

role of SCSEP and its partners in Arizona's workforce development system, relevant to community service and private employment.

The DES SCSEP State Plan is completed and kept up to date through the utilization of information collected through state and federal agencies with employment missions and through collaboration with the Local Workforce Development Boards (LWDBs), Arizona One-Stop Career Centers, Area Agencies on Aging (AAA), and other public and private stakeholders dedicated to older worker needs.

A final draft of the original PY 2020-2023 SCSEP State Plan was placed on the DES website at <https://des.az.gov/news> for a period of two weeks, March 9, 2020 through March 23, 2020. Public comment was directed to daasscsep@azdes.gov at that time. No public comments were received.

The DES SCSEP State Plan reflecting two-year modifications was placed on the DES website at <https://des.az.gov/news> for a period of two weeks, March 29, 2022 through April 11, 2022. Public comment was directed to derspubliccomments@azdes.gov at that time. No public comments were received.

I. ECONOMIC PROJECTIONS AND IMPACT

A. Discuss long-term projections for jobs in industries and occupations in the State that may provide employment opportunities for older workers.

According to the Arizona Office of Economic Opportunity, published in their 2019-2029 Employment Projections (www.azcommerce.com/media/bxcjpvdl/emp-proj-slides.pdf), the Covid-19 pandemic has presented unprecedented challenges to the labor market throughout 2020 and 2021. However, the unemployment surge the pandemic generated now presents a wider range of opportunities for current job-seekers. Additionally, the State's population growth provides an optimistic outlook for the future. Although the following paragraphs do not reflect macro-changes in employment growth as a whole, they do reflect changes in the industries and counties that comprise this growth.

Short-term Economic Trends

As of March 2021, Arizona has recovered 68% of the jobs lost during the COVID-19 pandemic.

Long-term Economic Trends

Arizona population growth has been among the fastest in the nation, as such the Arizona labor force has grown steadily over the past two decades.

The Arizona Commerce Authority projects the population growth within Arizona will be double the growth rate of the U.S. as a whole, expanding from 7,286,148 in 2020 to 8,284,861 in 2030. Figure 1 below shows that SCSEP-eligible age groups comprise a significant portion of this growth.

Population by Age Group 2022-2030							
YEAR	55-59	60-64	65-69	70-74	75-79*	80-84*	85+*
2022	437,944	455,687	417,915	358,882	261,982	163,891	144,560
2023	435,257	460,157	431,396	362,788	276,360	174,156	149,649
2024	434,163	465,167	441,515	371,892	288,322	182,881	154,816
2025	440,340	465,615	453,663	382,361	301,765	190,193	160,533
2026	452,204	461,306	463,995	393,893	315,262	195,273	166,445
2027	461,830	456,069	471,222	405,880	317,683	210,773	173,702
2028	465,703	453,101	475,701	418,953	321,622	222,967	183,490
2029	467,157	451,928	480,784	428,745	330,016	232,901	192,108
2030	465,578	458,406	481,329	440,794	339,687	243,868	200,118
% Change	6.30%	0.60%	15.20%	22.80%	29.70%	48.80%	38.40%

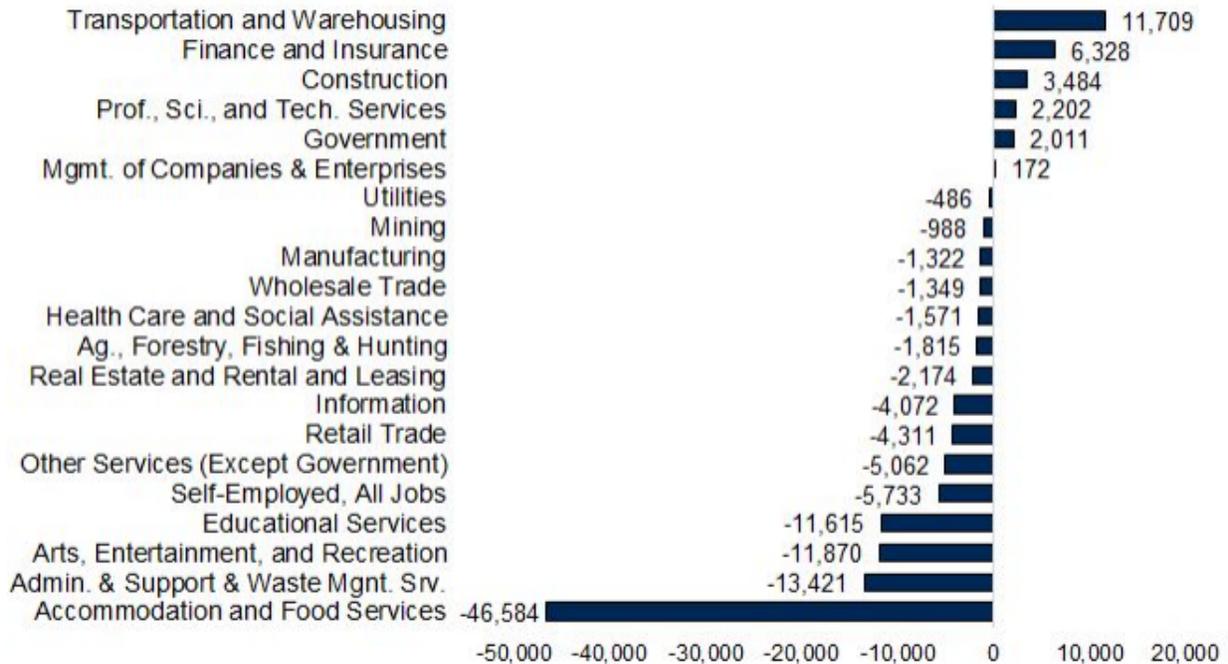
Source: <https://www.azcommerce.com/oeo/labor-market/employment-projections/>

Figure 1

The sectors of Education and Health Services (2.8 percent annualized growth) and Construction (2.2 percent annualized growth) are projected to record the largest percentage change in Arizona.

In 2020, total employment was down 86,500 jobs compared to 2019. Employment losses within industries that have not yet fully recovered totaled 112,400. Figure 2 below breaks down this impact by industry.

2020 Year-Over-Year Employment Change By Industry



Source: Arizona Office of Economic Opportunity Projections Employment Series

Figure 2

In the City of Phoenix, 22 of the 22 major occupation groups are projected to record gains over the ten-year period. Transportation and Material Moving Occupations are projected to record the largest numeric change with 15,914 job openings (2.2 percent annualized growth).

In Coconino County, 22 of the 22 major occupation groups are projected to record gains over the ten-year period. Food Preparation and Serving Related Occupations are projected to record the largest numeric change with 2,088 job openings (3.4 percent annualized growth).

In Maricopa County (represented as the Balance of Maricopa County and the City of Phoenix combined), 21 of the 22 major occupation groups are projected to record gains over the ten-year period. Transportation and Material Moving Occupations are projected to record the largest numeric change with 34,402 job openings (2.8 percent annualized growth).

In Mohave and La Paz counties, 22 of the 22 major occupation groups are projected to record gains over the ten-year period. Food Preparation and Serving Related Occupations are projected to record the largest numeric change with 1,475 job openings (2.8 percent annualized growth).

In Northeastern Arizona, 20 of the 22 major occupation groups are projected to record gains over the ten-year period. Food Preparation and Serving Related Occupations are projected to record the largest numeric change with 1,355 job openings (2.8 percent annualized growth).

In Pima County, 22 of the 22 major occupation groups are projected to record gains over the ten-year period. Food Preparation and Serving Related Occupations are projected to record the largest numeric change with 7,808 job openings (2.5 percent annualized growth).

In Pinal County, 20 of the 22 major occupation groups are projected to record gains over the ten-year period. Transportation and Material Moving Related Occupations are projected to record the largest numeric change with 680 job openings (2.8 percent annualized growth).

In Santa Cruz County, 19 of the 22 major occupation groups are projected to record gains over the ten-year period. Farming, Fishing, and Forestry Occupations are projected to record the largest numeric change with 130 job openings (1.1 percent annualized growth).

In Southeastern Arizona, 15 of the 22 major occupation groups are projected to record gains over the ten-year period. Construction and Extraction Occupations are projected to record the largest numeric change with 117 job openings (2.4 percent annualized growth).

In Yavapai County, 22 of the 22 major occupation groups are projected to record gains over the ten-year period. Food Preparation and Serving Related Occupations are projected to record the largest numeric change with 665 job openings (2.9 percent annualized growth).

In Yuma County, 22 of the 23 major occupation groups are projected to record gains over the ten-year period. Transportation and Material Moving Occupations are projected to record the largest numeric change with 440 job openings (2.0 percent annualized growth).

B. Describe how the long-term projections discussed in the economic analysis section of the strategic plan relate to the types of unsubsidized jobs for which SCSEP participants will train and the types of skills training provided.

Per the Arizona Commerce Authority, participation in Arizona's labor force, for individuals aged 55-64, steadily increased from 56.5 percent in 1995 to 60.6 percent in 2019 (www.azcommerce.com/oeo/labor-market/labor-force). This trend is similar to the national participation rate, as this same age group also increased from 57.2 percent in 1995 to 60.6 percent in 2019.

There are numerous factors that may influence why individuals in older age categories are continuing to work into later years. These factors may include changes in personal, social, and economic circumstances or merely a desire to remain socially engaged in their community. Medical advances have also resulted in a rise in life expectancy, potentially resulting in the need for individuals to return to the workforce if retirement funds run out and no longer cover living expenses.

SCSEP targets those individuals who have the greatest barriers to employment and the greatest economic and social needs. Employment opportunities for older workers are often limited with advancing age and limited skill sets, therefore each SCSEP participant will be fully assessed for their individual aptitude and overall capacity. Their employment goals will be determined based on their employment interests and abilities in conjunction with local labor market information. This process will assist in the development of realistic goals that are consistent with local employment strategies to produce the optimum opportunities for the individuals' employment.

High growth areas of employment within a local economy, in coordination with the Local Workforce Development Area (LWDA) sector strategy will be a major factor in the determination of employment goals and related employment training programs.

DES SCSEP and its sub-grantee will also utilize the Arizona One-Stop delivery system, through the Arizona One-Stop Career Centers, to further assist its participants with career exploration and other pertinent labor market information specific to their employment goals.

The Arizona One-Stop Career Centers will assist employers with recruitment, development, and retention of employees, while also aiding job seekers in skills development, job searching and resume building.

While employers prefer hiring people who are trained and ready to work, often they may be willing to provide specialized, job-specific training skills necessary for available jobs. DES SCSEP will utilize on-the-job experience (OJE), where appropriate, to enhance the training experience of SCSEP participants and to increase the probability of participants gaining unsubsidized employment and long-term employment retention.

Based on data from the OEO, job gains are projected in all major sectors of the Arizona economy. Figure 3 describes the long-range occupational projections by major categories.

2016-2026 Arizona Statewide Occupational Projections			
Standard Occupational Classification	2016	2026	% of change
Total Occupations	2,922,355	3,465,150	18.60%
Management Occupations	218,812	257,618	17.70%
Business & Financial Operations Occupations	151,172	182,297	20.60%
Computer and Mathematical Occupations	94,585	195,703	22.30%
Architecture and Engineering Occupations	50,720	59,772	17.90%
Life, Physical and Social Science Occupations	21,828	25,144	15.20%
Community and Social Service Occupations	42,762	55,966	30.90%
Legal Occupations	20,968	23,996	14.40%
Education, Training and Library Occupations	139,437	157,186	12.70%
Arts, Design, Entertainment, Sports & Media Occupations	46,099	51,198	11.10%
Healthcare Practitioners and Technical Occupations	162,879	218,638	34.20%
Healthcare Support Occupations	72,505	104,692	44.40%
Protection Occupations	70,558	75,743	7.40%
Food Preparation and Serving Related Occupations	255,438	322,669	26.30%
Building/Grounds Cleaning/Maintenance Occupations	98,866	116,756	18.10%
Personal Care and Service Occupations	118,822	155,850	31.20%
Sales and Related Occupations	336,738	372,633	10.70%
Office and Administrative Support Occupations	462,053	520,966	12.80%
Farming, Fishing, and Forestry Occupations	35,397	38,352	8.40%
Construction and Extraction Occupations	130,028	163,510	25.80%
Installation, Maintenance and Repair Occupations	119,525	137,659	15.20%
Production Occupations	119,107	129,780	9.00%
Transportation and Material Moving Occupations	154,056	179,022	16.20%

Source: Arizona Department of Economic Opportunity, "2019-2026 Statewide Occupation Projection Tables", <https://laborstats.az.gov/forecast-reports><https://www.azcommerce.com/oeo>

Figure 3

C. Discuss current and projected employment opportunities in the State, and the types of skills possessed by eligible individuals.

Projected National Annual Growth Rate in Labor Force by Age (2014-2024)



Source: U.S. Bureau of Labor Statistics; *Older Workers: Labor force trends and career options, 2017*.
<https://www.bls.gov/careeroutlook/2017/article/older-workers.htm>

Figure 4

The U.S. Bureau of Labor Statistics (BLS) projects that the labor force overall will increase by approximately 164 million people by 2024. That number includes about 41 million people who will reach age 55 years and older, and of that number, BLS projects 13 million will be 65 years and older.

Labor force growth for age groups 65 to 74 years old and 75 years and older are projected to increase at a faster rate annually than any other age groups. Over the entire decade, the labor force growth rate for the 65 to 74-year old group is expected to be approximately 55 percent and the labor force growth rate of the 75-year and older age group is expected to increase about 86 percent, compared to a 5 percent increase for the labor force as a whole.

As the workforce in Arizona ages, the greatest number of opportunities across the seven major growing occupational categories are sales representatives, office clerks, customer service representatives and social service assistance jobs.

On average, individuals completing DES SCSEP training will transition into unsubsidized employment by gaining entry level or mid-level employment. Many of these positions will require technical and computer skills, the ability to perform physical tasks, the ability to perform critical thinking, adaptability and the ability to execute soft interpersonal skills, such as those found in customer service or service industries.

The following chart reflects the breakdown of eligible individuals enrolled by DES SCSEP for Program Year 2020 (PY 20), representing selected characteristics of the total participants served in PY 20:

End-of-Year 2020 State of Arizona SCSEP Participant Key Statistics	
Participant Demographic	Percentage of Total Participants
Male	36%
Female	64%
Age 55-64	61%
65 and older	39%
Overall 60 and older	62%
Veteran or qualified Spouse	28%
Some High School	10%
High School Diploma or GED	33%
Associate Degree	7%
Degree or Equivalent	19%

Source: SPARQ, Arizona PY 20: Final Year-End QPR

Figure 5

A major focus of DES SCSEP will be ensuring the alignment of host agency recruitment and participant hard-skills training with the local labor market demand to ensure participants are employable upon exit. In addition to technical and knowledge skills, emphasis on employability skills training will also highlight soft skills such as peer interaction and communication skills.

II. SERVICE DELIVERY AND COORDINATION

A. Provide a detailed description of what actions will be taken to coordinate SCSEP with other programs including:

SCSEP and WIOA Title I Programs

In partnership with its sub-grantee, LWDA, and national (including set-aside) grantees, DES SCSEP will work to assess the quality of the coordinated services between the SCSEP providers and the Arizona One-Stop delivery system. In accordance with WIOA regulations, SCSEP is a required partner of the Arizona One-Stop delivery system. Coordination efforts will include collaboration to improve greater cooperation and communication between WIOA programming and the co-location of SCSEP when possible at Arizona One-Stop Career Centers and its affiliated sites. In addition, the two entities will work toward the development of innovative ways to improve services to the public and between programs in the Arizona One-Stop Career Centers.

The national grantees share data with DES SCSEP, which will coordinate with the LWDA to discuss the delivery of SCSEP activities and services within each Arizona One-Stop Career Center and eliminate confusion within each LWDA regarding multiple SCSEP grantees in the same workforce investment area.

The DES SCSEP Program Specialist will continue to engage with LWDBs to represent the program. The DES SCSEP Program Specialist will encourage the sub-grantee to engage with LWDBs whenever possible, however, at a minimum will ensure that the DES SCSEP Program Specialist, or their designee, will represent SCSEP in Apache, Coconino, Gila, Maricopa, Mohave, Navajo, Pinal, Pima and Yavapai Counties. DES SCSEP will work in conjunction with the National Indian Council on Aging (NICOA) to coordinate efforts to represent SCSEP within the Nineteen Tribal Nations.

DES SCSEP will work with the employment service programs operated as part of Arizona's One-Stop delivery system to assist participants in obtaining unsubsidized employment. Partnerships with vocational rehabilitation programs will be strengthened to leverage available resources.

DES SCSEP and sub-grantees will be encouraged to participate in local Arizona One-Stop Career Center activities to strengthen the relationship between the Arizona One-Stop Career Centers and DES SCSEP. DES SCSEP will attend local Arizona One-Stop Career Center partner meetings and work to educate partners on issues unique to SCSEP participants seeking employment.

DES SCSEP will educate AAAs about Arizona One-Stop delivery services for those clients who may benefit from those programs and opportunities. This coordinated effort can facilitate program integration between the AAAs who administer programs primarily targeting the 60-year and older population through the utilization of the Arizona One-Stop Career Centers located throughout Arizona.

SCSEP and OAA Activities

DES DERS is responsible for the administration of SCSEP. DES SCSEP, under Title V, is an integral part of the coordinated activities with the other titles under the OAA. DES SCSEP activities are outlined within the Arizona State Plan on Aging for Federal Fiscal Years 2019-2022 under Goal Four to “Strengthen Arizona’s economy by fostering an integrated and well-trained informal, paraprofessional and professional workforce.”

Strategies for SCSEP include:

- Promote a coordinated workforce development approach between public and private entities to benefit from the capabilities of a mature workforce.
- Promote the viability of a career as a direct care professional and other health services occupations.
- Promote public awareness for the promotion of utilizing mature workers within the Arizona workforce.
- Strengthen partnerships and collaborations among SCSEP grantees and WIOA service providers to ensure a seamless system of service delivery.
- Establish a varied network of host agencies to provide training that aligns with SCSEP participant employment goals.
- Support older Americans with efforts to remain engaged in the workforce.
- Develop strategies for identifying unmet service needs in small communities that can be carried out by local SCSEP participants.

SCSEP and Public and Private Entities

According to the PY 20 Year-End SCSEP Performance and Results (SPARQ) Quarterly Progress Report (QPR), approximately 15 percent of SCSEP participants under DES SCSEP identified as having one or more self-reported disabilities.

DES SCSEP will emphasize outreach efforts to ensure that all vulnerable and eligible SCSEP participants are aware of resources available within their respective communities. Marketing strategies will be developed and implemented that include presentations, flyers, word of mouth, job fairs and health fairs. It is anticipated that these activities will expand to include faith-based and other private organizations that will reach older adults where they are not already established.

DES SCSEP is committed to creating new and strengthening existing partnerships with other state agencies and organizations in order to meet the diverse needs of the older worker population. This will be accomplished through:

- Fostering a greater working relationship with the Arizona One-Stop delivery system to aid in the implementation of enhancing initiatives supporting populations with barriers to employment to ensure individuals are receiving needed services efficiently.

- Creating a more and inclusive program that invites national grantees and other stakeholders to continually provide input on opportunities that will benefit the older worker.
- Educating SCSEP partners about the social services and community action agencies located within the service delivery area and coordinating efforts with these agencies to assist SCSEP participants address the underlying reasons for employment barriers and to achieve greater self-sufficiency.
- Coordinating efforts of DES SCSEP and its sub-grantee with local outreach activities to ensure that SCSEP participants are able to take advantage of the opportunities available in their communities.
- Ensuring that host agencies that serve SCSEP participants are sensitive to the needs of the older individuals residing in rural areas and are knowledgeable of accessible resources within their respective service areas to address those needs.

Such networking and collaboration will allow DES SCSEP to work with local Arizona One-Stop Career Center personnel and AAA regions to ensure that those individuals requiring additional services are directed to the appropriate AAA in their service delivery area. This will leverage the resources of the DES SCSEP project, AAA and Arizona One-Stop Career Centers to effectively and efficiently counsel, assess and provide supportive services to those individuals in need.

DERS houses programs that play an integral role in improving Arizona's workforce by assisting individuals who are unemployed and underemployed, and those with barriers to employment, to prepare for and obtain gainful employment. DERS supports Arizona employers with recruitment assistance by connecting them to a skilled workforce.

During the assessment of potential SCSEP participants it may be determined that an individual is ineligible for the program. This ineligibility may be a result of not meeting income, age or residency requirements. However, ineligibility can also be a determination based on an individual's job-readiness level, as a result of a recent layoff or separation from employment. These individuals would be referred to the Arizona One-Stop Career Center and other assistance programs as deemed appropriate. SCSEP participants currently enrolled may also be found ineligible for SCSEP training during the recertification process. This can be due to a change in life circumstances or income. These individuals will also be referred to the Arizona One-Stop Career Centers and provided information on other assistance programs as appropriate.

SCSEP and Labor Market and Job Training Initiatives

It is important that SCSEP continually be recognized as a transitional program with employment attainment at the core of its service delivery approach. DES SCSEP is positioned to assist eligible individuals obtain the necessary skills to re-enter the workforce as well as provide a well-trained workforce for Arizona's diverse employers. In conjunction with the national grantees, DES SCSEP and its sub-grantee will encourage realistic participant-inclusive goal-setting activities and maintain a person-centric model and philosophy to assist the mature worker with their pursuit to obtain unsubsidized employment.

In line with the Arizona Governor's vision of continuing to develop and refine innovative service delivery strategies in the context of regional sector strategy approaches to workforce development, it will be imperative that the DES SCSEP Program Specialist and sub-grantee engage with LWDBs to find where SCSEP participants can most benefit. These strategies will range from identifying host agencies that can further the training experience to establishing relationships with employers to set the stage for the use of OJE as a training-to-employment approach, as part of the SCSEP participant's Individual Employment Planning (IEP) strategy.

SCSEP and WIOA One-Stop Delivery System

Workers, aged 55 years and older, are the fastest growing labor group in the United States. According to the BLS, by the year 2024, approximately 1 in every 4 people in the workforce will be over the age of 55. The labor force participation rate for 65 and older is expected to rise the fastest over any other segment of the population through 2024. In contrast, the participation rate for most every other age group in the labor force isn't projected to change much during the same time period.

A 2018 report by the U.S. Equal Employment Opportunity Commission illustrates that in 2008 at the height of the recent recession, the average unemployment duration for a 54-year old was almost a year, and it may have taken a qualified and/or skilled person two or three years to find a new job. Further, the job obtained may not have been as good as the one before. Therefore, to make up for the financial loss, that person will likely work longer than originally planned.

Unfortunately, for those individuals with increased barriers to employment, such as limited technical skills, education or have lapses from the workforce, the likelihood of finding self-sustaining employment is even more impacted. Often these individuals can only gain low-paying or part-time positions, thereby reducing the success of achieving complete self-sufficiency and increasing the likelihood of long-term reliance on social services and supportive subsidies.

DES SCSEP will incorporate resources offered through the State's workforce automated system, Arizona Job Connection (AJC). This system is built on shared resources which allow Arizona's workforce system to effectively and efficiently deliver a talent

development system which contributes to the competitiveness of the State. AJC is designed to offer comprehensive career, employment and labor market information, as well as, helping individuals receive education and training to expand their job skills, assist job seekers in connecting with employers, provide specialized assistance to individuals with barriers to career success, help businesses address workforce issues, and ensure safe workplaces.

It will be essential for AJC and Arizona One-Stop Career Centers to be prepared to address the needs of mature workers, especially low-skilled individuals who qualify for SCSEP. Due to potential capacity limitations to WIOA and primary attention given to its “core programs” low-skilled opportunities for the majority of SCSEP eligible participants may not be readily available. This may result in Arizona’s workforce system being further stressed to provide necessary services to Arizona’s unemployed population, including the vulnerable SCSEP eligible population.

Since PY 12, DES SCSEP has seen a steady decline in the number of authorized positions, modified positions, and funding available for SCSEP from DOL/ETA. This reduction has placed an even greater need for collaboration of the Arizona One-Stop delivery system and SCSEP services.

Authorized and Modified SCSEP Positions		
Program Year	Authorized Position	Modified Position
2012	122	115
2013	116	107
2014	118	107
2015	118	106
2016	118	94
2017	108	77
2018	109	72
2019	109	69
2020	110	66

Source: 2021 2nd quarter QPR (www.sparq.doleta.gov)

Figure 6

Although the past three program years authorized positions and funding have remained relatively level, it should be noted that due to minimum wage increases during that same time period, modified positions have steadily declined, serving less participants

with each program year. This has resulted in significant increases in the waitlist for the program services.

This dramatic decrease in numbers served requires that greater coordination and collaboration be made on behalf of SCSEP participants by DES SCSEP, its sub-grantee and LWDA. These entities must develop strategies to assist Arizona One-Stop Career Center staff cultivate their local network to enable mature workers to maintain their economic independence. All DES SCSEP participants nearing completion of training and exiting will be registered with Arizona's One-Stop delivery system to ensure access to further career exploration and employment related resources.

DES SCSEP, in collaboration with national grantees and sub-grantees within the state, will support and encourage increased SCSEP awareness in each LWDB within the SCSEP service delivery area. By having SCSEP grantees and subgrantees work with the LWDBs, the program should be recognized as a vital resource in any given region.

DES SCSEP will coordinate efforts between the national grantees within the state and the LWDBs to coordinate the delivery of SCSEP activities and services within each Arizona One-Stop service delivery area, and end confusion within each LWDA regarding multiple SCSEP grantees in the same LWDA.

DES SCSEP and its sub-grantee will be encouraged to participate in local Arizona One-Stop Career Center activities to strengthen the relationship between SCSEP and the Arizona One-Stop Career Centers.

B. Describe the long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment.

On a monthly basis the DES SCSEP Program Specialist will aid and monitor the sub-grantee in outreach and job placement activities, and the Arizona One-Stop delivery system to attract and provide program information and assistance with linking employers to older workers.

In addition, DES SCSEP will work to educate potential employers, community agencies, and the general public on the benefits of hiring older workers when an opportunity arises. DES SCSEP will also seek opportunities to collaborate and foster a community of employers amenable to hiring SCSEP participants.

C. Describe the long-term strategy for serving minorities under SCSEP.

The DES SCSEP sub-grantee will continue to conduct on-going outreach to assure that eligible individuals are aware of SCSEP and have opportunities to participate in the program. Some examples of outreach include, but are not limited to, distributing fliers with information in Spanish, ensuring program branding represents minority individuals

at job fairs and on websites, and presentations to community organizations that serve older individuals.

The SCSEP SPARQ QPR, along with county level census data and employment projections, will be used to measure the effectiveness of minority recruitment and service campaigns. Recruitment efforts of minority groups will be monitored throughout the year to ensure compliance with Section 515 of the OAA.

Arizona 2019 Minority Population Estimates for Arizona Total Population 7,278,717			
Ethnicity / Race	Arizona Statewide Population	Percentage of Total Statewide population	Percentage served SCSEP PY18/Year-End Report (State Grant Only)
White	5,968,548	82%	77%
Black or African American	371,215	5.10%	13%
American Indian & Alaska Native	385,772	5.30%	3%
Asian	269,313	3.70%	1%
Native Hawaiian / Pacific Islanders	21,836	0.03%	0%
Hispanic or Latino	2,256,402	31%	18%

<https://www.census.gov/quickfacts/AZ>

Figure 7

D. Provide a list of community services needed and the places that need these services most. Specifically, the plan must address the needs and locations of those individuals most in need of community services and the groups working to meet their needs.

DES SCSEP will continue to look to the Arizona State Plan on Aging and locally focused AAA area plans for guidance in order to identify and address the community services needed by the SCSEP eligible population. These plans are based on the following shared goals identified in the Arizona State Plan on Aging for Federal Fiscal Years 2019 – 2022:

- Goal 1: Increase understanding of aging issues and help prepare Arizona for an aging population.
- Goal 2: Increase the ability of older Arizonans to maintain their individual well-being and safety in order to remain active, healthy and living in their communities.

- Goal 3: Strengthen Arizona's economy by fostering an integrated and well-trained informal, paraprofessional and professional workforce.
- Goal 4: Enhance Arizona's capacity to develop and maintain the necessary infrastructure to deliver services in a culturally appropriate, timely and cost-effective manner.

DAAS and the AAAs developed their plans based on the input provided in focus groups, listening sessions and surveys for the targeted population of older Arizonans. Under DERS, DES SCSEP will continue to use this information in addressing the following:

- Transportation issues, access and affordability;
- Affordable dental and medical care;
- Assistance with Medicare questions and issues;
- Assistance with home maintenance;
- Home services such as, cleaning, meal preparation, and personal care; and
- The knowledge of where to go for information and assistance when required.

An increasing number of older adults have found themselves in need of some sort of financial assistance to meet these needs and have returned to the workforce. This has reinforced the need to educate the Arizona One-Stop Career Centers on the viability of this growing population, its needs and the resources available to them.

With capacity an issue in meeting the needs of older adults seeking either full or part-time employment, sharing information to strengthen all local level workforce agencies continues to be the focus of DES SCSEP.

E. 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.

As of July 1, 2020, the AARP Foundation has been providing SCSEP services in the DES SCSEP nine-county service delivery area. This arrangement creates several advantages for providing SCSEP, which include:

- A single sub-grantee provides consistency in execution of program elements across the program service delivery area.
- Administrative funds will be more efficiently used and not diluted through distribution to five agencies.
- The national grantee has experience and has demonstrated a full understanding of program requirements and performance measures and WIOA requirements.
- A single sub-grantee allows the DES SCSEP Program Specialist more opportunity to focus and strengthen WIOA networks, employer development, and program innovation.

- The national grantee has a full understanding of the needs specific to serving an older population and offers more options and resources unique to that population’s employment needs.

In PY 21, nine of the fifteen counties in Arizona are served by DES SCSEP through the sub-grantee. Except for Greenlee County, which is not served by SCSEP, all other counties are served by the other national grantees within the state.

SCSEP Authorized Positions in PY 21	
Location (by service delivery area)	Authorized Positions PY 21*
Maricopa County	41
Pima County	8
Mohave County	8
Pinal County Gila County	9 6
Coconino County Navajo County Apache County Yavapai County	8 12 10 8

*Source: www.scseped.org

Figure 8

COVID-19 IMPACT

At the beginning of PY 21, twenty-eight participants were engaged in remote training. Since that time, the state SCSEP grantees worked diligently to transfer participants back into on-site host agency assignments. Participants were reluctant to return to host agencies in some cases, and some participants were not diligent in submitting attendance records to the Project Site Office. In addition, several sites remain closed due to the pandemic, or are not fully operational, thus not accepting SCSEP participant assignments. All of these issues presented challenges, but we have made significant progress in recent months.

F. 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).

DES SCSEP will continue to seek opportunities to improve its collective levels of performance by striving to accomplish the following:

- DES SCSEP will revise and implement revised programmatic policies and procedures to validate changes within the program and to better educate sub-grantee on how to administer SCSEP in Arizona.
- DES SCSEP Program Specialist will monitor employment follow-ups and retention through routine desk audits of data that is stored in the Grantee Management Performance System (GMPS).
- DES SCSEP Program Specialist will routinely review and monitor sub-grantee data input into the GMPS to ensure greater accuracy of reported participant data.
- DES SCSEP will share case management best practices with the sub-grantee to enhance the quality of follow-up and retention efforts.
- DES SCSEP will take advantage of all training offered by DOL/ETA that aids in the development of programming and creates opportunities to advocate for the hiring of older workers.
- Annual data validation and on-site monitoring is conducted by the DES SCSEP Program Specialist, at which time issues discovered during on-site monitoring are reviewed and assistance is provided.
- Monthly expenditure data is shared and reviewed monthly with sub-grantee.
- The DES SCSEP Program Specialist monitors on-going status of the DOL/ETA defined performance measures of the sub-grantee no less than on a quarterly basis per the GMPS. If issues arise during the year, DES SCSEP Program Specialist contacts the sub-grantee to remedy the targeted issue(s).
- The DES SCSEP Program Specialist will follow monitoring practices as outlined in the DES SCSEP Policies and Procedures Chapter 4100.
- Monthly sub-grantee conference calls are facilitated by the DES SCSEP Program Specialist in order to keep a continuous line of communication open between all parties.
- The sub-grantee is made aware of, and participates in, SCSEP training program meetings, teleconferences, webinars, etc., that are located in their region of the state and/or online via DOL/ETA and WIOA partners.

III. LOCATION AND POPULATION SERVED

A. Describe the localities and populations most in need of the type of projects authorized in Title V.

SCSEP serves unemployed, low-income individuals aged 55 and older who reside in Arizona. SCSEP is provided in 14 of the 15 Arizona counties. Three national grantees also serve Arizona. Easter Seals (“ES”) serves Maricopa County. The Asociación Nacional Pro Personas Mayores (“ANPPM”) serves Cochise, Graham, La Paz, Mohave, Pima, Pinal, Santa Cruz, Yavapai and Yuma Counties. As a set-aside grantee, the National Indian Council on Aging (“NICOA”) serves Apache, Coconino, Gila, Graham, Maricopa, Navajo and Pima Counties. Greenlee County is the only county in Arizona that is not covered by SCSEP services.

Currently, the number of modified positions and enrollments by all grantees within Arizona are as follows:

Number of Modified Positions and Enrollments by All Grantees within Arizona		
Grantee	Modified Position	Enrolled
State (AZDES)	64	68
ANPPM	85	71
Easter Seals	98	86
NICOA	69	60
Total	316	285 (90.2% Enrollment)

Source: <http://www.scseped.org/>

Figure 9

The PY 21 Quarter 2 SPARQ QPR provides an overall representation of the population being served by DES SCSEP in the nine-county service delivery area. See Figure 10.

Population Most-In-Need Served in PY 19 by All SCSEP Grantees In Arizona Percent of Participants Served				
Characteristic	AZ STATE (DES)	ANPPM	ES	NICOA
At or below the poverty level	86%	90%	96%	94%
Identified as having a disability	8%	6%	19%	8%
Limited English proficiency	1%	42%	2%	45%
Lives in rural area	11%	19%	1%	26%
Low employment prospects	38%	94%	100%	54%
Still unemployed after using WIOA Title I	20%	6%	29%	0%
Homeless or at risk of homelessness	49%	17%	80%	49%
Receiving public assistance	57%	64%	69%	69%
Individuals Formerly Incarcerated*	4%	0%	12%	0%

Source: *sparq.doleta.gov** Added pursuant to TEGL 06-21

Figure 10

B. 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.

Effective July 1, 2020, AARP Foundation has been providing program services as the sole sub-grantee of the State of Arizona. It is anticipated that the funding and authorized position levels will remain relatively the same as PY 21 for PY 22. The total number of Authorized Positions (“AP”) for PY 21 was 110 and is divided among the following counties as stated below in Figure 11.

Proposed PY 20 SCSEP Authorized Positions by County, Sub-grantee AARP Foundation, Inc.	
County Served	Number of Authorized Positions
Maricopa County	41
Pima County	8
Mohave County	8
Pinal County	9
Gila County	6
Coconino County	8
Navajo County	12
Apache County	10
Yavapai County	8

Source: <http://www.scseped.org/>

Figure 11

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

Per DES SCSEP policy, recruitment efforts are to be in accordance with the annual DOL/ETA Equitable Distribution (ED) Report which provides for the distribution of the authorized positions within Arizona and the optimum number of participant positions in each designated area based on the latest available census data. The ED Report will be adjusted at least annually based on a formula defined by DOL/ETA.

Based on the annual ED Report for Arizona, the DES SCSEP Program Specialist will facilitate discussion among the grantees operating within Arizona at least once per program year to evaluate the distribution of training positions.

Factors considered during the review will be persistent unemployment thresholds within Arizona where SCSEP is administered. As a significant barrier to employment, persistent unemployment means that the annual average unemployment rate for a county or city is more than 20 percent higher than the national average for two out of the last three years. The chart below indicates the counties in Arizona that meet this threshold:

Vacancies by Modified Positions for All grantees in Arizona					
County	State (AZDES)	ANPPM	ES	NICOA	Total by County
Apache	-1	n/a	n/a	6	5
Cochise	n/a	-2	n/a	n/a	-2
Coconino	0	n/a	n/a	-1	-1
Gila	0	n/a	n/a	0	0
Graham	n/a	1	n/a	-2	-1
Greenlee	Not Covered by any SCSEP Grantee				
La Paz	n/a	-2	n/a	n/a	-2
Maricopa	1	n/a	-12	-7	-18
Mohave	-1	-7	n/a	n/a	-8
Navajo	2	n/a	n/a	-3	-1
Pima	0	7	n/a	-2	5
Pinal	1	-10	n/a	n/a	-9
Santa Cruz	n/a	10	n/a	n/a	10
Yavapai	2	-9	n/a	n/a	-7
Yuma	n/a	-2	n/a	n/a	-2
Total by Grantee**	4 (6.25%)	-14 (-16.5%)	-12 (-12.2%)	-9 (13.0%)	-31 (-9.8%)

Source: <http://www.scseped.org/>

Notes on Figure 12:

1. Negative number denotes under enrollment
2. Percentages are percentages of deviation
3. Figure includes set-aside Grantee (NICOA)

Figure 12

Arizona Counties with Persistent Unemployment		
County	2016-2018	2018-2020
Apache County	Yes	Yes
Cochise County	Yes	Yes
Coconino County	Yes	Yes
Gila County	Yes	Yes
Graham County	Yes	Yes
Greenlee County	No	No
La Paz County	Yes	Yes
Maricopa County	No	No
Mohave County	Yes	Yes
Navajo County	Yes	Yes
Pima County	No	No
Pinal County	No	Yes
Santa Cruz County	Yes	Yes
Yavapai County	No	No
Yuma County	Yes	Yes

Source: https://www.sparq.doleta.gov/participant_search.cfm

Figure 13

D. Explain the State’s long-term strategy for achieving an equitable distribution of SCSEP positions within the State that moves position from over-served to underserved locations within the State in Compliance with 20 CFR 641.365.

According to the U.S. Census Bureau, 2013-2017 U.S. American Community Survey (ACS) 5-year estimates, there are 280,000 individuals aged 55 and older that are determined to be below the federal poverty level in Arizona. This represents almost 6 percent of the total 55 and older population within Arizona. The ED Report provides a basis for determining the collective progress made by SCSEP grantees toward an ED of program positions in Arizona by county. Arizona’s allocation of state and national grantee SCSEP positions is 538 for PY 19. This represents a level number of slots from PY 18. DES SCSEP has realized a steady reduction in the number of authorized slots allocated for its service delivery areas over the past decade.

To ensure an open and inclusive planning process for annual ED here in Arizona, the DES SCSEP Program Specialist will facilitate discussion among all grantees operating within Arizona at least once per program year to evaluate the distribution of training positions. This will be done electronically, telephonically and in person. Where there is a need, coordination between the grantees to move training positions will be implemented.

In the event that a participant is to be transferred from one SCSEP grantee or sub-grantee to another, the transfer policy issued by DOL/ETA will be followed.

Service to Rural and Urban Areas

Arizona contains two major population bases: Maricopa County and Pima County. According to the U.S. Census Bureau, 2018 ACS 5-year Estimates, approximately 77 percent of Arizona's eligible SCSEP population resides in these two counties.

In some of the more rural areas of Arizona, there are significant barriers Arizona SCSEP grantees confront on an on-going basis. There are shortages of quality host agencies that can provide training to match the employment goals for participants. There are shortages of "older worker friendly" employers that have a presence in the rural areas and that are seeking new employees from the SCSEP population. The economy in some of the counties is depressed, and public transportation is non-existent.

Many participants choose to live in rural areas for reasons not related to work. Through appropriate assessment and case management, the Arizona SCSEP grantees determine if the SCSEP services are suitable for individuals who have a mismatch between their employment goal and what is available in the community where they live. They take into consideration the option of participants being able to commute to a host agency that will provide them the training for a job that might not be available in the rural community. For some participants, this works if they can arrange transportation and have a strong desire to obtain a better paying job.

Arizona SCSEP grantees develop IEPs with participants to assist with the provision for training participants in rural areas. Sub-grantees in particular are familiar with the rural area they serve and learn how to address these barriers. They are aware of the supportive services available and those that can be potentially developed to meet the needs of the participants.

It is a challenge to both recruit eligible participants and develop host agencies in rural areas due to the distances between communities, lack of public transportation and individual barriers faced by participants. Arizona SCSEP grantees serving rural areas will continue to cultivate host agencies that can offer training for participants to become more job ready. The challenges in rural areas are on-going. It often takes additional time to develop opportunities and foster relationships with the limited number host agency

prospects in the rural areas. This requires additional staff time and travel in order to assure that the SCSEP participant's training needs can be and are met, as government and not-for-profit organizations are often limited or unavailable in these areas.

Priority of Service Under 20 CFR 641.520

Each applicant will be assessed based on their individual circumstances. The following priorities of service will be used to determine the most in need of SCSEP services if demand for the services exceeds the supply of slots:

- Homeless or at risk of homelessness;
- Rural;
- limited English proficiency;
- low literacy skills;
- veteran or qualified spouse;
- disability;
- failed to find employment after using WIOA Title I;
- low-employment prospects; and
- Recently incarcerated individuals.

The following five additional waiver factors will be re-evaluated each year and updated as necessary for each enrolled participant toward determination of individual durational limits:

- severe disabilities;
- frail;
- old enough to receive Social Security benefits but ineligible to receive them;
- severely limited employment prospects in an area of persistent unemployment and;
- age 75 years and older.

As a result of the steady reduction of training slots over the past several years, it will be imperative to maintain detailed waiting lists and contact procedures to ensure increasingly scarce opportunities for enrollment are filled according to the required priority of service protocol. The DES SCSEP sub-grantee will be knowledgeable of the requirements of the veteran's priority of service requirements, as outlined in TEGL 10-09, "Implementing Priority of Service for Veterans and Eligible Spouses in all Qualified Job Training Programs Funded in whole or in part by the U.S. Department of Labor."

E. Provide the ratio of eligible individuals in each service area to the total eligible population in the State.

There are a total of approximately 280,000 individuals in Arizona aged 55 years and older who have a ratio of income to poverty level of less than 125 percent of the federal poverty level. The following chart depicts the distribution of this cohort at the county level. The counties in Arizona experiencing the highest level of poverty, 20 percent or higher, among individuals aged 55 years and older are Apache, Navajo, Santa Cruz and Yuma. These Counties have also been determined to be areas that meet the threshold for persistent unemployment, as found in Figure 14.

SCSEP Eligible Individuals as a Percent of the Total Statewide Eligible Population (55+ years old and <125 percent of federal poverty level)		
County Name	Statewide	County
Apache County	0.33%	34.06%
Cochise County	0.41%	18.41%
Coconino County	0.28%	16.94%
Gila County	0.21%	18.00%
Graham County	0.09%	19.29%
Greenlee County	0.01%	9.39%
La Paz County	0.08%	15.43%
Maricopa County	7.33%	13.32%
Mohave County	0.78%	16.56%
Navajo County	0.39%	23.61%
Pima County	2.37%	14.68%
Pinal County	0.90%	14.18%
Santa Cruz County	0.18%	25.16%
Yavapai County	0.78%	14.44%
Yuma County	0.61%	20.90%

Source: <https://factfinder.census.gov/2013-2017 ACS 5-Year Estimates, Age by Ratio of Income to Poverty Level in past 12 months>.

Figure 14

F. Provide the relative distribution of eligible individuals who reside in rural and urban areas; have greatest economic need; are minorities; are limited English proficient and have the greatest social need.

Based on data from the U.S. Census Bureau in 2018, 62 percent of Arizona's total population resides in Maricopa County, which includes the Greater Phoenix area. Pima County, which includes the Greater Tucson area, is home to 15 percent of the population and the remaining 23 percent of the population resides in the balance of Arizona. There are approximately 2 million individuals, age 55 and older, representing about 28 percent of the Arizona population.

Recruitment efforts to serve persons of greatest economic and social need and minorities occur in the Arizona One-Stop Career Centers, senior centers, senior housing programs and food banks. SCSEP sub-grantees are also experiencing other population phenomena such as refugees, immigrants, grandparents raising grandchildren and inmates seeking entry into the workforce. DES SCSEP will continue to share best practices and partner with public and private agencies to expand innovative recruitment efforts.

SCSEP utilizes the U.S. Department of Agriculture (USDA) definition of rural to determine whether an applicant resides in an urban or rural area of Arizona. USDA's definition of rural is "an area that is not designated as a metropolitan statistical area by the U.S. Census Bureau; those segments within metropolitan counties identified by codes 4 through 10 in the Rural Urban Community Area (RUCA) system; and RUCA codes 2 and 3 for census tracts that are larger than 400 square miles and have population density of less than 30 people per square mile."

Under the Federal Information Processing Standards (FIPS), devised by the National Institute of Standards and Technology, under the U. S. Department of Commerce, each county is given a unique identifying number, and the Rural-Urban Continuum (RUC) Code classifies metropolitan counties (codes 1 through 3) by size of the metropolitan statistical area, and nonmetropolitan counties (codes 4 through 9) by degree of urbanization and proximity to metro areas.

During the enrollment process, the RUCA system currently found in the SPARQ system, and also presumed in the GMPS after DOL/ETA implementation, will be used to verify whether an applicant's address qualifies as either "rural" or "urban". The following figure indicates the population breakdown of Arizona along with each RUCA code.

Arizona RUCA Population and Rural/Urban Designation					
FIPS	County Name	RUC Code	Population	Population	Change 2010 to 2018
4001	Apache	6	71,518	71,808	0.40%
4003	Cochise	3	131,346	129,778	-1.20%
4005	Coconino	3	134,421	147,275	9.60%
4007	Gila	4	53,597	55,159	2.90%
4009	Graham	7	37,220	38,476	3.40%
4011	Greenlee	7	8437	10,375	23.00%
4012	La Paz	6	20,489	22,085	7.80%
4013	Maricopa	1	3,817,117	4,367,835	14.40%
4015	Mohave	3	200,186	216,985	8.40%
4017	Navajo	4	107,449	112,825	5.00%
4019	Pima	2	980,263	1,044,675	6.60%
4021	Pinal	1	375,770	455,210	21.10%
4023	Santa Cruz	4	47,420	53,161	12.10%
4025	Yavapai	3	211,033	232,386	10.11%
4027	Yuma	3	195,751	229,957	17.50%
Metro Counties					
1	Urban population of 20,000 or more, adjacent to a metro area				
2	Counties in metro areas of 250,000 to 1 million population				
3	Counties in metro areas of fewer than 250,000 population				
Non-metro counties:					
4	Urban population of 20,000 or more, adjacent to a metro area				
5	Urban population of 20,000 or more, not adjacent to a metro area				
6	Urban population of 2,500 to 19,999, adjacent to a metro area				
7	Urban population of 2,500 to 19,999, not adjacent to a metro area				
8	Completely rural or less than 2,500 urban population, adjacent to a metro area				
9	Completely rural or less than 2,500 urban population, not adjacent to a metro area				

Source: U.S. Department of Agriculture, Economic Research Service,
<https://www.ers.usda.gov/topics/rural-economy-population/rural-classifications/what-is-rural/>

Figure 15

DES SCSEP will take the following steps to ensure that the needs of older persons who are most-in-need are given priority attention by:

- Encouraging the establishment of community SCSEP focal points and/or service points that are easily accessible to individuals with the greatest economic and social need.
- Continuing to coordinate with Arizona One-Stop Career Centers to ensure core services are provided.
- Ensuring workforce staff who serve SCSEP participants are knowledgeable of accessible resources to address the special service needs of this group.
- Providing orientation on the special needs of this group in training of service delivery.
- Encouraging staffing of service projects that include bilingual and bicultural staff, commensurate with the composition of the local target populations.
- Including monitoring and assessment of SCSEP sub-grantee in responding to the needs of this group.

According to the U.S. Census Bureau, ACS 5-year Estimates, the percentage of Arizona’s population that speaks English “less than very well” rose from 8.9% to 11.0%. For comparison, the national percentage is 8.7%.

The following figure depicts DES SCSEP data of those participants who have been assessed as possessing characteristics of selected demographics during PY 20.

Participant Characteristics	% out total of SCSEP participants served in PY 2018
Limited English Proficiency	5%
Low Literacy Skills	5%
Residing in rural areas	41%
Homeless or at risk of homelessness	39%
Receiving public assistance	67%
Family Income at or below the poverty level	79%

Source: SPARQ/Quarterly Progress Report - Year-End Report for PY 20

Figure 16

G. Describe the steps taken to avoid disruptions to service for participants to the greatest extent possible, when positions are redistributed, as provided in the CFR when new Census or other reliable data becomes available, or when there is over-enrollment for any other reason.

Continuous population growth and steady migration to Arizona will have a consequential impact on Arizona’s aging services infrastructure. Optimistically, statistics show that individuals colloquially known as “Boomers” (those born between 1948 and 1964) are better educated than previous generations and are more active in later years.

Unfortunately, statistics also show many have failed to plan for financial stability in retirement causing them to stay in the workforce longer or requiring a return to the workforce with outdated skills and/or reduced physical capacity.

The Arizona 2020 population is estimated to be at 2.1 million for all individuals aged 55 years and older. This number is projected to rise 42.97 percent to nearly 3.1 million by the year 2040. Females will outnumber males by just over 173,084. The following table breaks down the increase by age group and sex.

2020-2040 Population Projection for Arizonians Age 55 Years and Older			
Age Group	Females	Males	Total Population
2020 Population			
55 to 59	229,296	217,265	446,561
60 to 64	229,321	208,709	438,030
65 to 69	208,878	184,530	393,408
70 to 74	181,120	159,859	340,979
75 to 79	128,627	108,429	237,056
80 to 84	82,653	68,408	151,061
85 <	82,349	53,809	136,158
Total	1,142,244	1,001,002	2,143,253
2040 Projected Population			
55 to 59	272,110	257,603	529,714
60 to 64	262,942	245,486	508,428
65 to 69	259,827	242,849	502,676
70 to 74	239,286	224,683	463,969
75 to 79	221,811	197,612	419,423
80 to 84	176,004	146,476	322,480
85 <	186,675	1,308,598	317,534
Total	1,618,655	1,445,568	3,064,224

Source: Arizona Office of Economic Opportunity, Arizona Population Projections: 2018 to 2055, Medium Series, Table 2: Population by Age Group and Sex, <https://population.az.gov/population-projections>
<https://www.azcommerce.com/oeo/population/population-projections/><https://population.az.gov/population-projections>

Figure 17

Until current U.S. Census data is published, its exact impact to DES SCSEP remains unknown. However, DES SCSEP will upon the notification by DOL/ETA of the PY 22 funding levels and authorized training slots distribution, evaluate its current authorized program year allocations and compare them to the ED targets set forth for PY 22. DES

SCSEP will continue to adjust actions in the same way in following program years to accommodate funding and position allocations as necessary.

In areas where a decrease or level allocation has taken place, the following strategies will be employed:

- **Freeze Enrollments:** Applicants will be informed at the time of service inquiry of the freeze. Individuals desiring to complete an application for enrollment will be provided with a conditional eligibility determination and placed on a waiting list. Information will be provided to applicants, to national grantees in the given service delivery area, as well as the local Arizona One-Stop Career Offices. DES SCSEP will monitor its enrollment levels and available funding on a regular basis, with the goal of lifting the enrollment freeze as soon as funding can support new enrollments.
- **Reduce Weekly Training Hours.** In order to maximize funding to cover operating expenses, hours of participation may be reduced. The goal will be to keep training between 18-20 hours per week, but in some cases, this may not be possible. All participants and host agencies will be notified in writing of any reduction or other fluctuations in training hours. If necessary, hours may be reduced to lower levels with the possibility of also instituting mandatory unpaid approved breaks. The latter being the least desirable option and implemented only if no other option works.
- **Monitor Durational Limits.** Durational limits will be closely monitored to ensure participants approaching their eligibility limits have a prepared transitional IEP in place and are properly exited per program policy.
- **Emphasize Job Development and Placement.** Although sub-grantees will be competing with other employment and training programs, DES SCSEP will place increased emphasis on the use of OJE and specialized training programs. It is expected that these extra “tools” in the sub-grantees tool belt will provide for increased employment opportunities and expedite the transition into unsubsidized employment for qualified participants.
- **Monitor and Revise the ED Report as Needed.** A final strategy to be used to address over-enrollments is to ensure training positions are allocated in order to achieve ED. This will be coordinated with DES SCSEP re-evaluation of sub-grantee funding on a quarterly basis and reallocation of funds and training positions if necessary, will be based on the enrollment levels. When there is a need to move positions, DES SCSEP and other national grantees operating within Arizona will coordinate these activities. Plans for maintaining ED will be discussed as necessary by conference call between the SCSEP national grantees operating within Arizona throughout the year. All slot allocation revisions will be proposed to the DOL/ETA for approval prior to implementation in accordance with the DOL/ETA SCSEP transfer policy.

Public Comments:

The DES SCSEP State Plan was available for public review and comment March 9, 2020 to March 23, 2020 on <https://des.az.gov/news>. There were no public comments received by DES SCSEP.

The DES SCSEP State Plan reflecting two-year review modifications was available for public review and comment March 28, 2022 to April 8, 2022 on <https://des.az.gov/news>. There were no public comments received by DES SCSEP.