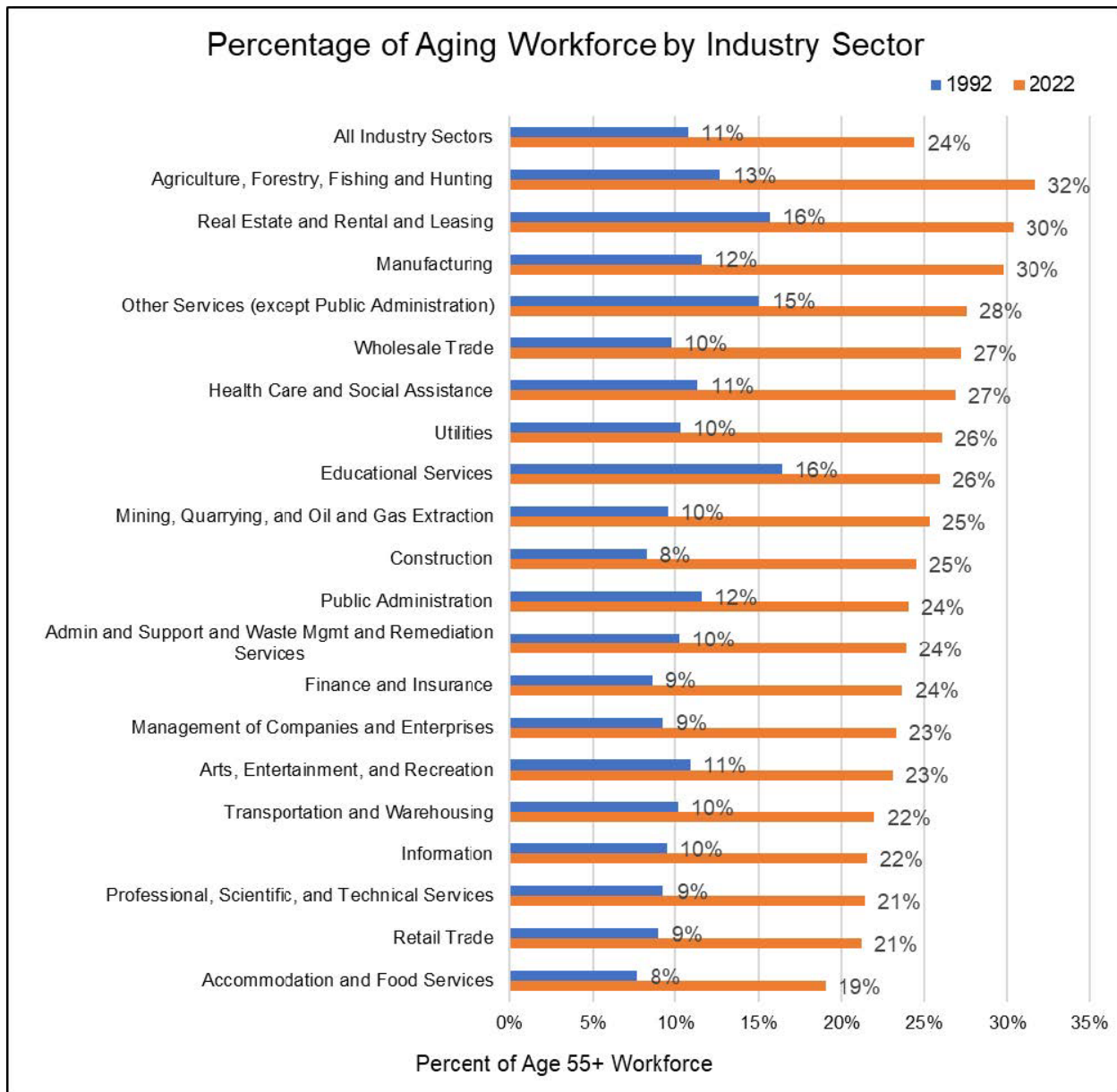
Source: Appendix E – California’s Aging Workforce Report. California Employment Development Department, Policy Accountability and Compliance Branch, Labor Market Information Division (LMID), June 2023.

Note: Data may not add due to rounding or suppression due to confidentiality.

Figure 3 provides percentage findings of individuals in the workforce older than 55 years showing an increase in every industry sector from 1992 to 2022. Notably the manufacturing sector increased from 12 percent of jobs held by older workers to 30 percent. Figure 4 provides the percent analysis of the industries that employed older

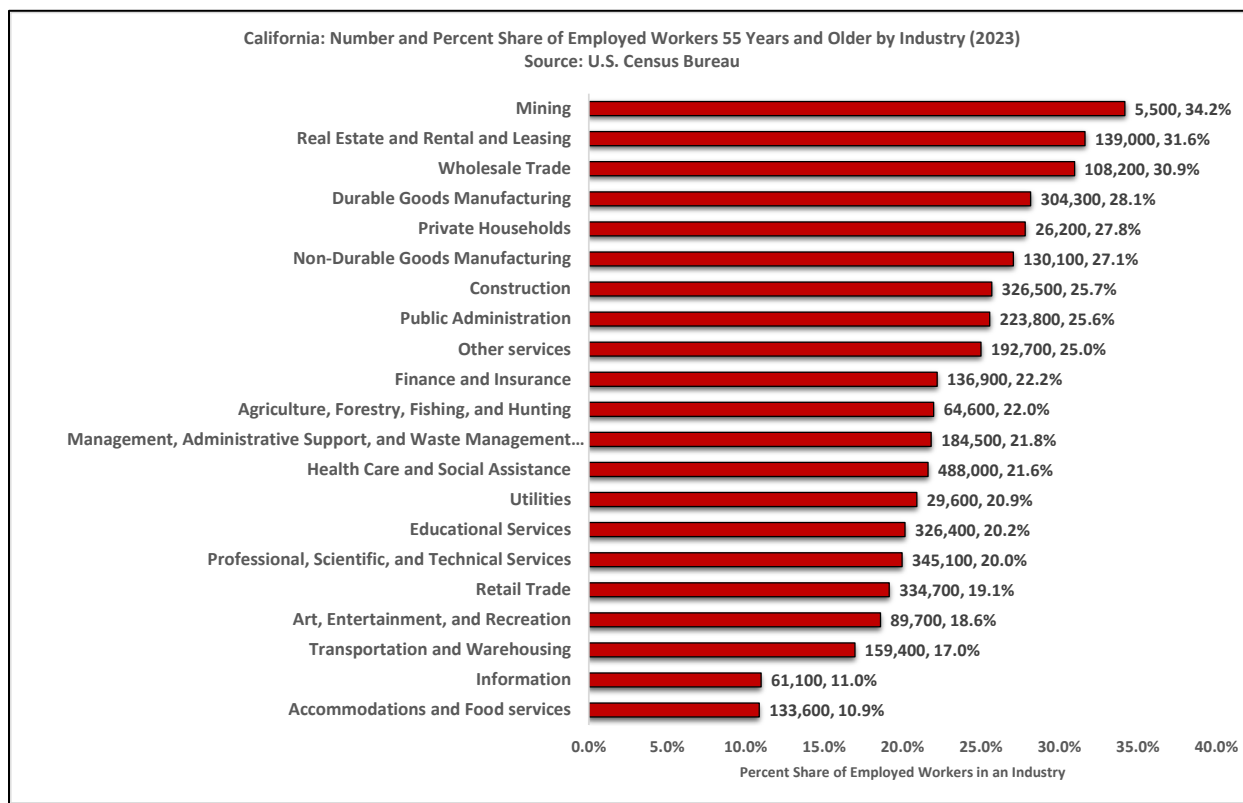
Californians in 2023.

**Figure 3**



Source: Appendix E – California’s Aging Workforce Report. California Employment Development Department, Policy Accountability and Compliance Branch, Labor Market Information Division (LMID), June 2023.

**Figure 4**



(Appendix D – LMID report, Demographic and Labor Market Profile of Californians Age 55 and Older, 2023)

The twenty occupations that employed the largest number of older Californians in 2023 are broken out in Table 2. 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 2****Twenty Occupations That Employed the Most Californians 55 Years and Older (2023)**

<b>Occupations</b>	<b>Number of Employed Persons</b>
Managers, All Other	211,600
Personal Care Aides	132,800
Truck Driver	84,900
Chief Executive	79,900
Janitors and Building Cleaners	77,000
Retail Salesperson	73,900
Real Estate Brokers	71,400
Elementary and Middle School Teacher	68,900
First Line Supervisor of Retail Sales Workers	62,600
Cooks	55,500
Construction Laborers	53,800
Laborers and Freight, Stock, and Material Movers	52,700
Sales Representatives, Wholesale	52,000
Maids and Housekeeping Cleaners	51,200
First Line Supervisor of Non-Retail Sales Workers	50,600
Registered Nurses	50,200
Bookkeeping Clerks	48,600
Lawyers	44,500
Electricians	44,300
Software Developers	43,100

Source: U.S. Census Bureau, Current Populations Survey of Households, (Appendix D– LMID report, Demographic and Labor Market Profile of Californians Age 55 and Older, 2023)

Census Bureau data suggests that the types of jobs most often held by the general population of older Californians in 2023 were as follows: management and personal care aides making up over 24.4 percent of older workers. In addition, over 783,800 transportation and material moving, chief executives, cleaners, retail, real estate, teachers, cooks, sales, and laborers were held by older Californians.

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 (2023)* 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-time work during 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 bartenders. Jobs listed under personal care services 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 2020 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.

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 3 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 2020-2030 period. Among the occupations examined, the educational requirements can range from a high school diploma to a bachelor's degree. The 2020 median annual wage for occupations requiring a bachelor's degree with notated median wages was in excess of \$130,000.

**Table 3**  
**California: Type of Jobs Held by Employed Older Workers**

Occupational Title	Base Year Employment (2020)	Projected Year Employment (2030)	Net Change	2020 Median Annual Wages	Entry Level Education	Work Experience	On-the-Job-Training
Managers, All Other	109,300	131,300	22,000	n/a	Bachelor's degree	<5 years	None
Personal Care Aides	766,000	985,800	219,800	\$31,641	High school diploma or equivalent	None	Short-term on-the-job training
Driver/Sales Workers	43,500	58,500	15,000	\$37,874	High school diploma or equivalent	None	Short-term on-the-job training
Chief Executives	47,400	47,100	-300	\$199,112	Bachelor's degree	≥5 years	None
Janitors and Building Cleaners	231,800	265,800	34,000	\$37,781	No formal educational credential	None	Short-term on-the-job training
Retail Salesperson	332,800	355,600	22,800	\$31,926	No formal educational credential	None	Short-term on-the-job training
Real Estate Brokers	21,800	23,700	1,900	\$80,560	High school diploma or equivalent	<5 years	None
Elementary and Middle School Teacher	156,400	168,600	12,200	\$82,900	Bachelor's degree	None	None
First Line Supervisor of Retail Sales Workers	132,600	136,200	3,600	\$47,353	High school diploma or equivalent	<5 years	None
Cooks	20,400	30,400	10,000	\$53,910	High school diploma or equivalent	≥5 years	None
Construction Laborers	133,600	155,900	22,300	\$49,002	No formal educational credential	None	Short-term on-the-job training
Laborers and Freight, Stock, and Material Movers	350,500	443,300	92,800	\$38,493	No formal educational credential	None	Short-term on-the-job training
Sales Representatives, Wholesale	178,200	202,700	24,500	n/a	n/a	n/a	n/a
Maids and Housekeeping Cleaners	117,100	134,900	17,800	\$36,598	No formal educational credential	None	Short-term on-the-job training
First Line Supervisor of Non-Retail Sales Workers	30,400	30,400	0	\$81,185	High school diploma or equivalent	<5 years	None
Registered Nurses	323,900	358,900	35,000	\$129,851	Bachelor's degree	None	None
Bookkeeping Clerks	184,300	192,400	8,100	\$49,900	Some college, no degree	None	Moderate-term on-the-job training
Lawyers	108,400	122,300	13,900	\$168,556	Doctoral or professional degree	None	None
Electricians	70,300	83,100	12,800	\$73,405	High school diploma or equivalent	None	Apprenticeship
Software Developers	321,600	437,800	116,200	n/a	Bachelor's degree	None	None

Source: California Employment Development Department (EDD), Occupational Employment Projections 2020-2030 (Appendix D – LMID report, Demographic and Labor Market Profile of Californians Age 55 and Older, 2023)

\*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 America's Job Centers of California (AJCCs or AJCs), host agencies, and public and private employers who can offer reliable pathways to unsubsidized employment.

Meaningful and most beneficial community service assignments lie at the intersection of Individual Employment Plan (IEPs) action steps and goals, high demand occupations, and a strong partnership with the host agency. IEPs have Specific, Measurable, Achievable, Relevant, and Time-Based (SMART) goals established that directly tie to the skills and experiences received at community service assignments. Skills developed must be valuable to the participant and workforce and may include soft skills. A CSA where a participant can recognize their growth through achieved skills and goals will also improve their self-esteem and confidence to reenter the labor market. Providing the opportunity for participants to receive training in various environments, industries, occupations, can lead to increases in a variety of skill development, and improve the likelihood of being

hired. Grantees provide CSA rotations for participants to continue professional growth and to lessen the likelihood of becoming stagnant within the program. Through receiving the highest prevailing wages for SCSEP time and activities, participants regain some financial independence, allowing them to focus on meaningful job searches while supporting their basic needs. In addition, grantees provide supportive services that address the individual's specific barriers to increase self-sufficiency, such as English as Second Language course.

To maximize SCSEP participant placement in unsubsidized employment in high demand jobs, the statewide SCSEP network will focus on on-the-job training opportunities and host agency recruitment efforts for 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 2020-2030*, the occupations that match SCSEP participants' education and training levels include the following:

- Restaurant Cooks
- Amusement and Recreation Attendants
- Users, Lobby Attendants, and Ticket Takers
- Bartenders
- Fitness Trainers and Aerobics Instructors
- Solar Photovoltaic Installers
- Entertainment Attendants and Related Workers
- Dining Room and Cafeteria Attendants and Bartender Helpers
- Miscellaneous Entertainers and Performers, Sports, and Related Workers

These occupations require an education level of either a high school diploma or equivalent or less than a high school education. A review of the Program Year (PY) 2022 Quarterly Progress Reports (QPR) from the SCSEP Grantee Performance Management System QPR System (GPMS) database shows that 74 percent of CDA's SCSEP participants meet the education and/or experience requirements of these occupations.

Table 4 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 4**  
**California Fastest Growing Occupations Requiring a High School Diploma or Equivalent or Less than a High School Diploma 2020-2030<sup>1</sup>**

<b>Occupational Title</b>	<b>Projected Employment 2020</b>	<b>Percent Change 2020-2030</b>	<b>Entry Level Education<sup>2</sup></b>	<b>Work Experience Required</b>	<b>On-the-Job Training<sup>3</sup></b>
Cooks, Restaurant	123,500	74.6%	8	<5 years	MT OJT
Amusement and Recreation Attendants	31,600	68.4%	8	None	ST OJT
Ushers, Lobby Attendants, and Ticket Takers	6,000	65.0%	8	None	ST OJT
Bartenders	38,200	63.4%	8	None	ST OJT
Fitness Trainers and Aerobics Instructors	30,200	63.2%	7	None	ST OJT
Solar Photovoltaic Installers	6,100	62.3%	7	None	MT OJT
Entertainment Attendants and Related Workers	52,400	60.9%	8	N/A	N/A



Personal Appearance Workers	70,800	58.8%	8	N/A	N/A
Dining Room and Cafeteria Attendants and Bartender Helpers	41,600	50.7%	8	None	ST OJT
Miscellaneous Entertainers and Performers, Sports and Related Workers	4,000	50.0%	8	None	ST OJT

<sup>1</sup>Employment Development Department, Labor Market Information Division,

<https://www.labormarketinfo.edd.ca.gov/data/employment-projections.html>

<sup>2</sup>High school diploma or equivalent is represented by number seven. Less than high school is represented by number 8.

<sup>3</sup>ST OJT means short-term on-the-job training. MT OJT means Moderate-term on-the-job training. LT OJT means Long-term on-the-job training.

Seven out of the 10 occupations identified as the fastest growing occupations that require high school diploma (or GED equivalent) or less may deem eligibility through short-term on-the-job training. In careful assessment of participant IEP goals and potential occupations, grantees identify skill gaps and barriers for participants to successfully obtain a job. Grantees directly target the skill gaps and barriers by offering skill-specific training and individualized supportive services.

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 were deemed a desired skill for rising occupations. Online training is 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 Emergency Paid Sick Leave (EPSL) policies to protect the health and safety of our participants and their communities. EPSL allowed participants, many of whom were 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.

In June 2021, the state of California “reopened”, which lifted pandemic executive orders. This included terminating the Stay-at-Home Order that was implemented earlier 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 training and job search remotely and for EPSL to continue. At the end of November 2021, CDA released guidance for return to in-person service delivery, discontinue EPSL, and established a plan to open recruitment as of January 10, 2022. CDA received feedback from Host Agencies with concerns for implementation and participant safety. Through individual correspondence and meetings, CDA concluded that 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 were 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. 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 placed emphasis on hiring older workers made additional opportunities for participants to apply. Some participants maintained internet and computer resources at home, while others without those services were encouraged to connect with family with access and/or to visit local libraries and AJCCs, if they were open for utilization.

CDA released an allocation of funds from California’s Home and Community-Based Service (HCBS) previously known as Older Adults’ Recovery and Resilience (OARR) Senior Employment Opportunities. This funding source and guidance as illustrated in CDA Program Memo 22-05, 23-01, 23-10, and 23-15 had the goal of investing, strengthening, and improving programmatic infrastructure and delivery of services to SCSEP participants. HCBS provided financial support for CDA subgrantees to purchase technological equipment such as laptops and iPads allowing participants the benefit to complete trainings, education courses, attend webinars, and complete job searches remotely. This flexibility gave participants the option to continue skill and knowledge growth, especially if issues or limitations arose regarding weather, natural disaster, transportation, personal health, or in-person availability.

### ***CDA, CWDB and LWDB Partnerships***

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 America’s Job Centers of California (AJCC) or One Stop Centers. Workforce

Innovation and Opportunity Act (WIOA) regulations require the statewide SCSEP network to execute a Memorandum of Understanding (MOU) with the LWDB because of SCSEP being a WIOA partner. The USDOL/ETA has acknowledged that the integration between WIOA and its partners is one of their main priorities, including SCSEP. A partnership and regular communication can inform the AJCC of SCSEP updates, participant eligibility requirements, and ability for co-enrollments.

The MOU identifies the core services the LWDB will provide to SCSEP participants in their areas, and the resources including those that are monetary, 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. CDA and CWDB continue to work together, and further partnership strategies are identified in the attached State Plan Partnership Agreement (Appendix K).

In 2019, CWDB and EDD provided CDA with the State WIOA MOU partner guidance.<sup>11</sup> The comprehensive guidance explained WIOA partner cost-sharing expectations for AJC services. The guidance also 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.

The statewide SCSEP network has developed strategies to conduct advocacy and outreach to the LWDB to ensure older workers concerns are addressed. These strategies as well as support for participation at the LWDB on a voluntary basis have and will continue.

SCSEP is an active partner in the One-Stop delivery system and CDA and national grantees encourage coordination with AJCCs at the local level. National grantees reported that they actively participate in WIOA partner meetings, which have 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 AJCCs to assist in daily operations and can provide referrals to

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<sup>11</sup> 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](http://www.edd.ca.gov/jobs_and_training/pubs/wsd19-03.pdf)

prospective participants. These successful modes of collaboration ensure local-level knowledge about SCSEP, including access to SCSEP services and are encouraged to continue will be supported as an ongoing process.

Similarly, grantees strongly encourage participants to register at their local AJCC. AJCCs 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 AJCCs also refer potential participants to SCSEP and identify participants that may be eligible for co-enrollment in both SCSEP and WIOA. SCSEP staff check in regularly with the AJCCs for updated job information on opportunities suitable for SCSEP participants. In addition, grantee offices that are not co-located with AJCC may provide support with transportation arrangements or transporting participants to the AJCC sites to ensure utilization of the AJCC's critical services. This extra effort alleviates transportation issues as well as fear or anxiety that participants may experience when going somewhere unfamiliar.

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. Partnerships with local community colleges provide participants with additional opportunities and resources such as financial assistance, veteran services, disabled student programs and services, health services, and academic and support counseling.

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 State Unit on Aging (SUA) administering OAA services through contracts with California's 33 AAAs (Appendix G) and coordinates activities through SCSEP contracts with 8 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 but are not limited to 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 GPMS database. In PY 2022, the participants of the statewide SCSEP network provided 178,962 community service hours. When multiplied by California’s minimum wage of \$15.00 in 2022, this represents a staggering cost savings of \$2,684,430 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 4,108,639 hours. During the COVID-19 pandemic, California’s statewide SCSEP network hours were reduced by 9,365,931 which resulted in an approximate \$67,903,000 loss in cost savings to the government and non-profit host agencies. This drastic plummet in hours was also illustrated in the nationwide total which was 25,446,977 less than that of the pre-pandemic year, 2018.

Despite the impact of the pandemic, participant training hours have 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 to the participant that benefits from the training and work experience gained at the host agency sites, ultimately helping them toward achieving the goal of finding unsubsidized, long-term 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 within 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 AJCCs, host agencies, and public and private employers. The statewide SCSEP network and their local project agencies identify employment opportunities through several means, including participating in community needs assessments, information and referral networking, and local planning processes. Utilization of the EDD Labor Market Index will identify the high demand jobs industries for programs to focus job trainings on, and to address the skill gaps/barriers of participants and needs of the community. Additionally, coordination and co-location of services at the AJCCs helps to identify suitable job openings. Grantees who offer events or job fairs specific to unemployed older individuals increase the opportunity and likelihood of finding applicable jobs that are realistically obtainable by SCSEP participants. 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-subgrantee trainings to stay informed on the labor market, available resources, and best practices. SCSEP project staff continue to attend meetings for the purpose of networking with local employers and recruiting host agencies. Other projects use the local AAA Information and Assistance resource guide to make contacts with potential host agencies. Others use newspapers, 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. Grantee partnerships with host agencies includes regular communication, updates on policies, clear eligibility of participants, and processes to support SCSEP participants, such as educating the host agencies on elements of a quality job as defined by the “Good Jobs”<sup>12</sup> principles. These elements include but are not limited to paying prevailing wages, predictable work schedule, benefits, inclusion, accessibility, career advancement, non-discrimination, worker rights, and removing discriminatory barriers which all aides in supporting participants while training at their community service assignment.

National grantees also reported that it is important to discuss and reinforce goals and plans with the participants throughout the duration of their time in 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 respective community service assignments. All successful strategies discussed with regard to engaging with employers and supporting participants will be continuous and expanded throughout the state plan cycle.

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

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<sup>12</sup> U.S. Department of Labor (2024, February 16) *The Good Jobs Initiative: Department of Commerce and Department of Labor Good Jobs Principles*. <https://www.dol.gov/general/good-jobs/principles>

experience. Programs such as Bonds4Jobs offer peace of mind as host agencies work toward placing participants at sites for work experience.

### ***Strategy for Serving Minorities***

The statewide SCSEP network attempts to recruit each minority cohort in proportion to its representation in the community. However, reporting race and ethnicity during SCSEP enrollment is voluntary by way of the participant, and declining to report has no bearing on their ability to be eligible and enrolled in the program. USDOL/ETA expects grantees to make an effort to serve minority individuals and to provide minority enrollment data in an annual minority report. The findings of this report highlight target areas for SCSEP to focus efforts for increasing equity in recruitment and access to services. However, the ability to decline to report race and ethnicity makes it challenging for grantees to fully capture demographics of enrolled participants in relation to the population of the counties served.

Despite this obstacle, GPMS indicates the statewide SCSEP network serves minority individuals at greater percentages than their representation in the state's overall minority population, with exception of individuals who identify as apart of the Asian ethnicity. 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 Asian individuals into the SCSEP. Table 5 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 GPMS database.

**Table 5**  
**Comparison of General Population of Californians Age 55 and Over to the  
Statewide SCSEP Population**

<b>Personal Characteristics</b>	<b>Californians 55 Years and Older General Population<sup>1</sup></b>	<b>Percentage of Californians 55 and Older General Population</b>	<b>Total Number of California Statewide SCSEP Participants PY 2022 End-of-Year<sup>2</sup></b>	<b>Percentage of California Statewide SCSEP PY 2022 End-of-Year<sup>3</sup></b>
Total Population	10,800,000	100.0%	1,924	100.0%
<b>Ethnicity*</b>				
Hispanic	2,851,200	26.4%	666	34.6%
<b>Race*</b>				



American Indian/ Native Alaskan	118,800	1.1%	28	1.5%
Native Hawaiian/ Pacific Islander	75,600	0.7%	16	0.8%
Asian	1,846,800	17.1%	143	7.4%
Black/ African American	702,000	6.5%	439	22.8%
White	7,862,400	72.8%	998	51.9%

<sup>1</sup>Source: Appendix D – LMID report, Demographic and Labor Market Profile of Californians Age 55 and Older, 2023

<sup>2</sup>GPMS PY 2022 CDA and national SCSEP grantees Final End-of-Year QPRs

<sup>3</sup>The percentage for the Participant Characteristics in all categories does not add up to 100 percent because of vacancies in GPMS PY 2022 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.

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. In addition, efforts to focus on active partnerships with training providers, local organizations, and host agencies who work with marginalized populations are exceptionally beneficial. These partners have a trusted connection and are best able to meet the needs of the minority community populations they serve. Training opportunities and workshops available in multiple languages, job opportunities that align with participant personal and community interests, and outreach capabilities for additional participant and host agency recruitments are some of the many benefits these partnerships offer.

### ***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. Moreover, mid-state agricultural areas have large populations of low-income workers. Many individuals in these areas have multiple barriers to employment that include limited English proficiency, low literacy skills, and/or low educational attainment. Table 6 shows analysis of the California county employment by total workers aged 55 and over with counties notated as completely rural, mostly rural, and mostly urban. This data

shows a higher percentage of older workers in rural counties compared to urban counties in 2022.

**Table 6**

California County Jobs in 2022							
County	All Workers	Age 55+	% Age 55+	County	All Workers	Age 55+	% Age 55+
Sierra	498	190	38%	Los Angeles	4,729,073	1,215,168	26%
Modoc	2,319	753	32%	San Luis Obispo	108,418	27,513	25%
Plumas	5,221	1,675	32%	Solano	135,571	34,354	25%
Alpine	287	85	30%	Sutter	30,337	7,646	25%
Trinity	2,304	675	29%	Del Norte	7,594	1,911	25%
Lake	14,751	4,286	29%	Alameda	801,107	200,841	25%
Calaveras	10,054	2,921	29%	Imperial	61,490	15,399	25%
Siskiyou	12,368	3,592	29%	Madera	51,686	12,874	25%
Inyo	6,804	1,976	29%	Merced	76,326	18,920	25%
Mariposa	4,480	1,295	29%	Orange	1,678,574	414,834	25%
Mendocino	28,533	8,241	29%	Humboldt	46,227	11,413	25%
Marin	106,462	30,495	29%	Yuba	16,995	4,150	24%
San Benito	16,263	4,517	28%	Lassen	6,553	1,555	24%
Amador	12,114	3,353	28%	Placer	180,139	42,683	24%
Colusa	7,943	2,180	27%	Sacramento	687,862	162,552	24%
Tuolumne	15,364	4,207	27%	Butte	73,069	17,253	24%
Tehama	17,593	4,738	27%	San Joaquin	271,568	63,581	23%
Nevada	30,603	8,241	27%	Tulare	161,417	37,731	23%
Glenn	8,754	2,355	27%	Santa Clara	1,108,577	258,770	23%
Monterey	164,021	44,043	27%	Stanislaus	192,581	44,926	23%
Napa	71,680	19,019	27%	Fresno	401,970	93,582	23%
Sonoma	211,669	55,967	26%	San Diego	1,443,361	336,000	23%
Santa Barbara	186,644	49,258	26%	San Mateo	415,545	95,976	23%
Ventura	304,328	80,104	26%	Yolo	102,813	23,660	23%
Contra Costa	378,843	99,170	26%	Riverside	787,942	180,659	23%
Santa Cruz	93,776	24,271	26%	Kern	301,351	68,500	23%
Shasta	62,620	16,160	26%	San Bernardino	824,246	184,639	22%
El Dorado	54,685	14,095	26%	Kings	46,565	10,283	22%
Mono	7,659	1,971	26%	San Francisco	731,515	153,028	21%
<b>Rural/Urban Counties Legend:</b>							
Completely Rural = Alpine, Mariposa, Modoc, Plumas, Trinity							
Mostly Rural = Amador, Calaveras, Lassen, Sierra, Siskiyou, Tehama							
Mostly Urban = Remaining Counties							

Source: Appendix E – California’s Aging Workforce Report. California Employment Development Department, Policy Accountability and Compliance Branch, Labor Market Information Division (LMID), June 2023.

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 to include food insecurity, housing, medical and dental services, as well as

substance abuse. Local projects work to identify and address 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 areas. Transportation access issues are compounded by the time and/or distance involved in traveling between the older individual's home and job training sites, high fuel and vehicle maintenance costs, and the ever-increasing demand for 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 identified as 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 participants 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 2023, the state minimum wage is \$15.50 per hour, with some local ordinances being even higher. Conversely, the current federal minimum wage is \$7.25 per hour. The statewide SCSEP network projects more administrative challenges ahead with California's minimum wage increase to \$16.00 per hour in January 2024; minimum

wages increase to \$20.00 per hour for fast food and restaurant employees effective April 1, 2024 and incremental increases up to \$25 per hour for health facility workers effective June 1, 2024. CDA's SCSEP subgrantees have expressed difficulty and challenges with 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 diminishes the SCSEP's ability to operate to its full potential. Staff time must be spent towards developing community partnerships, recruitment, and assisting participants, while the administrative responsibilities of day-to-day operations continues to present a challenging balance. National grantees reported that 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 in order to eliminate or reduce barriers to employment. CDA is committed to increased training efforts with local SCSEP subrecipients. Training strategies will include updated outreach practices, partnership building and motivational interviewing techniques.

Finally, to further strengthen the SCSEP's ability to serve minorities, expanded language services must be provided to those with limited English proficiency, including monolingual Spanish speakers. Staff training should also be developed, and/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 that are unique to minority cohorts. CDA plans to support the needs of limited English proficiency by providing enrollment, CSA, unsubsidized employment, and exit tools that align with GPMS in languages other than English.

### ***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 allocated additional funding to support the operation of host agencies, alternative remote service options, return of in-person service, and building and expanding the infrastructure and program development to enhance services to participants and community areas.

CDA has allocated and implemented funds from California's Home and Community-Based Services (HCBS) previously known as Older Adults' Recovery and Resilience (OARR) Senior Employment Opportunities. In 2022, HCBS funds were administered to support and promote the expansion of existing federally funded programs, including the Title V SCSEP program both at the state and local level through sub-awards for subgrantees and as pass through funding for their local level service providers. These HCBS funds were provided with the intent of strengthening and improving the programmatic infrastructure and the delivery of services to SCSEP participants. Notice of and guidance on the use of the HCBS funding was addressed in PM 20-05: Use of Older

Adults' Recovery and Resilience (OARR) Senior Employment Opportunities Funding, issued March 24, 2022, revised May 3, 2022; and PM 23-01: Use of Home and Community Based Services (HCBS) Funding Allocations, issued January 3, 2023. On June 5, 2023, CDA released PM 23-10: Title V/SCSEP Amendment of Current Contracts to Update the HCBS Funding Date. This guidance intent was to provide each SCSEP subgrantee the opportunity to make infrastructure investments to help support SCSEP program maximization within the subgrantee's service area by extending the timeline of the Title V SCSEP HCBS funds through December 31, 2023. CDA extended the Title V HCBS funding once more on July 21, 2023 through PM 23-15: Home and Community-Based Services (HCBS) Time Extension which provided an extension for use of the funding through June 30, 2024 for those subgrantees who were able to execute their contract amendments within the allotted time.

Infrastructure building and costs includes but is not limited to travel, property/equipment, supplies, consultants, training, supportive services, job development and Workforce Development Board (WDB) shared infrastructure costs. In offering this funding, programs have been able to reach more rural areas and connect with potential host agencies in various locations. Through the pandemic, businesses restructured staffing and increased technological skill requirements; additionally, some host agencies permanently closed, which left some subgrantees in need of host agencies for their participants. The HCBS funding allotment has allowed for technology advancements and enhancements such as computers and cell phones for in-office or telework environments, as a benefit for both participants and host agency sites. Those participants who live in isolated areas with limited to no transportation have been provided with means and tools to connect with trainings and training vendors, and have been provided with the experience necessary to build employment, social, and soft skills.

CDA continues a close partnership with subgrantees as well as California's National grantees. Through meeting quarterly with each respective group, CDA has been able to support policy and regulation clarification as well as provide the opportunity for collaboration and program improvements. This cooperation and allied support have also provided 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 within in-demand industries in that community. Each national grantee reported that they use labor market information data to match employers to job seekers. Grantees use information from local workforce offices to stay up to date on high growth, in demand industries within the regions served, and target them for training opportunities so that SCSEP participants will be job ready and vital candidates for these positions.

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 project 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 On-the-Job Experience (OJE). OJE is a specific employment 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, to gain specialized skills and work experience. An OJE may be combined with work in activities such as community service and/or classroom training aimed at maximizing skills acquisition.

OJE assignments can help participants develop specific skills that aren't attainable through regular community service assignments. Some of these skills may include bank teller positions, grocery or retail store experience or more advanced positions with private sector entities. OJE assignments offer participants the opportunity to work with for-profit organizations while enrolled in SCSEP, allowing grantees to strengthen relationships with employers within the community. OJEs may also help participants achieve unsubsidized employment at the 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 regions served have been classified by USDOL/ETA as areas of persistent unemployment, and many more are nearing that threshold. The loss of construction and public service jobs has caused unemployment levels to increase in these areas within the past year. This has led to younger workers now competing for the jobs that were previously being filled by older workers. Subsequently, this has also created competition for funding through the One-Stop system. Since most employers now prefer to hire experienced persons, OJEs can be used to lessen the "risk" associated with hiring new employees who may require more intensive training.

National grantees and CDA regularly perform monitoring reviews on subgrantees' performance and develop action plans, as needed. Employment performance measure targets continue to present a challenge for 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. While we've seen a downward trend in unemployment levels as more Californians become employed, California has seen an increase in the number of unemployed individuals since November 2022. California's unemployment rate for December 2023 was 5.1 percent<sup>13</sup> which was higher than the national unemployment rate of 3.7 percent<sup>14</sup> during the same month and year. 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

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<sup>13</sup> [https://edd.ca.gov/en/about\\_edd/news\\_releases\\_and\\_announcements/unemployment-december-2023/](https://edd.ca.gov/en/about_edd/news_releases_and_announcements/unemployment-december-2023/)

<sup>14</sup> <https://www.bls.gov/news.release/pdf/empst.pdf>

their participants. Based on the analysis, it was determined that their success appeared to be attributed 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

CDA supports and encourages the ongoing and continuous implementation of these successful strategies, and will ensure that these practices are shared throughout the SCSEP network.

CDA hosts quarterly meetings for SCSEP subgrantees, which includes training components and clarification of federal and state SCSEP policies. Trainings provided in PY 2022 included:

- Data Validation
- HCBS/OARR Funding
- CDA File Share Repository
- SPARQ/GPMS Migration and Trainings
- Equitable Distribution
- Data Collection Handbook Module Updates
- Customer Satisfaction Surveys
- On-the-Job Experience (OJE)

For PY 2023 Quarters 1 and 2 trainings have included:

- Contracting Process, Requirements, and Standard Practices
- Budget Allocations and Timelines
- Finance Closeout, Slot Allocation, Implementation of a new Finance software, Approved Budgets and Expenditures, and Equipment Purchasing
- Annual SCSEP Subgrantee Deliverables
- Risk Assessment and Monitoring
- Participant Hour Expectations and Requirements
- Approved Breaks
- Termination
- HCBS Travel
- Maintenance of Effort
- GPMS Technical Assistance and Process Updates

## **Section 4: Location and Population Served, Including Equitable Distribution**

### ***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 Equitable Distribution (ED) plan, in accordance with the Older Americans Act (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 presents unique challenges for the statewide SCSEP network.

According to the 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 reside.

In PY 2022 Quarter 4, there were 3,370 SCSEP authorized positions in California, this number included the national SCSEP grantees' and CDA's authorized positions. Of CDA's authorized positions, 46.1 percent or 325 of the authorized positions were in Los Angeles County, 13.5 percent or 95 of the authorized positions were in Orange County, 10.5 percent or 74 of the authorized positions were in the San Francisco Bay Area, and 6.2 percent or 44 of the authorized positions were in the San Diego area. The total number of authorized positions located in these four areas came to 538 or 76.3 percent of CDA's authorized positions.<sup>15</sup>

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, and low educational attainment. California's agricultural areas tend to have higher unemployment rates than its affluent coastal areas. National grantees who serve these regions have reported challenges with finding classes, specifically computer training classes, geared towards the Hispanic population. With much of the agricultural workforce in these areas being Hispanic individuals, computer literacy is not deemed a priority amongst participants. 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

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<sup>15</sup> GPMS Quarterly Progress Report PY 2022 Quarter 2



consider these additional factors when a participant is assigned to a host agency. One 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.

ANPPM, 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 2022 Quarter 4, the statewide SCSEP network had 142 SCSEP participants enrolled from rural areas or 7.4 percent of the total authorized positions in California.<sup>16</sup> 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 H – ED Charts PY 2022 and PY 2023)**

During PY 2020 and a portion of PY 2021, 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 steady 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 make up 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. Should the PY 2024 National SCSEP Competition result in changes to national grantees providing service in California, strategies including conference call inquiries, follow-up emails about the effect of the competition, and working with previous grantees to ensure participants experience a seamless transition and transfer to programs will be implemented to prevent disruption of services to participants.

### ***Equitable Distribution Imbalances and Corrective Steps***

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

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<sup>16</sup> GPMS PY 2022 CDA and national grantees Final End-of-Year QPR

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 2022, two additional subgrantees chose to discontinue their SCSEP contracts, 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, and 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 a current provider's contract to assume delivery of service to an additional county in the region. As of July 2022, Center for Workforce Inclusion and Riverside County no longer serve as subgrantees for the service areas under CDA.

In PY 2023, the following AAAs and National Grantees provided CDA SCSEP services:

- Felton Institute- Marin County (CA105)
- Felton Institute- San Mateo County (CA108)
- Alameda County Area Agency on Aging- Alameda County (CA009)
- Source wise Community Resource Solutions- Santa Clara County (CA010)
- SER, Jobs for Progress- Fresno County (CA114)
- Kings-Tulare Area Agency on Aging- Kings and Tulare Counties (CA015)
- Ventura County Area Agency on Aging- Ventura County (CA018)
- Los Angeles County Area Agency on Aging- Los Angeles County (CA019)
- San Bernardino County Department of Aging & Adult Services- San Bernardino County (CA020)
- SER, Jobs for Progress- Riverside County (CA121)
- Orange County Office on Aging- Orange County (CA022)
- SER, Job for Progress- San Diego County (CA123)
- City of Los Angeles Department of Aging – City of Los Angeles(CA025)
- SER, Jobs for Progress- Stanislaus County(CA130)

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 2022**

<b>Provider</b>	<b>California Counties</b>	<b>Age 55 and Over<sup>1</sup></b>	<b>Total Authorized SCSEP Positions in Counties<sup>2</sup></b>
Asociación Nacional Pro Personas Mayores	Los Angeles, Monterey, San Bernardino, San Luis Obispo, Santa Barbara, and Ventura	3,781,114	547
International Pre-Diabetes Center	Los Angeles		165

<b>Provider</b>	<b>California Counties</b>	<b>Age 55 and Over<sup>1</sup></b>	<b>Total Authorized SCSEP Positions in Counties<sup>2</sup></b>
National Asian Pacific Center on Aging <sup>3</sup>	Alameda, Contra Costa, Los Angeles, Napa, Sacramento, Solano, and Sonoma	4,265,605	397
National Council on the Aging, Inc.	Fresno, Kings, Marin, Merced, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, and Tulare	1,617,581	364
National Older Worker Career Center	Butte, Del Norte, El Dorado, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Mono, Nevada, Plumas, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, and Yuba	517,901	171
SER - Jobs for Progress National, Inc.	Amador, Calaveras, Imperial, Inyo, Kern, Los Angeles, Madera, Mariposa, Mono, Orange, Placer, Riverside, San Diego, San Joaquin, Stanislaus, and Tuolumne (Data omitted for Inyo and Mono from Census Bureau 2022 ACS)	5,937,599	807
State of California - California Department of Aging	Alameda, Fresno, Kings, Los Angeles, Marin, Orange, Riverside, San Bernardino, San Diego, San Mateo, Santa Clara, Stanislaus, Tulare, and Ventura	7,723,190	705
<b>Total</b>			<b>3156</b>

<sup>1</sup> Source: U.S. Census Bureau, 2022 American Community Survey, 1-Year Estimate

<sup>2</sup> GPMS PY 2022 Final End-of-Year QPRs

<sup>3</sup> This does not include National Asian Pacific Center on Aging's set-aside grant  
Data omitted from Census Bureau 2022 ACS report for: Modoc, Mono, Plumas, Sierra, and Trinity

### ***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 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 GPMS 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 process for 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.

State SCSEP grantees identified variances within the counties and cited several reasons for the variance significance, including administrative issues such as limited resources and limited staffing during a specified period. Other grantees reported issues with the high cost of workers compensation insurance. Additionally, challenges were presented with managing 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 extended leaves 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 2023 Q1, USDOL/ETA awarded CDA SCSEP with 706 authorized positions, which equates to 317 modified positions because of California's high minimum wage, leaving 389 authorized slots unavailable 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**

<b>County Name</b>	<b>55+ Population</b>	<b>Total 55 and Older and at or Below 125 Percent of Federal Poverty Guidelines</b>	<b>Ratio as a Percentage of Eligible Individuals in Each Service Area to Total Eligible Population in the State</b>
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%
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%

<b>County Name</b>	<b>55+ Population</b>	<b>Total 55 and Older and at or Below 125 Percent of Federal Poverty Guidelines</b>	<b>Ratio as a Percentage of Eligible Individuals in Each Service Area to Total Eligible Population in the State</b>
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%
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%

### ***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 providing priority of service.

**Table 9**  
**Priority of Service Characteristics for SCSEP Enrollment**

<b>GPMS Participant Characteristics<sup>1</sup></b>	<b>Californians Age 55+<sup>2</sup></b>	<b>Total California SCSEP Participants<sup>3</sup></b>
Age 55 and over	10,800,000	1,924
Age 65 and older	6,009,700	885
	6,200,000	
Individuals with a severe disability <sup>5</sup>	n/a	39
Individuals with limited English Proficiency <sup>4</sup>	1,545,386	529
	1,544,400	
Individuals with low literacy skills <sup>6</sup>	n/a	294
Individuals residing in rural areas <sup>5</sup>	n/a	142
Military Veterans	885,600	143
Individuals with low employment prospects <sup>5</sup>	n/a	1,765
Individuals who failed to find employment after using WIA Title I <sup>5</sup>	n/a	404
Individuals who are homeless or at risk of homelessness <sup>5</sup>	n/a	1,417
Formerly incarcerated within the last 5 years <sup>1</sup>	n/a	4

<sup>1</sup> SCSEP Most-in-Need characteristics, CFR § 641.710(a)(6)

<sup>2</sup> Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement. Appendix D – LMID Report, Demographic and Labor Market Profile of Californians Age 55 and Older, Employment Development Department (2023)

<sup>3</sup> The Total SCSEP Participants are results from GPMS PY 2022 Final End-of-Year QPRs and include CDA and the six national SCSEP grantees with operations in the State, GPMS Participant Characteristics are specific to individuals 55 and older

<sup>4</sup> Limited English proficiency is defined as "persons who speak a language other than English at home who do not speak English very well"

<sup>5</sup> Information not available for individuals 55 and older

<sup>6</sup> Low literacy is defined as 8th 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**

<b>GPMS Participant Characteristics<sup>1</sup></b>	<b>Californians Age 55+<sup>2</sup></b>	<b>Total California SCSEP Participants<sup>3</sup></b>
Family income at or below the poverty level	n/a <sup>4</sup>	1,411
Individuals with disabilities	2,278,800	368
Individuals receiving public assistance	n/a <sup>4</sup>	1,130

<sup>1</sup>GPMS Participant Characteristics for PY 2022 Final End-of-Year QPR results

<sup>2</sup>Source: *Demographic and Labor Market Profile of Californians Age 55 and Older*, Employment Development Department, Table 1 Demographic Characteristics of Californians 55 Years and Older (2023)

<sup>3</sup>The Total SCSEP Participants are results from GPMS PY 2022 Final End-of-Year QPRs and include CDA and the six national SCSEP grantees with operations in the State, GPMS Participant Characteristics are specific to individuals 55 and older

<sup>4</sup>Information not available for individuals 55 and older

### ***Avoidance of Disruption of Service***

During the last National SCSEP Competition in 2020, 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 in the 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)**

<b>Program and Service Area</b>	<b>Contact</b>
PSA 5 (CA105) FELTON INSTITUTE – MARIN COUNTY 1388 Sutter St, Ste 600 San Francisco, CA 94109 <a href="https://felton.org/">https://felton.org/</a>	AMY YU SCSEP Director (415) 982-7007, ext 611 ayu@felton.org
PSA 8 (CA108) FELTON INSTITUTE – SAN MATEO COUNTY 1388 Sutter St, Ste 600 San Francisco, CA 94109 <a href="https://felton.org/">https://felton.org/</a>	AMY YU SCSEP Director (415) 982-7007, ext 611 ayu@felton.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) 268-2426 <a href="https://www.alamedacountysocialservices.org/">https://www.alamedacountysocialservices.org/</a>	DEBORRAH COOPER Program Specialist (510) 577-3541 Deborrah.cooper@acgov.org
PSA 10 (CA010) SOURCEWISE COMMUNITY RESOURCE SOLUTIONS 3100 De La Cruz Boulevard, Suite 310 Santa Clara, California 95054 (408) 350-3200 <a href="https://mysourcewise.com/">https://mysourcewise.com/</a>	SHARON IGE Director Senior Employment & Meals on Wheels (669) 696-2673 sige@mysourcewise.com
PSA 14 (CA114) SER, JOBS FOR PROGRESS – FRESNO COUNTY 255 N. Fulton St, #106 Fresno, CA 93701 <a href="https://sercalifornia.org/">https://sercalifornia.org/</a>	PEGGY MENDIBLES SCSEP Program Coordinator (559) 452-0881 peggy@sercalifornia.org
PSA 15 (CA015) KINGS-TULARE AREA AGENCY ON AGING 4025 W. Noble Ave, Ste A Visalia, CA 93277 (559) 624-8000 <a href="https://ktaaa.org/">https://ktaaa.org/</a>	RISE VANTICHELT Manager (559) 623-0191 RVanTichelt1@tularecounty.ca.gov
PSA 18 (CA018) VENTURA COUNTY AREA AGENCY ON AGING 646 County Square Drive, Suite 100	MONIQUE NOWLIN Deputy Director (805) 477-7309 Monique.nowlin@ventura.org

Program and Service Area	Contact
Ventura, California 93003 (805) 477-7300 <a href="http://aaa.countyofventura.org">http://aaa.countyofventura.org</a>	
PSA 19 (CA019) LOS ANGELES COUNTY AGING & DISABILITIES DEPARTMENT 510 S. Vermont Avenue, Suite 1100 Los Angeles CA 90020 (213) 738-4004 <a href="https://ad.lacounty.gov/">https://ad.lacounty.gov/</a>	TRINKA PETTIES-HOLLIMAN Human Services Administrator (213) 663-8817 <a href="mailto:tpetties@ad.lacounty.gov">tpetties@ad.lacounty.gov</a>
PSA 20 (CA020) SAN BERNARDINO COUTY DEPARTMENT OF AGING & ADULT SERVICES 784 East Hospitality Lane San Bernadino, CA 92415-0009 (909) 798-8563 <a href="https://hss.sbcounty.gov/daas/">https://hss.sbcounty.gov/daas/</a>	VERONICA PEREZ Supervising Social Worker (909) 891-9023 <a href="mailto:Veronica.perez@hss.sbcounty.gov">Veronica.perez@hss.sbcounty.gov</a>
PSA 21 (CA121) SER, JOBS FOR PROGRESS – RIVERSIDE COUNTY 675 Placentia Ave. 3rd Floor Brea, CA 92821 (951) 593-7013 <a href="https://sercalifornia.org/">https://sercalifornia.org/</a>	ALBERT STONE SCSEP Project Coordinator 424-320-9888 <a href="mailto:astone@sercalifornia.org">astone@sercalifornia.org</a>
PSA 22 (CA022) ORANGE COUNTY OFFICE ON AGING 1300 South Grand Ave, Bldg B, 2nd Flr Santa Ana, CA 92705 (714) 480-6450 <a href="https://www.officeonaging.ocgov.com/">https://www.officeonaging.ocgov.com/</a>	LILLIAN MARUTA Administrative Manager (657) 243-4946 <a href="mailto:lillian.maruta@occr.ocgov.com">lillian.maruta@occr.ocgov.com</a>
PSA 23 (CA123) SER, JOBS FOR PROGRESS – SAN DIEGO COUNTY 675 Placentia Ave. 3rd Floor Brea, CA 92821 (951) 593-7013 <a href="https://sercalifornia.org/">https://sercalifornia.org/</a>	ALBERT STONE SCSEP Project Coordinator 424-320-9888 <a href="mailto:astone@sercalifornia.org">astone@sercalifornia.org</a>
PSA 25 (CA025) CITY OF LOS ANGELES DEPARTMENT OF AGING 221 N. Figueroa Street, Suite 180 Los Angeles, California 90012 (213) 482-7252 <a href="http://aging.lacity.org/">http://aging.lacity.org/</a>	TRAVIS ANDERSON SCSEP Director (213) 482-7240 <a href="mailto:travis.anderson@lacity.org">travis.anderson@lacity.org</a>

Program and Service Area	Contact
PSA 30 (CA130) SER, JOBS FOR PROGRESS – STANISLAUS COUNTY 255 N. Fulton St, #106 Fresno, CA 93701 <a href="https://sercalifornia.org/">https://sercalifornia.org/</a>	PEGGY MENDIBLES SCSEP Program Coordinator (559) 452-0881 peggy@sercalifornia.org

## **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](mailto:anppm@aol.com)  
[www.anppm.org](http://www.anppm.org)

National Council on Aging, Inc. (NCOA)

Jim Seith, National SCSEP Director  
254 18<sup>th</sup> Street South, Suite 500  
Arlington, VA 22202  
(571) 527-3921  
[Jim.Seith@ncoa.org](mailto:Jim.Seith@ncoa.org)  
[www.ncoa.org](http://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](mailto:kbranch@nowcc.org)  
[www.nowcc.org](http://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](mailto:miriam@napca.org)  
[www.napca.org](http://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](mailto:etrevino@ser-national.org)  
[www.ser-national.org](http://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](mailto:info@ipdc4dm2.org)      [www.ipdc4dm2.org](http://www.ipdc4dm2.org)

California SCSEP Stand-Alone State Plan  
PY 2024-2027 California Department of Aging

## Appendix C: Delegation of Authority

State of California

Delegation of Authority

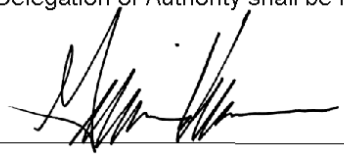
State Plan

Senior Community Service Employment Program

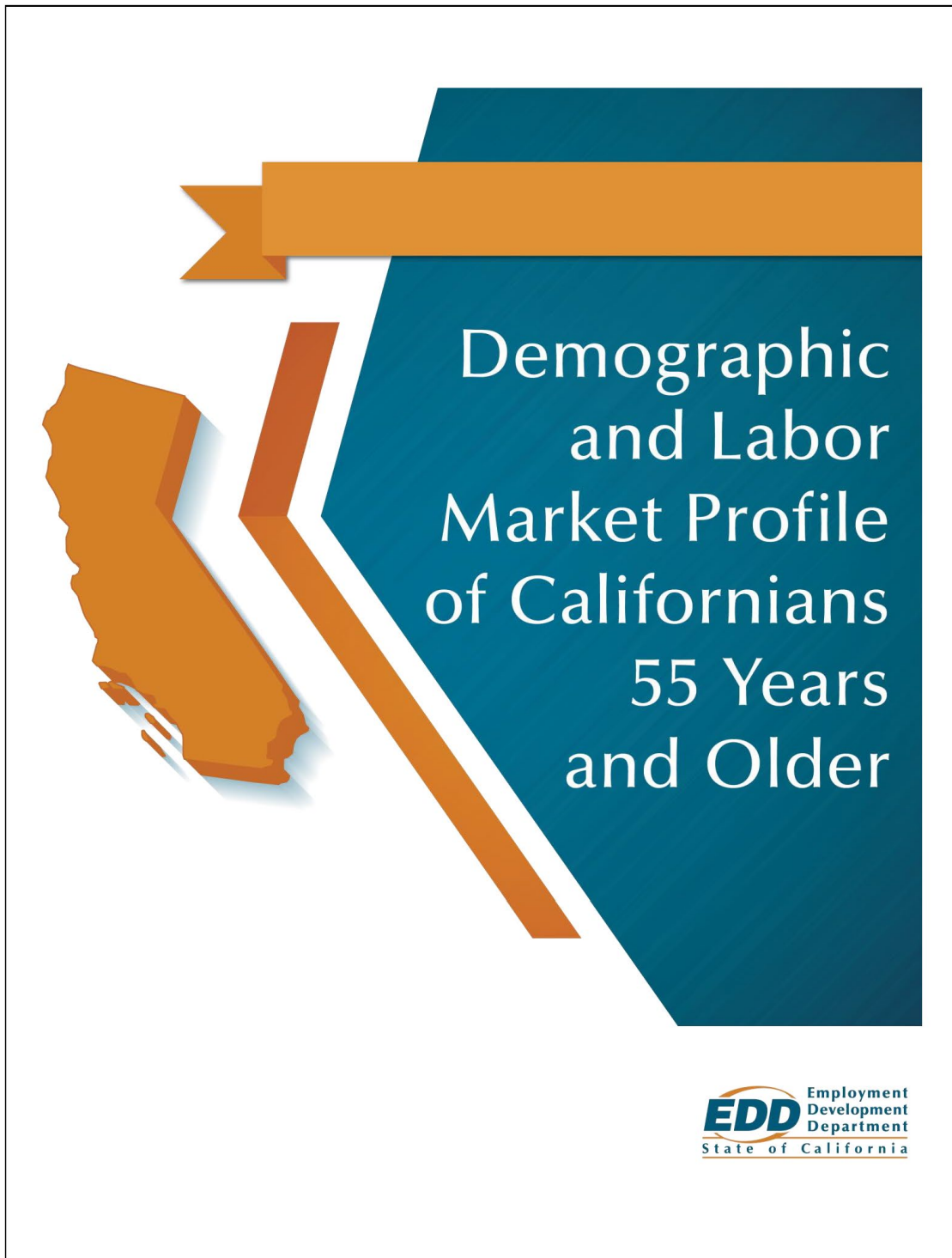
I, Gavin Newsom, Governor of the State of California, hereby grant authority to Susan DeMarois, Director of the California Department of Aging, to sign and submit, on my behalf, the Senior Community Service Employment Program (SCSEP) Stand-Alone State Plan - Program Years 2024-2027, as specified by the 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 26 day of March, 2024



## Acknowledgements

Several individuals actively participated in and immensely contributed toward the success of this report for the California Department of Aging (CDA). Listed below are the names and positions of those who, in no small measure, contributed toward the successful outcome of this research for the CDA.

### EDD-Labor Market Information Division

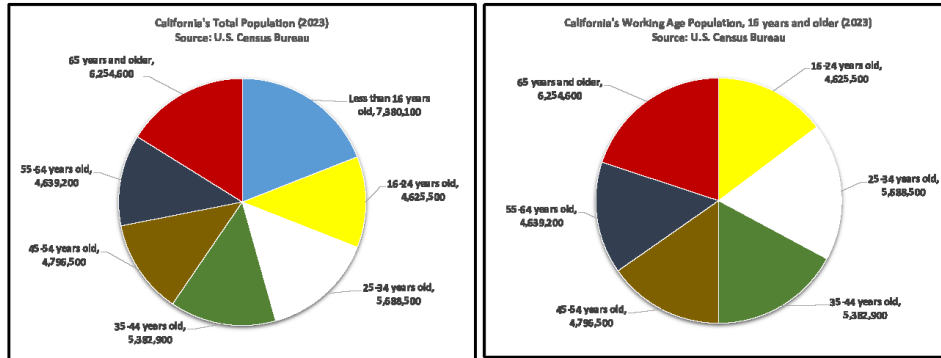
Brandon Hooker	Senior Research Data Specialist
Areej Hayat	Research Data Analyst
Vicki Moore	Deputy Division Chief-Labor Market Information Division
Juan Barrios	Deputy Division Chief-Labor Market Information Division
Muhammad Akhtar	Chief-Labor Market Information Division
Nathan Harbert	Research Data Specialist I
Mindy Takechi	Research Data Specialist I
Melanie Bautista	Labor Market Researcher
Dennison Ocampo	Division Support Manager



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## Population Trends Analysis



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

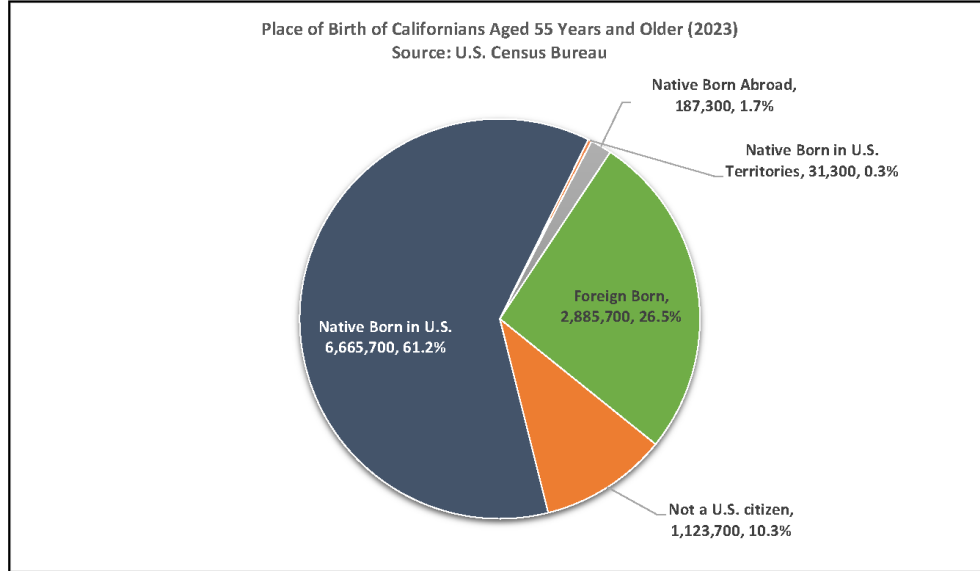
### Demographic Analysis of Californians 55 Years and Older

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
<b>Population (Number)</b>	10.8 million	4.6 million	3.5 million	2.7 million
<b>Gender</b>				
Men	47.2%	50.4%	47.6%	41.5%
Women	52.8%	49.6%	52.4%	58.5%
<b>Marital Status</b>				
Married	58.7%	61.8%	61.5%	49.9%
Widowed	14.0%	4.3%	11.0%	34.0%
Divorced	13.5%	14.8%	14.8%	9.8%
Separated	2.6%	3.3%	2.5%	1.7%
Never married or under 15 years old	11.2%	15.8%	10.2%	4.7%
<b>Race and Ethnicity</b>				
White Only	72.8%	73.4%	71.4%	73.6%
Black Only	6.5%	7.0%	7.1%	4.7%
American Indian, Alaskan Native Only	1.1%	1.3%	1.2%	0.8%
Asian Only	17.1%	16.0%	16.8%	19.3%
Hawaiian/Pacific Islander Only	0.7%	0.6%	1.0%	0.5%
Two or more Races	1.8%	1.7%	2.6%	1.1%
Hispanic	26.4%	32.6%	24.8%	17.9%
<b>Citizenship Status</b>				
Native-born	61.2%	57.4%	63.9%	64.0%
Naturalized	28.5%	27.5%	29.0%	29.6%
Foreign-born, Non-Citizen	10.3%	15.1%	7.1%	6.4%
<b>Educational Attainment</b>				
9th Grade or Less	10.7%	10.9%	10.0%	11.2%
Did Not Complete High School	14.4%	15.3%	13.3%	14.3%
High School Diploma/GED	23.8%	25.5%	22.7%	22.4%
Some College, But No Degree	16.5%	16.2%	18.2%	14.8%
Associate Degree	9.4%	8.8%	10.8%	8.4%
Bachelor's Degree	21.6%	22.2%	20.0%	22.4%
Higher than a Bachelor's Degree	14.4%	11.9%	15.0%	17.7%
<b>Persons With Disabilities</b>	21.1%	11.7%	19.1%	39.2%
<b>Military Veterans</b>	8.2%	3.9%	8.3%	15.0%

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



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

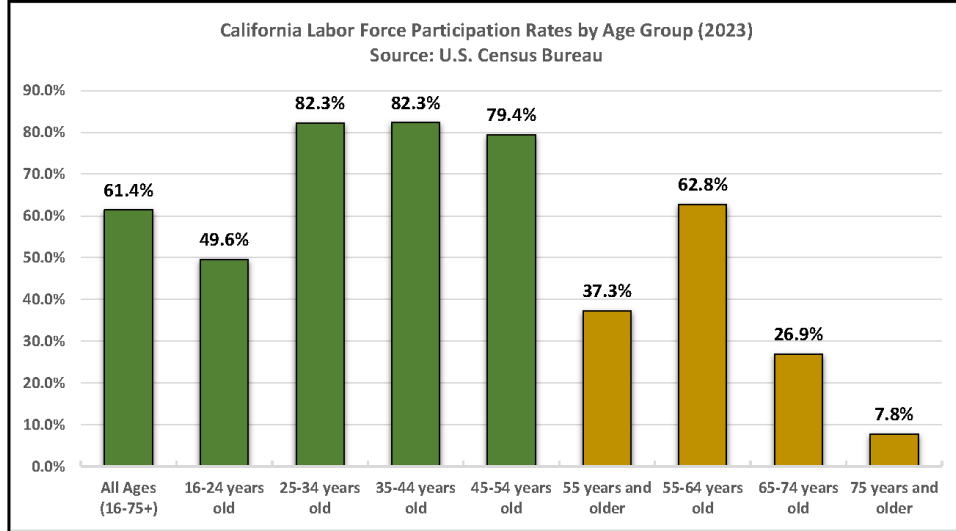
### English Speaking Ability of Californians Age 55 and Older in 2023

Californians Age 55 Years and Older	Total (55-75+ Years Old)	55-64 Years Old	65-74 Years Old	75 Years and older
<b>English Ability</b>	10.8 million	4.7 million	3.6 million	2.6 million
Speaks English: Fully Fluent	60.9%	57.8%	62.5%	64.2%
Speaks English: Very well	15.1%	17.3%	14.0%	12.5%
Speaks English: Well	9.7%	11.0%	9.4%	7.7%
Speaks English: Not well	9.3%	9.7%	9.2%	8.9%
Speaks English: Not at all	5.0%	4.2%	4.8%	6.7%
<b>Language Spoken at Home</b>				
Yes, speaks another language	39.1%	42.2%	37.5%	35.8%
No, speaks only English	60.9%	57.8%	62.5%	64.2%

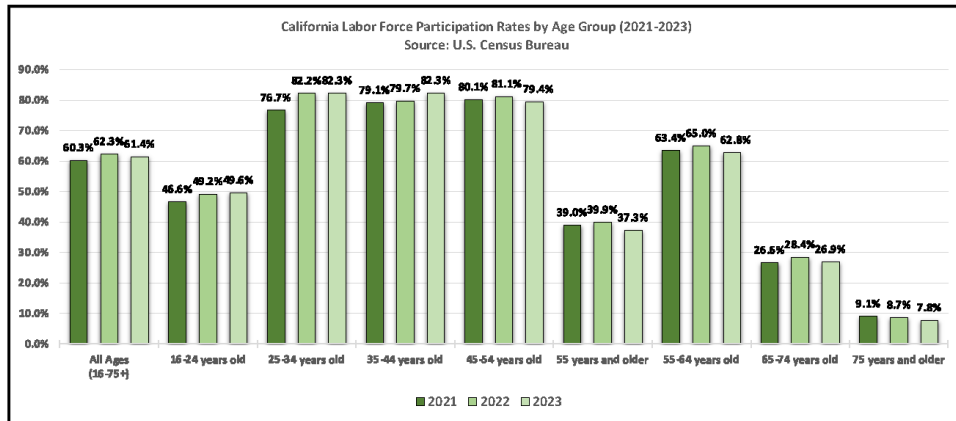
Please note: Due to U.S. Census Bureau statistical weighting and rounding there will be slight differences among the variable totals and percentages.

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

### California Labor Force Participation Rate Analysis

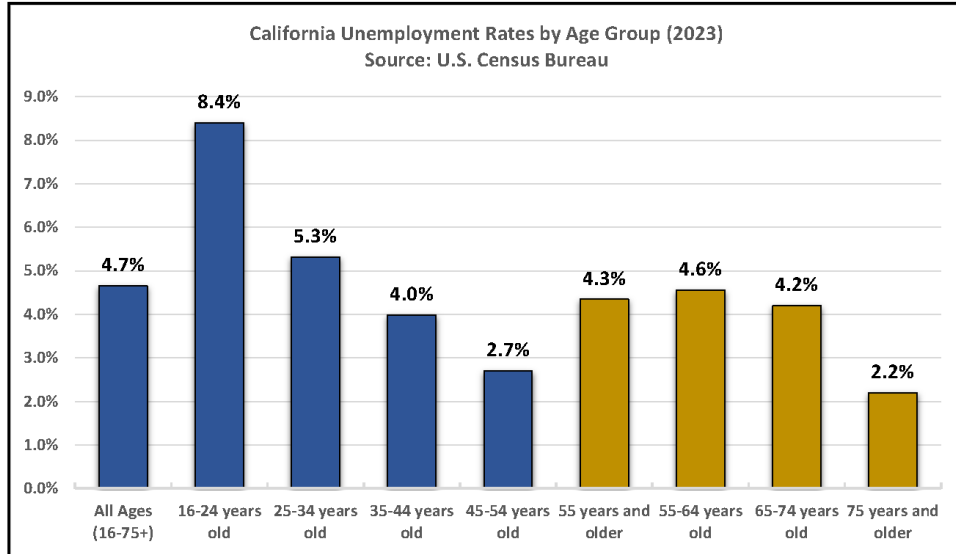


Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement

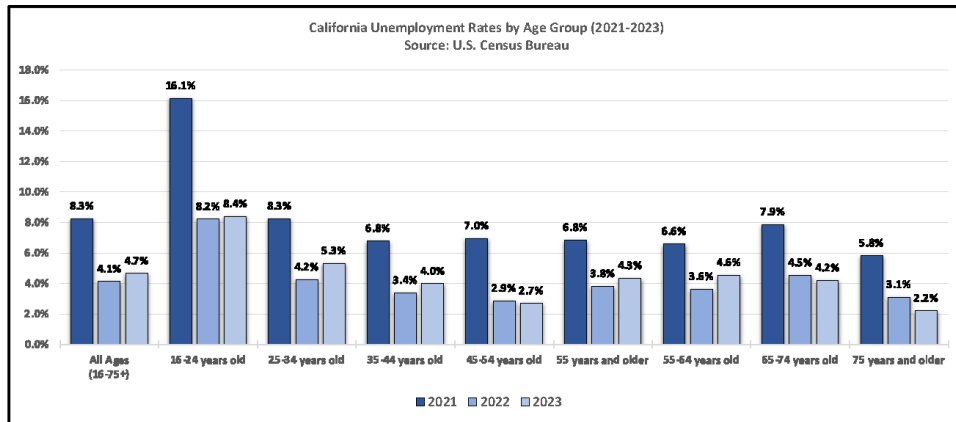


Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement

## California Unemployment Rate Analysis

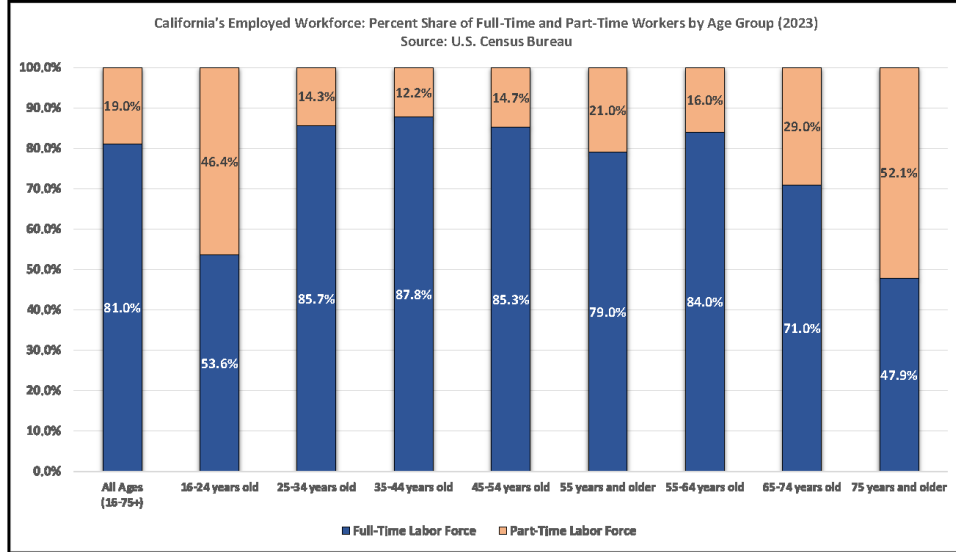


Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement

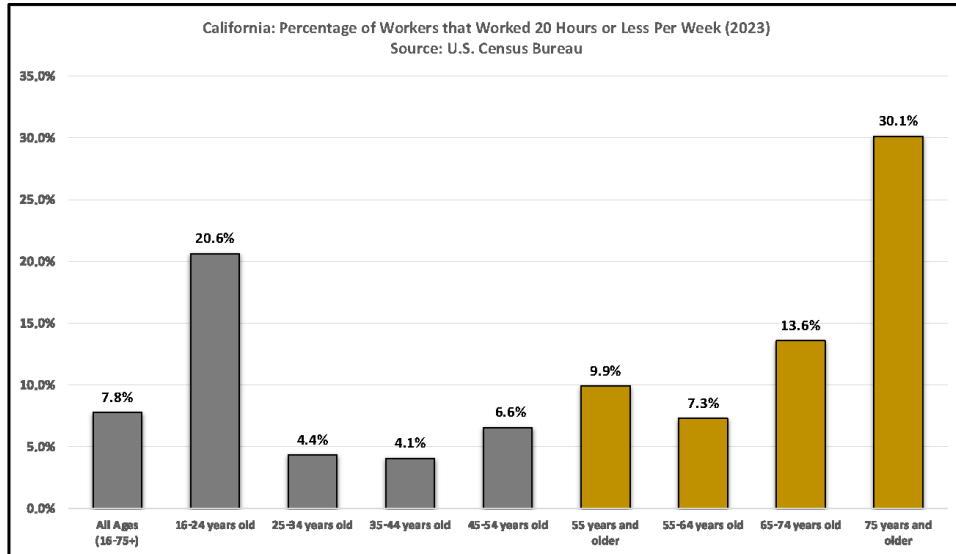


Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement

### California Full-Time and Part-Time Workforce Analysis

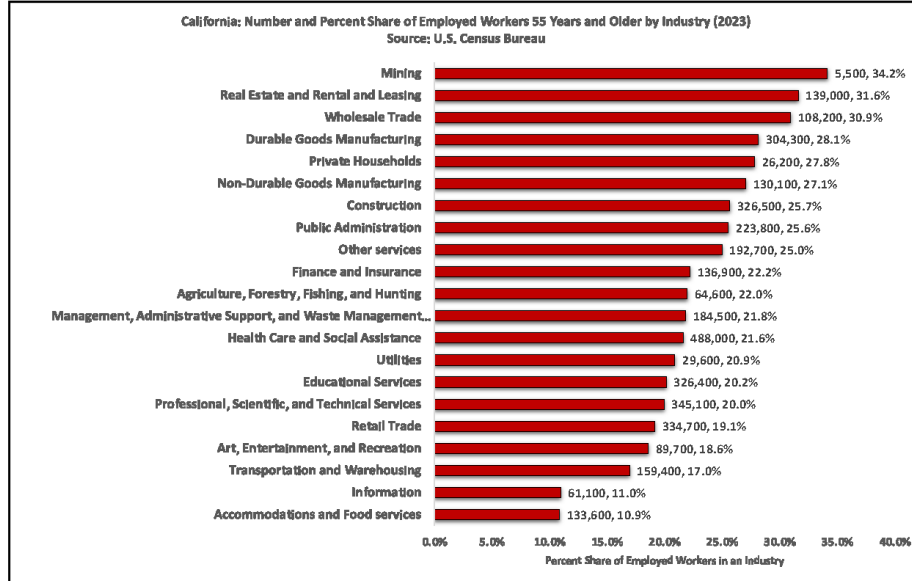


Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement



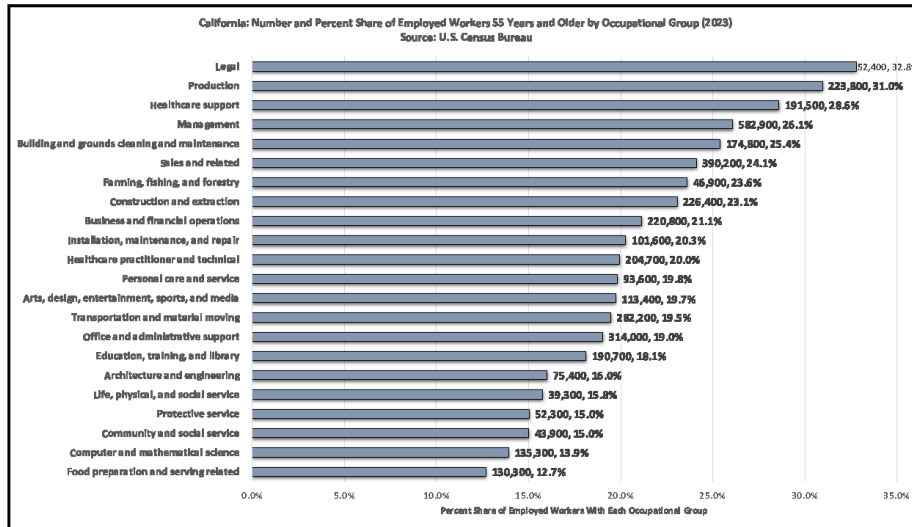
Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement

## California Industry Analysis



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

## California Occupational Analysis



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



### Twenty Occupations that Employed the Most Californians 55 Years and Older (2023)

Occupations	Number of Employed Persons
Managers, All Other	211,600
Personal Care Aides	132,800
Truck Driver	84,900
Chief Executive	79,900
Janitors and Building Cleaners	77,000
Retail Salesperson	73,900
Real Estate Brokers	71,400
Elementary and Middle School Teacher	68,900
First Line Supervisor of Retail Sales Workers	62,600
Cooks	55,500
Construction Laborers	53,800
Laborers and Freight, Stock, and Material Movers	52,700
Sales Representatives, Wholesale	52,000
Maids and Housekeeping Cleaners	51,200
First Line Supervisor of Non-Retail Sales Workers	50,600
Registered Nurses	50,200
Bookkeeping Clerks	48,600
Lawyers	44,500
Electricians	44,300
Software Developers	43,100

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

### California: Type of Jobs Held by Employed Workers 55 Years and Older

Occupational Title	Base Year Employment (2020)	Projected Year Employment (2030)	Net Change	2020 Median Annual Wages	Entry Level Education	Work Experience	On-the-job Training
Managers, All Other	109,300	131,300	22,000	n/a	Bachelor's degree	<5 years	None
Personal Care Aides	766,000	985,800	219,800	\$31,641	High school diploma or equivalent	None	Short-term on-the-job training
Driver/Sales Workers	48,500	58,500	10,000	\$37,874	High school diploma or equivalent	None	Short-term on-the-job training
Chief Executives	47,400	47,100	-300	\$109,132	Bachelor's degree	≥5 years	None
Janitors and Building Cleaners	231,800	265,800	34,000	\$37,761	No formal educational credential	None	Short-term on-the-job training
Retail Salesperson	332,800	355,600	22,800	\$31,926	No formal educational credential	None	Short-term on-the-job training
Real Estate Brokers	21,800	23,700	1,900	\$60,560	High school diploma or equivalent	<5 years	None
Elementary and Middle School Teacher	156,400	168,600	12,200	\$42,900	Bachelor's degree	None	None
First Line Supervisor of Retail Sales Workers	132,800	136,200	3,600	\$47,353	High school diploma or equivalent	<5 years	None
Cooks	20,400	30,400	10,000	\$53,910	High school diploma or equivalent	≥5 years	None
Construction Laborers	133,800	155,900	22,300	\$48,002	No formal educational credential	None	Short-term on-the-job training
Laborers and Freight, Stock, and Material Movers	350,500	448,300	92,800	\$38,483	No formal educational credential	None	Short-term on-the-job training
Sales Representatives, Wholesale	178,200	202,700	24,500	n/a	n/a	n/a	n/a
Maids and Housekeeping Cleaners	117,100	134,900	17,800	\$36,598	No formal educational credential	None	Short-term on-the-job training
First Line Supervisor of Non-Retail Sales Workers	30,400	30,400	0	\$81,185	High school diploma or equivalent	<5 years	None
Registered Nurses	323,900	358,900	35,000	\$129,851	Bachelor's degree	None	None
Bookkeeping Clerks	184,300	192,400	8,100	\$48,900	Some college, no degree	None	Moderate-term on-the-job training
Lawyers	108,400	122,300	13,900	\$168,556	Doctoral or professional degree	None	None
Electricians	70,300	83,100	12,800	\$73,405	High school diploma or equivalent	None	Apprenticeship
Software Developers	321,600	467,800	116,200	n/a	Bachelor's degree	None	None

Source: California Employment Development Department (EDD), Occupational Employment Projections 2020-2030

# California's Aging Workforce Report

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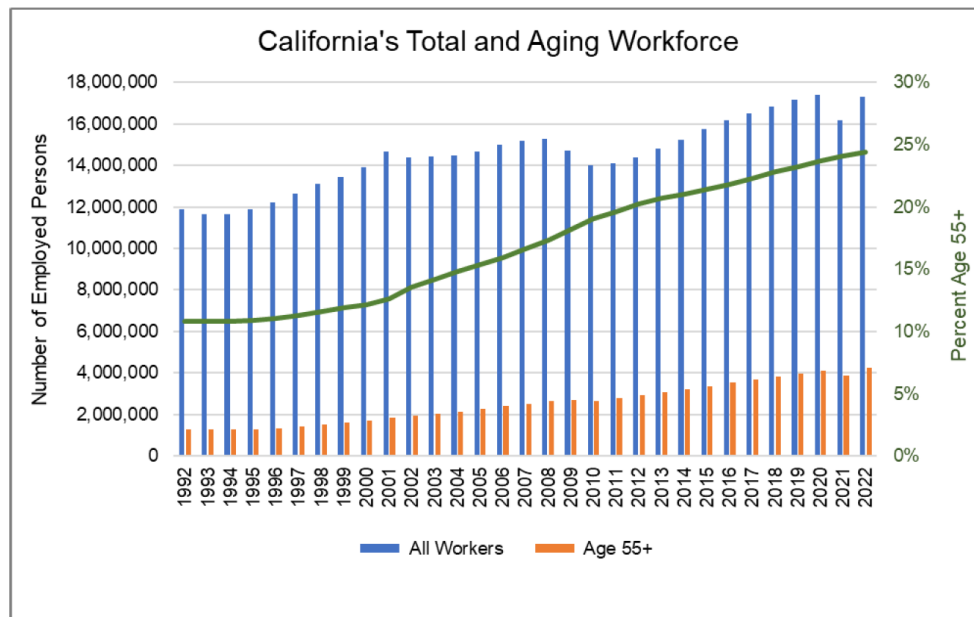
JUNE 2023

## California's Aging Workforce

America's population is aging, and so is California's workforce. Since 2010, there has been a 34 percent increase in the 65 and older population, according to the U.S. Census Bureau.<sup>1</sup> The number of jobs in California held by workers ages 55 and over has more than tripled from 1992 to 2022, while total employment grew by less than 50 percent. Workers ages 55 and over held just 11 percent of the jobs in 1992 and by 2022 that share more than doubled, jumping up to 24 percent. By 2030, the Baby Boomer generation (born between 1946 and 1964) will be at least age 65 or older. Thus, over the next several years, the labor force will experience the near total exit of this large cohort.

Why is this significant? According to U.S. Census Bureau research, the population age structure is changing; the growth of the dependent population, ages zero to 14 and 65 and older, has outpaced the growth of the working-age population.<sup>2</sup>

**Figure 1** Historical data for California's aging workforce from 1992 to present



Source: U.S. Census Bureau, Quarterly Workforce Indicators

<sup>1</sup> Luke Rogers and Kristie Wilder, [Shift in Working-Age Population Relative to Older and Younger Americans](#). U.S. Census Bureau, June 25, 2020.

<sup>2</sup> Rogers and Wilder, [Shift in Working-Age Population](#).

## Health Care Industry and Aging Workforce

Census Bureau data suggest that the percent share of older workers tended to vary by industry in 2022. The health care and social assistance industry sector had the highest number of workers ages 55 and over (709,100 workers) than any other industry sector. The accommodation and food services industry sector had the lowest percentage (19 percent) of older workers (291,231), employing 7 percent of the older workforce. The agriculture, forestry, fishing and hunting industry sector had the highest percentage of older workers (32 percent) but only 3 percent of the older workforce. In contrast, older workers in the health care and social assistance industry sector accounted for 17 percent of the older workforce.

**Table 1** *California employment by industry sector for the total workforce and aging workforce for 2022*

California Jobs by Industry Sector in 2022	All Workers	Age 55+	% Age 55+
<b>All Sectors</b>	<b>17,319,115</b>	<b>4,230,238</b>	<b>24%</b>
Health Care and Social Assistance	2,636,802	709,100	27%
Manufacturing	1,290,239	383,775	30%
Educational Services	1,438,797	373,246	26%
Retail Trade	1,601,271	340,303	21%
Professional, Scientific, and Technical Services	1,382,011	296,590	21%
Accommodation and Food Services	1,531,929	291,231	19%
Administrative and Support and Waste Management and Remediation Services	1,143,014	273,634	24%
Construction	918,214	225,406	25%
Transportation and Warehousing	826,244	181,881	22%
Wholesale Trade	646,753	175,904	27%
Information	783,146	168,999	22%
Public Administration	687,072	165,254	24%
Other Services (except Public Administration)	516,475	142,189	28%
Finance and Insurance	543,571	128,787	24%
Agriculture, Forestry, Fishing and Hunting	353,512	112,156	32%
Real Estate and Rental and Leasing	300,684	91,324	30%
Arts, Entertainment, and Recreation	334,211	77,322	23%
Management of Companies and Enterprises	261,590	61,018	23%
Utilities	107,388	28,017	26%
Mining, Quarrying, and Oil and Gas Extraction	16,192	4,101	25%

Source: U.S. Census Bureau, Quarterly Workforce Indicators

Note: Data may not add due to rounding or suppression due to confidentiality.

## Rural Counties and Aging Workforce

California has 58 counties that can be categorized into rural or urban. California has the lowest proportion of population living in rural areas at just under 6 percent, according to the 2020 U.S. Census. Rural counties tend to have a higher percentage of older workers than urban counties. Sierra County tops the list as having the highest percentage of older workers (38 percent); and in contrast, San Francisco County has the highest percentage of younger workers (79 percent). Mostly urban counties tend to be composed of younger workers.

**Table 2** *California county employment by total workers and ages 55 and over for 2022*

California County Jobs in 2022							
County	All Workers	Age 55+	% Age 55+	County	All Workers	Age 55+	% Age 55+
Sierra	498	190	38%	Los Angeles	4,729,073	1,215,168	26%
Modoc	2,319	753	32%	San Luis Obispo	108,418	27,513	25%
Plumas	5,221	1,675	32%	Solano	135,571	34,354	25%
Alpine	287	85	30%	Sutter	30,337	7,646	25%
Trinity	2,304	675	29%	Del Norte	7,594	1,911	25%
Lake	14,751	4,286	29%	Alameda	801,107	200,841	25%
Calaveras	10,054	2,921	29%	Imperial	61,490	15,399	25%
Siskiyou	12,368	3,592	29%	Madera	51,686	12,874	25%
Inyo	6,804	1,976	29%	Merced	76,326	18,920	25%
Mariposa	4,480	1,295	29%	Orange	1,678,574	414,834	25%
Mendocino	28,533	8,241	29%	Humboldt	46,227	11,413	25%
Marin	106,462	30,495	29%	Yuba	16,995	4,150	24%
San Benito	16,263	4,517	28%	Lassen	6,553	1,555	24%
Amador	12,114	3,353	28%	Placer	180,139	42,683	24%
Colusa	7,943	2,180	27%	Sacramento	687,862	162,552	24%
Tuolumne	15,364	4,207	27%	Butte	73,069	17,253	24%
Tehama	17,593	4,738	27%	San Joaquin	271,568	63,581	23%
Nevada	30,603	8,241	27%	Tulare	161,417	37,731	23%
Glenn	8,754	2,355	27%	Santa Clara	1,108,577	258,770	23%
Monterey	164,021	44,043	27%	Stanislaus	192,581	44,926	23%
Napa	71,680	19,019	27%	Fresno	401,970	93,582	23%
Sonoma	211,669	55,967	26%	San Diego	1,443,361	336,000	23%
Santa Barbara	186,644	49,258	26%	San Mateo	415,545	95,976	23%
Ventura	304,328	80,104	26%	Yolo	102,813	23,660	23%
Contra Costa	378,843	99,170	26%	Riverside	787,942	180,659	23%
Santa Cruz	93,776	24,271	26%	Kern	301,351	68,500	23%
Shasta	62,620	16,160	26%	San Bernardino	824,246	184,639	22%
El Dorado	54,685	14,095	26%	Kings	46,565	10,283	22%
Mono	7,659	1,971	26%	San Francisco	731,515	153,028	21%

**Rural/Urban Counties Legend:**  
 Completely Rural = Alpine, Mariposa, Modoc, Plumas, Trinity  
 Mostly Rural = Amador, Calaveras, Lassen, Sierra, Siskiyou, Tehama  
 Mostly Urban = Remaining Counties

Sources: U.S. Census Bureau, Quarterly Workforce Indicators and 2020 U.S. Census

Older workers make up a smaller share in urban counties. However, older workers account for more than four million workers throughout the state, which is almost a quarter of the workforce in California. That could impact the workforce as more and more older workers retire, affecting rural counties greater than urban counties. According to U.S. Census Bureau research, older adults are projected to outnumber children under age 18 for the first time in U.S. history by 2034.<sup>3</sup>

### About This Report

This report is prepared by the California Employment Development Department, Policy Accountability and Compliance Branch, Labor Market Information Division (LMID). Listed below are the names and positions of the LMID authors of this report:

Milisa Houston  
Research Data Specialist I

Areej Hayat  
Research Data Analyst II

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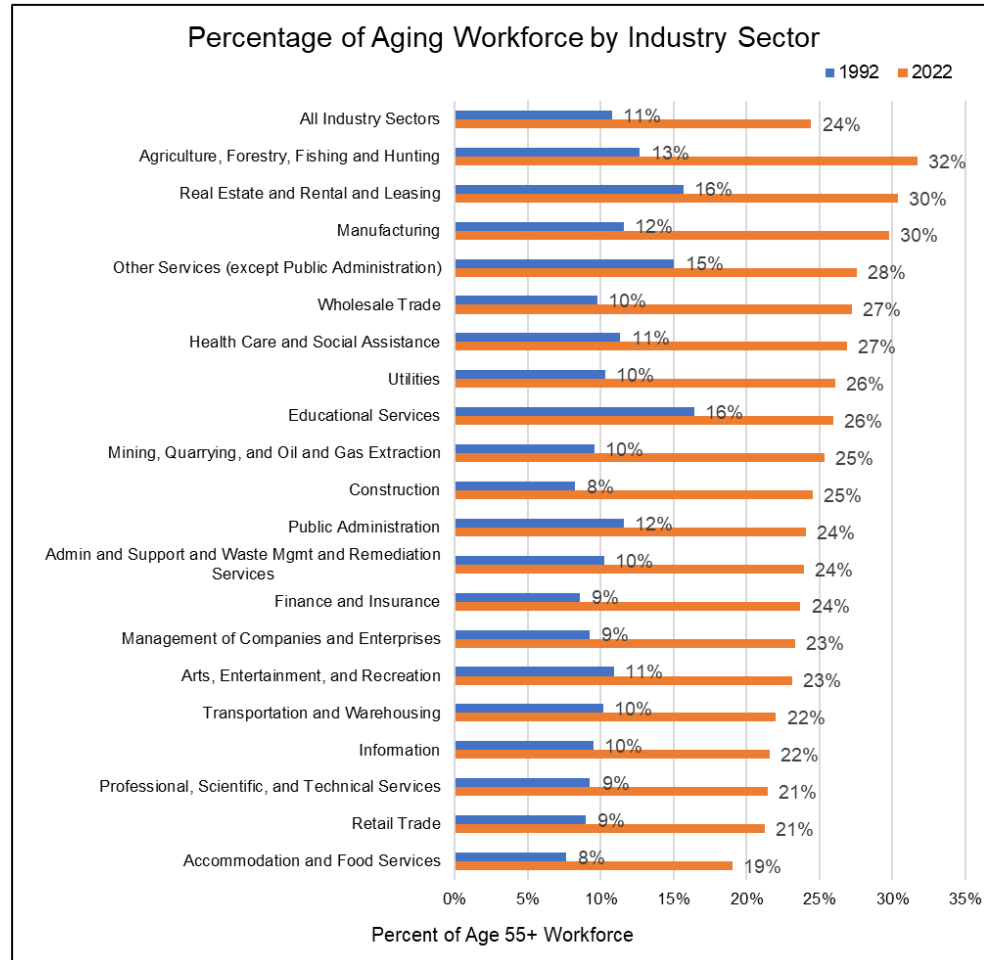
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<sup>3</sup> America Counts Staff, [2020 Census Will Help Policymakers Prepare for the Incoming Wave of Aging Boomers](#). U.S. Census Bureau, December 10, 2019.

## California's Aging Workforce

The percentage of workers ages 55 and older increased in every industry over the last 30 years. The educational services industry sector saw the smallest increase in workers ages 55 and older from 1992 (16 percent) to 2022 (26 percent). In 1992, the manufacturing industry sector had the largest number of workers in California (1,864,476), with 12 percent of the jobs held by workers ages 55 and older. In 2022, that percentage increased to 30 percent.

**Figure 2** California's aging workforce by industry sector comparing 1992 to 2022



Source: U.S. Census Bureau, Quarterly Workforce Indicators

## Appendix F: Direct Narrative from EDD's LMI Data Report (2021)

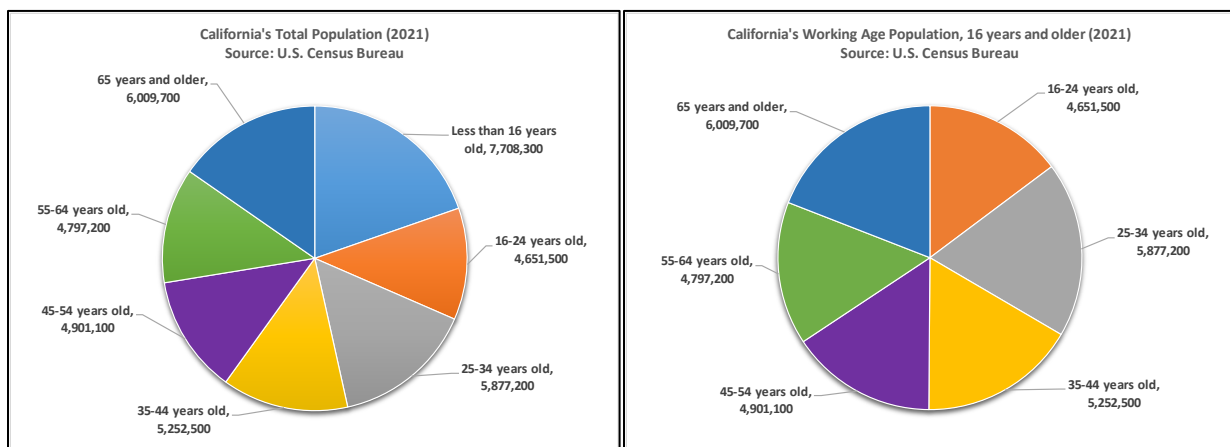
### Population Trends Analysis

The Bureau of Labor Statistics published national population projections for the 2020-2030 period, and found that most of the nation's population growth will be driven by older age groups. It is projected that there will be 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).<sup>17</sup>

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

<sup>17</sup> Bureau of Labor Statistics. Employment Projections 2020-2030. [www.bls.gov/emp/tables/civilian-noninstitutional-population.htm](https://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 Organization 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.<sup>18</sup> 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.<sup>19</sup>

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 citizens<sup>20</sup> (24.6 percent). These percent shares stayed relatively

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<sup>18</sup> Organisation for Economic Co-operation and Development. <https://data.oecd.org/healthstat/life-expectancy-at-birth.htm>

<sup>19</sup> Harvard Health Publishing. <https://www.health.harvard.edu/blog/why-men-often-die-earlier-than-women-201602199137>

<sup>20</sup> 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
<b>Population (Number)</b>	10.8 million	4.8 million	3.6 million	2.5 million
<b>Gender</b>				
Men	47.5%	50.0%	46.4%	44.6%
Women	52.5%	50.0%	53.6%	55.4%
<b>Marital Status</b>				
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%
<b>Race and Ethnicity</b>				
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%
<b>Citizenship Status</b>				
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%
<b>Educational Attainment</b>				
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%
<b>Persons With Disabilities</b>	19.2%	11.4%	17.1%	37.6%
<b>Military Veterans</b>	8.8%	4.2%	8.8%	17.7%

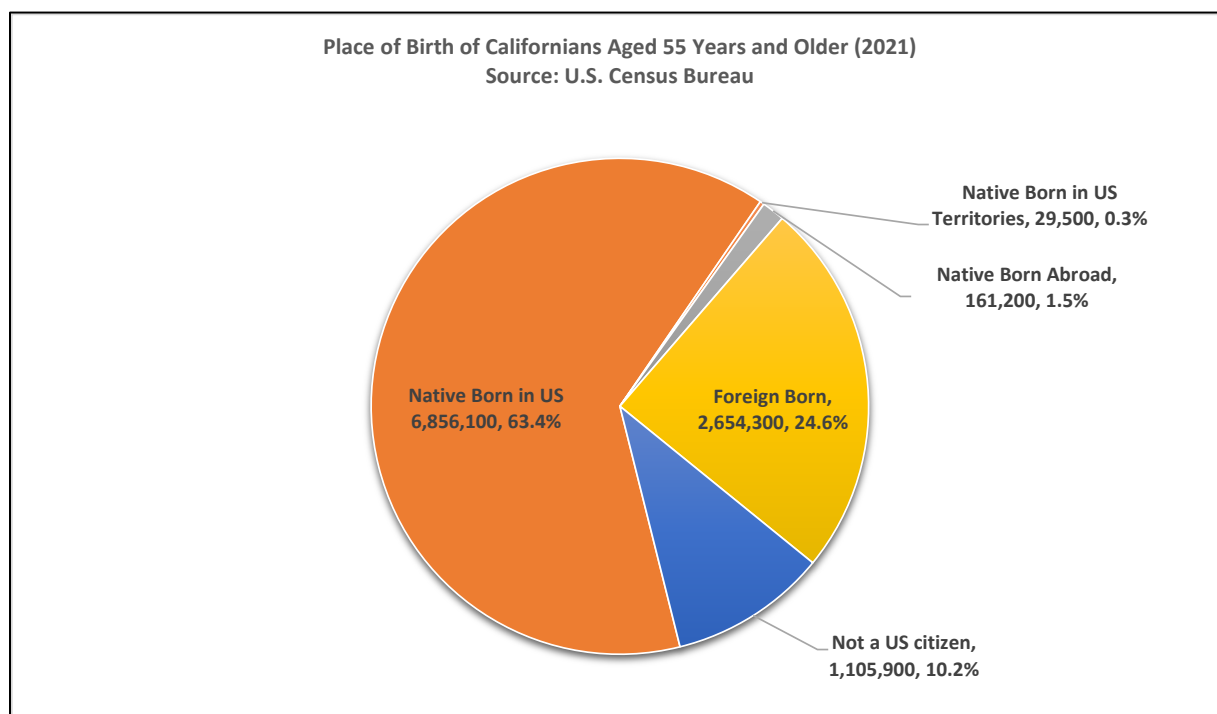
Please note: Due to U.S. Census Bureau statistical weighting and rounding there will be slight differences among the variable totals and percentages.

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).<sup>21</sup>

**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.

<sup>21</sup> Public Policy Institute of California. Immigrants in California. March 2021.  
[www.ppic.org/publication/immigrants-in-california](http://www.ppic.org/publication/immigrants-in-california)

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

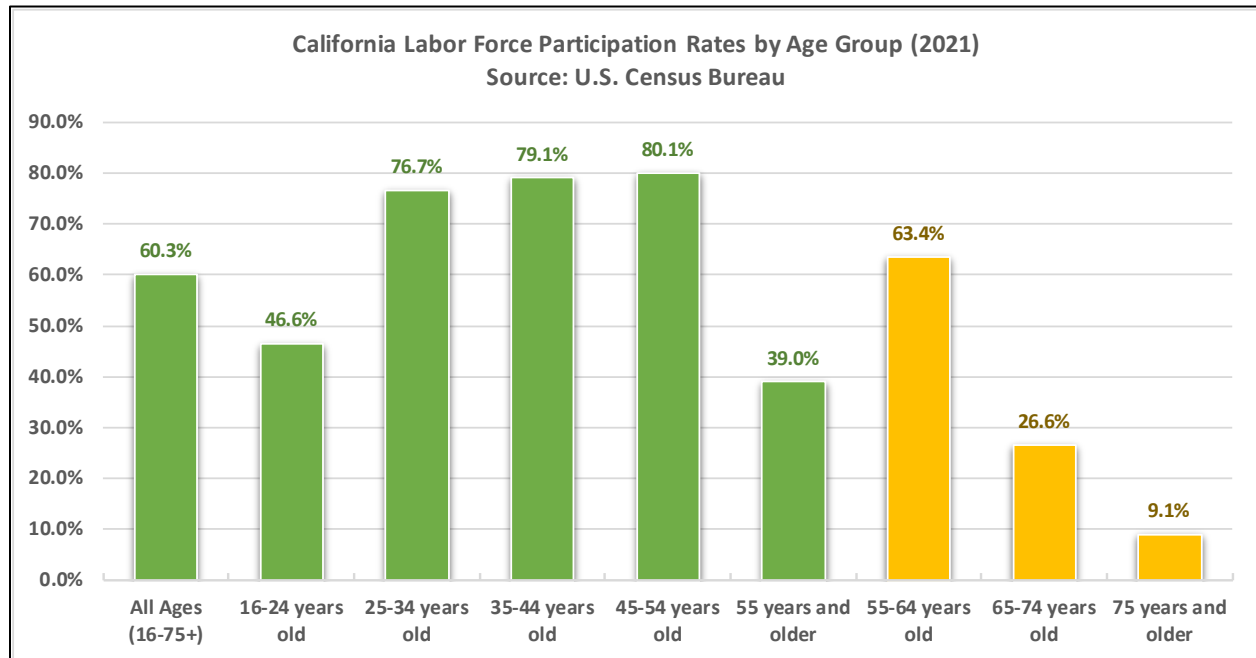
Californians Age 55 Years and Older	Total (55-75+ Years Old)	55-64 Years Old	65-74 Years Old	75 Years and older
<b>English Ability</b>	10.6 million	4.8 million	3.4 million	2.4 million
Speaks English: Fully Fluent	62.0%	59.8%	63.5%	63.9%
Speaks English: Very well	14.6%	16.5%	13.6%	12.4%
Speaks English: 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%
<b>Language Spoken at Home</b>				
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

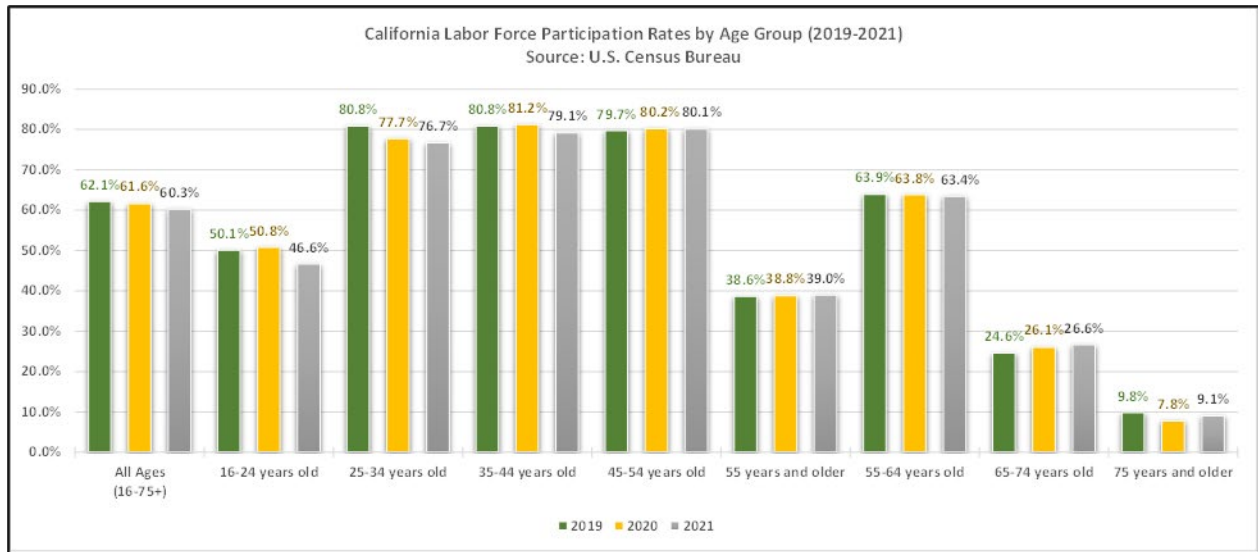
### California Labor Force Participation Rate Analysis

**Figure 3**



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

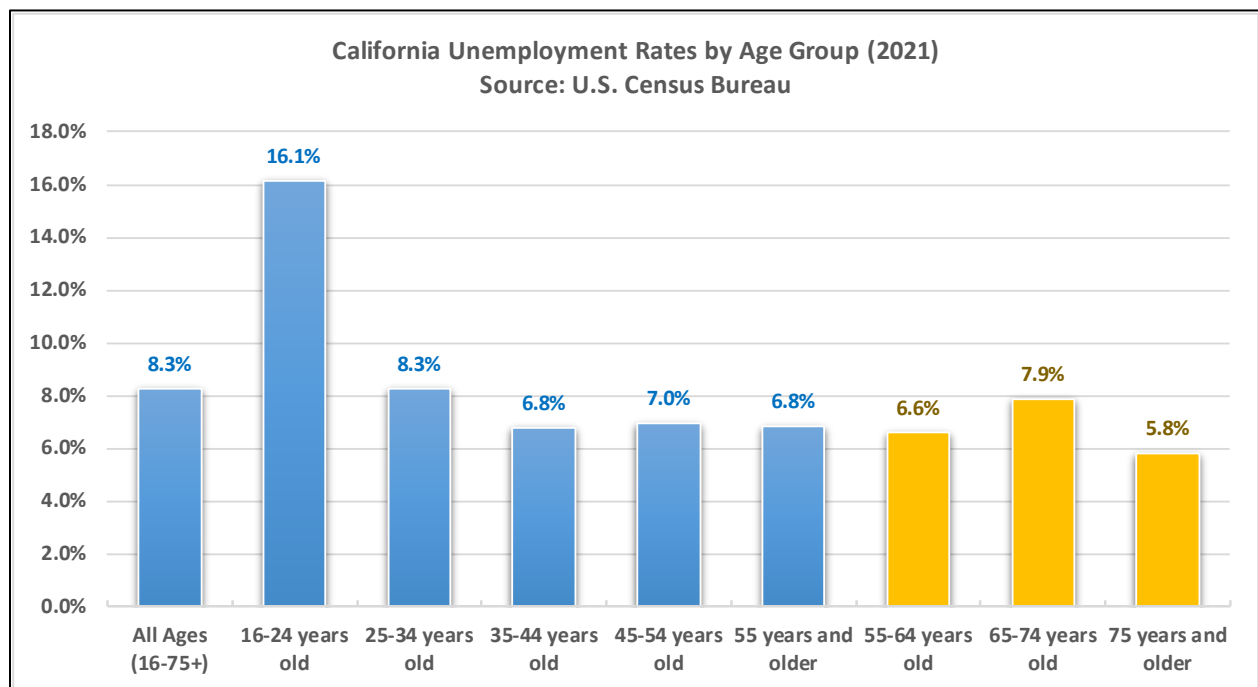
**Figure 4**



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

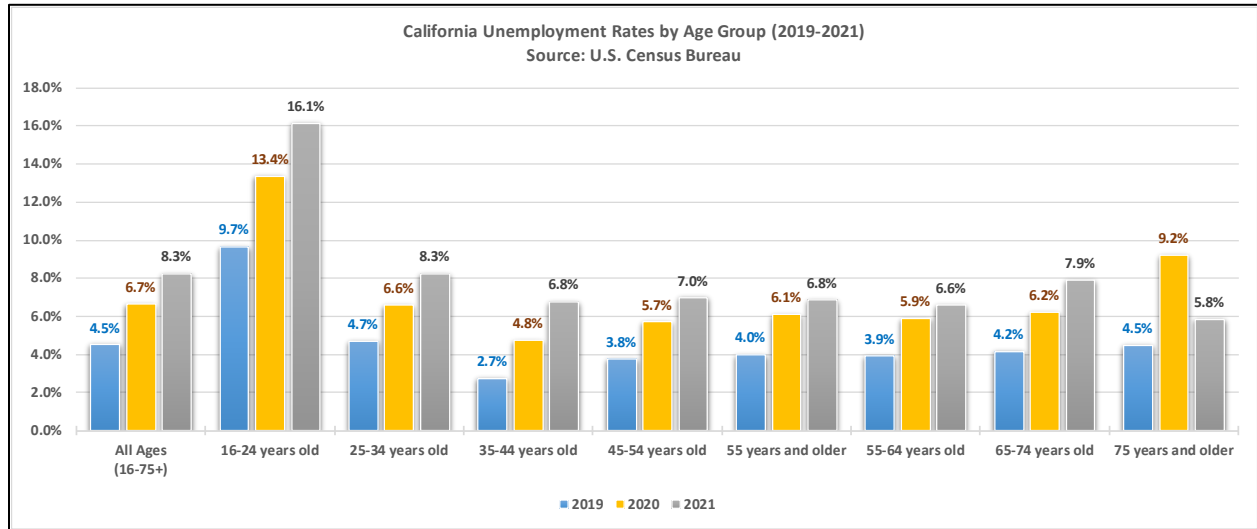
## California Unemployment Rate Analysis

**Figure 5**



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

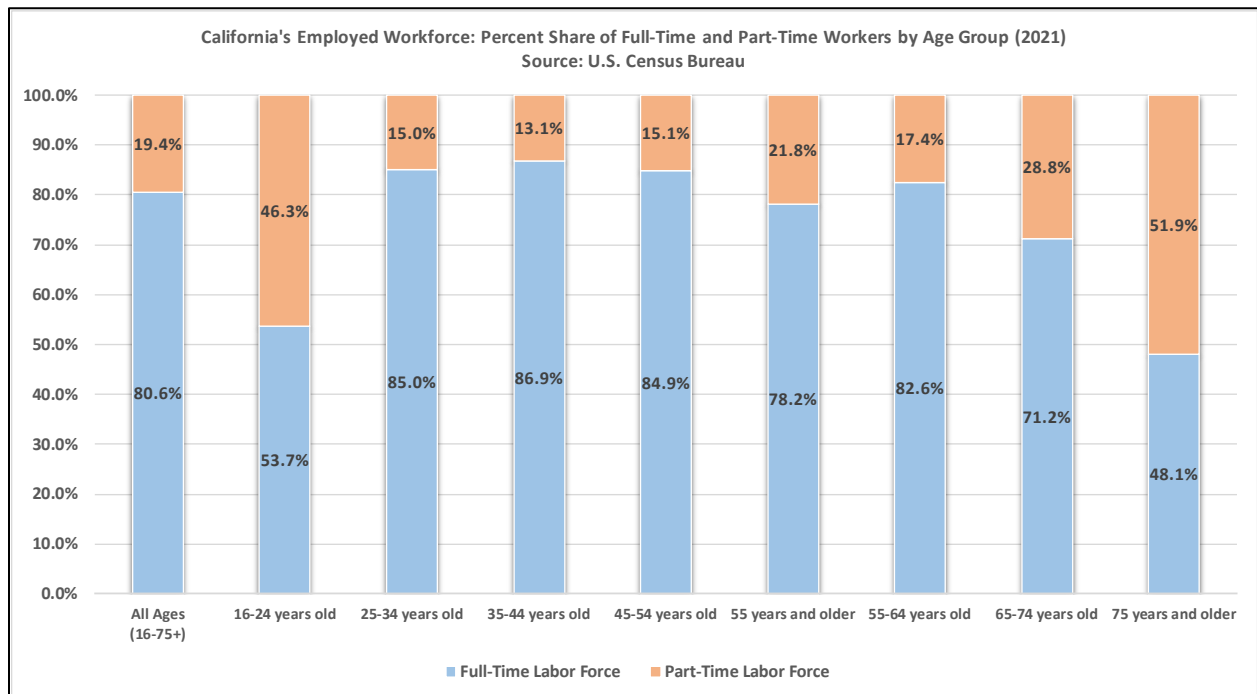
**Figure 6**



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

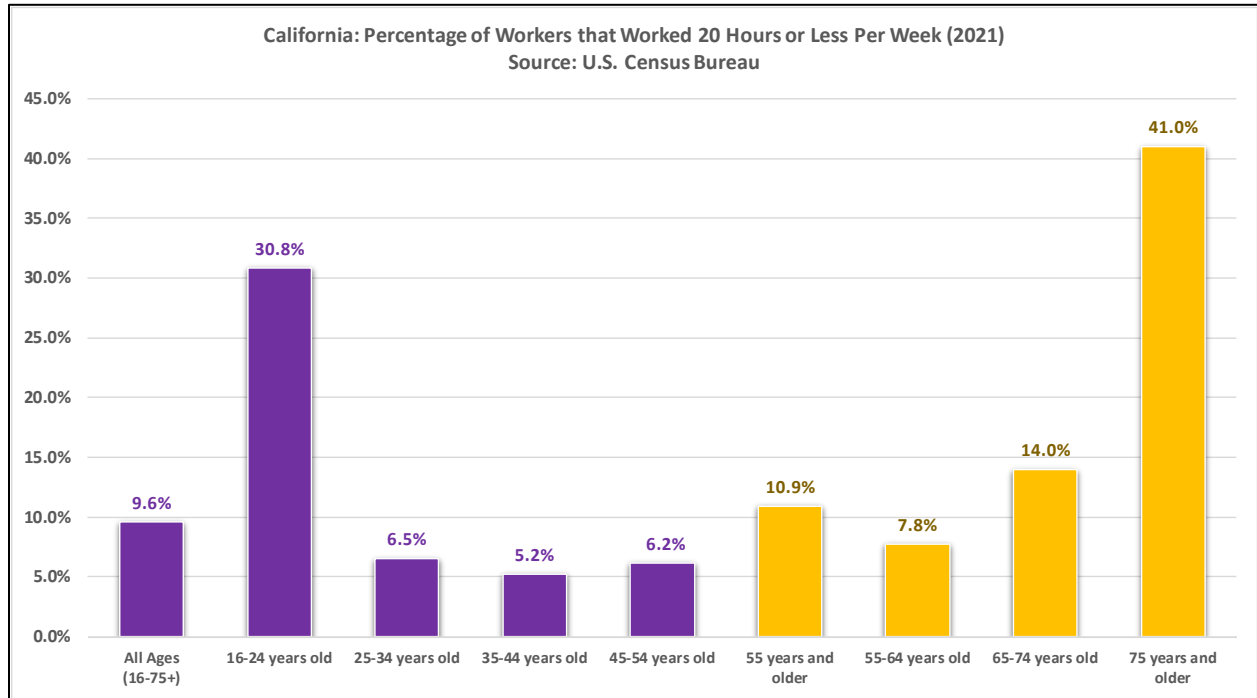
## California Full-Time and Part-Time Workforce Analysis

**Figure 7**



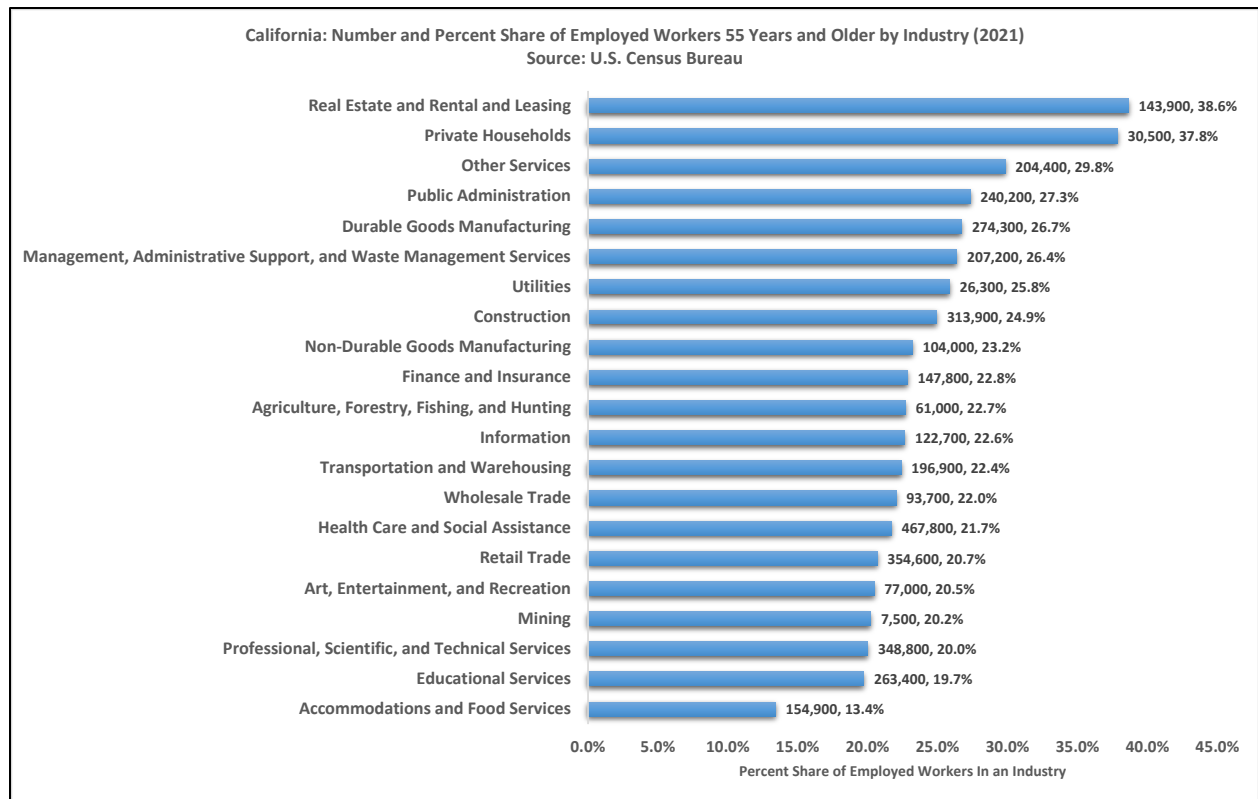
Source: U.S. Census Bureau, Current Population Survey of Households, Annual Social and Economic Supplement

**Figure 8**



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

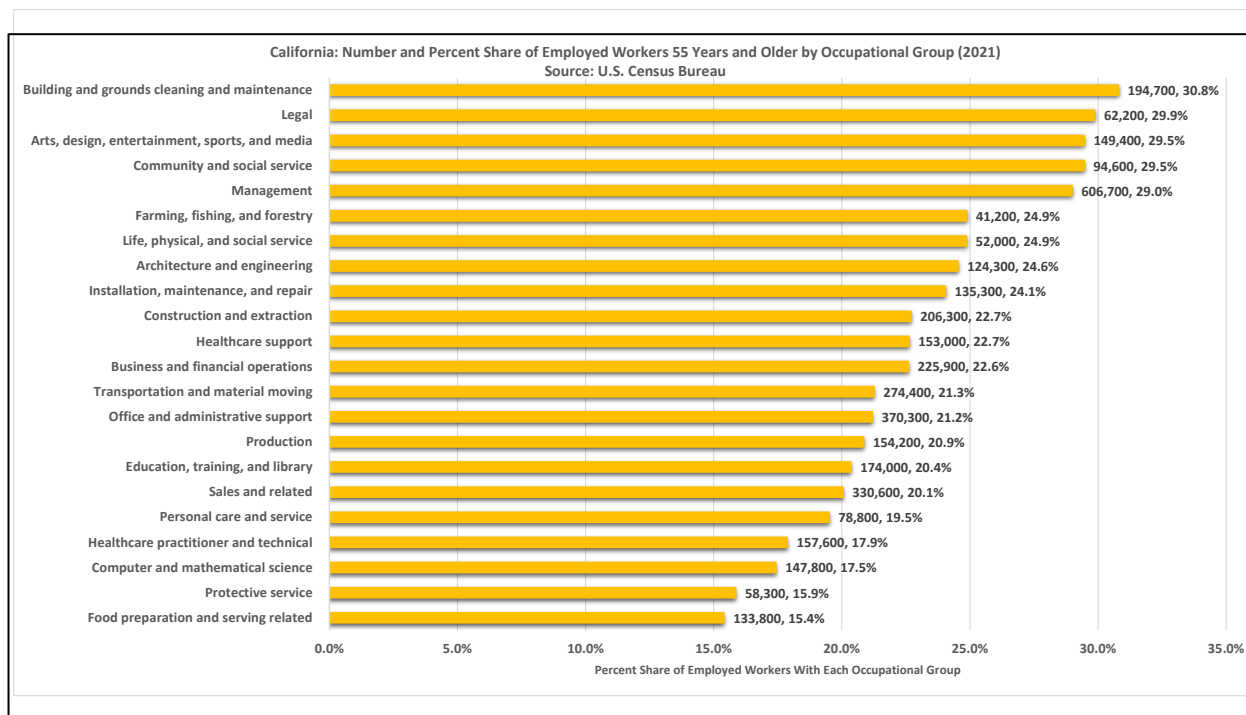
**Figure 9**



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



Figure 10



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)<sup>22</sup>, 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).<sup>23</sup> 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.<sup>24</sup> 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

<sup>22</sup> Source: Office of Management and Budget's Standard Occupational Classification (SOC) Manual (2018).

<sup>23</sup> Source: SOC Manual (2018).

<sup>24</sup> 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.

require higher levels of education upon entry earn more than those that have lower entry level education requirements.

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

<b>Occupation</b>	<b>Number of Employed Persons</b>
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

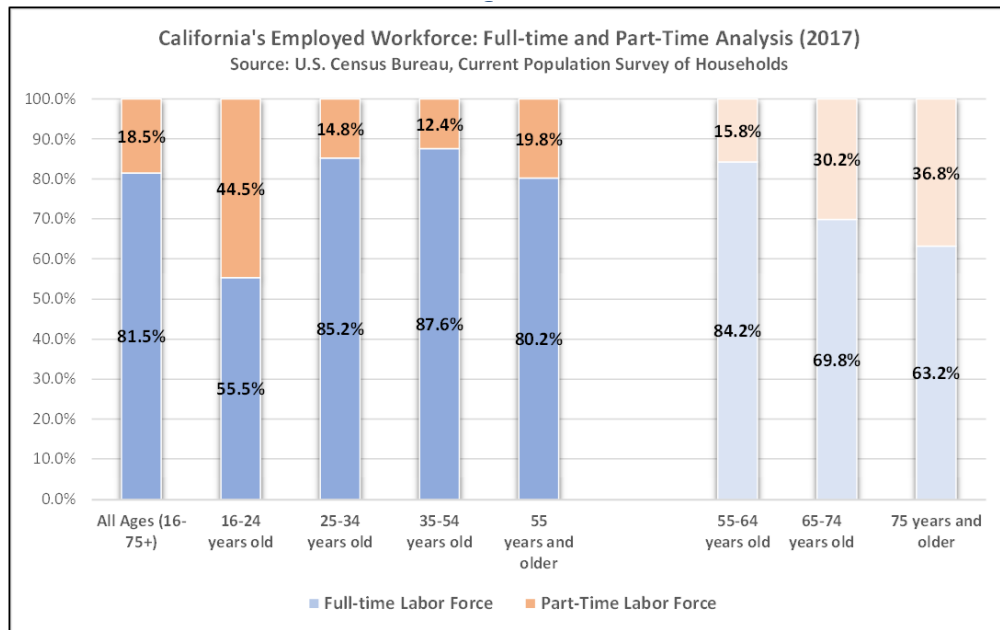
**Table 4**  
**California: Type of Jobs Held by Employed Older Workers**

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

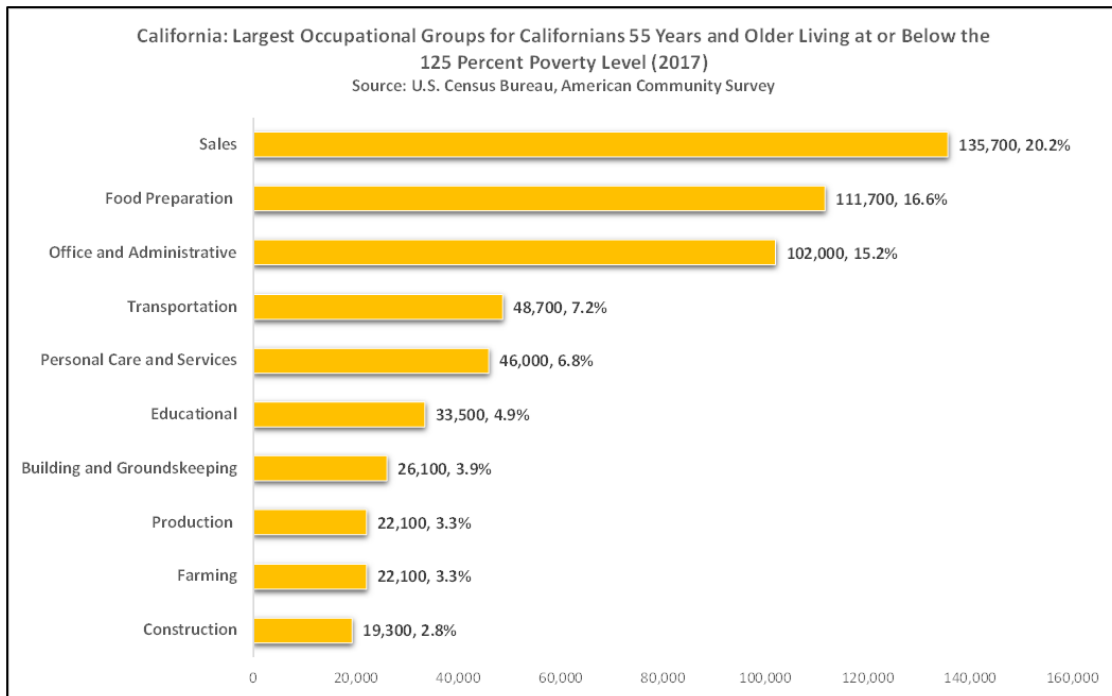
Source: California Employment Development Department (EDD), Occupational Employment Projections 2018-2028.

\* [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](https://www.bls.gov/emp/documentation/education-training-system.html)

**Figure 11**



**Figure 12**



## Appendix G: 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. Contact can be made with local AAAs by calling the toll-free Senior Information Line at 1-800-510-2020 or by searching for the AAA that serves all respective county regions using CDA's Program Services by County Locator. California's 33 AAAs are listed below by Planning and Service Areas (PSA).

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

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

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

**Appendix H: State of California PY 2022 and 2023 SCSEP Equitable Distribution Chart<sup>1</sup>**

California Counties	PY 2022 Total CDA Authorized Positions	PY 2022 Total National SCSEP Grantees Authorized Positions	PY 2022 Total California Authorized Positions	PY 2023 Total CDA Authorized Positions	PY 2023 Total National SCSEP Grantees Authorized Positions	PY 2023 Total California Authorized Positions
Alameda	14	97	111	14	97	111
Alpine	0	0	0	0	0	0
Amador	0	4	4	0	4	4
Butte	0	27	27	0	27	27
Calaveras	0	4	4	0	4	4
Colusa	0	2	2	0	1	1
Contra Costa	0	63	63	0	63	63
Del Norte	0	4	4	0	4	4
El Dorado	0	15	15	0	15	15
Fresno	19	73	92	19	73	92
Glenn	0	3	3	0	3	3
Humboldt	0	15	15	0	15	15
Imperial	0	22	22	0	22	22
Inyo	0	2	2	0	3	3
Kern	0	77	77	0	77	77
Kings	2	9	11	2	9	11
Lake	0	10	10	0	10	10
Lassen	0	2	2	0	2	2
Los Angeles	325	779	1,104	326	632	958
Madera	0	13	13	0	13	13
Marin	8	8	16	8	8	16
Mariposa	0	2	2	0	2	2



California Counties	PY 2022 Total CDA Authorized Positions	PY 2022 Total National SCSEP Grantees Authorized Positions	PY 2022 Total California Authorized Positions	PY 2023 Total CDA Authorized Positions	PY 2023 Total National SCSEP Grantees Authorized Positions	PY 2023 Total California Authorized Positions
Mendocino	0	11	11	0	11	11
Merced	0	23	23	0	23	23
Modoc	0	2	2	0	2	2
Mono	0	1	1	0	1	1
Monterey	0	27	27	0	27	27
Napa	0	9	9	0	9	9
Nevada	0	12	12	0	12	12
Orange <sup>2</sup>	95	123	218	95	123	218
Placer	0	28	28	0	28	28
Plumas	0	3	3	0	3	3
Riverside	86	110	196	86	110	196
Sacramento	0	127	127	0	128	128
San Benito	0	3	3	0	3	3
San Bernardino	36	130	166	36	130	166
San Diego	44	186	230	44	186	230
San Francisco	0	119	119	0	89	89
San Joaquin	0	56	56	0	56	56
San Luis Obispo	0	20	20	0	20	20
San Mateo	15	36	51	15	28	43
Santa Barbara	0	28	28	0	28	28
Santa Clara	37	103	140	37	76	113
Santa Cruz	0	20	20	0	20	20
Shasta	0	20	20	0	20	20

California Counties	PY 2022 Total CDA Authorized Positions	PY 2022 Total National SCSEP Grantees Authorized Positions	PY 2022 Total California Authorized Positions	PY 2023 Total CDA Authorized Positions	PY 2023 Total National SCSEP Grantees Authorized Positions	PY 2023 Total California Authorized Positions
Sierra	0	1	1	0	1	1
Siskiyou	0	7	7	0	7	7
Solano	0	28	28	0	28	28
Sonoma	0	38	38	0	38	38
Stanislaus	8	39	47	8	39	47
Sutter	0	8	8	0	8	8
Tehama	0	8	8	0	8	8
Trinity	0	3	3	0	3	3
Tulare	8	36	44	8	36	44
Tuolumne	0	7	7	0	7	7
Ventura	8	44	52	8	44	52
Yolo	0	13	13	0	13	13
Yuba	0	7	7	0	7	7
Total	705	2,665	3,370	706	2,455	3,161

<sup>1</sup> Source: GPMS <https://cmp.dol.gov/suite?signin=login-gov>.

**Appendix I: 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 J: 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 K: STATE PLAN PARTNERSHIP WORKGROUP

### STATE PLAN PARTNERSHIP WORKGROUP

Final Version: 10/2023

#### BACKGROUND

As part of the Workforce Innovation and Opportunity Act (WIOA) Unified Strategic Workforce Development Plan process, the CWDB convenes workgroups made up of core program and strategic partners. The purpose of these meetings is to connect and coordinate across state educational, workforce, and social programs to identify and reduce barriers to employment for California's workforce, thereby increasing equitable access to services. Workgroups include representatives of the CWDB and program partners, who set goals and identify strategies to accomplish these objectives. The following partnership agreement is a living document and outlines this commitment to better serve these shared populations.

#### PARTNERS INVOLVED

- **California Workforce Development Board (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 systems divided into 15 Regional Areas, and composed of 45 Local Areas, each with its own Local Workforce Development Board. The CWDB's role is to help develop local and regional program alignment by coordinated policy direction, program oversight and support, and technical assistance for local and regional service providers.
- **California Department of Aging (CDA):** Under the umbrella of the California Health and Human Services Agency, the California Department of Aging (CDA) administers programs that serve older adults, adults with disabilities, family caregivers, and residents in long-term care facilities throughout the State. These programs are funded through the federal Older Americans Act, the Older Californians Act, and through the Medi-Cal program. CDA contracts with the network of 33 Area Agencies on Aging, and local partners, who directly manage a wide array of federal and state-funded services that provide meals, help finding employment; supportive services to assist older individuals as well as younger adults with disabilities to live as independently as possible; promote healthy aging and community involvement; and support family members in their vital care giving role.



- **Mission:** Transform aging for individuals, families, and communities by leading innovative programs, planning, policies, and partnerships that increase choices, equity, and well-being for all Californians as we age. CDA is advancing CA for all Ages through the Master Plan for Aging by 2030.
- **Senior Community Service Employment Program (SCSEP):** serves a dual purpose as a training program for low-income, unemployed older adults and a source of subsidized staff trainees for community-based organizations. SCSEP aims to foster individual economic self-sufficiency and increase the number of persons who may benefit from unsubsidized employment in both public and private sectors, as well as strengthen self-sufficiency and provide support to organizations that benefit from increased civic engagement. SCSEP participants gain work experience in a variety of community service activities at government and non-profit agencies. Participants work and are paid the highest federal, state, or local minimum wages. This training serves as a catalyst to unsubsidized employment opportunities for participants.

## Roles and Responsibilities

- **CWDBs Role and Responsibilities:**
  - The CWDB Statewide Partnerships Team is responsible for developing and implementing workforce policies and strategies which focus on equitable access to quality jobs for California's underserved populations.
  - The CWDB Statewide Partnerships Team coordinates with state and local agencies to identify and reduce barriers to employment for California's workforce.
- **CDAs Role and Responsibilities:**
  - CDA's responsibilities for the SCSEP is to disburse funds to local subgrantees, disseminate rules and regulations.
  - Oversee SCSEP sites and program compliance
  - Establish contracts with SCSEP subgrantees, including some AAA partners.
- **CWDB & CDA's Roles and Responsibilities:**
  - The Interagency partnership mobilizes existing resources and expertise within each respective agency to advance collaboration efforts and service delivery efficiency and alignment.

- The Interagency partnership addresses multi-faceted challenges and streamlines the workforce development system to increase coordination and collaboration of policy development and implementation between each state agency.
- The Interagency partnership bridges connections for respective regional and local partners and/or subgrantees of each agency to initiate conversations, coordinate service provisions and delivery, and leverage available resources to its fullest potential.

## GOALS AND EXPECTATIONS

- **GOAL:** CWDB and CDA to increase awareness of the Title V/SCSEP programs among state partners, including those who oversee education, workforce, and social service programs. The CWDB and CDA staff will meet to develop a timeline and propose format for a webinar training on integrated service delivery, the importance of regional partnerships, and other related program collaboration efforts.
  - STRATEGY: Regional Partnerships Opportunities
  - OUTCOME: Webinar #1
    - Purpose: Purpose: Introduction to CDA Funded programs and Title V/SCSEP.
    - Goal: Familiarize other state partners with the SCSEP and other workforce programs; find ways to partner with other workforce state entities
    - Audience: State partners
    - Background: Siloed departments; identify opportunities to collaborate and improve services to job seekers, the public, and SCSEP participants and workforce state partners.
- **GOAL:** CWDB and CDA will identify and encourage the adoption of promising/best practices for serving shared target populations. CWDB and CDA will mutually provide guidance and resources to help further establish our collaborative partnership and to share workforce resources that have already been established and being implemented by both CWDB and CDA. The CWDB and CDA staff will develop a joint webinar to share examples of strong, collaborative partnerships and provide “Lessons Learned” from National SCSEP grantees.
  - STRATEGY:
    - *Regional Partnerships* – Building partnerships between industry leaders, including organized labor, workforce professionals, education and training providers, and economic development leaders to develop workforce and education policies that support regional economic growth. CWDB and CDA will establish a workgroup to research and develop resources for promising/best practices and facilitate partnership between Local Boards and Title V/SCSEP providers.
    - *Integrated Service Delivery* – BBraiding resources and coordinating services at the local level to meet client needs. CWDB and CDA will identify and promote

co-enrollment strategies that were successfully incorporated in existing partnerships and programs.

- *Earn and Learn* – Using training and education best practices that combine applied learning opportunities with material compensation while facilitating skills development in the context of actual labor market participation. CWDB and CDA will explore and highlight training and education opportunities in emerging sectors for shared target population.

b. OUTCOME: Webinar #2

- Purpose: Introduction to CDA and CWDB types of employment assignments we would like to maintain and how we can partner more effectively.
- Goal: Reintroduce state level programs as a resource, encourage a diverse array of opportunities for older adults.
- Audience: Local partners
- Background: As part of the 2020-2023 Unified Strategic Workforce Development planning process, strategic partnerships are formed for the purpose of connecting across state educational, workforce and social programs to identify and reduce barriers to employment for California's workforce and increase equitable access to services.

- c. **GOAL**: CWDB and CDA will provide technical assistance about program access and services to better align resources to advance strategic co-enrollment. Co-enrollment is a strategy that leverages and maximizes available resources to increase positive outcome for participants.

○ STRATEGY:

- *Integrated Service Delivery* – Braiding resources and coordinating services at the local level to meet client needs. CWDB and CDA will encourage co-enrollment strategies to enhance and support program coordination and increase participant outcomes.
- *Supportive Services* – Providing ancillary services like childcare, transportation, and counseling to facilitate program completion by those enrolled in training and education courses. These services are often needed in order for older workers to complete training and/or education programs and successfully enter unsubsidized employment.

○ OUTCOME: Webinar #3

- Purpose: Promote existing training, workforce, and supportive services that participants may be eligible for
- Goal: Re-engage shared target population and increase awareness of available services
- Audience: Public (eligible/current participants)
- Background: Eligible individuals receive part-time, subsidized job training through community service assignments (CSA) at non-profit organizations or

governmental entities. This population overlaps with the population served by AJCC's and One-Stops in Local Areas throughout California. With SCEP's limited funding and resources, Local Workforce Development Boards can supplement services for overlapping populations of low-income older adults who need access to job training and skill building assistance

- **GOAL:** CWDB and CDA will alternate housing the quarterly partnership meetings to identify needs, share information, and discuss collaboration on meeting the objective in the State Plan.
  - STRATEGY: *Regional Partnerships*
  - OUTCOME: Standing Quarterly Partnership Meetings

## KEY DEFINITIONS

- Older Adult: 55 years of age or older

## STRENGTHS AND OPPORTUNITIES

- **Strengths:** California is the most populous state in the country and has the highest number of SCSEP-eligible older individuals. Demographic shifts in the population mean that the demand for Senior Community Service Employment Program (SCSEP) services will likely increase. Retraining older workers gives them the supportive services they need to enter or reenter the labor force and provides substantial benefits to them and to our economy at large. The statewide SCSEP network includes the California Department of Aging (CDA) and the national SCSEP grantees operating in California, who possess the knowledge and expertise needed to serve older Californians who want to enter back into the workforce. Collectively, we work together to ensure the best outcome for older adults, whether it be obtaining the skills and confidence needed to transition into unsubsidized employment or supportive services to improve their quality of life through the use of Older Americans Act programs and services. The Master Plan for Aging (MPA) outlines five bold goals and 23 strategies to build a California for all by 2030. One of the strategies is focused on preventing age discrimination and supporting the inclusion of older adults and people with disabilities in the workplace.
- **Opportunities:** For California's SCSEP, state minimum wage increases have reduced or modified the number of CDA's allocated SCSEP positions by 51 percent. Currently, the federal minimum wage is \$7.25 per hour and the California state minimum wage is \$15.50 per hour, with some areas being as high as \$19.08 an hour, effective July 1, 2023. Minimum wage disparities throughout the United States have further destabilized

the program, and reduced service capacity which, has on occasion, led to fewer older adults being served within California's SCSEP.

Additional large-scale challenges that impact older workers include age discrimination, which can occur during the hiring process and can significantly impede an older adult's ability to successfully reenter the workforce. Furthermore, many older workers find that they must update their professional skills or learn new skillsets to remain competitive in the workplace.

Areas of opportunity for collaboration between the SCSEP program team and CWDB to address the challenges impacting older adult workers and those seeking employment opportunities include:

- Providing a platform to offer information about available training opportunities.
- Developing core collaborative opportunities to share resources and provide education on the possibility for participants to receive certifications or degrees, and to potentially receive services and supports from other government and community-based employment assistance programs.
- Providing opportunities for participants to gain and develop new workforce skills.
- Strategically identifying ways to overcome challenges such as chronic health conditions and insufficient transportation options, which tend to present as barriers for older adults, and that make it difficult for older workers to obtain, retain, and sustain employment.

## POPULATION SERVED

The Senior Community Service Employment Program (SCSEP) is the only federally mandated job training program serving low-income workers aged 55 years and older. SCSEP is authorized under the Older Americans Act (OAA) and administered by the U.S. 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 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.

Program-eligible older workers must be residents of California, 55 years of age or older, unemployed, and have total annual family income that does not exceed 125 percent of the federal poverty guidelines, currently \$18,225 for an individual. 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
- Has limited English proficiency
- Has low literacy skills
- Resides in a rural area
- Has low employment prospects
- Has failed to find employment after utilizing services provided under Title I of the Workforce Innovation and Opportunities Act (WIOA)
- Is homeless or at risk for homelessness

Eligible individuals receive part-time, subsidized job training through community service assignments (CSA) at non-profit organizations or governmental entities. This population overlaps with the population served by AJCC's and One-Stops in Local Areas throughout California. With SCEP's limited funding and resources, Local Workforce Development Boards can supplement services for overlapping populations of low-income older adults who need access to job training and skill building assistance.

### **CDA Responsible Party**

Contact Organization: Contact Name: Contact Information:

The California Department of Aging (CDA)  
 Senior Community Service Employment Program (SCSEP) Nakia Thierry, EdD, MSG  
 California SCSEP Director  
 2880 Gateway Oaks Drive Ste 200 Sacramento CA 95833  
 W: 916.538.1998  
 C: 916.3247.1609  
 Email: [nakia.thierry@aging.ca.gov](mailto:nakia.thierry@aging.ca.gov)

### **CWDB Responsible Party**

Contact Organization: The California Workforce Development Board (CWDB)  
 Contact Name: Statewide Partnerships Team  
 Contact Information: Kerry Chang  
 Workforce Interagency Partnership Specialist/Regional Coordination  
 Specialist  
 800 Capital Mall, Ste 1022, Sacramento, CA 95814  
 W: (916) 764-5249  
 Email: [Kerry.Chang@cwdb.ca.gov](mailto:Kerry.Chang@cwdb.ca.gov)

## **Appendix L: 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 (PY 2024-2027).

- CDA's SCSEP Sub-Recipients including 8 Area Agencies on Aging (AAA) and National Grantees, SER, Jobs for Progress, and Felton Institute 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 2024 - 2027 *California Senior Community Service Employment Program (SCSEP) Stand-Alone State Plan* (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 April 04, 2024.

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://www.aging.ca.gov/Programs\\_and\\_Services/Senior\\_Employment\\_and\\_Training/](https://www.aging.ca.gov/Programs_and_Services/Senior_Employment_and_Training/)

Click on SCSEP State Plan tab.

**Comments must be submitted in writing.**

Please send your comments to: [TitleV.SCSEPUnit@Aging.ca.gov](mailto:TitleV.SCSEPUnit@Aging.ca.gov)

Comments received by **4:00pm on April 4, 2024**, may be incorporated into the PY 2024-2027 California SCSEP Stand-Alone State Plan.

Thank you for your consideration,

*Taishawna Alexander*  
SCSEP Unit Manager  
California Department of Aging



## **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 for Program Years 2024-2027.