

VII. PROGRAM-SPECIFIC REQUIREMENTS FOR COMBINED STATE PLAN PARTNER PROGRAMS

States choosing to submit a Combined State Plan must provide information concerning the six core programs—the Adult program, Dislocated Worker program, Youth program, Wagner-Peyser Act program, Adult Education and Family Literacy Act program, and the Vocational Rehabilitation program—and also submit relevant information for any of the eleven partner programs it elects to include in its Combined State Plan. When a State includes a Combined State Plan partner program in its Combined State Plan, it need not submit a separate plan or application for that particular program. 24 If included, Combined State Plan partner programs are subject to the “common planning elements” in Sections II-IV of this document, where specified, as well as the program-specific requirements for that program.

[24] States that elect to include employment and training activities carried out under the Community Services Block Grant (CSBG) Act (42 U.S.C. 9901 et seq.) under a Combined State Plan would submit all other required elements of a complete CSBG State Plan directly to the Federal agency that administers the program. Similarly, States that elect to include employment and training activities carried by the Department of Housing and Urban Development would submit all other required elements of a complete State Plan for those programs directly to the Federal agency that administers the program.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)

(OMB Control No. 1205-0040)

A. ECONOMIC PROJECTIONS AND IMPACT

1. DISCUSS LONG-TERM PROJECTIONS FOR JOBS IN INDUSTRIES AND OCCUPATIONS IN THE STATE THAT MAY PROVIDE EMPLOYMENT OPPORTUNITIES FOR OLDER WORKERS. (20 CFR 641.302(D)) (MAY ALTERNATIVELY BE DISCUSSED IN THE ECONOMIC ANALYSIS SECTION OF STRATEGIC PLAN.)

Employment Opportunities for Older Workers

Employment opportunities for older workers (individuals 55 years of age and older) in Texas are closely tied to the long-term projections for jobs in industries and occupations previously discussed in the Plan’s section on economic, workforce, and workforce development activities. ~~The majority of employment opportunities for older workers in Texas involve office and administrative support, followed by healthcare, retail sales, and maintenance/custodial. Older workers in Texas also hold positions in the fields of community and social services, education and library, and food preparation and training. Although not abundant, positions do exist and are held by older workers in the construction, transportation, and production industries.~~ According to the 2021 Texas Workforce Investment Council (TWIC) report, “Mature Workers in Texas: A Demographic Study,” the industry that employed the greatest percentage of mature labor force participants is Construction, followed by Elementary and Secondary Schools, and general medical, surgical, and specialty hospitals. Older workers in Texas are also employed by restaurants; institutions of higher education; the trucking, transportation, and mining industries; home health care services; and religious organizations.

2. DISCUSS HOW THE LONG-TERM JOB PROJECTIONS DISCUSSED IN THE ECONOMIC ANALYSIS SECTION OF STRATEGIC PLAN RELATE TO THE TYPES OF UNSUBSIDIZED JOBS FOR WHICH SCSEP PARTICIPANTS WILL BE TRAINED AND THE TYPES OF SKILL TRAINING TO BE PROVIDED. (20 CFR 641.302(D))

Driven by rapid population growth and an aging baby-boomer population, long-term projections for Texas include increased demand for service-sector jobs, primarily in the fields of Leisure and Hospitality, Education, and Health Services. These three industries, in addition to Trade, Transportation, and Utilities, account for more than 55 percent of the jobs in Texas.

Training programs for SCSEP participants in Texas include ~~computer literacy, including~~ Microsoft Office, accounting, cash management, general office and clerical, customer service, time management, custodial, and safety. Training ~~hours assignments~~ are tailored to particular employment opportunities, providing SCSEP participants the necessary skills for unsubsidized positions as customer service representatives, general office clerks, accounting clerks, personal care attendants, medical assistants, home health aides, and custodians, all of which ~~can be found in~~ are positions within high-demand industries.

3. DISCUSS CURRENT AND PROJECTED EMPLOYMENT OPPORTUNITIES IN THE STATE (SUCH AS BY PROVIDING INFORMATION AVAILABLE UNDER §15 OF THE WAGNER-PEYSER ACT (29 U.S.C. 491-2) BY OCCUPATION), AND THE TYPES OF SKILLS POSSESSED BY ELIGIBLE INDIVIDUALS. (20 CFR 641.325(C))

Current and projected employment opportunities for industries in Texas include, but are not limited to, Health Care and Social Assistance, Management, Accommodation and Food Services, Construction, and Administrative and Waste Services.

Within these industries, the need for customer service representatives and general office clerks has increased in the last five years, and this growth trend is expected to continue. Training programs aligned with these occupations ~~will ensure~~ SCSEP participants in Texas ~~are suited~~ have the necessary skill sets for available positions.

According to data compiled by TWIC, Mature ~~mature~~ labor force participants composed ~~17.3~~ 10.1 percent of the Texas workforce in ~~2010~~ 2019. The proportion of the Texas population age 55 and older is projected to continue to increase and account for a greater percent of the workforce. Moreover, employers across Texas agree that their baby-boomer workers (born 1946 to 1964) are remaining in the workforce. The trend reflects workers' decisions to postpone retirement because of fulfilling careers, longer lives, changing retirement plans and resources, or shrinking retiree health benefits. This trend has the potential to affect the workforce and the overall economy in numerous ways.

Education is a key aspect of a competitive workforce and the type of job opportunities that workers may pursue. Approximately ~~82.883.7~~ percent of the population over age 25 in Texas (~~23,765,128~~ 24,394,788 individuals) had at least a high school diploma in ~~2017~~ 2020, and roughly ~~28.729.9~~ percent (~~8,237,430~~ 8,714,506 individuals) had at least a bachelor's degree.

<https://www.census.gov/quickfacts/fact/table/TX/EDU635217#EDU635217>

~~B. Although recent trends indicate that many mature workers will need or simply want to remain in the workforce, many of these individuals may require help identifying transferable skills that lead to new career opportunities, as well as education and training to develop technical talent. According to the Urban Institute, in 2020, the average monthly unemployment rate for older workers reached 7.5 percent, the highest annual rate on record. During the COVID-19 pandemic, older adults have constituted a disproportionate share of labor-force dropouts. The financial lifeline of Social Security does not provide the stability it promises, and those needing to collect~~

Social Security early find their monthly benefits permanently reduced. Compounding the challenges of COVID-19, many employers are also reluctant to hire older workers, resulting in older workers generally taking twice as long as their younger counterparts to become reemployed. Increased services are needed to counsel older workers and provide more training as the pandemic continues to accelerate ongoing occupational shifts.

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C.B. SERVICE DELIVERY AND COORDINATION

1.A DESCRIPTION OF ACTIONS TO COORDINATE SCSEP WITH OTHER PROGRAMS. THIS MAY ALTERNATIVELY BE DISCUSSED IN THE STATE STRATEGIES SECTION OF THE STRATEGIC PLAN, BUT REGARDLESS OF PLACEMENT IN DOCUMENT, MUST INCLUDE:

A. PLANNED ACTIONS TO COORDINATE ACTIVITIES OF SCSEP GRANTEES WITH WIOA TITLE I PROGRAMS, INCLUDING PLANS FOR USING THE WIOA ONE-STOP DELIVERY SYSTEM AND ITS PARTNERS TO SERVE INDIVIDUALS AGED 55 AND OLDER. (20 CFR 641.302(G), 641.325(E))

Coordination with Other Programs, Initiatives, and Entities

Grantees will pursue both state- and local-level strategies to strengthen partnerships and working relationships in each of the categories below. TWC will:

- seek Boards' cooperation in generating Older Worker Reports from WorkInTexas.com to facilitate participant recruitment by grantees' field coordinators;
- encourage grantees and Boards to refine memoranda of understanding (MOUs) to specify roles and responsibilities for:
 - outreach to employers;
 - workforce services to seniors;
 - case management services for coenrolled participants; and
 - other joint efforts as appropriate;
- encourage Boards to:
 - coenroll seniors seeking full-time work under WIOA and/or other workforce programs, as appropriate;
 - provide for the location of participant assistants at Workforce Solutions Offices when feasible, and train participant assistants as job developers to assist older job seekers; and
 - propose sessions on older worker issues and best practices at TWC's Annual Workforce Forum.

Grantees and Boards will:

- provide information on and referrals to the services available at Workforce Solutions Offices;
- negotiate community service assignments for senior participants at Workforce

Solutions Offices, when feasible; and

- negotiate for colocation of grantee staff at Workforce Solutions Offices when funding and office space is available.

Grantees will:

- list participant openings and staff openings in WorkInTexas.com;
- assist job-ready participants in registering online in WorkInTexas.com;
- promote job seeker workshops and job clubs at Workforce Solutions Offices and, ~~when feasible, prepare~~ Individual Employment Plans (IEPs) for participants; and
- provide updates to Boards on SCSEP activities and successes in the local workforce development area (workforce area).

Boards will:

- provide core workforce services to SCSEP participants and other older job seekers; and
- provide current and future labor market information on industries, occupations, and required skill sets to older job seekers.

B. PLANNED ACTIONS TO COORDINATE ACTIVITIES OF SCSEP GRANTEES WITH THE ACTIVITIES BEING CARRIED OUT IN THE STATE UNDER THE OTHER TITLES OF THE OLDER AMERICANS ACT (OAA). (20 CFR 641.302(H))

Activities Carried Out under Other Titles of the Older Americans Act

Grantees will employ the following strategies to promote an ongoing dialogue and coordination with other providers serving seniors:

- Share information and resources relevant to senior health, support services, and older job seekers at Aging Texas Well Advisory Committee meetings
- Explore opportunities for improving the quality of training and access to training for community-based direct service workers caring for individuals with disabilities
- Attend the Area Agencies on Aging (AAAs) quarterly training meeting when feasible
- Contact regional specialists to schedule interpreters and other communication access services if assistance is needed for training and employment services with the deaf and hard of hearing

~~D.C.~~ PLANNED ACTIONS TO COORDINATE SCSEP WITH OTHER PRIVATE AND PUBLIC ENTITIES AND PROGRAMS THAT PROVIDE SERVICES TO OLDER AMERICANS, SUCH AS COMMUNITY AND FAITH- BASED ORGANIZATIONS, TRANSPORTATION PROGRAMS, AND PROGRAMS FOR

THOSE WITH SPECIAL NEEDS OR DISABILITIES. (20 CFR 641.302(I))

Public and Private Entities and Programs Serving Older Americans

TWC will share items of interest with grantees on the employment of individuals with disabilities and accessible technology. Grantees will:

- use 2-1-1 Texas Referral and Information Network (TIRN) and other directories of service and support organizations to identify entities and programs in the community that refer and support seniors;
- coordinate with local service providers, AAAs, and community stakeholders to assess needs and develop solutions for local transportation services;
- participate in meetings, as appropriate, with senior service providers, both public and private; and
- communicate and coordinate with members of the local disability community on activities, resources, and services for seniors with disabilities in the workforce area.

Grantees will:

- continue to use computer, adult basic education (ABE), high school equivalency, continuing education, and other targeted training courses at community colleges, taking advantage of course discounts for individuals 55 to 64 years of age and free classes for individuals 65 years of age and older;
- work with Boards to encourage community colleges to create short-term education and training programs that are relevant for local targeted industries and high-priority occupations;
- encourage community colleges to develop education and training programs relevant for older individuals' learning styles and pace; and
- continue two-way referrals to local VR programs.

E.D. PLANNED ACTIONS TO COORDINATE SCSEP WITH OTHER LABOR MARKET AND JOBTRAINING INITIATIVES. (20 CFR 641.302(J))

SCSEP grantees in Texas routinely use Workforce Solution Offices, market publications, and analytics software to keep informed of current market trends and conditions. ~~work with Workforce Solutions Centers to review and analyze current market conditions and trends to ensure~~ Such information ensures training programs for SCSEP participants are relevant to available opportunities. Additionally, SCSEP field coordinators network with for-profit employers at job fairs and other employment-related events.

~~SCSEP grantees also seek connections with industry leaders to identify employment opportunities for older job seekers in local communities.~~ SCSEP grantees in Texas also network with local industry leaders to identify job training and job placement opportunities for older job seekers throughout Texas.

F.E. ACTIONS TO ENSURE THAT SCSEP IS AN ACTIVE PARTNER IN THE ONE-STOP DELIVERY SYSTEM AND THE STEPS THE STATE WILL TAKE TO ENCOURAGE AND IMPROVE COORDINATION WITH THE ONE-STOP DELIVERY SYSTEM. (20 CFR 641.335)

Improve and Expand Grantee Communications

~~The state's size—268,581 square miles—and travel costs limit regular face-to-face meetings. Grantees implement several strategies to increase and improve communication. To encourage communication between SCSEP providers in Texas, TWC will continue to will schedule and facilitate quarterly grantee conference calls, as needed, to share to gather information and share best practices. Grantees will encourage field staff to will connect with other field staff their counterparts in the same workforce area and coordinate on efforts that strengthen~~

partnerships with Boards and other local entities.

Other Education and Training Providers

SCSEP providers have promoted the American Association for Community Colleges' "50 Plus Initiative" through [Center for Workforce Inclusion \(CWI\)](#)SSAI's SCSEP subgrantee network. The initiative is designed to help low- income, older job seekers with workforce training and in making career changes to high- demand fields through programs offered at community colleges. TWC seeks to enhance these efforts by:

- sharing information with grantees on literacy, English as a Second Language (ESL), and high school equivalency resources developed by TWC's Adult Education and Literacy (AEL) Department; and
- attending relevant meetings and conferences, when possible, to identify training and vocational rehabilitation (VR) resources for seniors.

[Center for Workforce Inclusion \(CWI\)](#)SSAI's subgrantee MET has connected with the Workforce Solutions Offices in the 28 Texas workforce regions in its service territory to participate in the WIOA MOU process and determine IFA cost sharing.

G.F. EFFORTS TO WORK WITH LOCAL ECONOMIC DEVELOPMENT OFFICES IN RURAL LOCATIONS.

Rural Local Economic Development Offices

The governor has designated TWC as the administrator of the state's portion of SCSEP in rural communities. Along with providing oversight and technical assistance, TWC manages statewide planning and coordination of the state's grant application and performance reporting. TWC also supports SCSEP outreach efforts, including those engaging local economic development offices. In Texas, rural development is led by the governor's Rural Development Initiative, which assists rural communities and small businesses in creating and retaining jobs through business development and community strategic planning. The following organizations are also committed to promoting rural development initiatives in Texas:

- Texas Rural Foundation, a nonprofit corporation established to raise money from public, private, corporate, and other sources to finance health, community development, and economic development programs in rural Texas
- Association of Rural Communities in Texas (ARCIT), a resource that promotes the policy of best practices in the delivery of public services to enhance the quality of life for all rural Texans.

2. THE STATE'S LONG-TERM STRATEGY FOR ENGAGING EMPLOYERS TO DEVELOP AND PROMOTE OPPORTUNITIES FOR THE PLACEMENT OF SCSEP PARTICIPANTS IN UNSUBSIDIZED EMPLOYMENT. (20 CFR 641.302(E)) (MAY ALTERNATIVELY BE DISCUSSED IN THE STATE STRATEGIES SECTION OF STRATEGIC PLAN.)

Employer Outreach: SCSEP Staffing

SCSEP grantees in Texas network with employers and business and community organizations through local project directors. The American Association of Retired Persons (AARP) fosters job matching and senior-friendly work environments for its members through employment specialists at 10 project offices located across Texas. [AARP manages internal systems to ensure staff has adequate administrative time to devote to participant and community development.](#) SER National appoints a national workforce development coordinator and regional coordinators to encourage employment of older workers. [The Institute of Indian Development](#)

locate staff in Workforce Solutions Offices and are actively involved in partner agency meetings. Additionally, AARP Experience Works (EW) staff members reach out to employers to support recruitment of older workers.

Employers as Customers

Grantees commit to assisting both job seekers and employers by helping to vet aptitude and fit of individuals for job responsibilities. As part of this process, grantees identify the following qualities possessed by many older job seekers that employers seek:

- Commitment to doing quality work
- Strong customer service orientation
- Getting along with other employees
- Dependability in times of crisis
- Ability to pass a drug test
- Consistent, reliable performance

Once employers' needs are defined, staff is better able to promote the skills and competence of participants as trained workers who will add value to the business.

Grantees will:

- pursue partnerships with employers that:
 - are developing job openings requiring the same or similar skill requirements possessed by older participants;
 - have successfully employed participants;
 - are listed on AARP's National Employer Team, which is committed to hiring seniors;
 - are seeking older participants, based on the local wisdom of Boards, business organizations, and others in the community; or
 - are identified in online labor market information as major employers in local industries with the greatest employment potential for participants;
- publicize the success stories of former participants and their employers, thereby attracting other employers to consider hiring older job seekers; and
- attend chamber of commerce and Board meetings and other economic development organizations to:
 - expand employer networks;
 - learn about job opportunities from employers; and
 - contact employers to determine the skills and qualities needed to be successful in these jobs.

3. THE STATE'S LONG-TERM STRATEGY FOR SERVING MINORITY OLDER INDIVIDUALS UNDER SCSEP. (20 CFR 641.302 (C))

In Texas, service to minority older workers at the local levels is based on a long-term strategy.

Grantees will:

- monitor and share statewide and grantee-specific minority enrollment data and factors/barriers impacting minority recruitment;
- use Texas grantees' conference calls to share statewide and grantee-specific factors impacting minority recruitment, share best practices, and brainstorm solutions to address recruitment/enrollment challenges;
- ensure that field staff members are aware of the increasing proportion of Hispanic and Asian seniors in Texas;
- analyze enrollment targets and geographic areas where performance is strong and where improvement is needed;
- identify factors contributing to minority enrollment strengths and factors impeding minority enrollments;
- share best practices for minority recruitment and provide technical assistance to grantee's Texas field staff;
- target outreach to specific underserved minority groups in counties where they are a larger proportion of the SCSEP-eligible population in the grantee's service area; and
- where Hispanic enrollments are low, ensure that recruitment materials are in Spanish and consider hiring bilingual, Spanish-speaking participant staff.

4. A LIST OF COMMUNITY SERVICES THAT ARE NEEDED AND THE PLACES WHERE THESE SERVICES ARE MOST NEEDED. SPECIFICALLY, THE PLAN MUST ADDRESS THE NEEDS AND LOCATION OF THOSE INDIVIDUALS MOST IN NEED OF COMMUNITY SERVICES AND THE GROUPS WORKING TO MEET THEIR NEEDS. (20 CFR 641.330)

Of the ~~twenty-eight (28) Workforce Development Board Areas (Boards)~~ in Texas, ~~sixteen (16)~~ include at least one county experiencing persistent levels of unemployment. This demographic contributes to the reliance upon ~~supportive~~ services by most-in-need SCSEP participants residing in these areas.

Persistent unemployment and ~~supportive~~ services needs are most heavily concentrated among the neighboring ~~Workforce Development~~ Board areas along the Texas-Louisiana border and ~~the~~ Gulf Coast, and in South Texas and the Rio Grande Valley. The eastern portion of the state ~~fares~~ better in terms of poverty levels, averaging ~~15.746.6% percent~~ among the North East, East, Deep East, South East, and Gulf Coast Board ~~Areas~~, while the Coastal Bend, Cameron, Middle Rio Grande, and Lower Rio Grande Board ~~Areas~~ experience a much higher poverty rate of ~~24.626.7% percent~~. Middle Rio Grande is especially hard hit, with ~~44% percent~~ of its area affected by persistent unemployment and a poverty rate of ~~22% percent~~. Pockets of persistent unemployment and poverty exist through the state, including Presidio and Hudspeth counties in West Texas, with poverty levels of ~~19.222.4% percent~~ and ~~2817.8% percent~~, respectively. Mitchell County, located in the South Plains region of the state, experience ~~es~~ poverty levels of ~~19.521.4% percent~~, while Hall and Floyd counties in the Panhandle average poverty level of ~~24.522.6% percent~~ and ~~17.3% percent~~, respectively. Jones County, an outlier in the West Central Board area, has a poverty rate of ~~20.42% percent~~.

Texas develops statewide data on priority community needs from data collected by two state agencies:

- Texas Health and Human Services Commission (HHSC) ~~—~~ needs requested by callers to the state's 2-1-1 TIRN system for each of the ~~twenty-five (25)~~ Area Information

Centers;and

- Texas Department of Housing and Community Affairs (TDHCA) ~~---~~ priority needs identified by ~~thirty-five (35)~~ Community Services Block Grant (CSBG) entities as part of their annual plans.

The table below summarizes the needs most commonly requested to the 2-1-1 TIRN system, including assistance with paying utility bills and rent; food assistance through the Supplemental Nutrition Assistance Program (SNAP), food pantries, and organizations operating food voucher systems; and Medicaid assistance. Priority needs will vary with the workforce area. The Concho Valley workforce area, for example, had many requests for low-cost or free dental care, homeless shelters, and community clinics. For the Cameron County and Lower Rio Grande Valley workforce areas, Temporary Assistance for Needy Families (TANF) applications and Medicare savings were frequently requested.

Priority Needs Based on Requests Received by 2-1-1 TIRN Area Information Centers (AICs)

Type of Need	No. of AICs Listing as Priority 1-5 Need	No. of AICs Listing as Priority 6-10 Need
Rent Payment Assistance <u>Utility Bill Assistance</u>	25	0
Food Stamps <u>Electric Service Payment Assistance</u>	18 25	20
Food Pantries/Food Vouchers	17 23	63
Rent Payment Assistance <u>COVID-19 Diagnostic Tests</u>	17	78
Medicaid <u>COVID-19 Immunization Clinics</u>	11 15	410
Tax Preparation <u>Water Service Payment Assistance</u>	49	715
Dental Care <u>Housing Authorities</u>	2	8 17
Housing Authorities <u>Areas Agencies on Aging</u>	23	59
Prescription Expense Assistance <u>Food Stamps</u>	23	411
TANF Applications <u>Medicaid</u>	2	20
Money for Gasoline <u>Vaccine Information</u>	21	018
Community Clinics <u>Tax Preparation</u>	1	100
Homeless Shelters <u>Low Income/Subsidized Private Rental Housing</u>	10	8 13
Low-Income, Subsidized Rental Housing <u>Gas Service Payment Assistance</u>	1	313
Adult Protective Services <u>Child Care Expense Assistance</u>	10	1
Adult State/Local Health Insurance <u>Homeless Shelters</u>	10	12

CSBG priorities are listed in the following table. These include housing, employment assistance, health care, utility bill assistance, adult education and training, transportation, and food assistance. Housing authorities, Workforce Solutions Offices, public and nonprofit clinics, high school equivalency and job training programs, food pantries and food voucher programs, and organizations providing assistance with paying utility bills and providing low- or no-cost transportation are all good candidates for needed community services. Each entity has additional priority needs that vary from area to area.

Priority Needs Identified by Community Services Block Grant Entities

<u>Type of Community Priority Need</u>	<u>2019-2021 SCSEP Survey Rank</u>
Lack of safe Safe and affordable Affordable housing Housing	1
Lack of living wage jobs Trouble Meeting Basic Needs	2
Lack of employment skills to gain living wage jobs Support for Employment and Education	3
Assistance to meet basic needs (rent, utilities) Lack of Living Wage Jobs	4
Lack of Education (including basic education) Affordable Health eCare	5
Lack of affordable health care / lack of insurance / RX assistance Child eCare	6
Food / lack of nutrition / lack of healthy food Lack of Resources Related to Health and Wellness	7
Lack of transportation Food	8
Lack of employment Transportation	9
Assistance to connect to available resources / lack of coordination of services Lack of Employment	10
Lack of life skills (ex. budgeting, healthy lifestyle) Community Revitalization	11
Lack of affordable childcare Need for Energy Efficient Homes	12
Home repair assistance and assistance to make homes more energy efficient Need for Education on Budgeting	13
Healthcare assistance Lack of Partnerships and Coordination	14
Lack of mental health services or substance abuse services Knowledge about Resources	15
Assistance to become self-sufficient	16
Assistance with childcare	17
Lack of resources for elderly, disabled, and special populations	18
Lack of dental services	19
Lack of civic engagement	20
Lack of youth activities and lack of recreational activities	21

AAAs' priority needs for seniors, listed below, include transportation, home-delivered meals, legal assistance, congregate meals, coordination of care, information referral, and in-home

respite care for caregivers. Additional host agencies could be recruited from public and nonprofit entities that are providing these services or are seeking human resources to provide these services.

TWC will share with each grantee the needs identified by the 2-1-1 TIRN entities, CSBGs, and AAAs in the grantee’s service area. Grantees will also continue to gather input from local government officials and informal networks with colleagues in local organizations and agencies.

Priority Needs of Seniors Identified by Area Agencies on Aging

Type of Need	2019 Texas CSBG Survey Ranking
Transportation	1
Computer Classes <u>Medical and Dental</u>	2
Food <u>Medical and Dental</u>	3
Equipment for Work (work/office)	4
Computer Classes <u>Food</u>	5
Clothing <u>Basic Literacy Classes</u>	6
Basic Literacy Classes <u>Clothing</u>	7
GED Classes <u>English as a Second Language</u>	8
English as a Second Language Classes <u>GED Classes</u>	9
Other <u>Vision Care</u>	10

Identifying Organizations and Entities Addressing Priority Needs

Community resource guides in hard copy and online, including the 2-1-1 TIRN website, are a starting point for grantees to identify agencies and organizations that address priority needs. One promising online resource, Texas Connector, is a statewide online database developed by the OneStar Foundation. The database includes 2-1-1 TIRN resources and GuideStar, USA, Inc., information on nonprofit organizations in Texas. Texas Connector is unique because its mapping tool allows users to:

- outline an area on an online map—a neighborhood, a county, or cluster of counties;
- map all the entities and organizations providing services in the outlined area;
- access basic demographic information about the area;
- map where specific resources such as food banks or health clinics are located; and
- print a report with the selected information.

Texas Connector locates support resources and identifies potential host agencies that address the community’s priority needs and may assist with recruiting participants.

5. THE STATE’S LONG-TERM STRATEGY TO IMPROVE SCSEP SERVICES, INCLUDING PLANNED LONG-TERM CHANGES TO THE DESIGN OF THE PROGRAM WITHIN THE STATE, AND PLANNED CHANGES IN THE USE OF SCSEP GRANTEEES AND PROGRAM OPERATORS TO BETTER ACHIEVE THE GOALS OF THE PROGRAM. THIS MAY INCLUDE RECOMMENDATIONS

TO THE DEPARTMENT AS APPROPRIATE. (20 CFR 641.302(K))

The goal of SCSEP in Texas is to serve eligible participants through training opportunities that both improve or build skill levels for available jobs in the community. The long-term goal is to ensure that the job matching is appropriate for both the employer and older worker so that the relationship will be retained and benefit the employer, the older worker, and the state's economy. Partnerships for integrating services are crucial to these strategies. The SCSEP serviceprovider's success is measured by its attainment of negotiated goals for serving the older worker population, increases in services within the network of nonprofits and public agencies within communities, and cultivation of skilled workers for employers. TWC reviews performance results and offers assistance and training in areas needing improvement.

The state is committed to ~~serve~~ servicing all eligible participants, including minorities. SCSEP will strive to improve outreach efforts and services for this population. Recommendations include the following:

- Help SCSEP participants attain the skills to better fill employment needs
- Work with and expand nonprofit agencies' efforts to provide meaningful community service
- Texas grantees will ~~increase the frequency of formal collaboration among~~ collaborate with each other to:
 - problem solve and evaluate alternative solutions to issues;
 - share best practices and performance progress;
 - plan and coordinate collaborative activities; and
 - explore areas for collaboration likely to improve or enhance SCSEP services in the state;
- Work with businesses and nonprofit agencies to develop training assignments in which today's skills are learned on-the-job, resulting in unsubsidized employment
- Assist the business community in attracting, employing, and retaining older workers
- Continue to actively partner with Boards
- Expand referrals to HHSC
- Place emphasis on creative partnerships with groups that advocate and provide services to veterans and individuals with disabilities
- Expand relationships with chambers of commerce

6. THE STATE'S STRATEGY FOR CONTINUOUS IMPROVEMENT IN THE LEVEL OF PERFORMANCE FOR SCSEP PARTICIPANTS' ENTRY INTO UNSUBSIDIZED EMPLOYMENT, AND TO ACHIEVE, AT A MINIMUM, THE LEVELS SPECIFIED IN OAA SECTION 513(A)(2)(E)(II). (20 CFR 641.302(F))

The state's strategy for continuous improvement in the level of SCSEP participants' placements into unsubsidized employment focuses on ~~fostering a multitalented workforce~~ developing and maintaining host agency and employer partnerships, identifying local workforce needs, and aligning participant skill sets with available opportunities.

The technical and occupational skills of many SCSEP participants often lag behind today's employment requirements. Qualities offered by the older worker, such as work ethic and

reliability, are valued by employers, but the need for technical skills is also a concern. Training and retraining of SCSEP participants is designed to help their employability.

SCSEP service providers seek to gather input from the business community, community leaders, host agency supervisors, the participants themselves, and local government officials about the job skill needs within their organizations and community. This effort includes networking at chamber of commerce events and other business organizations' functions. The information gathered enables development of meaningful training opportunities for older workers and suitable matches for unsubsidized work.

Recommendations include the following:

- Place SCSEP "graduates" in industries and occupations with high growth or substantial employment need
- Research labor market information and consult with Boards and their contractors, economic development agencies, chambers of commerce, and local business partners to identify targeted industries and high-growth occupations appropriate for seniors, local employers that are hiring, and skills and qualities needed to be successful in these jobs
- Strengthen initial assessments of participant skills, knowledge, interests, aptitudes, and qualities, and define career objectives that are relevant for the participant's interests and abilities and local business needs
- Assess the participant's barriers and skills gaps to create IEPs with timelines for OJE, specialized training, and support services
- Ensure host agency assignments provide skills training that is relevant for participant career objectives and employer needs
- Develop effective relationships with participants and monitor their training progress so grantees can gauge when participants are ready to start looking for employment and intervene or revise IEPs
- Promote a motivated attitude through counseling and monitoring participants
- Coordinate with Workforce Solutions Offices to provide effective job search preparation and support
- Require participants to register with a Workforce Solutions Office and with WorkInTexas.com
- Follow up frequently with participants in on-the-job experience arrangements to ensure that participants have the skills, confidence, and qualities to be successful in the job
- Intervene early, as needed, to resolve any obstacles to successful employment
- Respect participants' right of refusal of a job when they feel unprepared or unsuited for the job

Grantees will implement the following strategies:

- Continue to remind participants and host agencies during initial orientations and throughout participants' SCSEP tenure that SCSEP is a temporary training program, not an employment program.

- Encourage participants to take advantage of online advice to older job seekers, such as AARP.org and Monster.com, and Quintscareer.com.

Additionally, TWC provides online resources developed by its Labor Market Information Department:

- Texas Career Check (www.TexasCareerCheck.com)

Specialized Training Plans

- Pursue low- or no-cost computer training for participants before they report to their community service assignments or early in their assignments. Free or low-cost training is often available at libraries, Workforce Solutions Offices, school districts' community education programs, Goodwill, and community colleges. ~~AARP's Virtual Career Network (VCN) - SCSEP Checklist and EW's JobReady provide~~ [uses Northstar Digital Literacy to conduct assessments and provide](#) skills and knowledge training for a variety of occupations, software training that ~~crosses~~ [applies to](#) most industries, and testing and certification for skills learned.
- Pursue agreements with local employers for on-the-job experience.
- Pursue specialized training opportunities in which a job opening is not required by employers. Participants attend training for potential placement.
- Pursue certificate training opportunities for high-growth occupations and industries. For example, teacher assistant classroom training followed by six-week internships leading to a certificate and employment offer from a local school district.
- Identify relevant curricula for short-term training that is free or low-cost, and encourage local training providers, such as community colleges, to offer training in these areas.
- Pursue or provide transferable workplace skills training. For example, SER National provides 30 hours of training for participants who are close to being job ready but who need a little more self-assurance and motivation. Community colleges and Workforce Solutions Offices will be encouraged to offer more transferable workplace skills courses.

C. LOCATION AND POPULATION SERVED, INCLUDING EQUITABLE DISTRIBUTION

1. A DESCRIPTION OF THE LOCALITIES AND POPULATIONS FOR WHICH PROJECTS OF THE TYPE AUTHORIZED BY TITLE V ARE MOST NEEDED. (20 CFR 641.325 (D))

Rural Areas

An estimated 19.4 percent of the state's SCSEP-eligible population ~~is rural~~ [reside in rural areas](#). SCSEP's definition of *rural* is based on Rural Urban Commuting Area (RUCA) codes, defined at the census tract level. Four workforce areas (Northeast Texas, West Central Texas, Deep East Texas, and Golden Crescent) are mostly rural. One workforce area, Middle Rio Grande, is 100 percent rural.

Seventy-seven counties, or almost one-third of the state's counties, have 75 percent or more rural populations. Fifty-eight counties have 100 percent rural populations. At the opposite end of the spectrum, the populations in three one-county workforce areas (Tarrant County, Greater Dallas, and Capital Area) are 100 percent urban.

Strategies to Address Rural Service Delivery Challenges

The sheer size of Texas—268,581 square miles—makes rural areas a particularly significant challenge to service providers. The state's widest east-west expanse is 801

miles, and the maximum north-south distance is 773 miles. The extent of the state’s rural areas is also underscored by the fact that 95.7 percent of the state’s land area is rural.

Grantees’ greatest obstacles to providing SCSEP services in rural areas and assisting participants in finding unsubsidized jobs are all related to shortages of resources, services, and jobs, particularly in more isolated areas.

Urban/Rural Distribution of SCSEP-Eligible Population in Workforce Areas

Workforce Area	Urban	Rural	Total	% Rural
Alamo	70,351	6,298	76,649	8.2%
Brazos Valley	5,799	3,056	8,855	34.5%
Cameron County	25,060	1,190	26,250	4.5%
Capital Area	20,219	0	20,219	0.0%
Central Texas	9,573	2,647	12,220	21.7%
Coastal Bend	21,157	13,930	35,087	39.7%
Concho Valley	4,731	1,914	6,645	28.8%
Dallas	65,354	0	65,354	0.0%
Deep East Texas	4,622	14,201	18,823	75.4%
East Texas	19,836	15,186	35,022	43.4%
Golden Crescent	3,869	4,106	7,975	51.5%
Gulf Coast	150,465	11,288	161,753	7.0%
Heart of Texas	10,315	3,508	13,823	25.4%
Lower Rio Grande	43,225	0	43,225	0.0%
Middle Rio Grande	0	12,534	12,534	100.0%
North Central	29,620	13,614	43,234	31.5%
North East Texas	4,343	9,038	13,381	67.5%
North Texas	4,855	2,835	7,690	36.9%
Panhandle	7,688	6,842	14,530	47.1%
Permian Basin	8,559	7,274	15,833	45.9%
Rural Capital Area	13,559	4,312	17,871	24.1%
South Plains	9,179	5,770	14,949	38.6%
South Texas	11,254	5,915	17,169	34.5%
Southeast Texas	15,241	0	15,241	0.0%
Tarrant	42,573	0	42,573	0.0%
Texoma	5,075	2,431	7,506	32.4%
Workforce Area	Urban	Rural	Total	% Rural

Workforce Area	Urban	Rural	Total	% Rural
Upper Rio Grande/ Borderplex	43,661	1,148	44,809	2.6%
West Central Texas	5,160	8,622	13,782	62.6%

Lack of Adequate Transportation

Lack of adequate transportation significantly hinders SCSEP service delivery in rural areas. In its annual plans, AAAs identified transportation as the number-one priority need for seniors. The minimal transportation available in small towns is on-demand assistance geared toward individuals with disabilities and transporting individuals to medical appointments. Although most SCSEP participants drive their own cars, for those who do not have cars or are no longer able to drive, the lack of transportation poses a significant barrier to SCSEP participation and to finding and retaining unsubsidized employment.

To address rural transportation needs, grantees will:

- seek to place participants and rotate participants in community service assignments as close as possible to their residences;
- seek host agency assignments that have transportation resources (faith-based organizations providing community services may be able to serve as host agencies and provide transportation);
- contact school districts and child care networks/facilities to determine in which rural areas the school bus is a feasible transportation alternative for SCSEP participants;
- become more knowledgeable about state and local transportation planning processes and how to quantify and accurately characterize transportation needs of older individuals, including older job seekers and older workers; and
- work with Boards to identify any existing collaborations with rural community transportation providers and planners to address local transportation needs.

Limited Access to Computers

A second resource in short supply that hinders rural SCSEP services is access to computers and the internet. Low-income older job seekers often have limited or no computer skills. These skills are not only required by employers but important for participants to access the internet, register in WorkInTexas.com and other online job search databases, and develop internet search skills. Digital literacy training for older workers became an even higher priority during the COVID-19 pandemic, when lockdown measures required grantees to provide training through digital platforms. AARP Foundation uses the Northstar program for participants to learn important digital literacy skills. Grantees' field staff members, including participant staff, need access to computers for data collection and communications in a state with such extensive rural areas. Improving access to computers in rural areas will increase the amount of computer and online training available for participants. To address rural technology needs, grantees are using the the Federal Communications Commission's Affordable Connectivity Program. This initiative ensures that households can afford the broadband they need for work, school, health care, and more by providing monthly discounts on internet service and a one-time discount per household to purchase a laptop, desktop, or tablet. ~~grantees will contact local businesses, governmental agencies, public libraries, and community- and faith-based organizations regarding ongoing computer and internet access for participa~~

Limited Host Agencies

Many rural areas have few nonprofit organizations and governmental agencies to serve as host agencies for participants. Limited rural transportation options compound the challenges of identifying a sufficient number of host agencies and organizations with diverse skills training opportunities. More host agencies are needed that can provide general office skills training, computer skills training, and job-specific skills training.

To increase the number of rural host agencies and the diversity of skills training opportunities for participants, grantees will:

- contact chambers of commerce and faith-based and community-based organizations to identify more potential host agencies;
- use Texas Connector to identify nonprofit organizations and agencies addressing priority community needs that might serve as host agencies; and
- work with local agencies and seek community partners to address local transportation solutions to increase the mobility of participants and their access to host agencies.

Lack of Specialized Skills Training

Rural communities often lack opportunities for skills training to supplement participants' OJE service assignments. Increasing access to laptops, desktop computers, and iPads coupled with online training is a top priority for most SCSEP grantees in rural areas of Texas. ~~As of October 1, 2015, AARP Foundation uses the VCN—SCSEP Checklist, developed in partnership with the U.S. Department of Labor, and the American Association of Community Colleges (AACCC). EW hosts the JobReady tool. Both The tools offers a variety of online assessments, skills training, and certificates to measure competency levels for training in such fields as health care, sales, customer service, food service, child care, and hospitality. In some workforce areas, occupational demand exists in landscaping services, alternative fuel production, and unarmed security areas.~~

SER National has used several contractors to provide participants with specialized skills training and certificates of completion on a variety of topics and skill areas, including financial literacy in English and Spanish, entrepreneurship, food service, clerical skills, customer service, vocational English, intensive job search, assessing career options, and job-readiness training. Additionally, a SER National contractor has provided rural participants with mobile computer training.

To expand opportunities for participants' specialized training, grantees will:

- explore all formats and technologies for low-cost additional training in the most important skills areas identified by local employers;
- work with local community colleges and Workforce Solutions Offices to expand low- or no-cost skills training tailored to local employers' skill needs when appropriate; and
- seek opportunities with local employers to access low- or no-cost, short-term skills training that is appropriate for seniors and the local job market.

When an employer does not have an immediate job opening, participants can attend specialized training for high-growth occupations so that when the opportunity arises, participants will have the requisite skills. For example, AARP Foundation SCSEP has trained participants in electronic health records and currently pilots a dual-occupation certification program with MedCerts for participant placement as a Certified Medical Administrative Assistant and Pharmacy Technician. AARP Foundation's Edinburg office has established a specialized skills training partnership with

Holiday Inn Express that includes customer hospitality and front desk clerk exposure. The goal is to identify and employ participants at the Edinburg and McAllen, Texas, Holiday Express Inn locations. The AARP Foundation's San Antonio office has developed partnerships with The Alamo, Lackland Air Force Base, Medina Janitorial Services, and Senior Helpers.

Lack of Basic Skills Training

An additional resource that is lacking in most rural areas is basic skills training. Many rural seniors have less than a ninth-grade education and need to improve their language and mathematics skills.

In May 2013, the governor signed Senate Bill (SB) 307, 83rd Texas Legislature, Regular Session (2013), which transferred responsibility for adult education from the Texas Education Agency (TEA) to TWC. A competitive procurement process was used to select AEL providers in 2014. TWC shares links to online directories of AEL providers and relevant internet links with grantees. To develop more opportunities for basic skills training, grantees will:

- contact AEL providers to identify existing basic skills training opportunities in their workforce areas; and
- use software and online sources to access basic skills training. ~~AARP Foundation's VCN and EW's JobReady provides some basic skills training.~~

Lack of Jobs

The lack of jobs in rural areas makes it more difficult for grantees to help participants, even those who are "job ready," obtain unsubsidized jobs.

To expand rural participants' job opportunities, grantees will:

- explore the feasibility of self-employment with participants and consult with Workforce Solutions Offices, the Small Business Administration, Senior Core of Retired Executives, and other organizations about the most promising types of microenterprise businesses in the workforce area, assessment of an individual's suitability for self-employment, available local and online resources—including mentoring support—and other feasibility considerations; and
- share results, challenges, ideas, and opportunities during grantee conference calls.

Special Populations

Focusing on Special Populations

Grantees work with local agencies to target recruitment activities in underserved areas and in areas of higher concentrations of minorities and most-in-need populations. Targeted recruitment efforts are based on census data, local and state demographic data, and Texas population and aging statistics.

Grantees monitor enrollment levels of most-in-need populations at least quarterly. Field staff members are trained to profile and manage their territories, so they are able to track and plan for exits, plan for adequate recruitment activity to fill vacancies quickly, and seek to ensure that special populations are adequately served.

Recruitment Methods for Special Population Groups

- Grantees often need to go beyond traditional recruitment methods to connect with and enroll individuals from special population groups. General outreach strategies for special populations include:

- networking with and providing recruitment brochures to community- and faith-based organizations that serve and advocate for these special population groups; and
- visiting locations and displaying recruitment brochures and flyers where priority populations may congregate, such as laundries, senior centers, nutrition centers, health clinics, and other health care providers.

In addition to general outreach methods for special populations, grantees use the following recruitment methods to reach specific populations:

- Veterans and qualified spouses
 - Networking with local veteran representatives at Workforce Solutions Offices, county judges, senior centers, AAAs, and HHSC
 - Contacting and making presentations to local veterans' organizations, veteran medical clinics, and other veteran-related organizations in the community
- Individuals with disabilities
 - Networking with TWC, HHSC, SSA, and AAAs;
 - Contacting disability navigators or former disability navigators at Workforce Solutions Offices to identify local disability advocates and relevant community organizations serving or supporting individuals with disabilities
 - Contacting TWC VR Centers for Independent Living (located in 27 Texas cities);
- Individuals who are age-eligible but not receiving benefits under SSA Title II— Contacting SSA, HHSC, and Workforce Solutions Offices to identify these individuals
- Individuals in areas with persistent unemployment and limited employment prospects— Conducting outreach in counties classified as having persistent unemployment: Willacy, Hidalgo, Starr, Maverick, Zavala, and Presidio, along the Rio Grande; Jasper, Newton, and Sabine in southeast Texas; Matagorda on the Gulf Coast; and Morris in northeast Texas.
- Individuals who are English- language learners (ELLs)
 - Advertising through local media, including Spanish-language newspapers and radio stations
 - Networking with local churches, Hispanic/Latino chambers of commerce, restaurants and other businesses that cater to the Hispanic/Latino community, and other Hispanic/Latino or ethnic community organizations
 - Hiring staff members who speak Spanish or Asian languages to conduct outreach directly
 - Translating recruitment materials into Spanish or Asian languages
- Individuals with low literacy skills—Networking with adult literacy providers, community leaders, churches, and other community organizations
- Individuals who live in rural areas—Using word of mouth through community leaders and community networks, including current and former participants and host agencies
- Individuals with low employment prospects
 - Contacting Workforce Solutions Offices, veterans' organizations, and other

- community organizations
 - Visiting community centers
 - Networking with safety net organizations such as food banks
- Individuals who used WIA or WIOA services but failed to find jobs— Contacting Workforce Solutions Offices to identify and reach out to these individuals
- Individuals who are homeless or at risk of homelessness—Networking with local homeless shelters, homeless coalitions, housing authorities, food banks, churches, and Workforce Solutions Offices
- Individuals with incomes at or below poverty
 - Networking with SSA, HHSC, Workforce Solutions Offices, and AAAs
 - Contacting churches, food banks, thrift shops, and local housing authorities
- Individuals who are socially, geographically, linguistically, or culturally isolated and at risk of not being able to live
 - Seeking referrals through HHSC, TWC, SSA, and Workforce Solutions Offices
 - Networking with Meals on Wheels programs for seniors, churches, and local community organizations to identify and connect with these individuals
 - Talking with roadside business owners in geographically isolated areas to identify where potentially eligible seniors live
- Individuals who are minorities
 - Using recruitment methods listed for individuals who are ELLs
 - Networking with ministers and leaders at churches with predominantly minority congregations
 - Making presentations at minority agencies, community centers, and chambers of commerce serving minority communities
 - Visiting food banks, restaurants, senior centers, and other organizations in minority neighborhoods
 - Networking with HHSC, SSA, AAAs, and Workforce Solutions Offices

2. LIST THE CITIES AND COUNTIES WHERE THE PROJECT WILL BE CONDUCTED. INCLUDE THE NUMBER OF SCSEP AUTHORIZED POSITIONS AND INDICATE WHERE THE POSITIONS CHANGED FROM THE PRIOR YEAR.

The chart below identifies the counties in which SCSEP is administered by TWC and includes the number of SCSEP authorized positions and changes from the prior year.

Texas SCSEP PY'18-PY'21 List of Counties and Authorized Positions

Texas	County	Authorized Positions	Current Enrollments	Authorized Positions + / - Change from Previous Year
48003	Andrews	0 <u>1</u>	0	(2) <u>1</u>
48007	Aransas	4	4 <u>6</u>	(1) <u>0</u>

Texas	County	Authorized Positions	Current Enrollments	Authorized Positions + / - Change from Previous Year
48005	Angelina	9	4	0N/A
48009	Archer	01	10	(1)1
48013	Atascosa	5	1	(3)0
48015	Austin	3	0	0
48019	Bandera	3	0	0
48023	Baylor	01	0	(1)1
48025	Bee	4 <u>3</u>	7	0
48027	Bell	20 <u>22</u>	19 <u>13</u>	2 0
48035	Bosque	3 <u>2</u>	1 <u>0</u>	0
48037	Bowie	9	5 <u>6</u>	0N/A
48039	Brazoria	20	14 <u>12</u>	(1)0
48041	Brazos	10 <u>11</u>	5 <u>3</u>	2 0
48043	Brewster	01	0	(2)1
48047	Brooks	2	4 <u>3</u>	(1)0
48049	Brown	5 <u>4</u>	8 <u>11</u>	(1)0
48057	Calhoun	2	0	(1)0
48063	Camp	02	0	(2)2
48073	Cherokee	7 <u>5</u>	17 <u>12</u>	0
48077	Clay	2	0	0
48089	Colorado	3 <u>2</u>	0	(1)0
48091	Comal	9	11 <u>6</u>	0
48109	Culberson	0	0	(1)0
48123	DeWitt	3	2 <u>1</u>	0
48131	Duval	3 <u>2</u>	6	0
48135	Ector	12 <u>10</u>	10 <u>6</u>	(4)0
48157	Fort Bend	28 <u>31</u>	42 <u>25</u>	3 <u>1</u>
48163	Frio	3 <u>2</u>	1 <u>0</u>	(1)0
48171	Gillespie	3	0	0
48175	Goliad	1	2 <u>0</u>	0
48177	Gonzales	3 <u>2</u> 1	1	0
48183	Gregg	11 <u>12</u>	13 <u>6</u>	(3)0

Texas	County	Authorized Positions	Current Enrollments	Authorized Positions + / - Change from Previous Year
48185	Grimes	4 <u>3</u>	2 <u>1</u>	1 <u>0</u>
48187	Guadalupe	9 <u>11</u>	8 <u>5</u>	(1) <u>0</u>
48203	Harrison	8	14 <u>10</u> 12	0
48221	Hood	5	7 <u>3</u>	0
48229	Hudspeth	1	0	0
48237	Jack	1	0	0
48239	Jackson	2	1 <u>3</u>	0
48247	Jim Hogg	1	4 <u>3</u>	0
48249	Jim Wells	6	4	(1) <u>0</u>
48255	Karnes	2	2 <u>1</u>	0
48259	Kendall	2 <u>3</u>	0	0
48265	Kerr	7 <u>6</u>	2 <u>0</u>	0
48271	Kinney	0 <u>1</u>	2 <u>1</u>	(1) <u>1</u>
48273	Kleberg	4 <u>3</u>	3	0
48275	Knox	1 <u>0</u>	1 <u>0</u>	0
48283	La Salle	1	0	(1) <u>0</u>
48285	Lavaca	3 <u>2</u>	1 <u>0</u>	0
48289	Leon	2	1 <u>0</u>	(1) <u>0</u>
48293	Limestone	3	2	0
48297	Live Oak	2	0	0
48309	McLennan	22 <u>20</u>	21 <u>12</u>	6 <u>0</u>
48313	Madison	1	0	(1) <u>0</u>
48315	Marion	2	2 <u>1</u>	(2) <u>0</u>
48321	Matagorda	6	1 <u>3</u> 6	0
48323	Maverick	10	22 <u>13</u>	(3) <u>0</u>
48325	Medina	5 <u>6</u>	2 <u>6</u>	(1) <u>0</u>
48329	Midland	9	8 <u>1</u>	(2) <u>0</u>
48347	Nacogdoches	6 <u>5</u>	11 <u>7</u>	(2) <u>0</u>
48365	Panola	2	1 <u>2</u>	(2) <u>0</u>
48371	Pecos	2	0	(1) <u>0</u>
48377	Presidio	2	5 <u>0</u>	0

Texas	County	Authorized Positions	Current Enrollments	Authorized Positions + / - Change from Previous Year
48379	Rains	2	1 0	0
48385	Real	1	1	0
48389	Reeves	2	0	(1) 0
48391	Refugio	1	1 0	0
48395	Robertson	2	0	(1) 0
48401	Rusk	5	6	(2) 0
48409	San Patricio	7 6	8 4	(2) 0
48419	Shelby	3	4 5	(1) 0
48423	Smith	21 22	20 21	3 0
48427	Starr	13 11	11 6	(3) 0
48457	Tyler	4 3	2	4 0
48459	Upshur	5	1	1 0
48461	Upton	0	0	(1) 0
48463	Uvalde	5 4	12 8	0
48467	Van Zandt	7	7 6	(1) 0
48469	Victoria	8 9	9 8	(1) 0
48471	Walker	0 3	1 5	0 (1)
48473	Waller	4	0	1 0
48475	Ward	2	2 0	0
48477	Washington	4 3	4 1	(1) 0
48481	Wharton	5	10	(2) 0
48485	Wichita	12 13	21 19	0
48487	Wilbarger	2	2	0
48489	Willacy	5 4	7 5	(3) 0
48491	Williamson	18 19	5 3	2 0
48493	Wilson	4 3	1 0	0
48495	Winkler	1	1 0	0
48499	Wood	5 6	6 2	(1) 0
48505	Zapata	2	4 10	(1) 0
48507	Zavala	3 21	4 1	0
TOTAL		45 9453	33 3459	1 (4)1

*Deleted counties were transferred to another SCSEP DOL National provider; added counties were transferred to the Texas state grant.

Equitable Distribution

The number of DOL-authorized SCSEP positions by county is based on the ratio of eligible individuals in each county to the total eligible population in the state.

Current Distribution

The following table provides the number of counties that are underserved and overserved, both statewide and for each county. Texas defines significant variance as both over +/- 10 percent variance and more than +/- three positions variance.

Summary of Counties with Variances in PY'2018 Quarter 34

Grantee	Number of Counties	Percent of All Counties with Authorized Positions (232)	Average Percentage of Variance
Underserved Statewide	138 110	65.7%	33.4%
AARP Foundation	17 14	60.7% 46.7%	22.7% 8.3%
Institute for Indian Development	4 2	100% 66.7%	56.4% 71.4%
SER – Jobs for Progress National, Inc.	4	57.1%	25.6% 13.0%
Center for Workforce Inclusion Senior Service America, Inc.	59 49	57.2% 61.5%	48.0% 55%
National Asian Pacific Center on Aging	0	0%	0%
State Grantee	60 41	70.6% 47.7%	52.8% 53.8%
Overserved Statewide	52 73	24.8%	62.2%
AARP Foundation	9 12	32.1% 40.0%	40.7% 21.2%
Institute for Indian Development	0 1	0% 33.3%	0% 5.6%
SER – Jobs for Progress National, Inc.	1 28	14.3% 30.1%	54.2% 87.6%
Center for Workforce Inclusion Senior Service America, Inc.	27 3	28.1% 42.9%	43.1% 66.4%
National Asian Pacific Center on Aging	0	0%	0%
State Grantee	19 29	22.4% 33.7%	76.8% 59.0%

Combined Total Under- and Overserved Counties in PY'2018 Quarter 34

Grantee	Number of Counties	Percent of All Counties with Authorized Positions (232)	Average Percentage of Variance
Under- and Overserved Statewide	<u>190</u> 183	<u>90.5%</u>	<u>35.7%</u>
AARP Foundation	26	<u>92.9%</u> 86.7%	<u>22.9%</u> 10.3%
Institute for Indian Development	<u>4</u> 3	<u>100%</u> 100%	<u>56.4%</u> 34.4%
SER – Jobs for Progress National, Inc.	<u>5</u> 7	<u>71.4%</u> 100%	<u>27.1%</u> 18.6%
<u>Center for Workforce Inclusion Senior Service-America, Inc.</u>	<u>86</u> 77	<u>82.4%</u> 89.6%	<u>53.3%</u> 55.4%
<u>National Asian Pacific Center on Aging</u>	<u>0</u>	<u>0%</u>	<u>0%</u>
State Grantee	<u>79</u> 70	<u>92.9%</u> 81.4%	<u>54.8%</u> 49.4%

3. DESCRIBE CURRENT SLOT IMBALANCES AND PROPOSED STEPS TO CORRECT INEQUITIES TO ACHIEVE EQUITABLE DISTRIBUTION.

Counties are underserved because of the following issues:

State Grantee:

~~Difficulty in reaching income-eligible individuals who are both physically able and seeking work. Decreased enrollments resulted from increased voluntary exits and decreased enrollment activity during the COVID-19 pandemic. An examination of results from a trend analysis completed by subgrantee, AARP, revealed insufficient program awareness in many Texas counties. To address this issue and improve under-enrollment variances, state grantee will incorporate awareness campaigns into outreach activities. Activities will be tailored to address varying needs in each county served.~~

AARP Foundation

~~The COVID-19 pandemic impacted staff's ability to travel and recruit participants. High turnover of participants in urban areas due to exits for employment:~~

Currently, Texas has a total variance of 25.70~~11.9~~ percent based on 4th-2nd quarter data. This is a significant increase ~~decrease~~ of 14.60~~5~~ percent from 4th quarter PY'19~~1st quarter~~. Under-enrollment spikes of 25 percent or more were recorded in Bexar, Dallas, El Paso, Harris, Hidalgo, and Travis counties. These increases can be attributed to normal enrollment fluctuations along with recruitment challenges in Hidalgo and Travis counties. Despite analysis showing that COVID-19 did cause a significant under-enrollment, there is evidence that a persistent ED variance in multiple counties cannot be entirely attributed to the COVID-19 pandemic. To address under-enrollment variances, AARP will increase its variety of marketing campaigns and increase "boots-on-the-ground" campaigns in under-enrolled counties. It should be noted that the state of Texas has the 2nd lowest variance rate of all the states that AARP Foundation currently serves. While Bastrop, Hays, Fayette, Kimble, and Ellis Counties show significant variance percentage their actual participant slot variance is collectively negligible. These more rural areas will be targeted for enhanced program

marketing efforts to attract more participants to the program. In contrast, Bexar County continues to decrease enrollment through placement activity.

SER-Jobs for Progress, Inc.

Various governmental and official public health restrictions during the COVID-19 pandemic led to a lack of available participants and host agencies. SER is implementing strategies to surmount the current under-enrollments by informing citizens of the availability of the program as well as the potential virtual trainings and remote community service assignments. Virtual trainings are a response to the many governmental and public health restrictions in place due to the pandemic. Additionally, SER will increase the variety of marketing techniques to reach potential participants in under-enrolled counties, such as advertising with American Job Centers, partnering with Food Banks to distribute flyers, and advertising on cable and radio ads. Durational limit waivers ended, resulting in increased participant exits.

Center for Workforce Inclusion Senior Service America, Inc.

In their PY'2018 equitable distribution report for Q43 to the U.S.-DOL, the Center for Workforce Inclusion SSAI reported the following counties as underserved that 45 of their 69 counties served were under-enrolled. While Andrews, Archer, Baylor, Camp, Castro, Cochran, Coleman, Dickens, Fischer, Franklin, Gray, Hall, Hardmen, Haskell, Jones, Lynn, Newton, Parmer, Scurry, Somervell, Stephens, and Yoakum show significant variance percentage, their actual participant slot variance is collectively negligible. The Center for Workforce Inclusion attributes under-enrollments to impacts from the pandemic. To reduce the variance in under-enrolled counties, the Center for Workforce Inclusion will seek to partner with new host agencies, with a specific focus on improving connections with TWC and other WIOA partner programs to increase referrals. and attributed the under service to the fact that its TX-subgrantee, MET, Inc., has undergone significant staff restructuring this year. To address the inequity, SSAI HQ staff conducted an in-service with MET's SCSEP Director on equitable distribution.

Following the in-service, MET staff are now focused on enrolling in the counties that are under 100 percent of service level enrollment in terms of their ED status, such as Wise, Liberty, Kaufman, and Eastland, as well as those that are under enrolled generally, such as Collin, Denton, and Lubbock for example.

Institute for Indian Development

Significant variance of under-service in PY'20 was due to the -COVID-19 pandemic effects experienced in the second half of PY'19. To address under-enrollment variances, the Institute for Indian Development (IID) will enroll participants from waiting lists in over-served areas and will use a gradual approach to redistribute the slots through attrition to Indian/Native American eligible participants. Additionally, IID will employ more strategic placement of its field offices and schedule regular outreach times and community networking in each underserved county.

County	# of participants served since July 1	% of slots served	Variance b/s # served for year and # of slots
Eastland	1	25%	-3
Kaufman	6	67%	-2
Liberty	6	67%	-2

County	# of participants served since July 1	% of slots served	Variance b/s # served for year and # of slots
Wise	2	20%	-3

SCSEP grantees in Texas overserved counties for the following reasons:

- ~~State grantee (AARP Experience Works) — Our previous subgrantee, Experience Works, Used-used~~ over-enrollment to compensate for counties in which recruitment of income-eligible individuals is difficult. Under the administration of our current grantee, AARP Foundation, over-enrollment is steadily decreasing as participants transition to unsubsidized employment.
- ~~SER — Jobs for Progress, Inc. — Jefferson and McLennan have few authorized positions, so over-enrollment is more likely~~ Due to the COVID-19 pandemic, many host agencies closed down permanently or are having to incorporate drastic reductions in the number of training positions available. These effects on host agencies then impact a participant’s ability to gain skills and transition to unsubsidized employment.
- ~~Center for Workforce Inclusion Senior Service America, Inc. — Subgrantee staff enrolled applicants who were available and willing to work to keep overall service level up, given the difficulties in recruiting in other, more difficult to serve counties. To reduce variance in over-enrolled counties, primary efforts will be focused on increasing enrollments and reducing variance in under-enrolled counties. Over time, this strategy will reduce the need to enroll extra participants in overserved areas to boost overall service levels. With regard to counties that have meet or exceed 100 percent of enrollment this year and are still above the current number of slots, SSAI has focused the staff of its TX subgrantee, MET, on exiting participants into unsubsidized employment in these counties, such as Potter, Polk, and Parker.~~

Texas most recently reported 141 counties experiencing enrollment deficiencies and 49 counties with service levels exceeding current equitable distribution allocations. We attribute these significant variances to COVID-19. As a SCSEP grantee, we will continue to improve our equitable distribution levels by researching local job markets, aligning participant skills and training with employer needs, and recruiting host agencies that can offer training assignments that will lead to unsubsidized employment opportunities.

~~In Texas, there are twenty-one (21) significantly underserved counties and nineteen (19) overserved counties. The state’s goal is to maximize the number of counties and workforce areas with zero balance, in which the number of participants in a county equals the number of authorized positions in the county.~~

4. THE STATE’S LONG-TERM STRATEGY FOR ACHIEVING AN EQUITABLE DISTRIBUTION OF SCSEP POSITIONS WITHIN THE STATE THAT:

A. MOVES POSITIONS FROM OVER-SERVED TO UNDERSERVED LOCATIONS WITHIN THE STATE IN COMPLIANCE WITH 20 CFR 641.365.

To address under-enrollment, grantees will:

- focus on and schedule time for community networking and recruitment in underserved counties;

- locate participant staff in rural areas where recruitment is more challenging;
- strive to enroll new participants more promptly after participants exit; and
- work more closely with Workforce Solutions Offices to recruit and enroll participants.

To address over-enrollment, grantees will:

- train subgrantee staff on the importance of achieving “zero balance” with number of authorized positions;
- focus on placing participants in overserved counties in unsubsidized jobs; and
- freeze enrollments in significantly overserved counties.

B. EQUITABLY SERVES RURAL AND URBAN AREAS.

SCSEP grantees in Texas will review the latest equitable distribution quarterly, reinforce strategies used, and share ideas to support achieving “zero balance” in particularly challenging counties.

C. SERVES INDIVIDUALS AFFORDED PRIORITY FOR SERVICE UNDER 20 CFR 641.520. (20 CFR 641.302(A), 641.365, 641.520)

One of SCSEP’s primary goals is to provide services for eligible individuals who need additional training and employment support services to help them overcome significant barriers and obtain unsubsidized jobs.

In accordance with 20 CFR §641.520(c), grantees apply priority of service for enrollment in the following order:

- Veterans or qualified spouses who have at least one of the other priority characteristics;
- Veterans or qualified spouses who do not have one of the other priority characteristics
- Individuals who do not qualify as veterans or qualified spouses and who have at least one of the other priority characteristics:

As specified in 20 CFR §641.520(a), the other priority characteristics include the following:

- Being 65 years of age or older
- Having a disability
- Having limited English proficiency
- Having low literacy skills
- Residing in a rural area
- Having low employment prospects
- Having failed to find employment after using services provided through the one-stop delivery system
- Being homeless or at risk for homelessness:

5. THE RATIO OF ELIGIBLE INDIVIDUALS IN EACH SERVICE AREA TO THE TOTAL ELIGIBLE POPULATION IN THE STATE. (20 CFR 641.325(A))

Workforce Area	Urban SCSEP-Eligible Population	Rural SCSEP-Eligible Population	Total SCSEP-Eligible Population	% Rural Population
Statewide	655,343	157,659	813,002	19.4%
Alamo	70,351	6,298	76,649	8.2%
Brazos Valley	5,799	3,056	8,855	34.5%
Cameron County	25,060	1,190	26,250	4.5%
Capital Area	20,219	0	20,219	0.0%
Central Texas	9,573	2,647	12,220	21.7%
Coastal Bend	21,157	13,930	35,087	39.7%
Concho Valley	4,731	1,914	6,645	28.8%
Dallas	65,354	0	65,354	0.0%
Deep East Texas	4,622	14,201	18,823	75.4%
East Texas	19,836	15,186	35,022	43.4%
Golden Crescent	3,869	4,106	7,975	51.5%
Gulf Coast	150,465	11,288	161,753	7.0%
Heart of Texas	10,315	3,508	13,823	25.4%
Lower Rio Grande	43,225	0	43,225	0.0%
Middle Rio Grande	0	12,534	12,534	100.0%
North Central	29,620	13,614	43,234	31.5%
North East Texas	4,343	9,038	13,381	67.5%
North Texas	4,855	2,835	7,690	36.9%
Panhandle	7,688	6,842	14,530	47.1%
Permian Basin	8,559	7,274	15,833	45.9%
Rural Capital Area	13,559	4,312	17,871	24.1%
South Plains	9,179	5,770	14,949	38.6%
South Texas	11,254	5,915	17,169	34.5%
Southeast Texas	15,241	0	15,241	0.0%
Tarrant	42,573	0	42,573	0.0%

Workforce Area	Urban SCSEP-Eligible Population	Rural SCSEP-Eligible Population	Total SCSEP-Eligible Population	% Rural Population
Texoma	5,075	2,431	7,506	32.4%
Upper Rio Grande/ Borderplex	43,661	1,148	44,809	2.6%

Sources: Ratios created for each workforce area using zip code populations from 2010 SF1 100% Census File through American Fact Finder (Table P1), zip-to-rural code file (Census Data <http://ruralhealth.und.edu/ruca/final310.csv>), and TWC zip-to-wda crosswalk.

6. THE RELATIVE DISTRIBUTION OF ELIGIBLE INDIVIDUALS WHO:

A. RESIDE IN URBAN AND RURAL AREAS WITHIN THE STATE

Current census data identifies the total SCSEP-eligible population in Texas as 813,002. Of this number, 80.6 percent reside in urban areas. 14.6 percent of the statewide SCSEP-eligible population resides in rural areas.

Urban and rural distribution data is identified by county in the Strategies to Address Rural Service Delivery Challenges of this report.

B. HAVE THE GREATEST ECONOMIC NEED

Of the total SCSEP-eligible population in Texas, 79 percent has been identified as having the greatest economic need, with incomes at or below the federal poverty level.

C. ARE MINORITIES

Based on current census data, the statewide SCSEP-eligible population consists of the following minority groups:

Minority Group	Percent of Eligible Population
Hispanic / Latino	53% of eligible population
Black / African American	36% of eligible population
Asian	14% of eligible population
Pacific Islander	.02% of eligible population
American Indian	.004% of eligible population

D. ARE LIMITED ENGLISH PROFICIENT

Twenty-two percent of the statewide SCSEP-eligible population is identified as having limited English proficiency.

E. HAVE THE GREATEST SOCIAL NEED. (20 CFR 641.325(B))

A special population identified in the Older Americans Act Amendments of 2006 is the SCSEP-eligible individuals who have the “greatest social need,” caused by noneconomic factors, which include physical and mental disabilities; language barriers; and cultural, social, or geographic isolation. Although there are no statistics available for those with the greatest social need, the estimates for the proportion of subset categories include SCSEP-eligible individuals:

- with disabilities—44.7 percent;
- with limited English proficiency—20.2 percent; and
- experiencing geographic isolation—2.4 percent residing in 64 frontier counties averaging fewer than seven persons per square mile.

7. A DESCRIPTION OF THE STEPS TAKEN TO AVOID DISRUPTIONS TO THE GREATEST EXTENT POSSIBLE, WHEN POSITIONS ARE REDISTRIBUTED, AS PROVIDED IN 20 CFR 641.365; WHEN NEW CENSUS OR OTHER RELIABLE DATA BECOME AVAILABLE; OR WHEN THERE IS OVER-ENROLLMENT FOR ANY OTHER REASON. (20 CFR 641.325(I), 641.302(B))

Strategies to Avoid Participant Disruption

When there is a change in grantee and/or grantee service area, TWC will host a meeting or conference call to develop a transition plan and timetable for:

- informing participants and host agencies in advance;
- transferring records;
- holding orientations for participants and host agencies; and
- supporting continuity in administrative and programmatic functions.

When positions need to be shifted from overserved to underserved counties, grantees will:

- use a gradual approach to redistribute the slots through attrition; and
- encourage and work intensively to assist job-ready participants in overserved counties find unsubsidized employment.