

Senior Community Service Portion of WIOA State Plan for the State of Idaho FY-2018

Senior Community Service Employment Program (SCSEP)

At minimum, in the SCSEP stand-alone submission and the SCSEP portion of the Combined State Plan, States should comprehensively cover the following elements.

a. Economic Projections and Impact

States must:

- 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.)**

The ICOA's long term senior employment strategies focus on the Workforce Development Council's four main industry sectors: Advanced Manufacturing, High Tech, Health Care and Power & Energy. The trends in these sectors show more opportunities in Health Care and Advanced Manufacturing. Below is the number of jobs per targeted industry and the growth over the past seven years.

SCSEP Table 1: Workforce Development Council's Target Industries

WDC Target Industries	2010	2011	2012	2013	2014	2015	2016	Growth
Advanced Manufacturing	53,124	54,501	56,510	59,186	59,823	61,577	63,769	10,645
• Aerospace	1,867	1,882	1,900	2,016	1,988	2,170	2,304	437
• Food Processing	15,407	15,322	15,620	16,359	16,437	16,809	17,452	2,045
High Tech	49,635	50,230	50,237	49,613	50,456	52,393	52,194	2,559
Health Care	68,989	70,561	71,492	74,538	77,634	80,407	82,822	13,833
Power & Energy	10,617	10,647	10,583	10,496	10,465	10,760	11,153	536

Source: Idaho Department of Labor, Quarterly Census of Employment & Wages 2010-2016

The occupations identified as high demand provide the data needed for ICOA and Experience Works to develop and recruit specific organizations to consider employing individuals 55+. The Top Ten High-Demand Occupations by annual openings is identified below.

SCSEP Table 2: Top Ten High-Demand Occupations by Annual Openings

Occupation	2014 Employment	2022 Projected Annual Employment	Openings*	Median Hourly Wage
Retail Salespersons	22,349	26,814	1,221	\$11.04
Cashiers	15,007	16,825	820	\$9.36
Waiter and Waitresses	10,733	13,145	757	\$8.90
Customer Service Representatives	16,265	19,646	738	\$13.71
Combined Food Preparation and Serving Workers, Including fast Food	11,082	14,538	704	\$8.92
Farmers, Ranchers, and Other Agricultural Managers	14,350	17,983	607	\$28.72
Office Clerks, General	14,350	17,409	558	\$13.70
General and Operations Managers	15,077	14,244	556	\$31.53
Registered Nurses	11,629	14,357	524	\$29.90
Heavy and Tractor Trailer Truck Drivers	11,933	16,322	507	\$18.33

* Annual Openings include openings due to growth and replacement needs

SOURCE: 2014-2024 Idaho Department of Labor Occupational and Industry Projections

Communications and Research November 2016

- 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))**

The Idaho SCSEP has 20 active Host Agencies. Each agency serves as a training site to improve occupational skills needed for high demand jobs. The following chart represents the types of Host Agencies and corresponding occupational training.

SCSEP Table 3: High Demand Jobs and Active Training Host Sites

Host Agency Types	Number of Active High Demand Skill Sets Sites	
Social Assistance	11	Customer Service Representatives, Office Clerks, Administrative Assistants
Stores	3	Customer Service Representatives, Office Clerks, Administrative Assistants, Maintenance and Repair Workers
Shelters	1	Customer Service Representatives, Office Clerks, Administrative Assistants
Meal Sites	3	Customer Service Representatives, Office Clerks, Administrative Assistants
Historical Centers	1	Customer Service Representatives, Office Clerks, Administrative Assistants
Health Clinic	1	Personal Care Aides, Nursing Assistance

Source: SPARQs SCSEP Reporting System

In addition, SCSEP participants have access to online training certifications for Customer Service Representative, Essential Entry-Level Workplace and Clerical Skills, Supervisor/Manager, Essential Entry-Level Work Skills, Essential Medical Office Skills, Administrative Assistant, and Sales Representative.

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))

In the table below, ICOA utilized the Wagner-Peyser Act statistical information to identify projected senior employment opportunities for the targeted occupation based on senior education level. ICOA's SCSEP contractor provides seniors with training to compete in the marketplace for these occupations.

SCSEP Table 4: Top Ten High Demand Jobs

Targeted Occupations	2024 Projected Annual Employment	Annual Openings*	Wage	Education	Senior Education 65+
Retail Sales Person	26,814	1,221	\$11.04	LHS	29,020
Cashier	16,825	820	\$9.36	LHS	29,020
Waiter and Waitress	13,145	757	\$8.90	LHS	29,020
Customer Service Representative	19,646	738	\$13.71	HDE	71,167
Combined Food Preparation and Serving Workers, Including fast Food	14,538	704	\$8.92	LHS	29,020
Farmers, Ranchers, and Other Agricultural Managers	17,983	607	\$28.72	HDE	71,167
Office Clerks, General	17,409	558	\$13.70	HDE	71,167
General and Operations Manager	14,244	556	\$31.53	BD	34,808
Registered Nurses	14,357	524	\$29.90	BD	71,167
Heavy and Tractor-Trailer truck Drivers	16,322	508	\$18.33	PHDA	71,167

2012-2016 American Community Survey 5-year Estimates - Table B15001. No formal educational credential includes two groups: less than 9th grade and 9th to 12th grade, no diploma. Note: Education level data from Bureau of Labor Statistics. Source: 2014-2024 Occupational & Industry Projections Released November 2016, Idaho Department of Labor, Communications & Research. Source: 2012-2016 American Community Survey 5-year Estimates released December 7, 2017, February 15, 2018,

b. Service Delivery and Coordination

States must:

1. Provide 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. 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))

Strategy: ICOA collaborated with one-stop partners to develop a Memorandum of Understanding outlining roles and responsibilities.

Planned Actions:

- This Memorandum of Understanding includes referral information between SCSEP, the Idaho Department of Labor, the Idaho Division of Vocational Rehabilitation, the Idaho Commission for the Blind and Visually Impaired, the Idaho Division of Career and Technical Education, and the Department of Health and Welfare.
- IDOL will provide Adult Dislocated Worker Program training to ICOA's SCSEP contractor.
- ICOA will build the agreement roles and responsibilities into statewide contractor reviews.

B. Actions to coordinate activities of SCSEP grantees with the activities to be carried out in the State under the other titles of the OAA. (20 CFR 641.302(h))

Strategy: ICOA will coordinate employment resource sharing between ICOA's SCSEP contractor and the Area Agencies on Aging's (AAAs).

Planned Actions:

- SCSEP participants have the opportunity to participate in services available through their local AAA's such as administrative assistants, food service, health care, housing, recreation and social service agencies. SCSEP employment Training Coordinators will meet with the AAA Directors in each of the six areas.
- ICOA's SCSEP contractor will provide eligibility training, establish referral protocols with the AAAs and coordinate regional resources and outreach activities.

C. 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))

Strategy (Private Agencies): ICOA will develop a schedule to meet one on one with following WIOA Advisory Groups for resource sharing and outreach:

- **Title I - Adult, Dislocated, and Youth Programs**
- **Title II - Adult Education and Family Literacy Programs**
- **Title III - Wagner-Peyser/Employment Services**
- **Title IV-Vocational Rehabilitation**
- **Vocational Rehabilitation Services in Idaho are provided through two agencies: The Idaho Division of Vocational Rehabilitation and the Idaho Commission for the Blind and Visually Impaired (met already with the Blind Commission)**
- **Combined Plan Partner - Jobs for Veterans State Grant Program**
- **Combined Plan Partner - Trade Adjustment Program**
- **One-Stop Partner - Unemployment Insurance**
- **One-Stop Partner - Carl D Perkins and Professional-Technical Education**
- **One-Stop Partner - Community Development Block Grant**
- **One-Stop Partner - TANF & SNAP**
- **One-Stop Partner - Idaho Commission for the Libraries (met already)**

Planned Actions:

- ICOA collaborated with the Idaho Commission for the Libraries to share information about the SCSEP program at the 140 libraries and IOCA connected the Employment Training Coordinators (ETCs) with the six AAA's to do presentations for their providers including their three Tribes in Idaho. ICOA connected the ETCs with all contracted 97 meal sites in Idaho. This collaboration has the potential to establish additional host agencies and attract more participants. ICOA's SCSEP contractor will provide training and establish referral protocols with all WIOA partners and the Centers for Independent Living. This training will focus on referral coordination and meeting participants' supportive service needs, such as, transportation, caregiver support, congregate meals and health promotions.

D. Actions to coordinate SCSEP with other labor market and job training initiatives. (20 CFR 641.302(j))

Strategy: Through collaboration with WIOA's State Plan Advisory Group (IDOL, Division of Professional-Technical Education, Vocational Rehabilitation, Commission for the Blind and Visually Impaired and ICOA), ICOA will promote job training initiatives through ICOA's SCSEP contractor, the Area Agencies on Aging and the Centers for Independent Living.

Planned Actions:

- ICOA participates in the quarterly WIOA State Plan Advisory Group meetings to ensure strategies are being implemented throughout Idaho.
- ICOA will distribute job training initiatives to local ICOA's SCSEP contractor offices, Area Agencies on Aging and Centers for Independent Living to be implemented.

E. Actions the State will take 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)

Strategy: ICOA worked with the Idaho Department of Labor to develop a standardized Memorandum of Understanding between state organizations and contracted providers.

Planned Actions:

- ICOA works with partners to standardize requirements to be incorporated into regional and local Memorandums of Understanding.

F. Efforts the State will make to work with local economic development offices in rural locations.

Strategy: ICOA's SCSEP contractor will conduct SCSEP outreach to economic development offices located in rural counties with persistent unemployment.

Planned Actions: ICOA's SCSEP contractor will provide SCSEP outreach to local economic development offices in rural counties with persistent unemployment: Benewah, Bonner, Boundary, Butte, Jefferson, Latah, Minidoka, Nez Perce, Oneida, Payette, Shoshone, Valley, Washington.

2. Describe the 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)) (Alternately, the State may discuss this in the State strategies section of strategic plan if submitting a Combined Plan.)

Strategy: Out of the four Workforce Development Council targeted industries (Advanced Manufacturing, High Tech, Health Care and Power & Energy), ICOA will focus on increasing the two highest growth sectors, Health Care and Advanced Manufacturing.

Planned Actions:

- ICOA's SCSEP contractor will recruit nonprofit Health Care and Advanced Manufacturing organizations to participate as Host Agencies and prepare participants to compete for these job positions.

3. Describe the long-term strategy for serving minorities under SCSEP. (20 CFR 641.302 (c))

Strategy: ICOA evaluates SCSEP labor and management reports and develops strategies to increase minority participation.

Planned Actions:

- ICOA will work with regional one-stop offices and ICOA's SCSEP contractor to address low minority participation as identified in the SCSEP management and USDOL's SCSEP State minority reports.

4. List needed community services and the exact places where these services are most needed. Specifically, the plan must address the needs and location(s) of those individuals most in need of community services and the groups working to meet their needs. (20 CFR 641.330)

Strategy: ICOA will develop strategies connecting individuals who are most in need with community services in the Targeted Industry.

Planned Actions:

- ICOA's SCSEP contractor will identify non-profit/governmental Host Agencies to provide individuals, who qualified for the SCSEP program, the training needed to compete for jobs in the Workforce Development Council Targeted Industries. The target locations are those counties that are not meeting equitable distribution level as identified in SCSEP Table 8.

SCSEP Table 6: Community Job Service Needs

Non-profit or Governmental Host Agencies that meet community service training needs	Targeted Industries
Warehouses (shipping and receiving), Thrift stores, Correctional Industries, Restore, Habitat for Humanity	Advanced Manufacturing
Technical Businesses, Universities, City, County and State Governments	High Tech
Hospitals, Home Health Companies Doctor Offices, non-profit clinics (i.e. Terry Reilly)	Health Care
Utility Organizations	Power and Energy

5. Describe the 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 grantees 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))

Strategy: Participate with WIOA partners to align the SCSEP vision and mission with other agencies employment strategies.

Planned Actions:

- As part of the WIOA's State Plan Advisory Group, ICOA will coordinate SCSEP efforts with one-stop offices, develop on the job experience policy, coordinate statewide SCSEP resource training, promote job training initiatives, provide outreach to economic development offices, focus skill development on high job growth sectors, increase minority participation, and target service needs.

6. Describe a 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))

Strategy: ICOA works closely with the SCSEP contractor to exceed "enter employment" levels. In program years 2015 and 2016, ICOA achieved the program goal of 72% and 85% for entered employment.

Planned Action:

- ICOA monitors the SCSEP contractor quarterly and develops strategies to meet USDOL's annual goals.

SCSEP Table 7: Performance Measure

Program Year		PY 15			PY 16	
Performance Measure	Goal	Performance	Goal %	Goal	Performance	Goal %
Entered Employment	44.7%	32.1%	72%	46.1%	39.1%	85%

Source: SPARQs SCSEP Reporting System

c. Location and Population Served, including Equitable Distribution

States must:

1. Describe the localities and populations for which projects of the type authorized by title V are most needed. (20 CFR 641.325 (d))

Strategy: ICOA's SCSEP contractor will meet the Equitable Distribution levels set by USDOL.

Planned Action: ICOA uses the USDOL's Equitable Distribution level and determines the underserved areas to be targeted by the SCSEP contractor. Currently there are 12 counties that are underserved. Table 8: State Program Equitable Distribution

SCSEP Table 4: Top Ten High Demand Jobs

Urban and Rural Counties	Population 55 and Over	2016 Authorized Positions	2017 Authorized Positions	2017 Current Under Served (1 Quarter)	2017 Current Over Served (1 Quarter)
ADA (U)	114,223	4	3	0	1
ADAMS (R)	1,923	0	0	0	0
BANNOCK (U)	21,396	1	0	0	2
BEAR LAKE (R)	2,032	1	0	0	0
BENEWAH (U)	3,576	1	0	0	0
BINGHAM (R)	11,495	2	0	0	2
BLAINE	7,298	0	0	0	0
BOISE (R)	3,296	0	0	0	0
BONNER (R)	17,554	2	2	-2	0
BONNEVILLE (U)	25,563	2	2	0	0
BOUNDARY (R)	4,348	1	1	-1	0
BUTTE (R)	942	1	1	-1	0
CAMAS (R)	382	0	0	0	0
CANYON (U)	50,266	4	4	0	1
CARIBOU (R)	2,137	0	0	0	0
CASSIA (R)	5,947	1	1	0	0
CLARK (R)	232	0	0	0	0
CLEARWATER (R)	3,670	1	1	0	0
CUSTER (R)	1,897	0	0	0	0
ELMORE (R)	6,220	1	1	0	1

Urban and Rural Counties	Population 55 and Over	2016 Authorized Positions	2017 Authorized Positions	2017 Current Under Served (1 Quarter)	2017 Current Over Served (1 Quarter)
FRANKLIN (R)	3,369	1	1	0	1
FREMONT (R)	3,877	1	1	0	0
GEM (R)	6,316	1	1	0	0
GOODING (R)	4,409	1	1	0	0
IDAHO (R)	7,005	0	0	0	0
JEFFERSON (R)	6,221	1	1	-1	0
JEROME (R)	5,494	2	2	0	1
KOOTENAI (U)	5,947	1	1	0	0
LATAH (U)	9,134	1	1	-1	0
LEMHI (R)	3,625	1	1	0	0
LEWIS (R)	1,630	0	0	0	0
LINCOLN (R)	1,309	0	0	0	0
MADISON (U)	4,901	0	0	0	0
MINIDOKA (R)	5,840	2	2	-1	0
NEZ PERCE (U)	13,470	1	1	-1	0
ONEIDA (R)	1,464	1	1	-1	0
OWYHEE (R)	3,497	2	2	0	0
PAYETTE (R)	6,944	3	5	-2	0
POWER (R)	2,046	0	0	0	0
SHOSHONE (R)	4,964	1	1	-1	0
TETON (R)	2,370	0	0	0	0
TWIN FALLS (U)	22,222	2	2	0	4
VALLEY (R)	4,453	1	1	-1	0
WASHINGTON (R)	3,958	2	2	-1	0

2. List the cities and counties where the SCSEP project will take place. Include the number of SCSEP authorized positions and indicate if and where the positions changed from the prior year.

Strategy: ICOA implements the SCSEP program in the 27 counties in Idaho to meet the USDOL's required Equitable Distribution levels. The bolded numbers above indicate where the positions changed from their prior year.

Planned Action:

- ICOA uses data from www.scseped.org (shown in SCSEP Table 8: State Program Equitable Distribution) to identify changes in performance and areas that are underserved or have no positions.

3. Describe any current slot imbalances and proposed steps to correct inequities to achieve equitable distribution.

Strategy: ICOA will develop a policy to meet the USDOL's equitable distribution level and focus on increasing enrollment in the underserved areas.

Planned Action:

- Develop a policy that sets maximum participation levels and transition from overenrolled areas to underserved.
- The Policy will be submitted with the PY2018 grant and incorporated into the SCSEP contract.

4. Explain 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.

Strategy: ICOA will analyze the state equitable distribution to determine the need to move authorized positions from the state to the federal program or vice versa.

Planned Action:

- For those ICOA areas that are over or underserved, ICOA would work with the federal contractor to determine if a position transfer would allow both programs to meet USDOL's goals.

B. equitably serves both rural and urban areas.

Strategy: ICOA will ensure rural and urban counties are served equitably.

Planned Action:

- The ICOA will require the SCSEP contractor to follow and meet the equitable distribution formula released by the USDOL.
- The SCSEP contractor will conduct outreach to eligible host agencies that reside in rural areas to address underserved rural areas.

C. serves individuals afforded priority for service under 20 CFR 641.520. (20 CFR 641.302(a), 641.365, 641.520)

Strategy: The ICOA requires the SCSEP contractor to follow the service rule priority.

Planned Action:

- ICOA will monitor priority of service (65 Years of age or older, Disabled, Limited English proficiency or low literacy skills, Resides in a rural area, Veteran, Low employment prospects, Failed to find employment, Homeless or at risk of homelessness) through quarterly progress reports.

5. Provide the ratio of eligible individuals in each service area to the total eligible population in the State. (20 CFR 641.325(a))

The Idaho counties and "Ratio of Eligible Individuals" (55 years old and over and below 125% poverty) are listed in SCSEP Table 9: Relative Distribution of Eligible Individuals.

6. Provide the relative distribution of eligible individuals who:

Provide the relative distribution of eligible individuals who:

A. Reside in urban and rural areas within the State

B. Have the greatest economic need

C. Are minorities

D. Are limited English proficient.

E. Have the greatest social need. (20 CFR 641.325(b))

SCSEP Table 9: Relative Distribution of Eligible Individuals

Urban and Rural Counties	Population 55 and Over	Ratio of Eligible State Population	Greatest Economic Need	Minorities: 65+ and Unemployed	Limited English Proficient	Greatest Social Need
Ada (U)	114,223	24.66%	3,355	166	925	1,668
Adams (R)	1,923	0.42%	39	8	0	48
Bannock (U)	21,396	4.62%	325	5	39	547
Bear Lake (R)	2,032	0.44%	49	0	0	37
Benewah (U)	3,576	0.77%	79	6	0	120
Bingham (R)	11,495	2.48%	250	30	161	262
Blaine (R)	7,298	1.58%	170	0	61	50
Boise (R)	3,296	0.71%	121	0	0	101
Bonner (R)	17,554	3.79%	498	1	0	261
Bonneville (U)	25,563	5.73%	326	5	126	498
Boundary (R)	4,348	0.94%	57	0	0	96
Butte (R)	942	0.20%	15	0	0	17
Camas (R)	382	0.08%	4	0	0	10
Canyon (U)	50,266	10.85%	1,493	140	820	1,087
Caribou (R)	2,137	0.46%	30	0	15	54
Cassia (R)	5,947	1.28%	129	12	129	139
Clark (R)	232	0.05%	3	0	17	8
Clearwater (R)	3,670	0.79%	97	0	0	85
Custer (R)	1,897	0.41%	87	0	0	92
Elmore (R)	6,220	1.34%	134	11	144	228
Franklin (R)	3,369	0.73%	82	13	0	20
Fremont (R)	3,877	0.84%	70	0	63	85
Gem (R)	6,316	1.36%	270	12	1	279
Gooding (R)	4,409	0.95%	105	30	129	142
Idaho (R)	7,005	1.51%	172	9	13	267
Jefferson (R)	6,221	1.34%	78	0	18	78
Jerome (R)	5,494	1.19%	111	0	97	198
Kootenai (U)	49,324	10.65%	874	188	19	810
Latah (U)	9,134	1.97%	174	20	7	180
Lemhi (R)	3,625	0.78%	137	11	0	54
Lewis (R)	1,630	0.35%	29	0	2	53
Lincoln (R)	1,309	0.28%	40	0	12	42
Madison (U)	4,901	1.06%	69	0	35	76
Minidoka (R)	5,840	1.26%	147	0	251	184
Nez Perce (U)	13,470	2.91%	289	40	13	276
Oneida (R)	1,464	0.32%	49	0	9	19

Urban and Rural Counties	Population 55 and Over	Ratio of Eligible State Population	Greatest Economic Need	Minorities: 65+ and Unemployed	Limited English Proficient	Greatest Social Need
Owyhee (R)	3,497	0.75%	156	0	99	123
Payette (R)	6,944	1.50%	219	22	63	226
Power (R)	2,046	0.44%	21	0	3	4
Shoshone (R)	4,964	1.07%	160	5	0	114
Teton (R)	2,370	0.51%	27	0	3	2
Twin Falls (U)	22,222	4.80%	652	17	176	734
Valley (R)	4,453	0.96%	49	0	0	89
Washington (R)	3,958	0.85%	81	2	73	160

County Population: 55 years and older, Greatest Economic Need: 55 years old or over and below 125% of poverty, Ratio of Individuals: those individuals 55 years or older and below 125% of poverty compared to the total population, Minorities: 65 or older who are unemployed, Limited English Proficient: 55 years or older, Greatest Social Need: 65 years or older with a disability and below 125% of poverty.

Source: U.S. Bureau of Census, Annual estimates of the Residential Population by Sex, Age, Race and Hispanic. Origin: July 1, 2016, Released : June 22, 2017

2012-2016 American Community Survey 5-year Estimates Table C1830 -Age by Disability Status by Poverty Status (Income in the 4 past 12-months below poverty with no disability)

2012-2016 American Community Survey 5-year Estimates Tables 23001 & C23002A

2012-2016 American Community Survey 5-year Estimates Table B16004-Speak English "not well" & "not at all".

2012-2016 American Community Survey 5-year Estimates Table C1830-Age by Disability Status by Poverty Status (Income in the 4 past 12-months below poverty with a disability)

2012-2016 American Community Survey 5-year Estimates released December 7, 2017

Provided by the IDOL & Communications & Research Division February 15, 2018

7. Describe the steps taken to avoid disruptions to service for participants to the greatest extent possible, when positions are redistributed, as provided in 20 CFR 641.365; when new Census or other reliable data becomes available; or when there is over-enrollment for any other reason. (20 CFR 641.325(i), 641.302(b))

Strategy: ICOA will collaborate with partners to reduce negative impacts of redistribution, new Census or over-enrollment.

Planned Action:

- ICOA will negotiate participant's transfers with national grantee when USDOL's releases the authorized positions, will update target employment areas based on , Census and labor market reports, and reviews quarterly progress reports and works with one-stop partners and SCSEP contractor to address over-enrollment.

SCSEP Assurances

The State Plan must include assurances that where SCSEP is included in the Combined Workforce Plan, the State has established a written policy and procedure to obtain advice and recommendations on the State Plan from:

Representatives of the State and area agencies on aging; Yes

State and local boards under WIOA; Yes

Public and private nonprofit agencies and organizations providing employment services, including each grantee operating a SCSEP project within the State, except as provided under section 506(a)(3) of OAA and 20 CFR 641.320(b); Yes

Social service organizations providing services to older individuals; Yes

Grantees under Title III of OAA; Yes

Affected Communities; Yes

Unemployed older individuals; Yes

Community-based organizations serving older individuals; Yes

Business organizations; and Yes

Labor organizations. Yes

State Comments on SCSEP Assurances

Below is the established state plan stakeholder policy and procedures for the SCSEP State Plan. ICOA utilized this procedure to obtain advice and recommendations from required partners during the public comment period, January 19, 2016 until February, 2016. For additional Public Comment Information, see WIOA State Plan Appendix 2.

Idaho SCSEP State Plan Required Partners Policy

Purpose:

The purpose is to meet the Older Americans Act Section 503(a)2 state plan assurances and obtain advice and recommendations from the following required partners.

Area agencies on aging, state and local boards under the Workforce Innovations Opportunity Act (WIOA), public and private nonprofit agencies; organizations providing employment services, SCSEP sub grantee, unemployed older individuals, community-based organizations serving older individuals, business organizations, and labor organizations.

Scope:

Required partners will be invited to provide advice and recommendations during the development of the SCSEP State Plan located in the WIOA Combined State Plan.

Procedure:

1) Stakeholder Engagement

a. WIOA Combined State Plan Partners

i. Required Partners:

1. Adult Basic Education
2. Vocational Rehabilitation
3. Idaho Commission for the Blind and Visually Impaired
4. Idaho Department of Labor

ii. Method to solicit Feedback: ICOA/SCSEP Program Specialist will attend WIOA state plan workgroups and seek advice on SCSEP State Plan strategies.

iii. Timeline: WIOA Combined State plan development will begin in June the year prior to the required submittal date.

b. Workforce Development Council (WDC)

i. Required Partners:

1. State and Local boards under the WIOA
2. Organizations who provide employment services
3. Public and private nonprofit agencies
4. Business organizations, and labor organizations

ii. Method to solicit Feedback: The ICOA/SCSEP Program Specialist will participate in the presentation of the WIOA Combined State Plan at the quarterly Workforce Development Council meeting.

iii. Timeline: The plan will be introduced at the first council member meeting the year the plan is due. WDC Members will have opportunity to make comments on the plan until the end of the public comment period.

c. SCSEP National Grantee

i. Required Partners: Experience Works

ii. Method to solicit Feedback: The ICOA/SCSEP Program Specialist will send an electronic draft of the plan to the National Grantee to provide feedback and recommendations.

iii. Timeline: Draft will be sent at least two weeks prior the public comment period. The National Grantee will have opportunity to comment until the public comment period closes.

2) Public Comment:

a. Idaho Department of Labor Public Comment Website:

- i.** The SCSEP State Plan will be posted online along with the full WIOA Combined Plan.
- ii.** The plan will be available at a minimum of 30 days on the public comment website.
- iii.** Idaho Department of Labor will establish an email that will forward all public comments to WIOA Combined State Plan program leads.

b. Area Agencies on Aging:

i. A specific invitation will be sent out to the Area Agencies on Aging to provide feedback during the thirty day comment period.

c. Press Release:

i. The Idaho Department of Labor will send out a press release inviting public comment from businesses, labor organizations and community based organizations.

Federal Requirement

- 1) Older Americans Act 503(a)2: http://www.aoa.gov/AoA_programs/OAA/oa_full.asp
- 2) 20 CFR SCSEP Final Rule 641.315: <http://www.doleta.gov/Seniors/pdf/FinalRule2010.pdf>