

**GEORGIA SENIOR COMMUNITY SERVICE
EMPLOYMENT PROGRAM (SCSEP)
STAND-ALONE STATE PLAN**

**Division of Aging Services
Program Year 2024 - 2027**

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Section 1: Purpose of State Plan

The Senior Community Service Employment Program (SCSEP) is a federally mandated job training program serving low-income workers aged 55 years and older. SCSEP is authorized under the Older Americans Act (OAA) and is administered by the United States Department of Labor, Employee and Training Administration (USDOL/ETA).

The SCSEP program promotes individual economic self-sufficiency and increases the number of persons who may benefit from unsubsidized employment in both the public and private sectors by providing individuals with appropriate training for targeted jobs in the community.

The Department of Human Services (DHS) considers the State Plan an opportunity for the Division of Aging Services (DAS) to take a long term, strategic view of the SCSEP program in the state, including SCSEP's role in workforce development, given projected changes in the demographics, economy, and labor market in the state. The state plan outlines the four-year strategy on how to best reach out and serve participants. This plan addresses the role of SCSEP relative to other workforce programs and initiatives, as well as other programs serving older workers. The plan articulates how the grantee managing the four geographical regions operating in Georgia examine and, as appropriate, plan long-term changes to the design of the program to better achieve SCSEP goals.

In Georgia the SCSEP State Plan is a Stand-Alone State Plan as it is not included in the Georgia WIOA Unified State Plan submitted through the Georgia Department of Labor (GDOL) and the Technical College System of Georgia (TCSG). Although this program works in coordination with many partners, this attached State Plan is for compliance with the federal requirements for the SCSEP program alone.

The Department of Human Services' Division of Aging Services is responsible for four SCSEP regions in the state. The Northeastern region covers the following counties: Barrow, Clarke, Elbert, Greene, Jackson, Jasper, Madison, Morgan, Newton, Oconee, Oglethorpe, and Walton. The Southern Crescent region covers the following counties: Butts, Carroll, Coweta, Heard, Lamar, Meriwether, Pike, Spalding, Troup, and Upton. The Northwestern region covers the following counties: Catoosa, Chattooga, Cherokee, Dade, Douglas, Floyd, Gordon, Haralson, Paulding, Pickens, Polk, Walker, and Whitfield. Lastly, the Southwestern region covers the following counties: Baker, Brooks, Calhoun, Clay, Colquitt, Decatur, Dougherty, Early, Grady, Lee, Miller, Mitchell, Quitman, Randolph, Seminole, Sumter, and Thomas.

There are two national grantees for SCSEP in Georgia. One of the national grantees, American Association of Retired Persons (AARP) covers the metro Atlanta area which include the following counties: Cobb, DeKalb, Fulton, and Gwinnett. The other national grantee, Legacy Link, subgrantee for the National Council on Aging, covers all the other

remaining counties in Georgia with some overlap in Floyd, Dougherty, and Whitfield counties.

Involvement of Organizations and Individuals

The stand-alone State Plan was developed by the Georgia State Unit on Aging and shared with the sub-grantee, Athens Community Council on Aging (ACCA) and the program coordinators in the four geographical regions for their assistance on improving the draft SCSEP State Plan.

Ongoing collaborations between regional program coordinators and the One-stop centers include getting information on job openings and trends, participating in meetings to coordinate employment and training programs in their respective regions and meetings with local workshop development boards. Two of the regional offices, northwestern (Rome) and southwestern (Albany) regions are located in the One-stop centers.

Solicitation and Collection of Public Comments

The federal regulations require that the delegated agency for creation of the SCSEP State Plan must publish a draft of the SCSEP State Plan for public comment in accordance with established State procedures.

Public comment was sought by posting the proposed SCSEP State Plan Draft in PDF format on the DHS/DAS website. Solicitation for input was made via various media, including distribution of the notice to the Area Agencies on Aging (AAA), SCSEP participants enrolled in the program, host agencies, the two national grantees in Georgia, and other stakeholders. Documentation of solicitation is provided as attachment C in the Appendix.

Using this methodology, the Georgia State Unit on Aging utilized a combination of multiple processes to obtain public feedback including publication, targeted outreach, and a public hearing. -The in-person public hearing was held on April 24, 2024. The draft SCSEP State Plan was published on the Department website for 30 days with a link to provide feedback.

Section 2: Economic Projections and Impact

Using the annual estimates from Census.gov, there are 118 of 159 counties that are considered rural. For context, rural is defined as an area with a population less than 50,000. Using data from the poverty estimates from National Institutes of Health Minority Health and Health Disparities – 21 counties have a high poverty rate and are in a rural area.

The success of the SCSEP program must be considered in the context of Georgia's low overall unemployment rate. According to GDOL, the unemployment rate in December 2023 was 3.2% with a total of 171,000 unemployed people below the national rate of 3.5%. This indicates that competition for available jobs will increase and perhaps hinder the ability of SCSEP participants to find employment.

According to GDOL Long term Occupational Projections for 2020-2030, the focus is on long-term employment trends in Georgia. Like other states in the nation, a long-term trend expected to continue is an aging population and labor force that must be addressed. Projection notes in employment between 2020 and 2030 include persistent growth in health care and social assistance related jobs in part due to caring for older Georgians, as well as construction employment continuing to grow, an unrelenting boom in the film industry that looks to have long-term sustainability, and more occupations in the state generally requiring education beyond high school.

Long-term Projections

The following two charts indicate fields and occupations with the greatest growth expected and the most annual job openings over the next 10 years for specific education levels according to the GDOL.

Chart 1 provides a list of occupations typically requiring a high school diploma/equivalence or less that are projected to have the largest job growth by 2030. The occupations listed below represent over 31 percent of all job gain, twelve of which are on the list of overall projected job growth in Georgia. The occupations at the top of this list are generally high volume and relatively low skilled, entry-level jobs.

Chart 1- Most Job Growth in Occupations that Require a High School Diploma or Less

Retail Salespersons	151,470
Laborers and Freight, Stock, and Material Movers	145,690
Fast Food and Counter Workers	138,390
Cashiers	121,390
Customer Service Representatives	114,410
Waiters and Waitresses	84,450
Stockers and Order Fillers	77,750
Home Health and Personal Care Aides	60,350
Cooks, Restaurant	50,490
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	49,410
Industrial Truck and Tractor Operators	41,830
First-Line Supervisors of Food Preparation and Serving Workers	41,400
Food Preparation Worker	38,230

*Georgia Department of Labor - 2020-2030 Long Term Occupational Projections

Chart 2- Occupations with the Most Annual Openings

Fast Food and Counter Workers	28,020
Cashiers	22,050
Retail Salespersons	21,740
Laborers and Freight, Stock, and Material Movers, Hand	19,930
Waiters and Waitresses	16,350
Customer Service Representatives	14,710
Stockers and Order Fillers	12,400
Heavy and Tractor-Trailer Truck Drivers	9,150
General and Operations Managers	8,060
Home Health and Personal Care Aides	7,930
Cooks, Restaurant	7,830
Food Preparation Workers	6,620
First-Line Supervisors of Food Preparation and Serving Workers	6,330
Project Management Specialists and Business Operations Specialists, All Other	5,780
Software Developers and Software Quality Assurance Analysts and Testers	5,660
Registered Nurses	5,470
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	5,130
Industrial Truck and Tractor Operators	4,890
Medical Assistants	4,370
Nurse Practitioners	1,250

*Georgia Department of Labor - 2020-2030 Long Term Occupational Projections

Chart 2 shows the occupations with the most annual openings. Based on the GDOL projections, total employment in Georgia is projected to grow to over 5.2 million in 2030, an increase of 15.5% from 2020 employment levels. With over 709,000 jobs projected to be added in Georgia from 2020-2030 Over the ten-year projection period, the job growth equates to an average growth rate of 1.5 percent.

GDOL long-term occupation projections indicate that segments with the highest growth between 2020 and 2030 will be Health Care and Health Care supporting employment (combined 51.5%), Food Preparation employment (29.3%), Personal Care employment (27%) and Transportation related employment (22.1%).

Strategies to Address Long-term Projections

Subgrantee staff recruit host training sites for their diversity and their willingness to train program participants in the skills they need to meet their work goals and to obtain the jobs they prefer. Most preferred jobs can be found at community service agencies and in all private sector industries (such as clerical and custodial work).

The long-term projection has changed due to the COVID-19 pandemic and is going back to normal gradually. Even though there was no available data to report, changes have been noticed in the availability of jobs in general and to the older population in particular. The prospect of available jobs has gone up after the pandemic.

The sub-grantee overseeing the four different regions will continue to focus on improving the program infrastructure by:

- Reviewing the status of all host agencies (reviewing Host Agency Agreements, identifying new host agencies, purging inactive host agencies)
- Developing and submitting plans to improve equitable distribution.
- Developing and submitting plans to improve the performance measures.
- Developing and submitting plans to use participant assistants effectively.

Opportunities for Current and Long-term Projections

Subgrantee staff will use the above information to match Senior Community Service Employment Program (SCSEP) participants' interests with maximum opportunities for employment in the community. Also, staff will use this data to identify potential employers as well as entrepreneurial and microenterprise ventures.

The trends detailed above provide insight into the opportunities available for SCSEP grantees to work with workforce partners to maximize participation of older workers in the workforce.

Historically, subgrantees are most successful in placing participants in unsubsidized employment opportunities with community service agencies (especially host training sites), and other service-oriented industries. The most prevalent occupations for SCSEP participants include maintenance and custodial work, office clerk and receptionist positions, van drivers, senior center program assistants, retail sales associates, housekeepers, foodservice workers, and customer service representatives.

Most participants seek work experiences for benefits such as physical and mental activity, social interaction, the opportunity to contribute to the community and the need for income. While many potential employers seek full-time employees who are willing to work nights and weekends, the typical SCSEP participant usually has part-time employment with daytime hours during the normal work week. Also, SCSEP participants do not normally seek jobs that would require relocation or an extended commute.

Therefore, the program mostly targets community service organizations and small businesses because these employers have more of the types of jobs that SCSEP participants are seeking. Subgrantee staff continue to identify and develop high-growth industries and occupations with a presence in local community job markets as potential employers of SCSEP participants.



Source: U.S. Bureau of Labor Statistics via Data Commons

Section 3: Service Delivery and Coordination

The COVID-19 pandemic impacted service provision to participants which includes host site closures. To adjust for those closures, participants were assigned to the next nearest host site. Many of the non-profit organization host sites in the rural areas did not re-open after the pandemic. Currently, all but two participants are training at host sites. For some participants due to lack of transportation, the closures of host-sites in their region made it difficult to remain in the program.

The pandemic also disrupted the way training was provided. The closures made it difficult to conduct trainings at the host sites, resulting in the regional program coordinators leading virtual trainings. Virtual training covered topics such as resume preparation and interviewing techniques.

The sub-grantee in four geographical areas will continue to:

1. Intensify efforts to collaborate and secure WIOA assistance for participants by co-enrolling participants.
2. Assign job ready participants to local job Clubs sponsored by Goodwill Career centers where they will receive services such as resume preparation, interview skills, referrals, and basic computer skills. etc.
3. Increase contact with private sector employers, trade groups, and local economic development offices.

In previous years, for various reasons, our efforts to increase co-enrollments were low. During this plan cycle, efforts will be made to coordinate quarterly meetings between regional program coordinators and with local WIOA coordinators to increase co-enrollments. These meetings will address challenges and barriers as well as to develop to resolve the challenges.

Service delivery and coordination collaboration with the Goodwill Career Center continues to provide basic computer trainings. Additionally, the Albany Technical College offers GED preparation course. Future collaboration efforts will be made to increase the number of technical colleges in other regions to offer GED preparation course. Currently, attendance for these training and courses are tracked, however future tracking will include the number of participants receiving these training who have secured unsubsidized employment.

Georgia's SCSEP subgrantee in the four geographical regions will continue to collaborate with the One-Stop Delivery System, including the One-Stop Career Centers and the Georgia Workforce Development Board. They routinely share information (program eligibility requirements and priorities, open training slots and workshop information) with the One-Stop Career Centers. SCSEP subgrantee collaborate with these partners in other ways, including:

1. Sharing information regarding the fastest growing industries, occupations and businesses that offer appropriate job opportunities for SCSEP participants.
2. Maintaining inventory of SCSEP marketing materials, brochures, and posters (including bilingual materials) at the One-Stop Career Centers.
3. Participants and program coordinators attending job fairs at the One-Stop Career Centers.
4. Promoting the use of Federal Bonding and Work Opportunity Tax Credits as employer incentives to hire older workers.

SCSEP participants assigned to the One-Stop Career Centers as Older Worker Specialists help older Georgians access job information and obtain other One-Stop services to enhance employability. In addition, they share job market and training information between the One-Stop Centers and the SCSEP program offices. The Older

Worker Specialists disseminate information regarding training vacancies and refer potential applicants to the SCSEP program offices in each county.

Exiting participants are encouraged to continue their collaboration with the One-Stop Career Centers. Subgrantee staff refer participants who have reached their individual durational limit for SCSEP services, but who have not yet obtained unsubsidized employment, to the One-Stop Career Centers for further job search and training support.

SCSEP Collaborations with OAA

Georgia's SCSEP at the state level is housed within the DHS/DAS, the State Unit on Aging. There are 12 Area Agencies on Aging (AAA) in Georgia. The subgrantee in the four geographical regions collaborate with other OAA programs in several ways. First, the regional program coordinators refer participants in need of OAA supportive services such as nutrition and adult day programs. Secondly, the AAAs continuously refer interested individuals to the state program coordinator which then refers them to the regional program coordinator based on the county of residence. Lastly, effective training assignments between SCSEP host sites and agencies providing OAA services have led to employment of SCSEP participants, which results in a slot opening for another participant.

During this State Plan cycle, DAS will enhance assessments of participants that result in increased coordination of the following OAA services to support SCSEP participants:

1. Caregiver activities and support, including Kinship Care services, and
2. Evidence-based health and wellness programs, including chronic disease self-management programs and falls prevention programs.

SCSEP Collaboration with Private and Public Entities

All collaborative efforts between regional program coordinators and public and private entities will continue to include:

1. Identifying a minimum of five agencies and organizations (including churches and ESL programs) in targeted counties that serve low-income seniors and Hispanic/Latino older adults.
2. Identifying and initiating contact with a minimum of five organizations that serve veterans in targeted counties.
3. Working with the Office of Veterans Employment services located in the different counties that we serve, sub-grantees will host resource fairs that will include WIOA, Georgia Vocational Rehabilitation Agency and regional technical colleges. The purpose of this event is to help remove the barriers to employment that many Veterans face.

4. Recruiting five appropriate host agencies in each of the targeted areas who can serve/train Hispanic/Latino adults.

The SCSEP program collaborates and leverages resources with many organizations to provide training and supportive services for the participants. Some of these entities include host training sites, educational organizations, veterans' organizations, vocational rehabilitation activities, social service agencies and faith-based organizations.

In addition, Georgia's SCSEP subgrantee in the four geographical areas coordinate with many agencies to help participants in need of services such as subsidized housing or temporary shelters, no cost or lower-cost medical and prescription programs, energy assistance, utility discounts, Supplemental Nutrition Assistance Program (SNAP) benefits, Supplemental Security Income, and reduced fares on transportation.

Collaborations and Job Training Initiatives

Host agencies are encouraged to provide computer training for their participants. Specialized computer training opportunities are provided through diverse agencies including local community colleges, the One-Stop Career Centers, and public libraries. In addition, the subgrantees provide access to computers and other specialized training, including customer service. Computer skills have become increasingly important for SCSEP participants as most employment opportunities now require basic computer skills. All SCSEP participants are required to register with One-Stop Career Centers and are encouraged to participate in available computer training classes.

Subgrantee will continue to pursue access to training courses offered by the One-Stop Career Centers. However, One-Stop training funds are used primarily for participants looking for full-time work, and most SCSEP participants are interested in part-time employment.

SCSEP partners coordinate education and training activities with Workforce Development Board partners and programs, such as *WorkSource Georgia* and *Go Build Georgia*. *WorkSource Georgia* (<https://www.worksourcegaportal.com/vosnet/Default.aspx>) is a website developed by GDOL to share employment needs of both employers and job seekers and to connect job seekers with job openings. *Go Build Georgia* educates Georgians about careers in the skilled trades and how to pursue opportunities in those industries. The Technical College System of Georgia (TCSG) is a key training partner, with 22 colleges in 88 campus locations across the state.

Using the information from Chart 2 SCSEP participants receive training and work experience for many in-demand occupations, such as fast food and counter workers, cashiers, retail salespersons, laborers and freight, stock, and material movers, waiters and waitresses. Based on participant's past education and goals, the SCSEP

coordinators assist them to obtain professional certifications, such as Commercial Driver's License (CDL) and Certified Nursing Assistant (CNA). Through the collaboration with the technical colleges, participants attend classes to obtain various certifications. For participants showing interests in pursuing a CDL license or a CNA certificate, testing fees can be provided using SCSEP supportive services funds. These training efforts help to support the federal credential attainment goals.

The program coordinators are aware of the job trends and tailor the training assignments to provide the skills and work experience needed to support the employment requirements of the regional economy. During this plan cycle, Georgia will seek to expand the number and diversity of training assignments to ensure the greatest success for participants.

Host training site supervisors complete performance evaluations, and the subgrantees review these evaluations to assess the participants' progress and on-site supervision. Participants remain at their host training sites for as long as they are learning skills that will make them more marketable to employers and are complying with their Individual Employment Plans. Many host sites eventually hire their assigned SCSEP participants and have good job retention rates, indicating successful training and preparation.

Continued Coordination with the One-Stop Delivery System

Due to the pandemic, three of the four years of the previous state plan cycle were not fully implemented, therefore, it was difficult to measure successes. However, now we are in the post-pandemic era, the hope is to implement similar strategies to paint the whole picture to show its effectiveness. The last year of the previous state plan cycle we were able to transition participants due to re-opening of businesses, host-sites, one-stop shops, etc.

Goal: Improve Coordination with One-Stop Delivery System

Strategies:

1. Maintain partnership with the One-Stop Career Centers to monitor information on job openings and trends that will help identify current and future job opportunities.
2. Continue monitoring information regarding fast-growing industries and the occupations and businesses that offer job opportunities for SCSEP participants.
3. Ongoing training SCSEP participants as Older Worker Specialists and assign them to the One-Stop Career Centers to assist older job seekers.
4. Continue participating in meetings that coordinate employment and training programs in local areas, including meetings of local Workforce Development Boards and GDOL Employer Committees.

Indicators:

1. Increase the number of SCSEP participants assigned to One-Stop Career Centers.
2. Increase the number of meetings with One-Stop Career Centers and partners.

Collaborative Efforts with Local Economic Development in Rural Areas

State and national grantee service providers in Georgia's rural communities cite the lack of viable 501(c)(3) not-for-profit and appropriate public agencies for community service assignments as a barrier to recruiting participants. SCSEP staff in these under enrolled areas have committed to using other resources to improve recruitment efforts.

Based on the Equitable Distribution Report for Program Year (PY) 2022, the latest report available, 45.95% of the counties that were under enrolled are designated as rural according to the Rural-Urban Continuum Codes (RUCC). Many of those not counted as rural are in areas of the state with minimal population centers or other areas that do not expect business growth.

Goal: Expand SCSEP services in rural areas of Georgia

The State of Georgia with the sub-grantee in the four geographical regions will continue to work towards improving the disparity in the Equitable Distribution for the counties that show significant barriers in over and under enrollment. The challenges remain to be the same year after year.

The absence of viable 501(c)(3) not-for-profit organizations and public agencies and the closure of host sites is a barrier to placing participants for Community Service Assignments. This is a challenge for both the state and national grantees.

As previously mentioned, the strategies to expand SCSEP services in rural areas were not fully implemented due to the pandemic. One of the measures using strategies from the previous state plan that resulted in effective implementation is the number of participants providing community service. For PY 2021, the number of participants that provided community service was 179, of which 54 participants were in rural areas. For PY 2022, the number increased to 209, of which 68 participants were in rural areas. All efforts will be made using the strategies below to continue to expand SCSEP services in rural areas.

Strategies:

1. Compile and distribute to grantees a listing of rural counties with under-enrollment.
2. Identify one county per region per program year to target for expansion.
3. Identify potential partners in each county to assist with outreach in recruiting participants, host agencies and potential employers.
4. Evaluate progress toward goals at the mid-year training session.

Indicators:

1. Decrease the number of under enrollment in rural counties in each program year.
2. Increase the number of new participants enrolled in identified counties.
3. Increase the number of new host agencies enrolled in identified counties.
4. Increase the number of potential employers identified and contacted in identified counties.

Long-term Strategies to Engage Employers

During this State Plan cycle, Georgia will continue to collaborate with community partners to develop the expertise of subgrantee staff in employer engagement, including the University of Georgia College of Family and Consumer Sciences. Also, Georgia will focus on developing entrepreneurial and microenterprise opportunities for SCSEP participants, as noted below. Employer engagement is crucial for placing participants via the On-the-Job Employment (OJE) program.

Goal: Improve Employer Engagement in the SCSEP Program

Strategies:

1. Recruit potential employers.
2. Identify specific potential employers' skill needs.
3. Include employers in training activities.
4. Increase the number of OJE placements.

Indicators:

1. Increase the number of new employers identified.
2. Increase the number of employers included in training activities.

Goal: Increase participants' placement in entrepreneurial ventures to enhance opportunities for entrepreneurship

Strategies:

1. Identify agencies that can provide technical assistance to SCSEP regional program coordinators about entrepreneurship and microenterprise.
2. Identify agencies that can provide training to participants about entrepreneurship and microenterprise.
3. Identify unmet needs in communities that might be addressed by SCSEP participants engaging in entrepreneurial ventures.
4. Recruit host agencies that can offer entrepreneurial opportunities to participants.
5. Provide training to SCSEP regional program coordinator about entrepreneurial activities within the SCSEP program.

Indicators:

1. Increase the number of training activities for SCSEP project staff.
2. Increase the number of training activities for SCSEP participants.
3. Increase the number of partnerships established to support entrepreneurship and microenterprise.
4. Increase the number of participants who launch an entrepreneurial venture.

Long-term Strategies to Engage Minorities

The following chart from the PY 2021 United States Department of Labor (USDOL) Minority Report, the latest report available, illustrates Georgia's service to minorities in SCSEP:

Table 1: SCSEP Minority Participation

<u>Category</u>	<u>SCSEP %</u>	<u>Census %</u>	<u>% Difference</u>	<u>Significant</u>
Minority Overall	71.0%	36.7%	193.5%	No
Hispanic	2.1%	4.1%	51.2%	Yes
Black	66.0%	29.1%	26.8%	No
Asian	0.0%	0.8%	0.0%	No
American Indian	1.2%	0.3%	N/A	N/A
Pacific Islander	0.0%	0.0%	N/A	N/A
Source: SCSEP National PY 2021 Minority Report				

During the upcoming State Plan cycle, Georgia will increase enrollment of Hispanic/Latino older adults and Asian older adults in the SCSEP program. To be successful, these strategies must involve an integrated approach to recruiting participants, host agencies and potential employers. Rather than using a statewide approach to increase enrollment of Hispanic/Latino and Asian older adults, DAS will focus on the regions that operate in specific areas of the state where most of these populations reside.

Goal: Increase enrollment of Hispanic/Latino older adults in SCSEP by 50%

Strategies:

1. Identify agencies and organizations, including churches and English as Second Language (ESL) programs, in target areas that serve Hispanic/Latino older adults.
2. Identify liaisons between subgrantee and organizations that serve Hispanic/Latino older adults.
3. Provide outreach to identified organizations about the SCSEP program.
4. Recruit appropriate host agencies and potential employers that could serve Hispanic/Latino older adults.

Indicators:

1. Increase the number of agencies and organizations involved in outreach to Hispanic/Latino older adults.
2. Increase the number of host agencies recruited.
3. Increase the number of potential employers recruited.
4. Increase the number of Hispanic/Latino older adults served by SCSEP.

Goal: Increase enrollment of Asian older adults in SCSEP

Strategies:

1. Identify agencies and organizations (including churches and ESL programs) in target areas that serve Asian older adults.
2. Identify liaisons between subgrantee and organizations that serve Asian older adults.
3. Provide outreach to identified organizations about the SCSEP program.
4. Recruit appropriate host agencies and potential employers that could serve Asian older adults.

Indicators:

1. Increase the number of agencies and organizations involved in outreach to Asian older adults.
2. Increase the number of host agencies recruited.
3. Increase the number of potential employers recruited.
4. Increase the number of Asian older adults served by SCSEP.

Service to Most in Need

SCSEP's service to a community is based primarily on the social and economic needs of the participants entering the program and on the demand for services within local communities. The subgrantee identifies potential training sites through community outreach efforts, such as meetings with current and potential host training sites, and to determine where the greatest needs for SCSEP assignments exist. Efforts also include frequent coordination with the One-Stop Career Centers and Georgia's Aging and Disability Resource Connection (ADRC) to monitor unmet community needs.

Urban populations have greater access to resources such as transportation, health services and educational opportunities than people living in less populated regions.

Participants with the greatest economic need are provided with supportive services. Services may include a gas card or a bus pass to access transportation to and from their host agency assignment until they receive a paycheck. SCSEP regional program coordinators, AAA staff work in conjunction to provide resource guides to identify supportive services, such as assistance with shelter, utilities, clothing, and food available through community resources. Many times, those resources are provided at no cost to SCSEP or the participant. The SCSEP subgrantee initiate and maintain partnerships with

area non-profit agencies that provide a wide range of services, including adult day programs, child day care, food services, recreational facilities, health care and social services.

Participants who are not comfortable in social settings are assigned to training sites that are able to provide a more supportive environment. These sites may already serve clients facing similar social barriers, thus providing a more comfortable environment for the SCSEP participant.

DAS and the subgrantee continue the efforts to expand outreach of SCSEP throughout the state. Georgia's SCSEP grantee will investigate opportunities for using websites and social networking media to further expand the program's reach and impact throughout the state. Georgia will target strategies related to entrepreneurship and microenterprise to address identified gaps in services in local communities (such as transportation, home repairs, and in-home support for older adults who live alone and for caregivers).

DHS/DAS employs a full-time SCSEP Coordinator. The State SCSEP Coordinator organizes and monitors all grant-related activities, including managing the grant budget, program planning and evaluation, statewide program coordination, and providing technical assistance and training to sub-grantees. The SCSEP Coordinator is also responsible for creating a systematic approach for program management and ensuring that contracted agencies comply with all state and federal regulations. The state SCSEP coordinator oversees the subgrantee and conducts the monitoring for program and financial compliance. There is a team lead who supervises the State SCSEP Coordinator.

DHS/DAS put out a bid for the SCSEP program for program year 2022. ACCA, a former subgrantee won the bid to manage the SCSEP program in Georgia starting in the Program Year 2022 and continued with the contract for program year 2023 and 2024. ACCA decided to keep the regions the same for effectively managing the four regions (Northeast, Northwest, Southern Crescent, and Southwestern).

Based on the above-mentioned information, DAS contracts with ACCA, a non-profit organization to provide direct SCSEP services. The private, non-profit organization was a former sub-project of the Northeast Area Agency on Aging.

ACCA has hired the previous four coordinators to run the program in the respective regions. The agency has direct contact with the regional coordinators who are responsible for recruiting participants and host agencies. In addition, the program coordinator for each region determines participant eligibility, reports required data entry, maintain file systems, participate in training and monthly conference calls, submit, quarterly reports, handle any grievances or complaints, and ensures the best training experience possible for all participants. ACCA monitors all day-to-day activities of the program.

Goal: Target Jobs Effectively

Strategies:

1. Focus on placing participants in unsubsidized employment with community service agencies.
2. Identify and develop local job opportunities.
3. Routinely visit host training sites and encourage them to hire their SCSEP participants as funds become available.

Indicators:

1. Increase the number of participants placed in unsubsidized employment.
2. Increase the number of new host agencies.
3. Increase the percentage of host agencies that hire participants.

Goal: Manage Durational Limits Effectively

Strategies:

1. Provide quality support to each participant approaching his or her SCSEP durational limit.
2. Research the local job market and access all supportive services available to assist the SCSEP participants.
3. Reassess the participant no later than one year before the individual's durational limit date.
4. Update transitional Individual Employment Plans (IEP) enhancing job development and training efforts.

Indicator:

1. Decrease the number of participants who reach durational limits without gaining unsubsidized employment (who have employment as a goal in their IEPs).

Goal: Train Participants Effectively

Strategies:

1. Encourage host training sites to make formal in-service and on-the-job training available for their assigned SCSEP participants.
2. Collaborate with local libraries and non-profit agencies that offer free training.
3. Conduct workshops covering different aspects of the job-seeking process and topics relating to health, consumer information, transportation, and all available social benefits.
4. Encourage participants seeking full-time employment to attend programs offered through the Workforce Innovation and Opportunity Act's One-Stop Career Centers.

Indicators:

1. Increase the number of OJE participant trainings.
2. Increase the number of training hours.
3. Increase the number of participants who were hired after OJE training and program completion.

DAS will continue to reach out to the National Council on Aging to swap slots in counties where both the national and the state grantee are present. If the agencies can negotiate a mutually beneficial swap, it will result in reduced travel time and administrative costs, as well as increase efficiency and coordination.

Strategies for Continuous OAA Improvement

Goal: Increase performance in core performance measures

Strategies:

1. Prioritize the core performance goals for improvement.
2. Identify additional data points that impact core performance goals.
3. Provide intensive training and technical assistance to SCSEP regional program coordinators on core performance goals, tools to diagnose performance and strategies to improve performance.
4. Use Subgrantee Tracking Sheet to manage performance.

Indicators:

1. Increase the number of regions that meet all seven performance goals as set by DOL.
2. Increase the number of regions achieving a performance goal of 80% and above.

Grantee Performance Management System (GPMS)

The Employment and Training Administration (ETA) went live with the Grantee Performance Management System (GPMS) on July 1, 2022, creating a new case management tool to modernize service delivery and data validation for the SCSEP program. To help State and Territorial grantees cover the cost to implement this system, DOL announced the availability of funds to assist with this additional cost.

Georgia was one of the recipients of this Information Technology (IT) Implementation and Support Funding for SCSEP for PY2022 and was awarded \$218,774.00. The funds were administered to the subgrantee, ACCA, for managing the implementation of the GPMS. ACCA uses the additional funding to hire part-time, temporary personnel on a one-year contract, purchase hardware and software technologies to run and maintain records proficiently, lease equipment to complete adequate daily operations, and to procure useful supplies for program ease. Since DOL has extended the funding for the grant period of

July 1, 2024-June 30, 2025 (PY2023), Georgia submitted the application for the grant and awaits the award announcement.

Section 4: Location, Population Served, and Equitable Distribution

Equitable Distribution for Over-Served and Under-Served Locations

As stated previously, rural areas face significant challenges in recruitment of participants, availability of host agencies and potential employers, and access to supportive services. Each of the special populations targeted for SCSEP participation face special needs and challenges that Georgia seeks to address through policy and practice.

Georgia has a large military presence with nine military installations, and more than 752,000 veterans call Georgia home, according to the Georgia Department of Veterans Services 2019 Annual Report.

Goal: Increase enrollment of veterans and qualified veteran spouses by 50%

Strategies:

1. Identify and initiate contact with a minimum of five organizations that serve veterans in target areas.
2. Develop relationship with the GDOL Office of Veterans Employment.
3. Implement area-specific outreach and recruitment methods to increase awareness of SCSEP services to veterans.
4. Conduct training for all SCSEP regional program coordinators to raise awareness and develop interventions to address veterans' barriers to employment.

Indicators:

1. Increase the number of veteran organizations contacted.
2. Increase the number of new or enhanced partnerships with veteran organizations.
3. Increase the number of training courses related to outreach, recruitment, addressing barriers and retention of veterans in the SCSEP program.

Geographic Participation Changes

The Georgia SCSEP program is provided in four geographical regions, Northeast, Northwest, Southwest and Southern Crescent areas managed by the sub-grantee, Athens Community Council on Aging (ACCA).

According to census, the total population in Georgia was 10,519,475 and Georgians 55 and older comprise 26.08% of that population. USDOL authorized 897 SCSEP participant slots for PY 2022 and 2023 between Georgia and the two national grantees. Georgia administers 183 of those positions, and the remaining 714 are distributed between the two national grantees.

Participation Imbalance and Strategies to Correct

USDOL changed the number of modified and authorized positions allocated to Georgia for PY 2021 and have remained unchanged since then. Georgia had 987 modified positions prior to PY 2021. The number of modified positions assigned to Georgia beginning in PY 2021 is 897, 90 fewer slots from previous years. Table 3 shows the number of slots for PY 2023 Q1 with the variance. Georgia has 159 counties and SCSEP serves 158. Georgia administers 183 slots, and the remaining 714 slots are distributed among the two national grantees.

Based on the PY 2023 Q1 Equitable Distribution Report (EDR) summary (see Table 2) Georgia has an overall variance rate of 56.6%. Most of the counties are over enrolled or under enrolled by one or two participants. The following counties have variances of two or more slots: Clarke, Dougherty, Floyd, Jasper.

The most significant variance for over enrollment for PY 2022 Q4 compared to PY 2023 Q1 is shown below.

Table 2

PY 2022, Q4		PY 2023, Q1	
COUNTY	VARIANCE	COUNTY	VARIANCE
Clarke	+2	Clarke	+6
Dougherty	+7	Dougherty	+7
Floyd	+8	Floyd	+11
Jasper	+4	Jasper	+5

There is no significant difference between the number of counties that were over enrolled by 3 or more for the PY 2022 Quarter 4 (3 counties) and PY 2023 Quarter 1 (4 counties). Clarke County was overenrolled by 4 more slots in PY 2023 Quarter 1 compared to 2 slots in PY2022 Quarter 4.

To monitor and correct inequities on an ongoing basis, DAS will continue to implement the following strategies:

1. Review the Equitable Distribution Report (EDR) periodically and discuss the variances with the subgrantee during the quarterly training and follow up individually as needed.
2. Review EDR semi-annually with the national grantee partners and develop strategies needed to achieve equitable distribution.

Table 3: Equitable Distribution Report Summary

Equitable Distribution – PY 2023 1 st Quarter													
Statewide Summary	MP	E	V	# Counties	# Under	% Under	Avg % Und. E.	# Over	% Over	Avg % Over E	# Over Under	% Over Under	Total V/AP
State Grantee	183	183	10	46	24	52.2%	64.9%	16	34.8%	79.7%	40	87.0%	61.2%
National Grantees	714	566	-148	112	74	66.1%	66.6%	25	22.3%	46.6%	99	88.4%	56.6%
Total ED Grantees	897	739	-158	144	92	63.9%	63.3%	37	25.7%	51.4%	129	89.6%	55.2%
Source: SCSEP Equitable Distribution Report													

Strategies to Achieve Equitable Distribution

Many factors have contributed to the reason why some counties in Georgia have over-enrollment and some counties are underserved according to the allocated equitable distribution numbers.

The main reason that specific counties are overserved is because the areas the local GDOL offices are present, attract more potential candidates for SCSEP. The surrounding areas also make it easier for enrollment because the enrollees have easier access to the resources available. Typically, the counties with the GDOL (one stop centers) are the most overenrolled and the surrounding counties are next. Contributing to this SCSEP offices of the Northwestern and Southwestern regions are housed in the local GDOL. Due to their location, it draws more individuals in that area. In addition, those overserved areas are generally more urban locations that offer public transportation, more community resources and partners.

The reason that some areas are underserved or have no enrollment is because of their location and limited knowledge of the program. Many of these rural areas are not operating the same capacity prior to the pandemic. Most community resources in the rural areas only open when there is an event or a drive. Referrals through partners have diminished as there are no longer in-person community collaborations. SCSEP candidates in these areas come through the Senior or Nutrition Centers and many of those have not returned to full service. Typically, SCSEP candidates at the centers assisted with food preparation and serving, program activities, and janitorial services. With the closures of the traditional centers, these positions were eliminated. An example of these closures is the senior centers in the Southwestern Georgia (SOWEGA) AAA. SOWEGA has since transitioned from a brick-and-mortar model senior center to a senior center without walls model. In addition, transportation is another factor for under enrollment in those areas. The counties are spread out in mountainous areas making it difficult to drive to an onsite location or participants do not have the means to get there.

Historically, enrollment numbers have been higher in counties that are heavily populated, and the unemployment rate is significantly higher than in some of the smaller, rural counties. Recruitment efforts in those heavily populated areas are not as challenging and do not require a great deal of engagement because these counties are always operating at or above capacity. In addition, in these heavily populated areas, potential participants are aware of the SCSEP program through word-of-mouth marketing, and by referrals from partnering agencies or community organization. As mentioned above, in the areas where the SCSEP office is located, there is the benefit of the One-Stop Career Centers which serves as a “hub of information” for prospective participants.

In contrast, recruitment in rural more remote counties is quite different. These counties require a more visible and physical presence, and program coordinators must implement an aggressive approach by canvassing the communities to recruit participants and host sites.

According to the census information of 2022, the total population in Georgia was 10,913,150 and Georgians 55 and older comprise 24% of that population. The USDOL authorized 897 SCSEP participant slots for Program Year 2023 between Georgia and the two national grantees, AARP, and National Council on Aging. Georgia administers 183 of those positions and the remaining 714 are distributed between two national grantees.

Based on the EDR for PY 2023 Quarter 1, of the number of counties that were under-enrolled, 60.9% are designated as rural according to the Rural-Urban Continuum Codes (RUCC). Many counties that are not defined as rural are in areas of the state with minimal population or other areas that expect business growth. This impacts the availability of host agencies and potential employers.

The absence of viable 501(c)(3) not-for-profit organizations and public agencies is a barrier to placing participants for Community Service Assignments. This is a challenge for both the state and national grantees.

DAS and its subgrantee and the four regional program coordinators will continue to work towards improving the disparity in the Equitable Distribution for the counties that show significant variance in over and under enrollment. PY2023 holds an added challenge for delivering the program and improving disparity due to the lingering effect of the pandemic. We will take the following actions to improve enrollment variances:

1. Each quarter, DAS will continue to compile and distribute to the regional program coordinator a listing of counties with under-enrollment and develop strategies to mitigate variance.
2. DAS will work with each regional coordinator to identify one under-enrolled county per region per program year to target expanding enrollment.
3. Identify potential partners in each county to assist with outreach in recruiting participants, host agencies, and potential employers.

4. Review the Equitable Distribution Report semi-annually with the national grantee partners and develop strategies needed to achieve equitable distribution.

DAS still plans to reach out to the National Council on Aging (NCOA) to swap slots in some counties in which both the national and the state grantee are present. We believe that making the requested slots swaps will save unnecessary travel time and effort for both grantees and minimize confusion related to outreach and enrollment.

During this State plan cycle (2024-2027), Georgia will continue to collaborate with community partners to develop the expertise of subgrantee staff in employer engagement, including the University of Georgia College of Family and Consumer Sciences. Also, Georgia will focus on developing entrepreneurial and microenterprise opportunities for SCSEP participants. Employer engagement is crucial for placing participants via the On-the-Job Employment (OJE) program for which Georgia has been approved.

The following steps to improve employer engagement:

1. Identify potential employers.
2. Identify specific skill needs of potential employers.
3. Send qualified and suitable participants to job interviews.
4. Include employers in training activities.
5. Increase the number of OJE placements.

The subgrantee in the four geographical regions will work collaboratively to identify areas of the state where over-enrollment or under-enrollment exists. The existing placement of positions in each county is compared with the number shown in the EDR to identify any areas of over-enrollment or under-enrollment in the state.

Participants cannot be terminated from the program because of the equitable distribution requirement, so grantees must rely on attrition to correct areas of over-enrollment. Georgia strives for equity, but it can be challenging in rural counties and areas with growth in the number of eligible individuals. When equity cannot be achieved, Georgia attempts to keep the actual position distribution within two positions above or below the equitable distribution goal.

When over-enrollment occurs, SCSEP acts on the guidance of the USDOL to bring enrollment back to a manageable level. The strategies recommended by the USDOL to manage over enrollment include stopping new enrollments and reducing hours for current participants.

Ratio for Eligible individuals

The 2020 Georgia WOIA State Plan states that Georgia's population has limited language barriers, with only about 2.2% of households without a member over the age of 14 who

speaks English. However, limited English proficiency disproportionately affects older persons and is a significant barrier to gaining unsubsidized employment.

When recruiting and selecting participants for SCSEP, priority is given to individuals who have one or more of the following priorities of service characteristics:

- Are covered persons in accordance with the Jobs for Veterans Act (veterans and eligible spouses, including widows and widowers who are eligible for SCSEP must receive services instead of, or before, non-covered persons).
- Are 65 years old or older.
- Have a disability.
- Have limited English proficiency.
- Have low literacy skills.
- Reside in a rural area.
- Have low employment prospects.
- Have failed to find employment after using services provided through the One-Stop Delivery System.
- Are homeless or are at risk of homelessness.
- Formally incarcerated individuals

The priority of service requirements is included in the state SCSEP contract and is also followed by the national SCSEP grantees. Local subproject staff use their connections with other programs, such as Veteran Representatives and Vocational Rehabilitation counselors at the One-Stops, to promote SCSEP and learn about individuals who may meet the priority of service and eligibility requirements. Grantees partner with organizations that serve hard to-reach populations, such as those who are geographically or socially isolated and those whose primary language is not English.

Strategies to Avoid Service Disruption

USDOL allocates SCSEP subsidized community service slots to each county using a formula based on the number of individuals ages 55 and older with incomes at or below 125% of the federal poverty level. When slots are adjusted due to increases or decreases in census data or the modification of slots to ensure equitable distribution throughout the state, subgrantees ensure participants are not adversely affected. Redistribution is accomplished through attrition, such as retirements, relocations, durational limits, and unsubsidized job placement. In addition, DAS works with national grantees operating in Georgia to affect transfers between grants when necessary to accommodate a participant's preferences to continue training within an existing host agency.

The state SCSEP coordinator hosts monthly conference calls with the subgrantee staff to share important information related to the program. These calls provide a platform for local project staff to share information about successes and challenges in the areas they serve and to allow the state to share updates on performance measures, position distribution and other program requirements. Subgrantees also meet with the state

SCSEP coordinator quarterly for training to discuss topics about which they need more technical assistance and to exchange best practices.

The practice of open communication between the field and state office has proven to be a successful tool for the efficient operation of the program and has enabled both parties to respond quickly to issues that need immediate attention.

Appendix

Attachment A: Governor's Designation Letter



STATE OF GEORGIA
OFFICE OF THE GOVERNOR
ATLANTA 30334-0090

Brian P. Kemp
GOVERNOR

April 15, 2024

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

Dear Ms. Su,

As Governor of the State of Georgia, I hereby designate the responsibility of developing and submitting the Georgia Senior Community Service Employment Program State Plan to the Georgia Department of Human Services (Commissioner Candice L. Broce, Esq.), as required by the United States Department of Labor.

If you have questions regarding this delegation, please do not hesitate to contact my office.

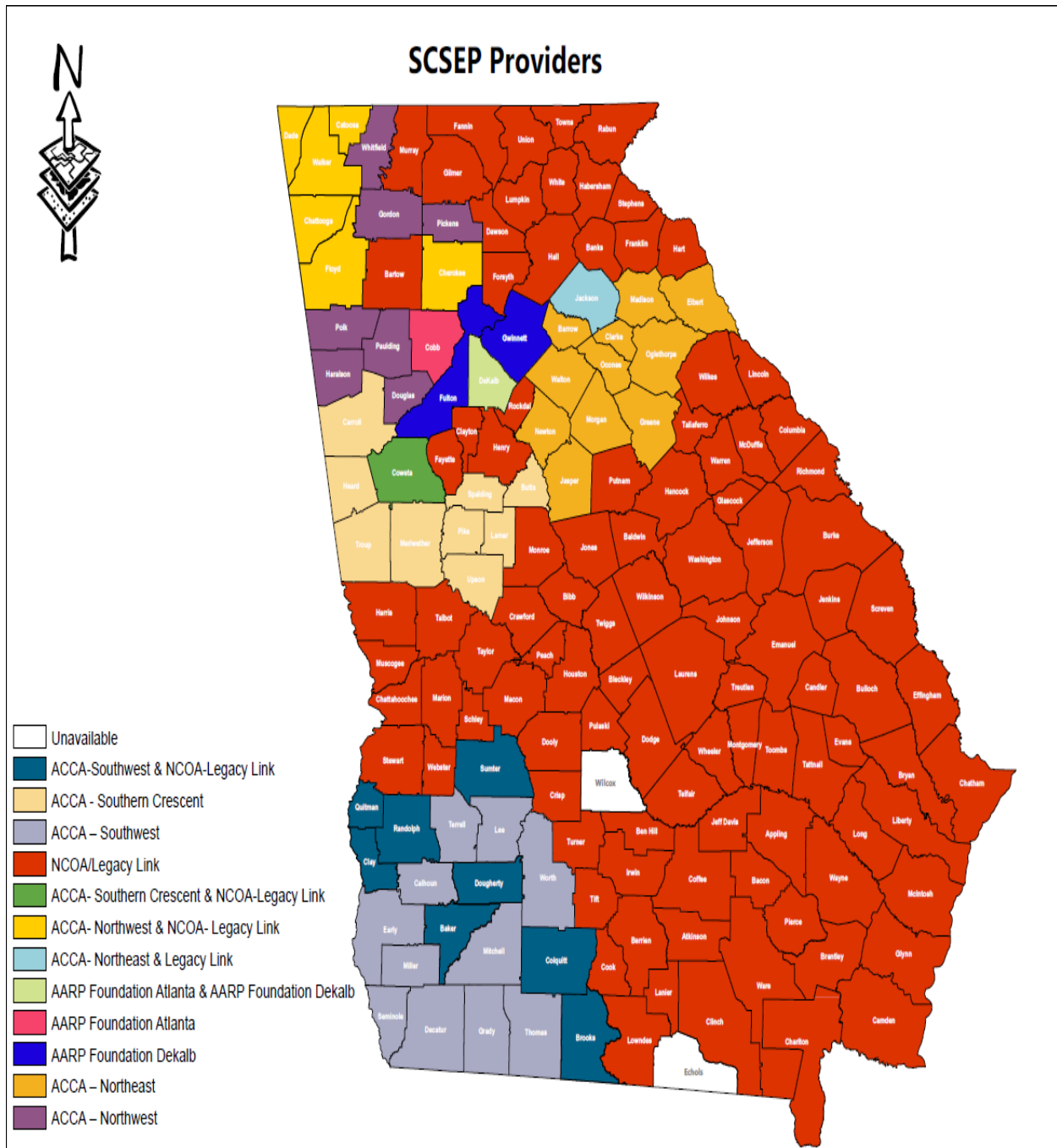
Sincerely,

A handwritten signature in black ink, appearing to read "B. Kemp".

Brian P. Kemp
Governor

cc: Candice L. Broce, DHS Commissioner

Attachment B: Map of Service Delivery



Attachment C: Solicitation of Input

The following stakeholders were emailed the attached Notice of Public Hearing:

Sub-grantee (ACCA)
2 National grantees (AARP and NCOA – Legacy Link)
One-stop managers
WIOA
Goodwill career centers
Technical College System of Georgia
Host agencies
Senior Centers
Veterans Administrations
Non-profit
Hispanic and Asian communities
AAA
Program participants

The following link was posted on the Georgia Department of Human Services website to collect any public comments:

<https://dhs.georgia.gov/events/2024-04-24/public-hearing-regarding-senior-community-service-employment-program-state-plan>

PUBLIC HEARINGS

Public Hearing Regarding Senior Community Service Employment Program State Plan

Event ended April 24, 2024

Notice of intended action of submission of 4-year Senior Community Service Employment Program (SCSEP) State Plan to the U.S. Department of Labor for approval. SCSEP is Title V of the Older Americans Act and provides subsidized job training opportunities for older persons seeking to enter or re-enter the workforce.



Date

Wednesday, April 24, 2024
9 - 11 a.m.



Location

135 Hoyt Street
Athens, GA 30601
United States

[Get Directions](#)

Notice of intended action of submission of 4-year Senior Community Service Employment Program (SCSEP) State Plan to the U.S. Department of Labor for approval. SCSEP is Title V of the Older Americans Act and provides subsidized job training opportunities for older persons seeking to enter or re-enter the workforce..

Public Comment Time Period: April 15, 2024 through May 15, 2024.
Public Comments can be submitted as listed in the attached Notice.

Public Hearing: A public hearing will be held on April 24, 2024, at 9:00 a.m. at Athens Community Council on Aging, 135 Hoyt Street, Athens, GA 30601

Related Files

- [Georgia SCSEP State plan 2024-2027 Final Draft for Public Comment](#) (PDF, 337.49 KB)
- [Public Comment Form - Georgia SCSEP State Plan 2024-2027.pdf](#) (PDF, 147.51 KB)

Brian P. Kemp
Governor



Candice L. Broce
Commissioner

Georgia Department of Human Services
Aging Services | Child Support Services | Family & Children Services

February 27, 2024

Notice of intended action of submission of 4-year Senior Community Service Employment Program (SCSEP) State Plan to the U.S. Department of Labor for approval.

To All Interested Persons and Parties:

The Georgia Department of Human Services ("Department") hereby publishes for public comment the proposed draft of the Senior Community Service Employment Program (SCSEP) State Plan for the fiscal years 2024-2027. SCSEP is Title V of the Older Americans Act and provides subsidized job training opportunities for older persons seeking to enter or re-enter the workforce. The Department will be accepting written comments regarding the proposed amendments from April 15, 2024, through May 15, 2024.

This notice, together with a draft of the proposed SCSEP State Plan and a synopsis of the proposed SCSEP State Plan, is also being provided directly to representatives of the groups and categories as provided in 20 C.F.R. § 641.315. A copy of this notice and a draft of the proposed SCSEP State Plan is available for review on the Department's web page at <https://dhs.georgia.gov/>.

An in-person public hearing is scheduled to begin at 9:00 am – 11:00 am, on April 24, 2024, at the Athens Community Council on Aging located at 135 Hoyt Street, Athens, GA, 30601 (information available at <https://dhs.georgia.gov/> under "Events Schedule") to provide the public an opportunity to comment upon and provide input into the proposed amendments.

At the public hearing anyone may present data, make a statement, comment, or offer a viewpoint or argument whether orally or in writing. Lengthy statements or statements of a considerable technical or economic nature, as well as previously recorded messages, must be submitted for the official record. Oral statements should be concise and will be limited to 5 minutes per person. Additional comments should be presented in writing. Written comments are welcome. To ensure their consideration, written comments must

SCSEP Public Comment

February 27, 2024 | 2

be received by the Department on or before May 15, 2024. Written comments should be addressed to:

Allison Bernal
Livable Communities Section Manager
Division of Aging Services
Georgia Department of Human Services
47 Trinity Avenue SW
Atlanta, Georgia 30334
Allison.bernal@dhs.ga.gov

It is the intent of the Department that the proposed SCSEP State Plan will be submitted to the U.S. Department of Labor for review on or before May 24, 2024.

Comment Period and Additional Information:

The Department will be accepting written comments regarding the proposed amendments from April 15, 2024, through May 15, 2024. Please submit written comments to:

Allison Bernal
Livable Communities Section Manager
Division of Aging Services
Georgia Department of Human Services
47 Trinity Avenue SW
Atlanta, Georgia 30334
Allison.bernal@dhs.ga.gov

Interested persons may call or submit a written request to obtain a copy of the listed documents to be provided to them directly. A copy of the synopsis and the markup proposed amendments may also be downloaded from the Department's web page at <https://dhs.georgia.gov/>.

This notice of publication for public comments is being given in compliance with the requirements under 20 C.F.R. § 641.350.

A total of 75 current and 3 former SCSEP participants and the below listing of agencies were notified of the opportunity for public comment:

Agency Name
A Higher Calling
Active Life Senior Center
Adell Foundations
Bremen Senior Center
Calumet Park Neighborhood Association
Cambridge House Enrichment Center
Carrollton Senior Center
Community Action For Improvement
DSPII Waypoint Griffin
Family Patterns
Ga Department of Labor Griffin
Goodwill Training Center Newnan
Habitat for Humanity Troup County
Impact Christian Ministries
McIntosh Early Childhood Development Council
Military Veterans Fishing Charter
New Mercy Baptist Church
Newnan Housing Authority
Pike County Fire Department
Riverlife
Sisters for Society (Non-Profit)
Spalding Collaborative

Spalding County Senior Center
The Active Life Center Hogansville
Tommy Thompson Senior Center Newnan
West Point Housing Authority
Albany Technical College-Albany
Roddenberry Library
EQUUS Works
WorkSource GA
Technical College System GA
WorkSource Georgia
GA Dept. of Labor-Albany
Family Vision Outreach
Family Wellness Outreach Ctr,
Mitchell-Grady Co. Resource Ctr.
Albany Housing Authority
Thronateeska Heritage Center
SWGA Community Action Council
Worth Co. Library
GA Dept. of Labor-Colquitt Co.
Thomas Co. DFCS
C-Hope Outreach & Ministries
Abany Technical College-Terrell Co.
Goodwill Career Ctr.-Big Bend
Alzheimer's Outreach Ctr.
Samaritan Clinic

Rehoboth Baptist Outreach
N.I.D. Housing Counseling
Mitchell Co. House of Hope
Scott Senior Center
A Better Way Grocer
Boys & Girls Club
Technical College System of GA
EQUUS Works- WIOA
EQUUS Works-WIOA
Goodwill Career Center
Greene County Christian Outreach
Greene County Senior Center
Multiple Choices Center for Independent Living
Elbert County Senior Center
ACCA Center for Active Living
UGA Extension Services
Project Safe Thrift Store
SAY in Need
Jasper County Senior Center
Walton County Senior Center
Habitat for Humanity – Clarke County
Habitat for Humanity – Barrow County
Oglethorpe County Senior Center
Live Forward
Hope Haven

Hope Springs Christian Fellowship
Action Inc.
ACC Library
Designing Minds Enterprises
New Covenant Church
NEGA One Stop
Clarke County Department of Labor
Georgia Department of Labor
United Military Care
Sara Hightower Regional Library System
Eckerd Connects
Work source Metro ATL
Living Proof Recovery
Community Action Partnership Tallatoona
Chattahoochee Technical College
North Georgia Technical College
Georgia Northwestern Technical College
West Georgia Technical College
Georgia Vocational Rehabilitation Agency
Technical College System of Georgia
The Encouragement Project
Georgia Department of Human Services
Shorter University
Georgia Department of Community Supervision
Northwest Georgia Housing Authority

Walmart Health
Boys & Girls Clubs of Northwest Georgia
Atrium Health
The Adell Foundation
Midway Community Resource Center
The Sexual Assault Victims Advocacy Center, Inc.
City of Refuge Dalton
North Georgia Community Action
Summerville Georgia
Gordon County Georgia
Atlanta Regional Commission
Central Savannah River Area Regional Commission
Coastal Regional Commission of Georgia
Heart of Georgia Altamaha Regional Commission
Legacy Link Inc.
Middle Georgia Regional Commission
Northeast Georgia Regional Commission
Northwest Georgia Regional Commission
River Valley Regional Commission
Southern Georgia Regional Commission
SOWEGA Council on Aging, Inc.
Three Rivers Regional Commission

Attachment D: Sign-in Sheet

Brian R. Kemp
Governor



Candice L. Broce
Commissioner

Georgia Department of Human Services
Aging Services | Child Support Services | Family & Children Services

**SIGN IN
PUBLIC HEARING**

**SUBJECT: Proposed Senior Community Service Employment Program (SCSEP) State Plan,
Fiscal Years 2024-2027**

DATE: April 24, 2024

Welcome! Please sign in, legibly. During this hearing, oral comments may be provided in designated area when called upon. Written comments may be placed in location provided or handed to the Program Manager leading the hearing.

Name (please print):	Agency/Company Name (please print):	Do you Intend to Provide Oral Comments Today (Y/N):	If you would like a copy of the SCSEP State Plan emailed to you, email address:
1. KEITH ADAMS	ACCA	Y	
2. Nite Norris	ACCA		
3.			

47 Trinity Ave S.W., Atlanta, GA 30334 | dhs.ga.gov

Attachment E: Public Comments

One written comment was tendered to Allison Bernal during the public hearing held on April 24, 2024.

COMMENTERS/COMMENTS

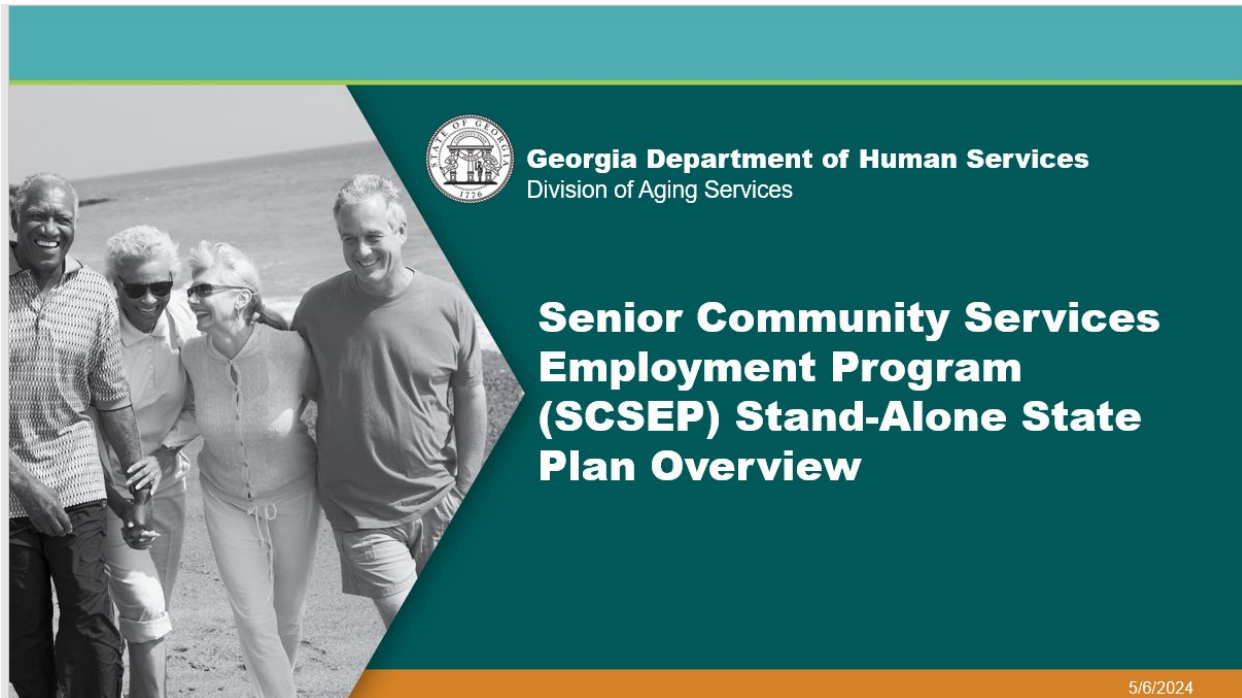
- Keith Evans, Community Council of Aging, NE Region SCSEP
How do the recent changes with one-stop shops switching to the college system of GA intertwine with the DOL piece?

The above comment was received, and we will research what impact it may have on the program.

Public Comments on State Plan

- The Senior Community Service Employment Program is a vital program in our community. Not only does it provide job training and placement for low-income individuals ages 55 and older, but the program benefits the employer as well. Agencies may need additional employees but due to budget constraints they may not be able to have someone to fill the needed position. When funding becomes available the agency has a vetted individual eligible for hire.

Attachment F: Power Point Presentation of State Plan




SCSEP OVERVIEW

- The Senior Community Service Employment Program (SCSEP) is a program of the United States Department of Labor, Employment and Training Administration
- This programs is designed to help individuals 55 years and older get back into the workforce. Authorized by the Older Americans Act, SCSEP provides training for low-income, unemployed older adults.
- SCSEP provides temporary subsidized training and assists older workers in their search for jobs within their community.


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How SCSEP Works



Eligible individuals are enrolled in a part-time, minimum-wage training program at a nonprofit agency or public agency where they receive:

- Job skills training that matches their employment interests
- Employment-related counseling and services assistance in the transition to unsubsidized employment

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Eligibility for SCSEP



A hand is shown pointing towards a row of wooden blocks that spell out the word "INELIGIBLE". Above the blocks, there are four orange boxes with black outlines, each containing a criterion: "Age", "Georgia Resident", "Income", and "Other". The background is a solid orange color.

Georgia Department of Human Services | Division of Aging Services

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Benefits of the SCSEP Program

Benefits to Participants

- Paid training, gain valuable skills and experience, and build self-confidence.
- Participants can use their skills and talents to improve their community

Benefits to Host Agencies and Employers

- Strengthen or expand the programs and services host agencies provide
- Gain access to an expanded workforce
- Receive a temporary supplement to the existing staff at no cost to the agency

BENEFITS



Sub-Grantee and Areas Served

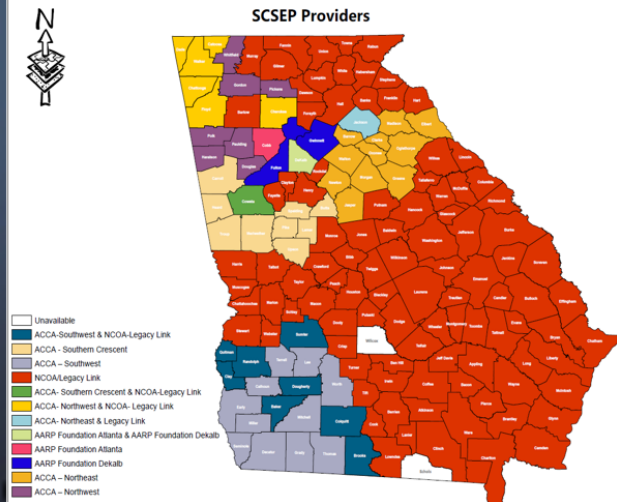
Sub-Grantee- Athens Community
Council on Aging (ACCA)

Northeastern Region – 48 Slots

Northwestern Region – 57 Slots

Southern Crescent – 41 Slots

Southwestern Region – 37 Slots



Georgia Department of Human Services | Division of Aging Services

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Purpose of the SCSEP State Plan



Long-term strategic view of the
SCSEP program

Outlines the four-year strategy to
reach and serve participants

Role of SCSEP relative to other
workforce programs

Long-term plan to better achieve
SCSEP goals



Georgia Department of Human Services | Division of Aging Services

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Strategies to Address Long-term Projections

The Division of Aging Services will continue to focus on improving the program infrastructure by:

- Review the status of all host agencies
- Improve equitable distribution
- Improve the performance measures.

LONG-TERM



Continued Coordination with the One-Stop Delivery System

Goal: Improve Coordination with One-Stop Delivery System

Strategies:

1. Maintain partnerships
2. Monitoring fast-growing industries
3. Ongoing training
4. Participate in meetings

Indicators:

1. Increase the number of SCSEP participants
2. Increase the number of meetings



Collaborative Efforts with Local Economic Development in Rural Areas

Goal: Expand SCSEP services in rural areas of Georgia

Strategies:

1. Under-enrollment notification
2. Target one region for expansion
3. Identify potential partners
4. Progress evaluation

Indicators:

1. Number of under enrollment
2. Number of new participants
3. Number of new host agencies
4. Number of potential employers



Long-term Strategies to Engage Employers

Goal: Improve Employer Engagement in the SCSEP Program

Strategies:

1. Recruit potential employers
2. Identify specific potential employers' skill needs
3. Include employers in training activities
4. Increase the number of OJE placements

Indicators:

1. Number of new employers identified
2. Number of employers included in training activities



Long-term Strategies to Engage Employers (continued)

Goal: Increase participants' placement in entrepreneurial ventures to enhance opportunities for entrepreneurship

Strategies:

1. Identify agencies that can provide technical assistance
2. Identify agencies that can provide training
3. Identify unmet needs in communities
4. Recruit host agencies
5. Provide training to SCSEP regional program coordinator

Indicators:

1. Number of training project staff
2. Number of training for SCSEP participants
3. Number of partnerships
4. Number of participants who launch an entrepreneurial venture



Long-term Strategies to Engage Minorities

Goal: Increase enrollment of Hispanic/Latino older adults in SCSEP by 50%

Strategies:

1. Identify agencies and organizations in target areas
2. Identify liaisons between subgrantee and organizations
3. Provide outreach
4. Recruit appropriate host agencies and potential employers

Indicators:

1. Number of outreach to target population
2. Number of host agencies recruited
3. Number of potential employers recruited
4. Number of Hispanic/Latino older adults served by SCSEP



Long-term Strategies to Engage Minorities (continued)

Goal: Increase enrollment of Asian older adults in SCSEP

Strategies:

1. Identify agencies and organizations in target areas
2. Identify liaisons between subgrantee and organizations
3. Provide outreach to identified organizations
4. Recruit appropriate host agencies and potential employers

Indicators:

1. Number of agencies and organizations
2. Number of host agencies recruited
3. Number of potential employers recruited
4. Number of Asian older adults served by SCSEP



Service Most in Need

Goal: Target Jobs Effectively

Strategies:

1. Placing participants in unsubsidized employment
2. Identify and develop local job opportunities
3. Visit host training sites

Indicators:

1. Number of participants placed in unsubsidized employment
2. Number of new host agencies
3. Increase the percentage of host agencies that hire participants



Service Most in Need (continued)

Goal: Manage Durational Limits Effectively

Strategies:

1. Provide support to each participant
2. Research the local job
3. Reassess the participant
4. Update transitional Individual Employment Plans (IEP)

Indicator:

1. Decrease the number of participants who reach durational limits without gaining unsubsidized employment (who have employment as a goal in their IEPs)



Service to Most in Need (continued)

Goal: Train Participants Effectively

Strategies:

1. Encourage host training sites for more training
2. Collaborate with local libraries and non-profit agencies
3. Conduct workshops
4. Encourage participants to attend WIOA programs

Indicators:

1. Number of OJE participant trainings
2. Number of training hours
3. Number of participants who were hired after OJE training and program completion



Strategies for Continuous OAA Improvement

Goal: Increase performance in core performance measures

Strategies:

1. Prioritize core performance goals
2. Identify additional data points
3. Provide intensive training and technical assistance
4. Use Subgrantee Tracking Sheet to manage performance

Indicators:

1. Number of regions that meet all seven performance goals as set by DOL
2. Number of regions achieving a performance goal of 80% and above



Equitable Distribution for Over-Served and Under-Served Locations

Goal: Increase enrollment of veterans and qualified veteran spouses by 50%

Strategies:

1. Identify and initiate contact with organizations that serve veterans
2. Develop relationship with the GDOL Office of Veterans Employment
3. Implement area-specific outreach
4. Raise awareness and develop interventions to address veterans' barriers to employment

Indicators:

1. Number of veteran organizations contacted
2. Number of new or enhanced partnerships with veteran organizations
3. Number of training courses



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