

UTAH SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP) STATE PLAN 2016

Strategic Plan 2016-2020

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2/11/2016

Contents

| | |
|---|----|
| Economic Projections and Impact..... | 3 |
| • 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)). Alternately, States may discuss this in the economic analysis section of strategic plan, if submitting a Combined State Plan. | 3 |
| • Describe 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 skills training to be provided. (20 CFR 641.302(d))..... | 8 |
| • 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)). | 11 |
| Service Delivery and Coordination..... | 16 |
| • Provide a detailed description of what actions will be taken to coordinate SCSEP with other programs. Alternately, States may discuss this in the State strategies section of the strategic plan, but regardless of its placement in document, this section must include plans for:..... | 16 |
| • 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 the strategic plan.)..... | 24 |
| • Describe the long-term strategy for serving minorities under SCSEP. (20 CFR 641.302 (c))..... | 25 |
| • 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)..... | 25 |
| • 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)) | 30 |
| • 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))..... | 32 |
| Location and Population Served, including Equitable Distribution | 33 |
| • Describe the localities and populations for which projects of the type authorized by title V are most needed. (20 CFR 641.325 (d)) | 34 |
| • 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. . | 35 |

- Describe any current slot imbalances and proposed steps to correct inequities to achieve equitable distribution. 40
- Explain the State’s long-term strategy for achieving an equitable distribution of SCSEP positions within the State that: 41
- Provide the ratio of eligible individuals in each service area to the total eligible population in the State. (20 CFR 641.325(a)) 45
- Provide the relative distribution of eligible individuals who: 46
- 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)) 58

SCSEP Operations..... 58

Economic Projections and Impact

- **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)). Alternately, States may discuss this in the economic analysis section of strategic plan, if submitting a Combined State Plan.**

Economic, Workforce, and Workforce Development Activities Analysis

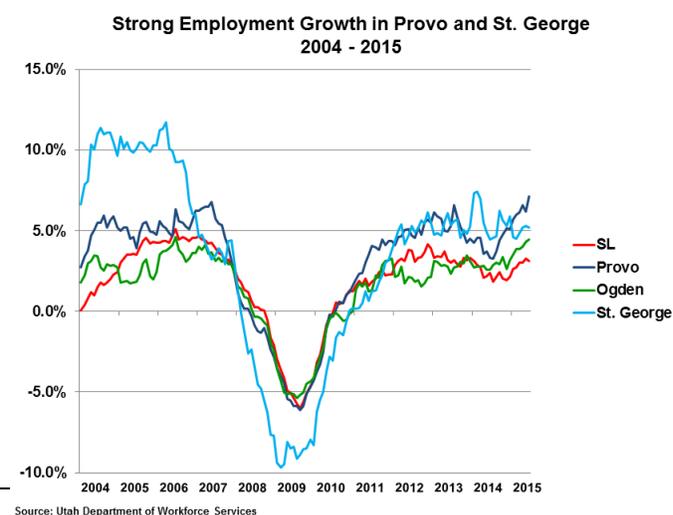
For its economic coverage and profiling of Utah under this WIOA Unified and Combined State Plan, Utah will identify four major economic regions: Utah's principle urban heartland identified as the Wasatch Front, the Bear River Region, Eastern Utah and Central/Southwestern Utah. The latter three have enough distance or dissimilarity from Utah's urban core to warrant their own regional identifications. Each region can also be dissected further into sub regions to further profile internal nuances and geographic variabilities.

Since 83 percent of the state's employment is embodied in the Wasatch Front urban core, the state profile will serve as a proxy for the profile of that urban core. Select urban variables may be isolated for further discussion where necessary, but in general, the statewide focus will serve as the urban focus. The remaining regions will be given a brief general profiling.

Utah's Economic Performance

In 2015, the Utah economy is roughly six years beyond the Great Recession's low point of employment. Utah's labor market has largely recovered and is currently growing robustly. While lingering effects and weak areas remain, they are limited and decrease with each year of employment rebound.

Given Utah's current strong job growth (around four percent), most of the state's geographic regions are contributing. The 80-mile Wasatch Front corridor, from Ogden to Payson, accounts for 83 percent of all Utah employment. Of particular note is the Provo-Orem metropolitan area, which is currently recording



job growth of 7.0 percent. For national metropolitan areas of like size, Provo-Orem leads the nation. Utah's technology corridor that largely encompasses northern Utah County and southern Salt Lake County is the epicenter of this growth. In addition, the Ogden-Clearfield metropolitan area is also growing at a commendable 4.5 percent pace.

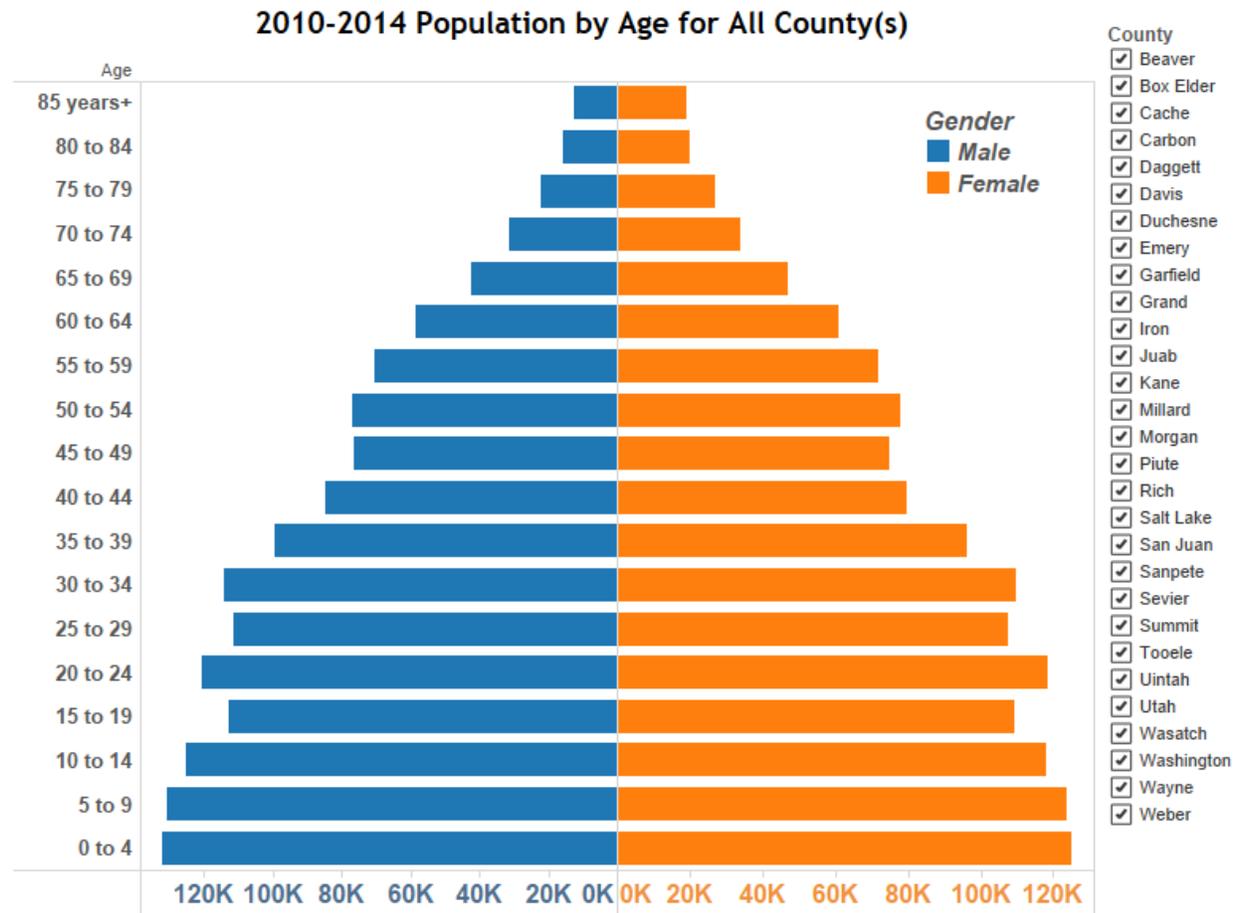
These high metropolitan-centered employment growth rates are destined to be tempered as the next several years unfold.

Growth rates this high are historically difficult to maintain. However, employment growth around or just above the state’s long-term average of 2.8 percent is expected.

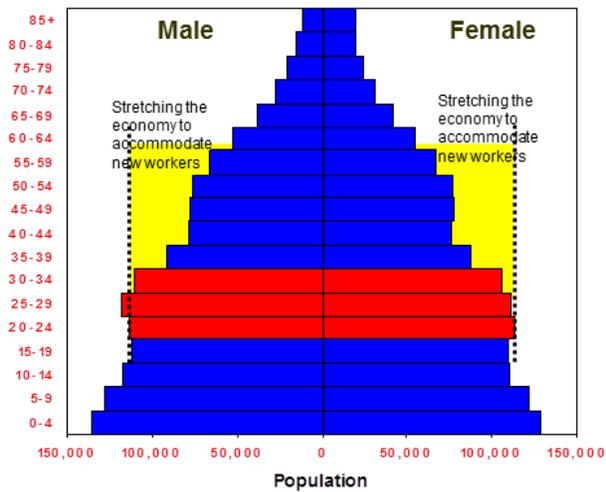
The key to sustaining high growth, in addition to a favorable national business environment, is to maintain an adequate supply of labor. Given Utah’s low unemployment rate (in the mid three percent range), this raises some concern about the ability to maintain a sufficient labor supply for such high job growth. The task of attracting out-of-state talent may become more critical over the next several years.

The non-Wasatch Front metropolitan areas of Washington County (St. George MSA) and Logan are also swept up in Utah’s strong economic performance. Washington County has a long history of four percent-plus yearly job growth. The Great Recession put a seven-year dent in that run, but that area’s growth is currently around five percent and should maintain its historically strong performance. The Logan area’s job growth of around four percent is probably destined to moderate, but that area’s long-term economic outlook is also on an upward plane.

Labor Force Age



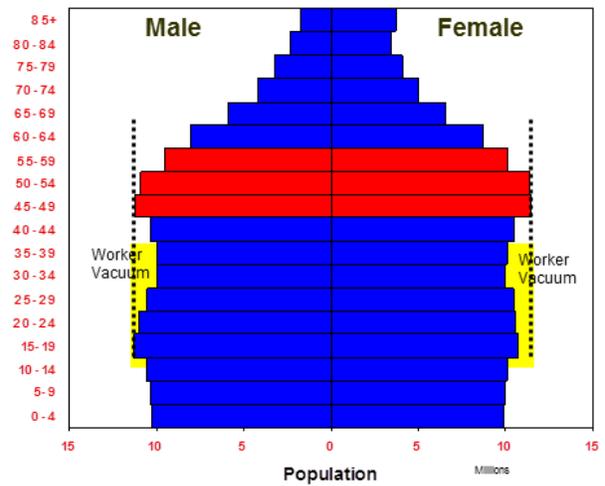
Utah's Population by Age and Sex: 2010



Source: U.S. Bureau of the Census

■ Dominating the Labor Force

U.S. Population by Age and Sex: 2010



There is much talk about the stress that is to come upon the labor market when the baby boom generation retires in mass. This is a valid concern at the national level but not an issue in Utah. The U.S. labor force is dominated by 45 to 60 year olds. In contrast, the Utah labor force is dominated by 25 to 40 year olds. It is likely that every Utah baby boomer will be replaced by two young Utah workers. This is not to say that some particular industries will not be impacted, as some will, but overall, the Utah economy should be able to weather the loss of the baby boom generation quite well.

Occupational Profiling

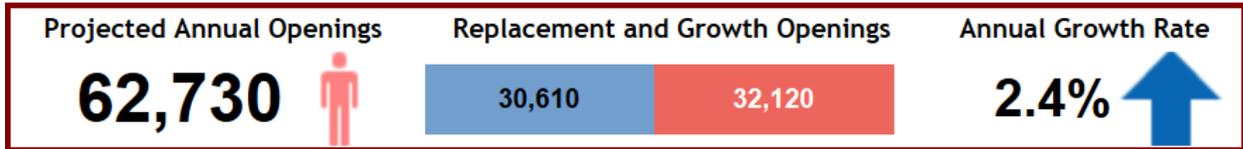
The Utah SCSEP program has attached the Utah Occupational Projections 2012-2022. In this projection it predicts openings and projected growth for Utah Employment until 2012. The following Employment Growth Rate industries chart provided the Utah SCSEP program with employment opportunities for SCSEP participants for Long-Term planning. Based on this information, the Utah SCSEP will focus on these jobs and provide the necessary training and job skills from 2016-2020.

<http://jobs.utah.gov/jsp/wi/utalmis/gotoOccinfo.do>



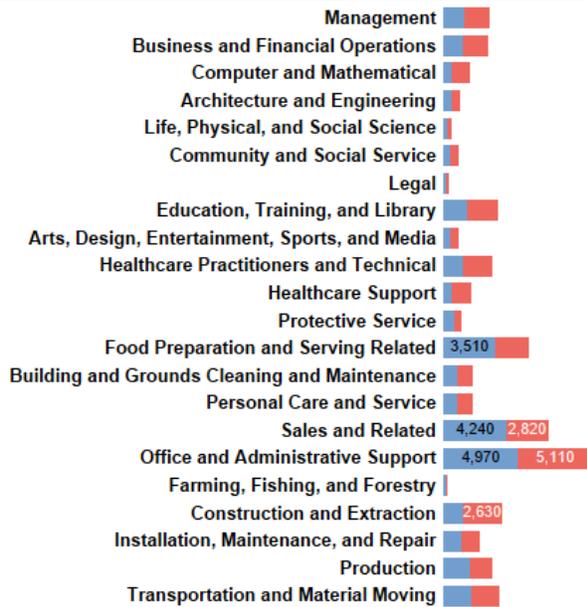
OCCUPATIONAL PROJECTIONS 2012-2022..

Utah Department of Workforce Services

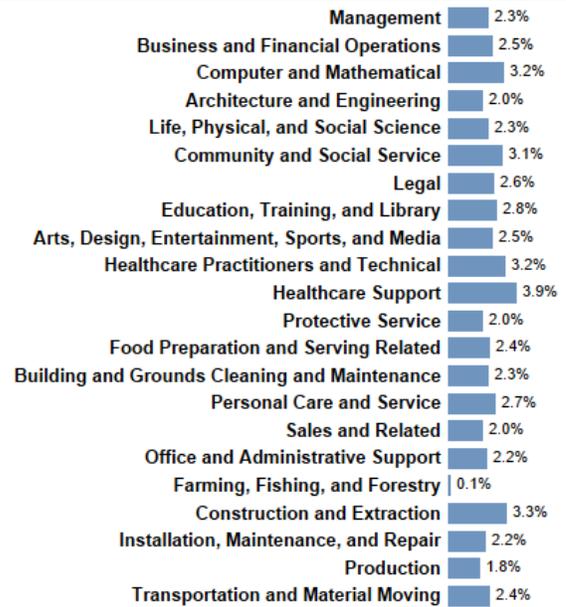


■ Annual Openings from Replacement Needs ■ Annual Openings from Growth

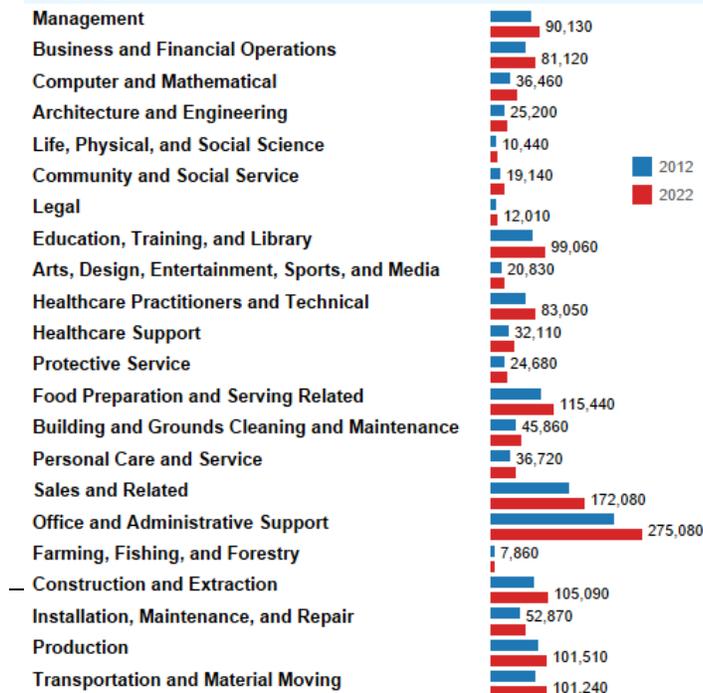
Annual Average Projected Openings



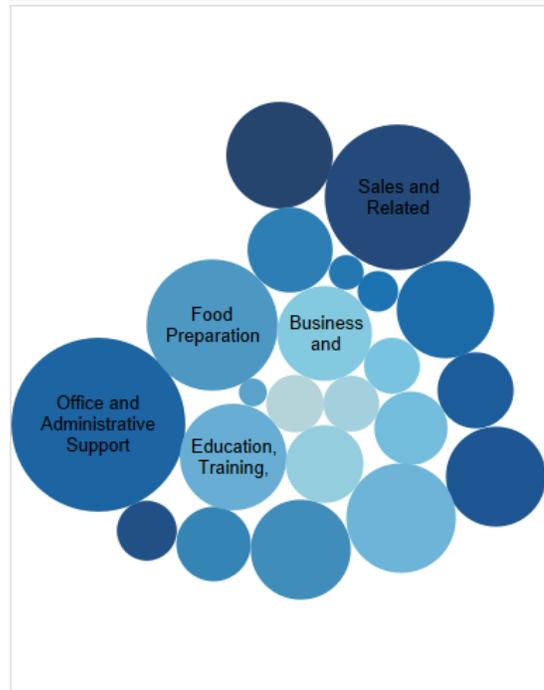
Annual Projected Employment Growth Rate



Employment Totals



Projected Openings



| <u>Long-Term Projections for Jobs in Growth Industries and Occupations that may provide Employment Opportunities for Older Workers</u> | <u>How Long-Term Projections relate to the types of Unsubsidized Jobs for which SCSEP participants will be trained and the type of skills training to be provided</u> | |
|---|--|---|
| Industries Most Likely to Employ Older Workers | Jobs for which SCSEP Participants will be trained | Type of Skills Training to be provided |
| Office and Administrative Support | Secretaries Administrative Assistants Office Clerk Office Support | Active Listening Reading Comprehension Time Management Computers Interpersonal Skills Decision Making Filing Copying Organizational Skills ESL |
| Food Preparation | Food Preparation Workers Kitchen Assistant Kitchen Staff | Active Listening Quality Control Analysis Time Management Computer Skills Service Orientation Customer Service Social Perceptiveness ESL |
| Education | Teacher's Aide Office Support | Computer Skills Communication Skills Organizational Skills Copying Typing Reading |
| Healthcare Support | Home Health Aides Cleaning Support Nutrition Care Associate Healthcare Support Worker | ESL Computer Skills Organizational Skills Reading Comprehension Writing Active Listening Complex Problem Solving |

| | | |
|-------------------------------|--|---|
| | | |
| Personal Care Services | Childcare Worker Home Health Aide Transportation Attendants Daycare Support Staff Housekeeping Aide Caregiver Direct Care Staff Personal Care Assistant | ESL Computer Skills Service Orientation Critical Thinking Speaking Reading Active Listening Monitoring |
| Maintenance | Grounds Assistant Grounds Maintenance Seasonal Worker Land Maintenance Worker | ESL Service Orientation Speaking Reading Active Listening |

- **Describe 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 skills training to be provided. (20 CFR 641.302(d))**

| EMERGING INDUSTRIES | | |
|----------------------------|--|--------------|
| Major Industry | Specific Industry | NAICS |
| Healthcare | Other ambulatory health care services | 621900 |
| Education | Educational support services | 611700 |
| Business Services | Office administrative services | 561100 |
| Healthcare | Home health care services | 621600 |
| Professional and Technical | Management and technical consulting services | 541600 |
| Finance | Securities, commodity contracts, investments | 523000 |
| Healthcare | Individual and family services | 624100 |
| Healthcare | Community care facilities for the elderly | 623300 |
| Professional and Technical | Specialized design services | 541400 |
| Professional and Technical | Computer systems design and related services | 541500 |
| Construction | Building foundation and exterior contractors | 238100 |
| Transportation | Support activities for transportation | 488000 |
| Warehousing | Warehousing and storage | 493000 |
| Recreation | Museums, historical sites, zoos, and parks | 712000 |
| Construction | Building finishing contractors | 238300 |
| Construction | Residential building construction | 236100 |
| Education | Other schools and instruction | 611600 |
| Professional and Technical | Other professional and technical services | 541900 |
| Healthcare | Offices of physicians | 621100 |
| Healthcare | Outpatient care centers | 621400 |
| Professional and Technical | Business support services | 561400 |
| Professional and Technical | Facilities support services | 561200 |
| Information | Other information services | 519000 |
| Healthcare | Offices of other health practitioners | 621300 |
| Healthcare | Other residential care facilities | 623900 |
| Professional and Technical | Architectural and engineering services | 541300 |
| Retail Trade | Nonstore retailers | 454000 |
| Healthcare | Emergency and other relief services | 624200 |
| Professional and Technical | Scientific research and development services | 541700 |

High Employment Industries for Workers 65-90 Years

Private Firms

| Rank | NAICS Code | Industry | Employment | | | | New Hires | | | | Average 2014 New Hire Monthly Wage |
|------|------------|--|--------------|--------------|----------|----------------|--------------|--------------|----------|----------------|------------------------------------|
| | | | 1st Qtr 2014 | 1st Qtr 2015 | % Change | Numeric Change | 1st Qtr 2014 | 1st Qtr 2015 | % Change | Numeric Change | |
| | | All Private Firms | 43,125 | 47,248 | 9.6% | 4,123 | 4,794 | 5,583 | 16.5% | 789 | \$1,962 |
| 1 | 561 | Administrative and Support Services | 3,388 | 3,757 | 10.9% | 369 | 748 | 910 | 21.7% | 162 | \$1,697 |
| 2 | 722 | Food Services and Drinking Places | 3,371 | 3,579 | 6.2% | 208 | 668 | 727 | 8.8% | 59 | \$1,013 |
| 3 | 541 | Professional, Scientific, and Technical Services | 3,239 | 3,548 | 9.5% | 309 | 325 | 398 | 22.5% | 73 | \$3,756 |
| 4 | 238 | Specialty Trade Contractors | 2,079 | 2,394 | 15.2% | 315 | 393 | 447 | 13.7% | 54 | \$2,337 |
| 5 | 621 | Ambulatory Health Care Services | 1,896 | 2,065 | 8.9% | 169 | 134 | 164 | 22.4% | 30 | \$2,291 |
| 6 | 452 | General Merchandise Stores | 1,450 | 1,606 | 10.8% | 156 | 51 | 108 | 111.8% | 57 | \$1,025 |
| 7 | 611 | Educational Services | 1,442 | 1,595 | 10.6% | 153 | 86 | 110 | 27.9% | 24 | \$1,789 |
| 8 | 423 | Merchant Wholesalers, Durable Goods | 1,115 | 1,203 | 7.9% | 88 | 57 | 61 | 7.0% | 4 | \$2,587 |
| 9 | 622 | Hospitals | 1,086 | 1,163 | 7.1% | 77 | 21 | 28 | 33.3% | 7 | \$2,749 |
| 10 | 721 | Accommodation | 1,108 | 1,155 | 4.2% | 47 | 128 | 148 | 15.6% | 20 | \$1,346 |

Source: U. S. Census Bureau; Local Employment Dynamics.

As described in the prior section Occupations Opportunities for Older Workers in Utah

| Long-Term Projections for Jobs in Growth Industries and Occupations that may provide Employment Opportunities for Older Workers | How Long-Term Projections relate to the types of Unsubsidized Jobs for which SCSEP participants will be trained and the type of skills training to be provided | |
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| | | |
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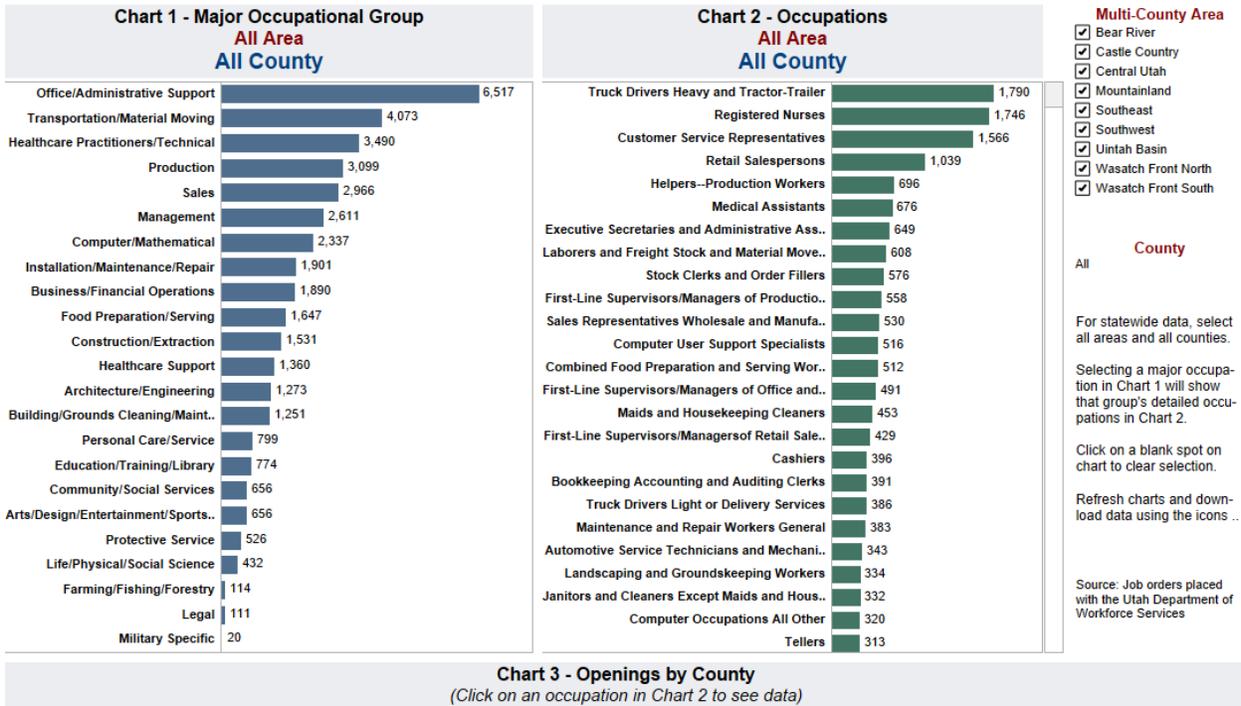
In the attached table, the Utah SCSEP provides a list of Current and Projected Opportunities in the State of Utah, Skill Gap issues with Utah Job Seekers, and Utah’s Job employment outlook with High Demand but lower Wages. These charts provide the Utah SCSEP program with the foundation for types of skills needed for SCSEP participants. The SCSEP program will continue to update and improve the importance of job and soft skills need for employment. Each SCSEP participant will receive services to help the “essential” soft skills that include; Communication skills, ELS, Computer Skills, Organizational Skills, honesty, and Strong Work Ethic.

Utah's Current and Projected Employment Opportunities

Occupations with the Largest Number of Openings

Updated: April 2016

Time Period
January 2016 to March 2016



<https://jobs.utah.gov/wi/topjobs/index.html>

The Long-Term approach that the Utah SCSEP program will take to provide Job training to SCSEP participants was addressed in the prior section.

Skills Gap

Skills gaps have been a trending topic nationwide across the past ten years. Demand for jobs and specific skill sets are much easier to quantify than is the supply of qualified labor, so developing data about skill gaps is difficult and often times anecdotal.

The term "skill gap" is bandied about generously. A true skill gap is when a particular set of skills are required by industry and not enough workers possess those necessary skills. The necessary condition for a skills gap is that employers are offering a competitive wage. If an industry offers nationally competitive wages and workers still do not come forth in quantity, then that, with confidence, can be profiled as a skill gap. Too often, a wage gap will be passed off as a "skill gap."

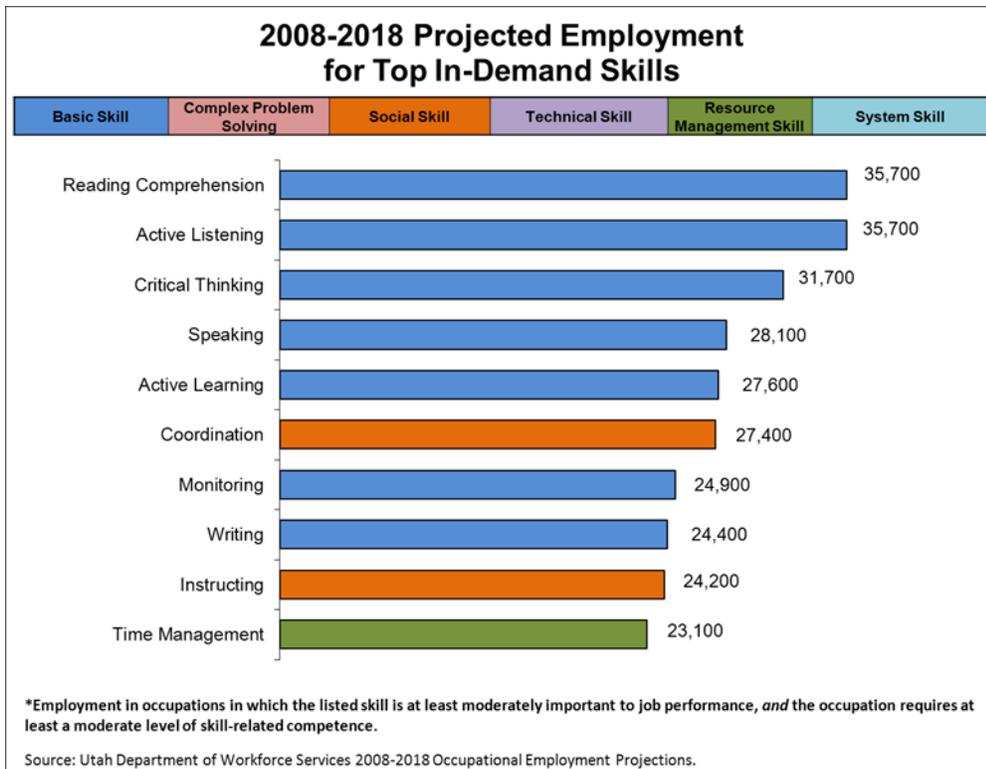
DWS recently undertook a hard-to-fill survey, allowing employers to identify what they labeled as hard-to-fill occupations, why they considered them hard to fill, and what wages were they advertising for said occupations. Industries who hire with an eye for workers with a STEM training or background yielded the employer sample. What emerged was a general theme that employers would identify lack-of-skills or lack-of-candidates as their biggest hurdle of their hard-to-fill occupations. DWS then evaluated their offered wages for these occupations against prevailing wages. What emerged was that for many of these employers, their wage offerings were low in relation to the market. So what many of these employers viewed as a “skill gap” might instead be labeled as a “wage gap.”

This is not to say that skill gaps do not exist in the Utah economy. They do. This is only to say the skills-gap dialogue is often overused and must be accompanied by a wage profile to actually prove its validity. This is necessary to avoid making skills-gap action plans upon what are really low wages instead of the main goal—a shortfall of needed skills.

Economic theory states that if labor is in short supply businesses will offer higher wages to try and attract the necessary labor. Therefore, high wage offerings can be a viable proxy for identifying “real” skill gaps. In the DWS hard-to-fill survey, Production Occupations and Business and Financial Occupations—with larger percentages of offered wages in each occupational category’s above-median range—stood out.

This profile presents a bit of a dilemma as industry has to be a major source for identifying where labor skill gaps are truly emerging. However, this comes with the caveat that industries themselves may not have the clearest picture of its own labor market and prevailing wages and so the source that needs to be most relied upon for skill-gap information also has the potential to overstate the problem.

Utah’s Top-In Demand Skills Needed for Employment



National employer surveys also indicate the need for workers to have basic and “soft” skills now and in the future. For almost a decade, the National Association of Colleges and Employers has surveyed employers about their “most-wanted” skills. Transferable “soft skills” are those that are important to employers—regardless of the job’s pay or rank. These employer-needed skills dovetail nicely with the skills and knowledge areas the projections data indicate will be in the utmost demand.

- Verbal and Written Communication Skills
- Honesty and Integrity
- Interpersonal Skills
- Teamwork Skills
- Strong Work Ethic
- Motivation and Initiative
- Flexibility and Adaptability
- Computer Skills
- Analytical Skills
- Organizational Skills

Skills Employers Want

Source: National Association of Colleges and Employers Survey.

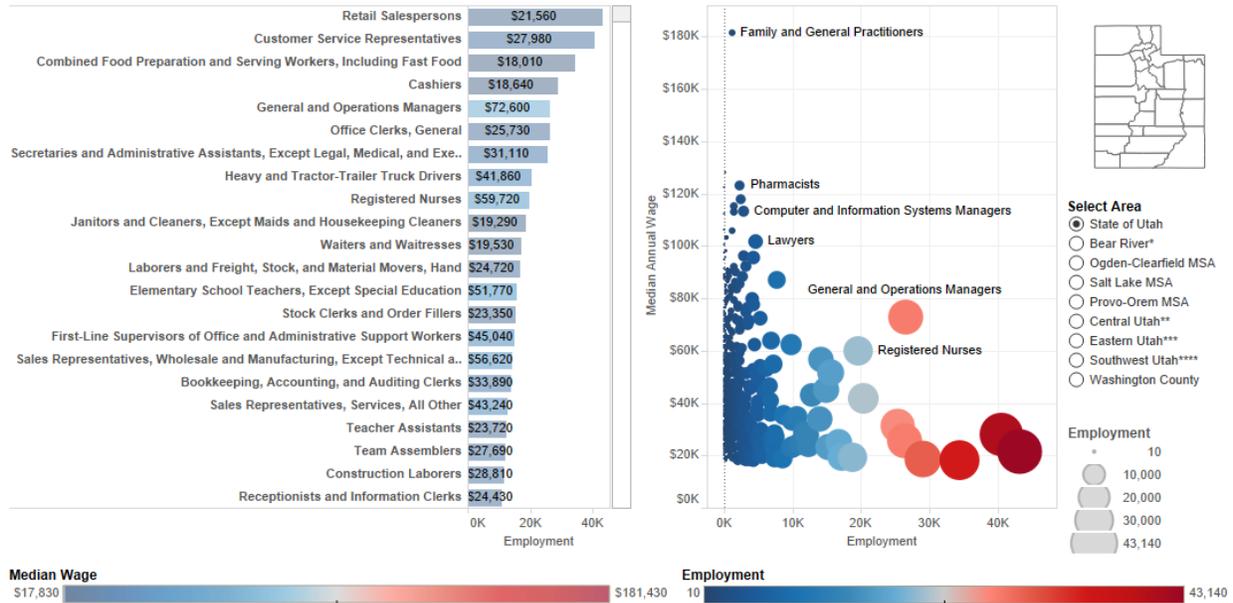
The Utah SCSEP Program will continue to provide all its SCSEP Participants with “Skills Employer Want”. These skills have proven to be important to SCSEP Participants today and in our long-term planning.

Utah's Current and Projected Employment Opportunities with Employment that is in High Demand with Low Education and Lower Wages.

Occupational Wages: How do they stack up?

| | | | | | |
|--|---|---|---|--|--|
| In general, the more education, the higher the wage. | Few workers are employed in high-wage jobs. | Jobs with high employment typically demand lower wages. | Technical and management skills equal higher wages. | Individual occupations show a wide range of wages. | The top wages in Utah go to healthcare jobs. |
|--|---|---|---|--|--|

State of Utah Annual Median Wage by Occupational Employment



Source: Utah Department of Workforce Services, June 2015.
 * Box Elder, Cache and Rich.
 **Millard, Piute, Sanpete, Sevier and Wayne.
 ***Wasatch, Duchesne, Daggett, Uintah, Carbon, Emery, Grand and San Juan.

Service Delivery and Coordination

- **Provide a detailed description of what actions will be taken to coordinate SCSEP with other programs. Alternately, States may discuss this in the State strategies section of the strategic plan, but regardless of its placement in document, this section must include plans for:**
 - **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))**
 - **ESGW-NRM (Northern Rocky Mountain)** Because SCSEP is located in 7 Workforce Offices throughout the state, workforce partners naturally refer their clients that are potentially eligible for SCSEP services. Easter Seals-Goodwill also has a strong partnership with Vocational Rehabilitation, the Veterans Administration, DWS Employment Counselors, Work Success coaches, Re-employment Services Counselors as well as Refugee Services Counselors. The Director of Easter Seals-Goodwill Utah Services attends monthly Workability (Workability Utah strives to link employers in the business community with the qualified workforce of people with disabilities) meetings as well as affiliate meetings of the National Rehabilitation Association; the Utah Non-Profit Association; Office of Child Care Advisory Board; United Way of Utah County; and the State Department of Aging Senior Committee and communicates items of interest to the SCSEP team.
 - **Salt Lake County Aging Services (Utah SCSEP sub-grantee)** - Aging and Adult Services (AAS) SCSEP requires all Title V participants to be registered with DWS and have an online profile for job searches in place. Participants utilize the DWS database for job searches and job applications when appropriate. Staff also refers participants to DWS Training Services when appropriate, recommends resume and interview classes when needed, and the DWS approved occupational skills training providers.
 - **National Indian Council on Aging (National Grantee)** While NICOA does not have a physical address in Utah, all SCSEP participants will be registered with DWS and will participate in NICOA SCSEP classes on interviewing, resume building, and other offerings as needed. NICOA staff will meet with local DWS representatives and inform them about our program and educate them about the population we will be assisting with job searches to get appropriate job referrals.
 - **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))**

in their search for employment: Participants are referred to the Community Action Program for assistance with HEAT and housing as well as in tax preparation; other participants are housed and train in the Road Home's Palmer Court or in homeless prevention complexes through the Housing Authority of Salt Lake City. In Davis County an ongoing relationship with Pioneer Adult Rehabilitation Center (PARC) has resulted in training opportunities for participants with disabilities. PARC is working with Vocational Rehabilitation to assign job coaches to work with SCSEP participants with the greatest barriers to employment. PARC also has a history of hiring SCSEP participants. Weber County SCSEP has a thriving relationship with YCC (Your Community Connection), an agency that provides community services to families and individuals at risk. YCC provides free lunch to SCSEP participants training at their facility; provides training for participants and has hired SCSEP participants in the past. YCC allows SCSEP to use its conference room to accommodate quarterly participant meetings. The Ogden Weber Community Action Partnership (OWCAP) also provides training opportunities for SCSEP participants and has added them to staff as opportunities arise. OWCAP partnered with SCSEP to provide training resulting in a participant obtaining her Teacher's Assistant Certification. OWCAP also provides computer training to SCSEP participants. Midtown Clinic in Weber County provides low cost physicals; Cottages of Hope offers computer and budgeting classes along with free unlimited use of their computers for job searching. The Salvation Army has helped to furnish apartments of homeless participants when they obtain housing, and have also hired SCSEP participants in various capacities. In Utah County Easter Seals-Goodwill has a strong partnership with HealthConnect, an agency that provides low-cost health solutions. Also in Utah County there is a strong partnership with the Centro Hispano, an agency that provides services to Spanish-speaking residents. In Washington County, a partnership with the LDS employment services has expanded employment opportunities for participants. St George Catholic Thrift has offered clothing vouchers to Washington County participants and several churches offer free meals during various days of the week. Family Health Centers in St. George and Cedar City offer physicals at a reduced rate for SCSEP participants. The Utah Transit Authority provides half-price bus passes for homeless participants; Deseret Industries provides vouchers for clothing and household items; Junior League and Catholic Thrift also provide vouchers for clothing. English as a Second language is available through the Salt Lake Refugee Center and Horizonte Instruction and Training Center and Literacy Action Center provides TABE testing and literacy programs for senior adult learners.

that contribute to participants overall well-being such as Budgeting and Credit and Finding Healthy Relationships. Easter Seals-Goodwill SCSEP is also partnering with LDS Employment Services, CAT computer classes provided in the recreation centers, Habitat for Humanity, Community Action Program, and other community resources to provide services to seniors. Several seniors are training in programs offered through Ogden-Weber Applied Technical College, Davis Applied Technology College, Dixie Applied Technology college and Brigerland Applied Technology College. In Weber County SCORE has offered training opportunities to participants as well as free guidance to participants wishing to explore self-employment opportunities.

- **Salt Lake County (Utah SCSEP sub-grantee)** - We send and accept referrals from Easter Seals' SCSEP program, Department of Workforce Services and LDS Employment Services. We also refer to DWS funded training programs and DWS workshops (resume, interview skills).
 - **National Indian Council on Aging (National Grantee)** NICOA SCSEP Employment Specialists and Job Developers have information on in-demand industries in the area, which are very limited. They work closely with agencies within the reservation to train and hire the individuals placed with them. Participants who have the capability to travel to the nearest DWS to participate in various classes and job search will be referred to them.
- **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)**
- **ESGW-NRM (Northern Rocky Mountain)** Seven Easter Seals-Goodwill SCSEP sites are located within the American Job Center (formerly the Career One-Stop) at the Department of Workforce Services offices, which naturally allows for cooperation and coordination within the Job Center. In each site ESGW staff works in close cooperation with the Department of Workforce Services employees. Mature job seekers registered at the jobs.utah.gov site who are unable to find employment are referred directly to the Easter Seals SCSEP program. The next challenge for ESGW SCSEP is to improve our presence in rural counties where we do not have staff co-located. In counties where we have held recruitments results have been favorable, however, staff cutbacks and budgetary constraints have made sustained efforts difficult. We are currently strategizing with Area Agencies on Aging to improve the visibility of ESGW SCSEP in rural counties throughout the state.

- **Salt Lake County (Utah SCSEP sub-grantee)** - During enrollment for AAS SCSEP, staff will either enroll or access the participant’s prior enrollment in DWS and verify information of participant.
 - **National Indian Council on Aging (National Grantee)** NICOA SCSEP staff will work on familiarizing themselves with DWS staff and services in the local offices, so that those that are mobile enough to get to the centers may access the available services.
- **Efforts the State will make to work with local economic development offices in rural locations.**
- **The State of Utah SCSEP program is located only in Salt Lake County with 60 slots. So the Utah SCSEP program does not work with local economic development offices in rural locations. The remaining 28 Utah Counties are served by Easter Seals Goodwill Northern Rocky Mountain and they work with the rural economic development offices.**

State of Utah Counties, Rural or Urban and SCSEP Provider in that county

| | |
|---------------------------------------|-----------------|
| Beaver County, Utah (Rural) | ESGW-NRM |
| Box Elder County, Utah (Rural) | ESGW-NRM |
| Cache County, Utah (Urban) | ESGW-NRM |
| Carbon County, Utah (Rural) | ESGW-NRM |
| Daggett County, Utah (Rural) | ESGW-NRM |
| Davis County, Utah (Urban) | ESGW-NRM |
| Duchesne County, Utah (Rural) | ESGW-NRM |

| | |
|--|--|
| Emery County, Utah (Rural) | ESGW-NRM |
| Garfield County, Utah (Rural) | ESGW-NRM |
| Grand County, Utah (Rural) | ESGW-NRM |
| Iron County, Utah (Rural) | ESGW-NRM |
| Juab County, Utah (Rural) | ESGW-NRM |
| Kane County, Utah (Rural) | ESGW-NRM |
| Millard County, Utah (Rural) | ESGW-NRM |
| Morgan County, Utah (Urban) | ESGW-NRM |
| Piute County, Utah (Rural) | ESGW-NRM |
| Rich County, Utah (Rural) | ESGW-NRM |
| <u>Salt Lake County, Utah (Urban)</u> | <u>ESGW-NRM</u> <u>Utah SCSEP Program</u> |
| San Juan County, Utah (Rural) | ESGW-NRM |
| Sanpete County, Utah (Rural) | ESGW-NRM |

| | |
|---------------------------------|----------|
| Sevier County, Utah (Rural) | ESGW-NRM |
| Summit County, Utah (Rural) | ESGW-NRM |
| Tooele County, Utah (Rural) | ESGW-NRM |
| Uintah County, Utah (Rural) | ESGW-NRM |
| Utah County, Utah (Urban) | ESGW-NRM |
| Wasatch County, Utah (Rural) | ESGW-NRM |
| Washington County, Utah (Urban) | ESGW-NRM |
| Wayne County, Utah (Rural) | ESGW-NRM |
| Weber County, Utah (Urban) | ESGW-NRM |

- **ESGW-NRM (Northern Rocky Mountain)** -Goodwill is in contact with the local Area Agencies on Aging and both agencies cooperate to recruit eligible participants in rural counties. Easter Seals-Goodwill has a presence in American Job Centers at the Department of Workforce Services offices throughout the state, with daily operations in offices in Weber, Davis, Salt Lake, Utah, Carbon, Iron and Washington Counties. SCSEP operations are conducted monthly in Cache County and quarterly in Uintah County. Other counties are served by satellite locations in cooperation with county senior services and area non-profits and government agencies. Another strategy that Easter Seals-Goodwill SCSEP hopes to develop is offering virtual training to participants in rural areas. Training will be provided by agencies in urban areas

through remote connections. Valuable computer training will result if this type of training can be launched.

- **Salt Lake County (Utah SCSEP sub-grantee)** - AAS is an urban area with no rural local economic offices.

- **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 the strategic plan.)**
 - **ESGW-NRM (Northern Rocky Mountain)** ESGW’s SCSEP Employment Specialists have a dual role as job developers, fostering continuity as participants interact with the same staff for programmatic and employment functions. Job leads are shared by Employment Specialists throughout the state in weekly team meetings. Specialists target employers that match the participant’s skills and interest and inform them of tax incentives and other benefits of hiring mature workers. On-The-Job Employment is used successfully as an incentive for employers to hire SCSEP participants. ESGW is a member of the Davis and Weber Chambers of Commerce and participates annually at the Weber Chamber’s Women in Business Conference. Chamber membership has proved extremely effective in both opening up employment opportunities as well as securing new host agency sites. In other counties, Employment Specialists meet regularly with community groups such as the Five County Association of Governments and the Washington County Area Human Services Council to ensure community organizations are aware of the SCSEP.
 - **Salt Lake County (Utah SCSEP sub-grantee)** - AAS SCSEP staff will attend community job fairs to meet potential employers. We plan to develop relationships with businesses and potential job sources for participants. We will ask employers to develop SCSEP –specific job descriptions and contacts and will post these in the office. Staff will also check a variety of employment sites (Salt Lake County, local municipalities, DWS, Veterans’ Affairs, Utah Nonprofits Association) weekly and contact participants who have the skills for jobs listed.
 - **National Indian Council on Aging** – Employment Specialists and Job Developers will work together to build relationships in areas served to link NICOA SCSEP participants up with the resources to find employment, as well as providing face to face and online trainings (where applicable) to participants to give them the skills to find employment. Job Developer/Trainers will reach out to area employers that match the participant’s skills and interest by informing them of tax incentives and other

benefits of hiring mature workers and to develop On-the-Job training opportunities as an incentive to hire SCSEP participants. SCSEP participants that wish to transition to employment prior to reaching their durational limit, as well as those that are job ready, will automatically be assigned to a NICOA Job Developer for intensive job search services.

- **Describe the long-term strategy for serving minorities under SCSEP. (20 CFR 641.302 (c))**
 - **ESGW-NRM (Northern Rocky Mountain)** Currently 16 percent of participants enrolled in ESGW SCSEP are non-white minorities. This is comparable to Utah's minority population of 18.4 percent. The SCSEP will continue to partner with local agencies serving minorities by ensuring a strong representation on state committees that focus on working with minority and older individuals as well as partnering with all the grass roots and non-profit organizations in the communities that the SCSEP serves. The Easter Seals-Goodwill SCSEP will continue to provide waivers to the 48-month lifetime program limit for people 75 and older who do not receive Social Security Retirement benefits, and to those individuals classified as severely disabled. For those who qualify for Durational Limit waivers, their lifetime program limit will be extended by 12 months.
 - **Salt Lake County (Utah SCSEP sub-grantee)** - AAS staff will continue working with agencies that specifically support minorities, such as Refugee and Immigrant Center (formerly Asian Association) and the Catholic Community Services refugee (and homeless) program, the International Rescue Committee and Comunidades Unidas, Centro de Familia De Utah. We will encourage current participants to tell other potential refugees or minority seniors about the SCSEP program. We will continue to reach out to new social services agencies that serve minorities to explain SCSEP and how the program can improve job skills.
 - **National Indian Council on Aging** – NICOA SCSEP is a set-aside grant to primarily serve the American Indian minorities with multiple barriers to employment. Staff will continue to recruit all minorities with an emphasis on American and Alaskan Indians. To do this, NICOA Staff will continue to build relationships with agencies serving the American Indian populations in both urban and rural areas, as well as on reservations.
- **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)**
 - **The State of Utah SCSEP Program in cooperation with the Utah Division of Aging and Adult Services provides needed community services to SCSEP clients**

throughout Utah. The Utah SCSEP program is located only in Salt Lake County, but the SCSEP State Director can direct ESGW-NRM to the contracted AAA in the clients respective area to receive needed community services. The State of Utah contracts with twelve Area Agencies on Aging (AAAs) that cover all 29 Utah counties. The AAAs provide community services that include Health & Assistance, Caregiver Support, Health Promotion & Education, Home Care, Meals on Wheels, Senior Transportation, Information, Advocacy, Information & Assistance, and Legal Services

Bear River Area Agency on Aging
Box Elder, Cache, Rich Counties

Michelle Benson, Aging Svcs Dir
170 North Main
Logan, UT 84321
Phone: 435-752-7242 or
1-877-772-7242
Website: www.brag.utah.gov

Davis County Health Dept., Family Health and Senior Services Division
Davis County

Kristy Cottrell, Director of Family
Health and Senior Services
22 South State Street
Clearfield UT 84015
PO Box 618 - Farmington UT 84025-0618
Phone: 801-525-5050
Website: www.daviscountyutah.gov

Five-County Area Agency on Aging
Beaver, Garfield, Iron, Kane, Washington Counties

Carrie Schonlaw, Director (PSA 05)
1070 West 1600 South, Bldg. B
(PO Box 1550, 84771-1550)
St. George, UT 84770
Phone: 435-673-3548
Website: <http://www.fivecounty.utah.gov/programs/aging/Website.htm>

Mountainland Dept. of Aging and Family Services
Summit, Utah, Wasatch Counties

Scott McBeth, Director
586 East 800 North
Orem, UT 84097-4146
Phone: 801-229-3800
Website: www.mountainland.org

Salt Lake County Aging Services

Salt Lake County

Rebecca Kapp, Director
2001 South State, #S1500
Salt Lake City, UT 84190-2300
Phone: 385-468-3200
Website: www.aging.slco.org

San Juan County Area Agency on Aging

San Juan County

Tammy Gallegos, Director
117 South Main (PO Box 9)
Monticello, UT 84535-0009
Phone: 435-587-3225
Website: <http://www.sanjuancounty.org/aging.htm>

Six-County Area Agency on Aging
Juab, Millard, Piute, Sanpete, Sevier, Wayne Counties

Scott Christensen, Director
250 North Main
(PO Box 820)
Richfield, UT 84701
Phone: 435-893-0700
Toll free: 1-888-899-4447
Email: schristensen5@sixcounty.com

Southeastern Utah AAA

Carbon, Emery, Grand Counties

Shawna Horrocks, Director
Phone: 435-637-4268 x 412
Technical Assistance Center
375 South Carbon Avenue
(PO Box 1106)
Price, UT 84501
Phone: 435-637-4268

Tooele County Aging Services

Tooele County

Sherrie Ahlstrom, Aging Dir Designee 435-277-2462
151 N Main St, Ste 200,
Tooele, UT 84074
Phone: 435-277-2440

Uintah Basin Area Agency on Aging

Daggett, Duchesne Counties

Sandy Whalin, Director
330 East 100 South
Roosevelt, UT 84066
Phone: 435-722-4518

Council on Aging - Golden Age Center – (Uintah County PSA)

Uintah County

LouAnn Young, Director
330 South Aggie Blvd
Vernal, UT 84078
Phone: 435-789-2169

Weber Area Agency on Aging

Morgan, Weber Counties

Paula Price, Director
237 26th Street, Suite 320
Ogden, UT 84401
Phone: 801-625-3770

- **The AAAs community services provided in 2015**
 - **Bear River: 2,181**
 - **Davis: 1,989**
 - **Five County:**
 - **Mountain land 3,906**
 - **Salt Lake County:11,548**
 - **San Juan: 176**
 - **Six County 1,501**
 - **Southeastern: 1,396**
 - **Tooele County: 1012**
 - **Uintah Basin: 475**
 - **Uintah County: 583**
 - **Weber: 3,8451**

- **ESGW-NRM (Northern Rocky Mountain)** There is a continuing and growing need for services to support the homeless populations in Salt Lake and Weber Counties. Local housing authorities are constantly engaging with business and other entities to expand opportunities for transitional and subsidized housing. Homeless individuals are also at risk for mental health conditions. More funding to support mental health

and substance abuse issues of the homeless would make a significant impact on the ability of this population to find employment. Another major area of need in the urban areas of the state is for those who have been involved in the justice system. Participants who have had felony convictions struggle to find employment and are in need of successful reintegration programs. Transportation continues to be a concern for the aging population of Utah. Easter Seals-Goodwill SCSEP partners with UTA to provide monthly bus passes for senior, homeless and other participants in urban areas. Transportation needs are provided for on a case-by-case basis in other areas where mass transit is not available.

- **Salt Lake County (Utah SCSEP sub-grantee)** - More subsidized senior housing for low-income seniors in suburbs; access to free or reduced dental and vision care in the west and south area of the county;; more health care access for low-income seniors in the west and south areas of the county; better transportation options (UTA bus routes to suburban areas are very limited and difficult to use in winter due to snow).

| Salt Lake County Host Sites 2016 |
|---|
| Adult Protective Services |
| Aging and Adult Services - Transportation |
| Aging Services - RSVP/SEP/MOW |
| American Cancer Society |
| Brain Injury |
| CAP Redwood Food Pantry |
| Central City Recreation Center |
| CNS |
| Columbus Senior Center |
| Community Nursing Services |
| Draper Senior Center |
| Fairmont Rec Center |
| FNC kitchen |
| Gene Fullmer Rec Ctr. WJ |
| Holladay Library |
| Holladay Lions Rec Center |
| Housing Authority |
| HR (start 6-1-16) |
| Kearns Library |
| Kearns SC |

| |
|--|
| Liberty Senior Center |
| Marmalade library |
| Midvale Food Pantry-CAP |
| Midvale Sr. Ctr. |
| Millcreek Senior Center |
| Museum of Natural History |
| Redwood Food Pantry |
| Refugee and Immigrant Center - Asian Association |
| River's Bend Senior Center |
| Ronald McDonald House Charities |
| Sandy Rec Ctr. Dimple Dell |
| Sandy Senior Center |
| SEP Office |
| SLC HR |
| SLCC South Campus |
| St. Vincent de Paul/CCS |
| Sunday-Anderson Westside SC |
| Taylorville Senior Center |
| Tenth East Senior Center |
| VA Medical Center |
| West Jordan Senior Center |

- **National Indian Council on Aging** – NICOA serves the Navajo Nation in San Juan County, which is very poor and unemployment is high. Services: Employment, housing, mental health, food assistance, utility assistance and transportation. In San Juan County, NICOA SCSEP staff refer participants to: Navajo Nation Senior Centers, Aneth Chapter House, Indian Health Services, the Housing Authority of Southeastern Utah and H.E.A.T program.

- **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))**
 - **The Utah SCSEP program has worked with the Utah Division of Aging and Adult Services (DAAS) for over eleven year make sure the SCSEP program adapts and changes with the clients we serve. DAAS contracts with the twelve AAA to provide services to clients 55 and over. At each of these AAAs, has trained professional**

staff to help clients find resources to address immediate and future needs. The AAAs is a statewide resource and its services are available to all individuals without regard for their income. AAAs is a valuable resource to assist SCSEP applicants locate and obtain supportive services in their communities. The Utah SCSEP program will continue to work with DAAS as the recently updated and approved Older Americans Act is rolled to make sure the SCSEP clients are receiving the required services.

The Utah SCSEP program is in its infant stages of becoming a mandatory partner with the Utah Department of Workforce Services (DWS). This partnership will allow the Utah SCSEP program to receive best practices and insight to help improve and achieve SCSEP program goals. The Utah SCSEP program will work with DWS to help implement statewide strategies to remember the importance of the SCSEP program and the importance to provide all types of services to senior clients.

These two partners in our long-term strategy will allow the Utah SCSEP program to adapt to any State or Federal changes that come our way. Our cooperation should make improvement, design changes, and policies changes achievable and almost seamless.

Example of one of the MOU's we have started with Utah DWS

The Department of Workforce Services (DWS), Salt Lake County Aging Services (SLCAS), Easter Seals Goodwill – Northern Rocky Mountain (ESGW-NRM), and the Department of Human Services (DHS), “Parties,” shall enter into an information sharing agreement, “Agreement,” governing access to and disclosure of wage information for federal reporting purposes. The DHS Division of Aging and Adult Services (DAAS) and SLCAS are required to report performance measures to the United States Department of Labor for the Senior Community Service Employment Program (SCSEP) under section 513 of the Older Americans Act of 2006. Section 121 of the Workforce Innovation and Opportunity Act (WIOA) of 2014 lists SCSEP, as part of the Older Americans Act of 1965, as a required One-Stop Partner. DWS shall share the wages earned information with SCSEP, administered by DHS DAAS, for common DWS/DHS customers participating in the SCSEP.

- **ESGW-NRM (Northern Rocky Mountain)** ESGW SCSEP recommends the following changes to the Department: 1) Recognize that multiple barriers to employment require more intensive case management than the general population. The SCSEP's budgetary structure does not allow for staffing levels to appropriately case manage

SCSEP participants. A more robust program would enable staff to devote the time necessary to assist the neediest participants prepare for and enter employment. Under the current design, those who most need the program do not receive the full support required for them to succeed. This results in not only their dissatisfaction with the program but also decreased morale as staff recognize they cannot provide needed services due to the demands of the many participants they are serving. 2) Recognize that participants who have been justice-involved are among the hardest individuals to place in employment. Criminal History and/or prior felony convictions should be considered a most-in-need factor based on the significant barriers they present to employment. 3) Recognize the value of sustaining seniors who will most likely not find employment. The SCSEP should have a two-track approach: one for mature workers who are definitely seeking employment and another for those who need the income support and wish to stay engaged in their communities, but for whom a successful outcome would not necessarily include employment. Those on the “Community Service” track would be limited to no more than 10 percent of the total grant, however, the needs of the most impoverished seniors could be met while the community would benefit from their experience and energy. 4) Increase funding to those projects tasked with serving large geographical and remote areas. In order to best serve rural counties, travel sometimes including overnight stays in remote locations is required. Under current guidelines, there is not sufficient funding to support required travel for recruitment and program functions. Easter Seals-Goodwill also encourages the Department of Labor to continue to have service provision provided through both National and State agencies.

- **Salt Lake County (Utah SCSEP sub-grantee)** - The best long-term strategy for our participants would be to increase the hourly wage – they struggle to make ends meet working only 20 hours. Another strategy is to provide enough funding for sub-grantees – after taking the 25 percent out for administrative costs, the remaining 75 percent is not enough funding to pay the number of slots for 20 hours a week for 50 weeks at \$7.25 an hour. A third strategy, would be to have DOL add training funds to the allocation so we could cover the costs for a participant who could really benefit from advanced training to attend classes at a community college or other educational entity.
- **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))**

- **ESGW-NRM (Northern Rocky Mountain)** - Goodwill SCSEP has been continuously improving placement percentages over the past four years, increasing Entered Employment from 33.3 percent in PY2012 to 52.9 percent in PY2014. This improvement is a result of several factors: a reduction in the number of participants enrolled enabled Employment Specialists to work more closely with participants to improve their application, resume development and interviewing skills. An increased focus on training has enabled participants to develop more of the technology skills required for success in the modern workplace. More time is devoted to assessment during program orientation, which allows participants to set clearer employment related goals. As the overall economy has improved, the unemployment rate has dropped and employers are more open to hiring people from the SCSEP demographic. We will maintain these strategies to the extent possible, however, because we will no longer have dedicated Training and Supportive Service funds, the resources we have been able to allocate to training will no longer be available.

- **Salt Lake County (Utah SCSEP sub-grantee)** - AAS staff will increase our partnerships with Salt Lake Community College, University of Utah and Westminster College to recruit students to assist Title V participants with one-on-one computer tutoring. This individualized attention helps them to improve office and computer skills so they can enter and maintain unsubsidized employment. Staff will also continue to seek out new and innovative host site placements where participants can gain the skills needed for employment and each participants' personal growth. The staff will also develop a plan to ease the transition from SCSEP participation to regular employment in the hope that participants will be successful in their new positions.

- **National Indian Council on Aging** - NICOA has begun holding monthly meetings and quarterly all staff trainings as a strategy for continuous improvement in the level of performance for SCSEP participants' entry into unsubsidized employment. Currently the program exceeds targets in Community Service, Service levels and Services to Most-in-Need. The program is 12.7 percent below the target for Common Measures of Entered Employment and 12.4 percent below the target for Common Measures of Retention. Common Measures of Earnings are also below the target. NICOA has also been in the process of restructuring in order to return the focus of the program to assisting our participants with finding unsubsidized employment. Job Descriptions have been rewritten and clarified so that all staff know their role and part in putting together the puzzle to better help our participants looking for employment.

Location and Population Served, including Equitable Distribution

- Describe the localities and populations for which projects of the type authorized by title V are most needed. (20 CFR 641.325 (d))
 - The Utah SCSEP program covers the largest need in the State of Utah with ESGW-NRM. Combined we cover 120 slots. The remaining 172 slots are distributed in the 28 Counties. In the attached chart, Population size for each county is given; Population 65 and older (only concrete age specific information we could find). We understand the SCSEP is 55 and older, but there is no data available to show that population number; and the population age 65 and older that is below the 150 % of the Federal Poverty Level.

| Rank | County | Population | Population- Age 65+ | Population under 150% FPL |
|------|-------------------|------------|---------------------|---------------------------|
| 1 | Salt Lake County | 1,107,314 | 125,667 | 33,002 |
| 2 | Utah County | 575,205 | 47,481 | 9,194 |
| 3 | Davis County | 336,043 | 35,375 | 6,061 |
| 4 | Weber County | 243,645 | 32,300 | 7,653 |
| 5 | Washington County | 155,602 | 30,633 | 6,217 |
| 6 | Cache County | 120,783 | 11,933 | 3,462 |
| 7 | Tooele County | 62,952 | 6,563 | 1,130 |
| 8 | Box Elder County | 52,097 | 7,402 | 1,568 |
| 9 | Iron County | 48,368 | 6,758 | 1,195 |
| 10 | Summit County | 39,633 | 4,639 | 614 |
| 11 | Uintah County | 37,928 | 3,693 | 1,205 |
| 12 | Wasatch County | 29,161 | 3,074 | 244 |
| 13 | Sanpete County | 28,778 | 4,163 | 1,493 |
| 14 | Sevier County | 20,984 | 3,746 | 1,027 |
| 15 | Duchesne County | 20,862 | 2,734 | 482 |
| 16 | Carbon County | 20,479 | 3,978 | 997 |
| 17 | San Juan County | 15,772 | 1,871 | 847 |
| 18 | Millard County | 12,645 | 2,163 | 715 |
| 19 | Morgan County | 11,065 | 1,356 | 64 |
| 20 | Juab County | 10,594 | 1,481 | 856 |
| 21 | Emery County | 10,370 | 1,873 | 814 |
| 22 | Grand County | 9,516 | 1,782 | 692 |
| 23 | Kane County | 7,131 | 1,671 | 205 |
| 24 | Beaver County | 6,354 | 1,072 | 371 |
| 25 | Garfield County | 5,009 | 1,039 | 526 |
| 26 | Wayne County | 2,692 | 562 | 151 |
| 27 | Rich County | 2,311 | 362 | 181 |
| 28 | Piute County | 1,517 | 390 | 118 |

http://www.utah-demographics.com/counties_by_population

- **ESGW-NRM (Northern Rocky Mountain)** – Goodwill covers the entire state of Utah as the National grantee. Goodwill has 231 slots.
- **Salt Lake County (Utah SCSEP sub-grantee)** – AAS only covers Salt Lake County with 60 slots.
- **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.**

The Utah SCSEP program specific cities are **bolded and underlined**. The remaining cities are covered by ESGW-NRM

| All Utah Cities/Towns | | All Utah Cities/Towns | |
|---------------------------------|---------------|---------------------------------|-----------------|
| Listed Alphabetically by County | | Listed Alphabetically by County | |
| County | City/Town | County | City/Town |
| Beaver County | Beaver City | San Juan County | Blanding |
| Beaver County | Beaver County | San Juan County | Monticello |
| Beaver County | Milford | San Juan County | San Juan County |
| Beaver County | Minersville | Sanpete County | Centerfield |
| Box Elder County | Bear River | Sanpete County | Ephraim |
| Box Elder County | Brigham | Sanpete County | Fairview |
| Box Elder County | Corinne | Sanpete County | Fayette |
| Box Elder County | Deweyville | Sanpete County | Fountain Green |
| Box Elder County | Elwood | Sanpete County | Gunnison |
| Box Elder County | Fielding | Sanpete County | Manti |
| Box Elder County | Garland | Sanpete County | Mayfield |
| Box Elder County | Honeyville | Sanpete County | Moroni |
| Box Elder County | Howell | Sanpete County | Mt. Pleasant |
| Box Elder County | Mantua | Sanpete County | Sanpete County |
| Box Elder County | Perry | Sanpete County | Spring City |
| Box Elder County | Plymouth | Sanpete County | Sterling |
| Box Elder County | Portage | Sanpete County | Wales |
| Box Elder County | Snowville | Sevier County | Annabella |
| Box Elder County | Tremonton | Sevier County | Aurora |
| Box Elder County | Willard | Sevier County | Central Valley |
| Cache County | Amalga | Sevier County | Elsinore |

| | | | |
|----------------|------------------------|---------------|---------------------------|
| Cache County | Cache County | Sevier County | Glenwood |
| Cache County | Clarkston | Sevier County | Joseph |
| Cache County | Cornish | Sevier County | Koosharem |
| Cache County | Hyde Park | Sevier County | Monroe |
| Cache County | Hyrum | Sevier County | Redmond |
| Cache County | Lewiston | Sevier County | Richfield |
| Cache County | Logan | Sevier County | Salina |
| Cache County | Mendon | Sevier County | Sevier County |
| Cache County | Millville | Sevier County | Sigurd |
| Cache County | Newton | Summit County | Coalville |
| Cache County | Nibley | Summit County | Francis |
| Cache County | North Logan | Summit County | Henefer |
| Cache County | Paradise | Summit County | Kamas |
| Cache County | Providence | Summit County | Oakley |
| Cache County | Richmond | Summit County | Park City |
| Cache County | River Heights | Summit County | Snyderville Basin Tr Dist |
| Cache County | Smithfield | Summit County | Summit County |
| Cache County | Trenton | Tooele County | Erda |
| Cache County | Wellsville | Tooele County | Grantsville |
| Carbon County | Carbon County | Tooele County | Lakepoint |
| Carbon County | East Carbon | Tooele County | Lincoln |
| Carbon County | Helper | Tooele County | Ophir |
| Carbon County | Price | Tooele County | Rush Valley |
| Carbon County | Scofield | Tooele County | Stansbury Park |
| Carbon County | Wellington | Tooele County | Stockton |
| Daggett County | Dutch John | Tooele County | Tooele City |
| Daggett County | Manila | Tooele County | Tooele County |
| Davis County | Bountiful | Tooele County | Vernon |
| Davis County | Centerville | Tooele County | Wendover |
| Davis County | Clearfield | Uintah County | Ballard |
| Davis County | Clinton | Uintah County | Naples |
| Davis County | Davis County | Uintah County | Uintah County |
| Davis County | Falcon Hill Clearfield | Uintah County | Vernal |
| Davis County | Falcon Hill Davis | Utah County | Alpine |
| Davis County | Falcon Hill Sunset | Utah County | American Fork |
| Davis County | Farmington | Utah County | Bluffdale South |
| Davis County | Fruit Heights | Utah County | Cedar Fort |
| Davis County | Kaysville | Utah County | Cedar Hills |
| Davis County | Layton | Utah County | Draper City South |
| Davis County | North Salt Lake | Utah County | Eagle Mountain |

| | | | |
|-----------------|-----------------|-------------------|--------------------------|
| Davis County | South Weber | Utah County | Elk Ridge |
| Davis County | Sunset | Utah County | Fairfield |
| Davis County | Syracuse | Utah County | Genola |
| Davis County | West Bountiful | Utah County | Goshen |
| Davis County | West Point | Utah County | Highland |
| Davis County | Woods Cross | Utah County | Lehi |
| Duchesne County | Altamont | Utah County | Lindon |
| Duchesne County | Duchesne City | Utah County | Mapleton |
| Duchesne County | Duchesne County | Utah County | Orem |
| Duchesne County | Myton | Utah County | Payson |
| Duchesne County | Roosevelt | Utah County | Pleasant Grove |
| Duchesne County | Tabiona | Utah County | Provo |
| Emery County | Castle Dale | Utah County | Salem |
| Emery County | Clawson | Utah County | Santaquin |
| Emery County | Cleveland | Utah County | Saratoga Springs |
| Emery County | Elmo | Utah County | Spanish Fork |
| Emery County | Emery City | Utah County | Springville |
| Emery County | Emery County | Utah County | Utah County |
| Emery County | Ferron | Utah County | Utah Data Center Utah Co |
| Emery County | Green River | Utah County | Vineyard |
| Emery County | Huntington | Utah County | Woodland Hills |
| Emery County | Orangeville | Wasatch County | Charleston |
| Garfield County | Antimony | Wasatch County | Daniel |
| Garfield County | Boulder | Wasatch County | Heber |
| Garfield County | Bryce Canyon | Wasatch County | Hideout |
| Garfield County | Cannonville | Wasatch County | Independence |
| Garfield County | Escalante | Wasatch County | Interlaken |
| Garfield County | Garfield County | Wasatch County | Midway |
| Garfield County | Hatch | Wasatch County | Park City East |
| Garfield County | Henrieville | Wasatch County | Wallsburg |
| Garfield County | Panguitch | Wasatch County | Wasatch County |
| Garfield County | Tropic | Washington County | Apple Valley |
| Grand County | Castle Valley | Washington County | Enterprise |
| Grand County | Grand County | Washington County | Hildale |
| Grand County | Moab | Washington County | Hurricane |
| Iron County | Brian Head | Washington County | Ivins |

| | | | |
|----------------|------------------|-------------------|-----------------------|
| Iron County | Cedar City | Washington County | La Verkin |
| Iron County | Enoch | Washington County | Leeds |
| Iron County | Iron County | Washington County | New Harmony |
| Iron County | Kanarraville | Washington County | Rockville |
| Iron County | Paragonah | Washington County | Santa Clara |
| Iron County | Parowan | Washington County | Springdale |
| Juab County | Eureka | Washington County | St George |
| Juab County | Juab County | Washington County | Toquerville |
| Juab County | Levan | Washington County | Virgin |
| Juab County | Mona | Washington County | Washington City |
| Juab County | Nephi | Washington County | Washington County |
| Juab County | Rocky Ridge Town | Wayne County | Bicknell |
| Juab County | Santaquin South | Wayne County | Hanksville |
| Kane County | Alton | Wayne County | Loa |
| Kane County | Big Water | Wayne County | Lyman |
| Kane County | Glendale | Wayne County | Torrey |
| Kane County | Kanab | Wayne County | Wayne County |
| Kane County | Kane County | Weber County | Falcon Hill Riverdale |
| Kane County | Orderville | Weber County | Falcon Hill Roy |
| Millard County | Delta | Weber County | Farr West |
| Millard County | Fillmore | Weber County | Harrisville |
| Millard County | Hinckley | Weber County | Hooper |
| Millard County | Holden | Weber County | Huntsville |
| Millard County | Kanosh | Weber County | Marriott-Slaterville |
| Millard County | Leamington | Weber County | North Ogden |
| Millard County | Lynndyl | Weber County | Ogden |
| Millard County | Meadow | Weber County | Plain City |
| Millard County | Millard County | Weber County | Pleasant View |
| Millard County | Oak City | Weber County | Riverdale |
| Millard County | Scipio | Weber County | Roy |
| Morgan County | Morgan City | Weber County | South Ogden |

| | | | |
|--------------------------------|--------------------------------------|--------------|--------------------|
| Morgan County | Morgan County | Weber County | Uintah |
| Piute County | Circleville | Weber County | Washington Terrace |
| Piute County | Junction | Weber County | Weber County |
| Piute County | Kingston | Weber County | West Haven |
| Piute County | Marysvale | | |
| Piute County | Piute County | | |
| Rich County | Garden City | | |
| Rich County | Laketown | | |
| Rich County | Randolph | | |
| Rich County | Rich County | | |
| Rich County | Woodruff | | |
| <u>Salt Lake County</u> | <u>Alta</u> | | |
| <u>Salt Lake County</u> | <u>Bluffdale</u> | | |
| <u>Salt Lake County</u> | <u>Cottonwood Heights</u> | | |
| <u>Salt Lake County</u> | <u>Draper</u> | | |
| <u>Salt Lake County</u> | <u>Herriman</u> | | |
| <u>Salt Lake County</u> | <u>Holladay</u> | | |
| <u>Salt Lake County</u> | <u>Midvale</u> | | |
| <u>Salt Lake County</u> | <u>Murray</u> | | |
| <u>Salt Lake County</u> | <u>Riverton</u> | | |
| <u>Salt Lake County</u> | <u>Salt Lake City</u> | | |
| <u>Salt Lake County</u> | <u>Salt Lake County</u> | | |
| <u>Salt Lake County</u> | <u>Sandy</u> | | |
| <u>Salt Lake County</u> | <u>South Jordan</u> | | |
| <u>Salt Lake County</u> | <u>South Salt Lake</u> | | |
| <u>Salt Lake County</u> | <u>Taylorsville</u> | | |
| <u>Salt Lake County</u> | <u>Utah Data Center SL Co</u> | | |
| <u>Salt Lake County</u> | <u>West Jordan</u> | | |
| <u>Salt Lake County</u> | <u>West Valley City</u> | | |
| | | | |
| | | | |

| | Total Population | PY 16 Total ED Based on Census | State Grantee Allocations | | | Total National Grantees Allocations | | |
|-------------------------|------------------|--------------------------------|--------------------------------|-------------------------|------------------|-------------------------------------|--|------------------|
| | | | PY 15 State Grantee Allocation | PY 16 State Allocations | PY15-PY16 Change | PY 15 National Grantee Allocation | PY 16 National Grantee Slots Available | PY15-PY16 Change |
| Utah | | 292 | 60 | 60 | 0 | 232 | 232 | 0 |
| Beaver County, Utah | 6,354 | 1 | | 0 | 0 | 2 | 1 | -1 |
| Box Elder County, Utah | 52,097 | 5 | | 0 | 0 | 5 | 5 | 0 |
| Cache County, Utah | 120,783 | 8 | | 0 | 0 | 9 | 8 | -1 |
| Carbon County, Utah | 20,479 | 4 | | 0 | 0 | 6 | 4 | -2 |
| Daggett County, Utah | 1,109 | 0 | | 0 | 0 | 0 | 0 | 0 |
| Davis County, Utah | 336,043 | 22 | | 0 | 0 | 20 | 22 | 2 |
| Duchesne County, Utah | 20,862 | 3 | | 0 | 0 | 3 | 3 | 0 |
| Emery County, Utah | 10,370 | 1 | | 0 | 0 | 2 | 1 | -1 |
| Garfield County, Utah | 5,009 | 1 | | 0 | 0 | 2 | 1 | -1 |
| Grand County, Utah | 9,516 | 3 | | 0 | 0 | 3 | 3 | 0 |
| Iron County, Utah | 48,368 | 7 | | 0 | 0 | 7 | 7 | 0 |
| Juab County, Utah | 10,594 | 1 | | 0 | 0 | 2 | 1 | -1 |
| Kane County, Utah | 7,131 | 1 | | 0 | 0 | 2 | 1 | -1 |
| Millard County, Utah | 12,645 | 2 | | 0 | 0 | 3 | 2 | -1 |
| Morgan County, Utah | 11,065 | 1 | | 0 | 0 | 0 | 1 | 1 |
| Piute County, Utah | 1,517 | 2 | | 0 | 0 | 1 | 2 | 1 |
| Rich County, Utah | 2,311 | 1 | | 0 | 0 | 0 | 1 | 1 |
| Salt Lake County, Utah | 1,107,314 | 112 | 60 | 60 | 0 | 60 | 52 | -8 |
| San Juan County, Utah | 15,772 | 5 | | 0 | 0 | 5 | 5 | 0 |
| Sanpete County, Utah | 28,778 | 3 | | 0 | 0 | 5 | 3 | -2 |
| Sevier County, Utah | 20,984 | 6 | | 0 | 0 | 4 | 6 | 2 |
| Summit County, Utah | 39,633 | 3 | | 0 | 0 | 3 | 3 | 0 |
| Tooele County, Utah | 62,952 | 5 | | 0 | 0 | 4 | 5 | 1 |
| Uintah County, Utah | 37,928 | 4 | | 0 | 0 | 4 | 4 | 0 |
| Utah County, Utah | 575,205 | 34 | | 0 | 0 | 31 | 34 | 3 |
| Wasatch County, Utah | 29,161 | 2 | | 0 | 0 | 2 | 2 | 0 |
| Washington County, Utah | 155,602 | 24 | | 0 | 0 | 19 | 24 | 5 |
| Wayne County, Utah | 2,692 | 2 | | 0 | 0 | 1 | 2 | 1 |
| Weber County, Utah | 243,645 | 29 | | 0 | 0 | 27 | 29 | 2 |

Utah SCSEP program Participant Counties with respective slot totals and changes since FY15

- **ESGW-NRM (Northern Rocky Mountain)** – Goodwill covers the entire state of Utah as the National grantee. Goodwill has 231 slots.
- **Salt Lake County (Utah SCSEP sub-grantee)** – AAS only covers Salt Lake County with 60 slots.
- **Describe any current slot imbalances and proposed steps to correct inequities to achieve equitable distribution.**
 - **The Utah SCSEP program has not had a slot imbalance for years since the last 2010 Census (when DOL closed the Utah SCSEP programs Davis and Weber County). The Utah SCSEP program only covers Salt Lake County. ESGW-NRM submits its slot imbalance proposal through their National Office to the DOL. As of this report, all inequities have been addressed.**

Utah SCSEP program Participant Counties with respective slot totals and changes since FY15

| | Total Population | PY 16 Total ED Based on Census | State Grantee Allocations | | | Total National Grantees Allocations | | |
|-------------------------|------------------|--------------------------------|--------------------------------|-------------------------|------------------|-------------------------------------|--|------------------|
| | | | PY 15 State Grantee Allocation | PY 16 State Allocations | PY15-PY16 Change | PY 15 National Grantee Allocation | PY 16 National Grantee Slots Available | PY15-PY16 Change |
| Utah | | 292 | 60 | 60 | 0 | 232 | 232 | 0 |
| Beaver County, Utah | 6,354 | 1 | | 0 | 0 | 2 | 1 | -1 |
| Box Elder County, Utah | 52,097 | 5 | | 0 | 0 | 5 | 5 | 0 |
| Cache County, Utah | 120,783 | 8 | | 0 | 0 | 9 | 8 | -1 |
| Carbon County, Utah | 20,479 | 4 | | 0 | 0 | 6 | 4 | -2 |
| Daggett County, Utah | 1,109 | 0 | | 0 | 0 | 0 | 0 | 0 |
| Davis County, Utah | 336,043 | 22 | | 0 | 0 | 20 | 22 | 2 |
| Duchesne County, Utah | 20,862 | 3 | | 0 | 0 | 3 | 3 | 0 |
| Emery County, Utah | 10,370 | 1 | | 0 | 0 | 2 | 1 | -1 |
| Garfield County, Utah | 5,009 | 1 | | 0 | 0 | 2 | 1 | -1 |
| Grand County, Utah | 9,516 | 3 | | 0 | 0 | 3 | 3 | 0 |
| Iron County, Utah | 48,368 | 7 | | 0 | 0 | 7 | 7 | 0 |
| Juab County, Utah | 10,594 | 1 | | 0 | 0 | 2 | 1 | -1 |
| Kane County, Utah | 7,131 | 1 | | 0 | 0 | 2 | 1 | -1 |
| Millard County, Utah | 12,645 | 2 | | 0 | 0 | 3 | 2 | -1 |
| Morgan County, Utah | 11,065 | 1 | | 0 | 0 | 0 | 1 | 1 |
| Piute County, Utah | 1,517 | 2 | | 0 | 0 | 1 | 2 | 1 |
| Rich County, Utah | 2,311 | 1 | | 0 | 0 | 0 | 1 | 1 |
| Salt Lake County, Utah | 1,107,314 | 112 | 60 | 60 | 0 | 60 | 52 | -8 |
| San Juan County, Utah | 15,772 | 5 | | 0 | 0 | 5 | 5 | 0 |
| Sanpete County, Utah | 28,778 | 3 | | 0 | 0 | 5 | 3 | -2 |
| Sevier County, Utah | 20,984 | 6 | | 0 | 0 | 4 | 6 | 2 |
| Summit County, Utah | 39,633 | 3 | | 0 | 0 | 3 | 3 | 0 |
| Tooele County, Utah | 62,952 | 5 | | 0 | 0 | 4 | 5 | 1 |
| Uintah County, Utah | 37,928 | 4 | | 0 | 0 | 4 | 4 | 0 |
| Utah County, Utah | 575,205 | 34 | | 0 | 0 | 31 | 34 | 3 |
| Wasatch County, Utah | 29,161 | 2 | | 0 | 0 | 2 | 2 | 0 |
| Washington County, Utah | 155,602 | 24 | | 0 | 0 | 19 | 24 | 5 |
| Wayne County, Utah | 2,692 | 2 | | 0 | 0 | 1 | 2 | 1 |
| Weber County, Utah | 243,645 | 29 | | 0 | 0 | 27 | 29 | 2 |

- **Explain the State’s long-term strategy for achieving an equitable distribution of SCSEP positions within the State that:**
 - **Moves positions from over-served to underserved locations within the State in compliance with 20 CFR 641.365.**
 - **The State of Utah SCSEP program is in compliance with over-served to underserved locations because we only serve Salt Lake County.**

The Utah SCSEP Programs County and respective slot number

| | Total Population | PY 16 Total ED Based on Census | State Grantee Allocations | | |
|------------------------|------------------|--------------------------------|--------------------------------|-------------------------|------------------|
| | | | PY 15 State Grantee Allocation | PY 16 State Allocations | PY15-PY16 Change |
| Utah | | 292 | 60 | 60 | 0 |
| Salt Lake County, Utah | 1,107,314 | 112 | 60 | 60 | 0 |

- ESGW-NRM (Northern Rocky Mountain)** It is our goal to serve mature workers throughout the state of Utah, wherever there are eligible seniors who need SCSEP services. Potential participants are most easily identified in urban areas where they have access to the American Job Centers where SCSEP is housed. Rural Utahans do not tend to have as much access to a local Job Center near their homes. (See attached chart for authorized positions and equitable distribution). Although ESGW SCSEP is located strategically throughout the state, there are still areas of the state that are several hours driving distance to the nearest SCSEP location. Strategies to identify and serve these participants include partnering with local county agencies and non-profits providing services to seniors. In some locales, this strategy has worked very well, in others it has been difficult to identify the best sources to assist with recruitment efforts. Natural attrition due to durational limits and participants finding unsubsidized employment in the over-served areas will allow Employment Specialists to focus attention and outreach efforts on those under-served areas.

The Utah National Grantee (ESGW-NRM (Northern Rocky Mountain) and their counties and respective slot numbers.

| | Total Population | PY 16 Total ED Based on Census | Total National Grantees Allocations | | |
|-------------------------|------------------|--------------------------------|-------------------------------------|--|------------------|
| | | | PY 15 National Grantee Allocation | PY 16 National Grantee Slots Available | PY15-PY16 Change |
| Utah | | 292 | 232 | 232 | 0 |
| Beaver County, Utah | 6,354 | 1 | 2 | 1 | -1 |
| Box Elder County, Utah | 52,097 | 5 | 5 | 5 | 0 |
| Cache County, Utah | 120,783 | 8 | 9 | 8 | -1 |
| Carbon County, Utah | 20,479 | 4 | 6 | 4 | -2 |
| Daggett County, Utah | 1,109 | 0 | 0 | 0 | 0 |
| Davis County, Utah | 336,043 | 22 | 20 | 22 | 2 |
| Duchesne County, Utah | 20,862 | 3 | 3 | 3 | 0 |
| Emery County, Utah | 10,370 | 1 | 2 | 1 | -1 |
| Garfield County, Utah | 5,009 | 1 | 2 | 1 | -1 |
| Grand County, Utah | 9,516 | 3 | 3 | 3 | 0 |
| Iron County, Utah | 48,368 | 7 | 7 | 7 | 0 |
| Juab County, Utah | 10,594 | 1 | 2 | 1 | -1 |
| Kane County, Utah | 7,131 | 1 | 2 | 1 | -1 |
| Millard County, Utah | 12,645 | 2 | 3 | 2 | -1 |
| Morgan County, Utah | 11,065 | 1 | 0 | 1 | 1 |
| Piute County, Utah | 1,517 | 2 | 1 | 2 | 1 |
| Rich County, Utah | 2,311 | 1 | 0 | 1 | 1 |
| Salt Lake County, Utah | 1,107,314 | 112 | 60 | 52 | -8 |
| San Juan County, Utah | 15,772 | 5 | 5 | 5 | 0 |
| Sanpete County, Utah | 28,778 | 3 | 5 | 3 | -2 |
| Sevier County, Utah | 20,984 | 6 | 4 | 6 | 2 |
| Summit County, Utah | 39,633 | 3 | 3 | 3 | 0 |
| Tooele County, Utah | 62,952 | 5 | 4 | 5 | 1 |
| Uintah County, Utah | 37,928 | 4 | 4 | 4 | 0 |
| Utah County, Utah | 575,205 | 34 | 31 | 34 | 3 |
| Wasatch County, Utah | 29,161 | 2 | 2 | 2 | 0 |
| Washington County, Utah | 155,602 | 24 | 19 | 24 | 5 |
| Wayne County, Utah | 2,692 | 2 | 1 | 2 | 1 |
| Weber County, Utah | 243,645 | 29 | 27 | 29 | 2 |

- **National Indian Council on Aging – NICOA** Staff will continue to recruit and enroll in underserved areas. As participants exit the program in overserved areas, staff will enroll in underserved areas.

- **Equitably serves both rural and urban areas.**
 - **ESGW-NRM (Northern Rocky Mountain)-Goodwill SCSEP** has slots throughout the state of Utah. Most of the participants currently being served reside in urban areas, as these areas provide ample support for recruitment efforts as well as the most opportunities for employment. Limited funds available to support travel into rural areas seriously curtails efforts to recruit, as well as to serve individuals residing in isolated areas. The state of Utah is an area of nearly 85,000 square miles; much of it is rugged terrain with isolated populated areas. Although Easter Seals-Goodwill SCSEP has staff in seven locations throughout the state, often there is a long distance to the nearest office serving SCSEP participants. Coordination with area Agencies on Aging has met with some success, but what is really required to serve these areas properly is additional funds to either staff offices within reasonable traveling distance or funds to allow for regular travel into the rural areas by SCSEP staff.
 - **Salt Lake County (UTAH SCSEP sub-grantee) – AAS only has one county and it is in an urban area.**
- **Serves individuals afforded priority for service under 20 CFR 641.520. (20 CFR 641.302(a), 641.365, 641.520.)**
 - **The Utah SCSEP Program when recruiting and selecting participants for SCSEP, priority is given to individuals who have one or more of the following priority of service characteristics:**
 - **Are covered persons in accordance with the Jobs for Veterans Act (covered persons – veterans and eligible spouses, including widows and widowers – who are eligible for SCSEP must receive services instead of, or before, non-covered persons);**
 - **Are 65 years or older;**
 - **Have a disability;**
 - **Have limited English proficiency;**
 - **Have low literacy skills;**
 - **Reside in a rural area;**
 - **Have low employment prospects;**
 - **Have failed to find employment after utilizing services provided through the One-Stop Delivery System;**
 - **Are homeless or are at risk for homelessness**

The priority of service requirements are included in the state SCSEP contract and are adhered to by all SCSEP grantees in Utah.

- **ESGW-NRM (Northern Rocky Mountain)** The total population of Utah is approaching 3 million. An estimated 12.7 percent of the total population is at or below poverty level, and 10 percent of the total population is aged 65 or older. If one of every ten Utahans at poverty level is over 65 then approximately 38,100 seniors are income eligible statewide. ESGW SCSEP has 232 authorized positions throughout the state.

- **Provide the relative distribution of eligible individuals who:**

- **reside in urban and rural areas within the State**

| | | Rural or Urban | Population Eligible for SCSEP | Population at 150 % of FPL | PY 16 Total ED Based on Census | PY 16 State Allocations | PY 16 National Grantee Slots Available |
|-------|-------------------------|----------------|-------------------------------|----------------------------|--------------------------------|-------------------------|--|
| | Utah | | | | 292 | 60 | 232 |
| 49001 | Beaver County, Utah | R | 1,072 | 371 | 1 | 0 | 1 |
| 49003 | Box Elder County, Utah | R | 7,402 | 1,568 | 5 | 0 | 5 |
| 49005 | Cache County, Utah | U | 11,933 | 3,462 | 8 | 0 | 8 |
| 49007 | Carbon County, Utah | R | 3,978 | 997 | 4 | 0 | 4 |
| 49009 | Daggett County, Utah | R | 214 | 16 | 0 | 0 | 0 |
| 49011 | Davis County, Utah | U | 35,373 | 6,061 | 22 | 0 | 22 |
| 49013 | Duchesne County, Utah | R | 2,734 | 482 | 3 | 0 | 3 |
| 49015 | Emery County, Utah | R | 1,873 | 814 | 1 | 0 | 1 |
| 49017 | Garfield County, Utah | R | 1,039 | 526 | 1 | 0 | 1 |
| 49019 | Grand County, Utah | R | 1,782 | 692 | 3 | 0 | 3 |
| 49021 | Iron County, Utah | R | 6,735 | 1,195 | 7 | 0 | 7 |
| 49023 | Juab County, Utah | R | 1,481 | 856 | 1 | 0 | 1 |
| 49025 | Kane County, Utah | R | 1,671 | 205 | 1 | 0 | 1 |
| 49027 | Millard County, Utah | R | 2,163 | 715 | 2 | 0 | 2 |
| 49029 | Morgan County, Utah | U | 1,356 | 64 | 1 | 0 | 1 |
| 49031 | Piute County, Utah | R | 390 | 118 | 2 | 0 | 2 |
| 49033 | Rich County, Utah | R | 362 | 181 | 1 | 0 | 1 |
| 49035 | Salt Lake County, Utah | U | 125,667 | 33,002 | 112 | 60 | 52 |
| 49037 | San Juan County, Utah | R | 1,871 | 847 | 5 | 0 | 5 |
| 49039 | Sanpete County, Utah | R | 4,163 | 1,493 | 3 | 0 | 3 |
| 49041 | Sevier County, Utah | R | 3,746 | 1,027 | 6 | 0 | 6 |
| 49043 | Summit County, Utah | R | 4,639 | 614 | 3 | 0 | 3 |
| 49045 | Tooele County, Utah | R | 6,563 | 1,130 | 5 | 0 | 5 |
| 49047 | Uintah County, Utah | R | 3,693 | 1,205 | 4 | 0 | 4 |
| 49049 | Utah County, Utah | U | 47,481 | 9,194 | 34 | 0 | 34 |
| 49051 | Wasatch County, Utah | R | 3,074 | 244 | 2 | 0 | 2 |
| 49053 | Washington County, Utah | U | 30,633 | 6,217 | 24 | 0 | 24 |
| 49055 | Wayne County, Utah | R | 562 | 151 | 2 | 0 | 2 |
| 49057 | Weber County, Utah | U | 32,300 | 7,653 | 29 | 0 | 29 |

Salt Lake County Urban information (Utah SCSEP program base)

County population in 2012: 1,063,842 (99% urban, 1% rural); it was 898,387 in 2000

Read more: http://www.city-data.com/county/Salt_Lake_County-UT.html#ixzz49b6HTvXu

- **ESGW-NRM (Northern Rocky Mountain)** The majority of Utah's population is clustered around the Wasatch Front Mountain range, including Weber, Davis, Salt Lake and Utah counties. Most of the land area of the state has low population density and is designated rural. ESGW SCSEP currently has seven locations in strategic areas throughout the state. The full time employment counselor in the Ogden office conducts all documentation and data entry for participants in the northern rural counties with assistance from a participant who provides supportive services to participants and host agencies from the Logan DWS office. The Ogden office currently serves 54 participants and 21 Host Agencies in Cache, Box Elder and Weber County. The office situated in Davis County serves 28 participants and 15 Host Agencies in Tooele, Duchesne and Uintah counties as well as Davis. Participants are placed in local Host Agencies and the Employment Specialist travels regularly to complete employment plans, needs assessments and re-certifications. Recruitment is currently taking place in these counties and local Host Agencies assist with referrals. In Salt Lake County, two full time Employment Specialists provide services to 64 participants and 18 Host Agencies. Salt Lake host agencies offer a variety of training opportunities within easy access of public transportation. All host agency assignments are made with the participant's location and ability to travel in mind. In Utah County we are currently serving 27 participants and eight Host Agencies, including Habitat for Humanity, Utah State Hospital, Community Action Services and Food Bank, Ability First and the American Red Cross. The Price office serves several Central and Southeastern counties: Carbon, Emery, Grand, Piute, Wayne, San Pete, Sevier and San Juan County. One staff participant travels to meet participants at their local host agency sites as well as conducting business by phone, fax and email. The office in Cedar City serves participants in Iron, Beaver, Millard and Garfield counties. Most of these counties are in rural areas. Host Agencies are limited. The Forest Service has been a valuable partner in these rural areas providing employment training for the rural participants. The local governments in these tourist areas have also extended training opportunities to participants with participants training as tour guides in various rural museums and parks. The employment counselor in Cedar City also travels to serve participants. In Washington County, many participants live in and around the St. George

area. Host agencies are accessible by public transportation if necessary. The Washington County office also serves rural Kane County.

- **Salt Lake County (UTAH SCSEP sub-grantee) – AAS only has one county and it is in an urban area.**
- **National Indian Council on Aging – NICOA serves only San Juan County, which is a rural area.**
- **Have the greatest economic need** means the need resulting from an income level at or below the poverty guidelines established by the Department of Health and Human Services and approved by the Office of Management and Budget (OMB). (42 U.S.C. 3002(23).)

| | | Total Population | Rural or Urban | Population Eligible for SCSEP | Population at 150 % of FPL | PY 16 Total ED Based on Census | PY 16 State Allocations | PY 16 National Grantee Slots Available | PY15-PY16 Change |
|-------|-------------------------|------------------|----------------|-------------------------------|----------------------------|--------------------------------|-------------------------|--|------------------|
| | Utah | | | | | 292 | 60 | 232 | 0 |
| 49001 | Beaver County, Utah | 6,354 | R | 1,072 | 371 | 1 | 0 | 1 | -1 |
| 49003 | Box Elder County, Utah | 52,097 | R | 7,402 | 1,568 | 5 | 0 | 5 | 0 |
| 49005 | Cache County, Utah | 120,783 | U | 11,933 | 3,462 | 8 | 0 | 8 | -1 |
| 49007 | Carbon County, Utah | 20,479 | R | 3,978 | 997 | 4 | 0 | 4 | -2 |
| 49009 | Daggett County, Utah | 1,109 | R | 214 | 16 | 0 | 0 | 0 | 0 |
| 49011 | Davis County, Utah | 336,043 | U | 35,373 | 6,061 | 22 | 0 | 22 | 2 |
| 49013 | Duchesne County, Utah | 20,862 | R | 2,734 | 482 | 3 | 0 | 3 | 0 |
| 49015 | Emery County, Utah | 10,370 | R | 1,873 | 814 | 1 | 0 | 1 | -1 |
| 49017 | Garfield County, Utah | 5,009 | R | 1,039 | 526 | 1 | 0 | 1 | -1 |
| 49019 | Grand County, Utah | 9,516 | R | 1,782 | 692 | 3 | 0 | 3 | 0 |
| 49021 | Iron County, Utah | 48,368 | R | 6,735 | 1,195 | 7 | 0 | 7 | 0 |
| 49023 | Juab County, Utah | 10,594 | R | 1,481 | 856 | 1 | 0 | 1 | -1 |
| 49025 | Kane County, Utah | 7,131 | R | 1,671 | 205 | 1 | 0 | 1 | -1 |
| 49027 | Millard County, Utah | 12,645 | R | 2,163 | 715 | 2 | 0 | 2 | -1 |
| 49029 | Morgan County, Utah | 11,065 | U | 1,356 | 64 | 1 | 0 | 1 | 1 |
| 49031 | Piute County, Utah | 1,517 | R | 390 | 118 | 2 | 0 | 2 | 1 |
| 49033 | Rich County, Utah | 2,311 | R | 362 | 181 | 1 | 0 | 1 | 1 |
| 49035 | Salt Lake County, Utah | 1,107,314 | U | 125,667 | 33,002 | 112 | 60 | 52 | -8 |
| 49037 | San Juan County, Utah | 15,772 | R | 1,871 | 847 | 5 | 0 | 5 | 0 |
| 49039 | Sanpete County, Utah | 28,778 | R | 4,163 | 1,493 | 3 | 0 | 3 | -2 |
| 49041 | Sevier County, Utah | 20,984 | R | 3,746 | 1,027 | 6 | 0 | 6 | 2 |
| 49043 | Summit County, Utah | 39,633 | R | 4,639 | 614 | 3 | 0 | 3 | 0 |
| 49045 | Tooele County, Utah | 62,952 | R | 6,563 | 1,130 | 5 | 0 | 5 | 1 |
| 49047 | Uintah County, Utah | 37,928 | R | 3,693 | 1,205 | 4 | 0 | 4 | 0 |
| 49049 | Utah County, Utah | 575,205 | U | 47,481 | 9,194 | 34 | 0 | 34 | 3 |
| 49051 | Wasatch County, Utah | 29,161 | R | 3,074 | 244 | 2 | 0 | 2 | 0 |
| 49053 | Washington County, Utah | 155,602 | U | 30,633 | 6,217 | 24 | 0 | 24 | 5 |
| 49055 | Wayne County, Utah | 2,692 | R | 562 | 151 | 2 | 0 | 2 | 1 |
| 49057 | Weber County, Utah | 243,645 | U | 32,300 | 7,653 | 29 | 0 | 29 | 2 |

Salt Lake County Poverty information (Utah SCSEP program base)

Percentage of residents living in poverty in 2013: 12.6%
(8.1% for White Non-Hispanic residents, 25.3% for Black residents, 25.8% for Hispanic or Latino residents, 35.2% for American Indian residents, 25.1% for Native Hawaiian and other Pacific Islander residents, 31.0% for other race residents, 20.1% for two or more races residents)

Percentage of residents living in poverty in 2013: 12.6%

Salt Lake County: 12.6%

Utah: 12.7%

(8.1% for White Non-Hispanic residents, 35.7% for Black residents, 25.8% for Hispanic or Latino residents, 32.2% for American Indian residents, 25.1% for Native Hawaiian and other Pacific Islander residents, 31.0% for other race residents, 20.1% for two or more races residents)

Supplemental Security Income (SSI) in 2006:

- **Total number of recipients: 10,115**
- **Number of aged recipients: 1,386**
- **Number of blind and disabled recipients: 8,729**
- **Number of recipients under 18: 1,639**
- **Number of recipients between 18 and 64: 6,263**
- **Number of recipients older than 64: 2,213**
- **Number of recipients also receiving OASDI: 2,942**

Read more: http://www.city-data.com/county/Salt_Lake_County-UT.html#ixzz49b6HTvXu

- **ESGW-NRM (Northern Rocky Mountain)** In the current program year (PY15), 91 percent of participants served by ESGW SCSEP are at or below 100 percent of the Federal Poverty Level. For those participants facing the greatest economic need, Easter Seals-Goodwill SCSEP's partnership with local homeless shelters, food banks and other community agencies serving economically depressed mature individuals allows participants greater access to needed resources. ESGW SCSEP reaches out to local minority communities through churches, schools and community networking to provide services to and engagement of disparate groups in all local service areas. Employment Specialists are trained to identify and prioritize enrollment for those most in need.
- **Salt Lake County (UTAH SCSEP sub-grantee)** – AAS SCSEP staff will assist participants with the greatest economic need by helping them find affordable housing, free clothing, food assistance, free or low cost medical and dental care, reduced cost bus passes and free or low cost assistive devices.

- **National Indian Council on Aging** – San Juan County is an area facing great economic need. NICOA partners with the chapter house, Navajo nation, food banks, the local housing authority and other community agencies to serve the majority of participants who are at or below 100 percent of the Federal Poverty Level at the time of enrollment.

○ **Are minorities**

| | Total Population | Rural or Urban | PY 16 Total ED Based on Census | PY 16 State Allocations | PY 16 National Grantee Slots Available | White Non-Hispanic Alone | Hispanic or Latino | Asian alone | Two or more races | Native Hawaiian and Other Pacific Islander alone | Black Non-Hispanic Alone | American Indian and Alaska Native alone |
|-------------------------|------------------|----------------|--------------------------------|-------------------------|--|--------------------------|--------------------|-------------|-------------------|--|--------------------------|---|
| Utah | | | 292 | 60 | 232 | 89.20% | 9.00% | 1.70% | 5.10% | 0.70% | 0.80% | 1.30% |
| Beaver County, Utah | 6,354 | R | 1 | 0 | 1 | 86.00% | 10.80% | 1.10% | 0.80% | 0.00% | 0.00% | 0.80% |
| Box Elder County, Utah | 52,097 | R | 5 | 0 | 5 | 88.30% | 8.30% | 1.40% | 0.90% | 0.00% | 0.00% | 0.70% |
| Cache County, Utah | 120,783 | U | 8 | 0 | 8 | 85.50% | 10.00% | 1.90% | 1.30% | 0.00% | 0.50% | 0.50% |
| Carbon County, Utah | 20,479 | R | 4 | 0 | 4 | 84.10% | 12.40% | 0.60% | 1.40% | 0.00% | 0.00% | 0.90% |
| Daggett County, Utah | 1,109 | R | 0 | 0 | 0 | 94.40% | 3.10% | 0.00% | 0.80% | 0.00% | 0.00% | 0.70% |
| Davis County, Utah | 336,043 | U | 22 | 0 | 22 | 85.80% | 8.40% | 1.70% | 1.90% | 0.60% | 1.10% | 0.00% |
| Duchesne County, Utah | 20,862 | R | 3 | 0 | 3 | 87.10% | 6.00% | 0.00% | 2.00% | 0.00% | 0.00% | 4.10% |
| Emery County, Utah | 10,370 | R | 1 | 0 | 1 | 92.10% | 6.00% | 0.00% | 0.70% | 0.00% | 0.00% | 0.60% |
| Garfield County, Utah | 5,009 | R | 1 | 0 | 1 | 91.60% | 4.50% | 1.20% | 0.70% | 0.00% | 0.00% | 1.50% |
| Grand County, Utah | 9,516 | R | 3 | 0 | 3 | 84.10% | 9.60% | 0.80% | 1.30% | 0.00% | 0.00% | 3.80% |
| Iron County, Utah | 48,368 | R | 7 | 0 | 7 | 87.10% | 7.70% | 0.70% | 1.60% | 0.00% | 0.40% | 2.00% |
| Juab County, Utah | 10,594 | R | 1 | 0 | 1 | 94.00% | 3.70% | 0.00% | 1.00% | 0.00% | 0.00% | 0.70% |
| Kane County, Utah | 7,131 | R | 1 | 0 | 1 | 93.20% | 3.70% | 0.40% | 1.00% | 0.00% | 0.00% | 1.40% |
| Millard County, Utah | 12,645 | R | 2 | 0 | 2 | 84.70% | 12.80% | 0.60% | 0.80% | 0.00% | 0.00% | 0.80% |
| Morgan County, Utah | 11,065 | U | 1 | 0 | 1 | 96.10% | 2.40% | 0.00% | 0.70% | 0.00% | 0.00% | 0.00% |
| Piute County, Utah | 1,517 | R | 2 | 0 | 2 | 91.20% | 7.00% | 0.00% | 0.80% | 0.00% | 0.00% | 0.00% |
| Rich County, Utah | 2,311 | R | 1 | 0 | 1 | 94.10% | 4.20% | 0.00% | 0.70% | 0.00% | 0.00% | 0.70% |
| Salt Lake County, Utah | 1,107,314 | U | 112 | 60 | 52 | 74.00% | 17.10% | 3.20% | 1.90% | 1.50% | 1.40% | 0.60% |
| San Juan County, Utah | 15,772 | R | 5 | 0 | 5 | 43.90% | 4.40% | 0.00% | 1.70% | 0.00% | 0.00% | 49.60% |
| Sanpete County, Utah | 28,778 | R | 3 | 0 | 3 | 86.70% | 9.40% | 0.50% | 1.20% | 0.50% | 0.80% | 0.90% |
| Sevier County, Utah | 20,984 | R | 6 | 0 | 6 | 92.90% | 4.50% | 0.00% | 1.10% | 0.00% | 0.00% | 0.90% |
| Summit County, Utah | 39,633 | R | 3 | 0 | 3 | 85.40% | 11.50% | 1.20% | 1.10% | 0.00% | 0.00% | 0.00% |
| Tooele County, Utah | 62,952 | R | 5 | 0 | 5 | 84.50% | 11.40% | 0.60% | 1.60% | 0.40% | 0.60% | 0.80% |
| Uintah County, Utah | 37,928 | R | 4 | 0 | 4 | 82.80% | 7.10% | 0.50% | 1.70% | 0.00% | 0.00% | 7.30% |
| Utah County, Utah | 575,205 | U | 34 | 0 | 34 | 84.20% | 10.80% | 1.30% | 1.90% | 0.70% | 0.50% | 0.50% |
| Wasatch County, Utah | 29,161 | R | 2 | 0 | 2 | 84.20% | 13.50% | 0.70% | 0.90% | 0.00% | 0.00% | 0.00% |
| Washington County, Utah | 155,602 | U | 24 | 0 | 24 | 85.60% | 9.80% | 0.70% | 1.60% | 0.70% | 0.50% | 1.10% |
| Wayne County, Utah | 2,692 | R | 2 | 0 | 2 | 93.40% | 4.20% | 0.70% | 1.20% | 0.00% | 0.00% | 0.00% |
| Weber County, Utah | 243,645 | U | 29 | 0 | 29 | 78.10% | 16.70% | 1.20% | 1.80% | 0.00% | 1.20% | 1.50% |

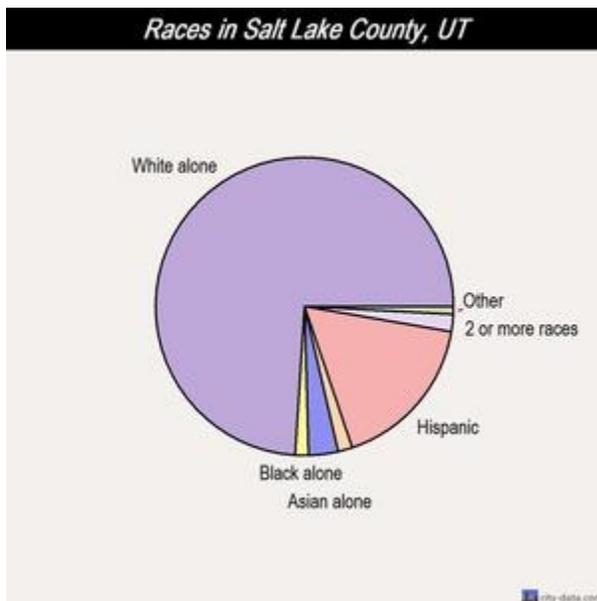
Salt Lake County Race information (Utah SCSEP program base)

SPARQ Utah Final FY2014

| D. PARTICIPANT CHARACTERISTICS | | | | | | | |
|---------------------------------------|------------------|--------------|------------|----------------|--------------|----------------|--------------|
| | | Q No. | Q % | YTD No. | YTD % | L4Q No. | L4Q % |
| Gender | 1. Male | | | 27 | 33 | | |
| | 2. Female | | | 55 | 67 | | |
| Age at Enrollment | 3. 55-59 | | | 20 | 24 | | |
| | 4. 60-64 | | | 23 | 28 | | |
| | 5. 65-69 | | | 21 | 26 | | |

| | | | | | | | |
|----------------------------|---|--|--|----|----|--|--|
| | 6. 70-74 | | | 12 | 15 | | |
| | 7. 75 & over | | | 6 | 7 | | |
| Ethnicity | 8. Hispanic, Latino or Spanish origin | | | 17 | 21 | | |
| Race | 9. American Indian or Alaska Native | | | 8 | 10 | | |
| | 10. Asian | | | 3 | 4 | | |
| | 11. Black or African American | | | 7 | 9 | | |
| | 12. Native Hawaiian or Pacific Islander | | | 1 | 1 | | |
| | 13. White | | | 57 | 70 | | |
| | 14. Two or More Races | | | 2 | 2 | | |
| Education | 15. 8th grade & under | | | 6 | 7 | | |
| | 16. 9th grade – 11th grade | | | 8 | 10 | | |
| | 17. High School diploma or equivalent | | | 24 | 29 | | |
| | 18. 1 – 3 years college | | | 24 | 29 | | |
| | 19. Post-secondary certificate | | | 4 | 5 | | |
| | 20. Associate's degree | | | 5 | 6 | | |
| | 21. Bachelor's degree or equivalent | | | 6 | 7 | | |
| | 22. Some graduate school | | | 0 | 0 | | |
| | 23. Master's degree | | | 4 | 5 | | |
| | 24. Doctoral degree | | | 1 | 1 | | |
| Additional Measures | 25. Family income at or below the poverty level | | | 76 | 93 | | |
| | 26. Individuals with disabilities | | | 3 | 4 | | |
| | 27. Individuals with limited English proficiency | | | 20 | 24 | | |
| | 28. Individuals with low literacy skills | | | 9 | 11 | | |
| | 29. Individuals residing in rural areas | | | 0 | 0 | | |
| | 30. Individuals with low employment prospects | | | 54 | 66 | | |
| | 31. Individuals who failed to find employment after using WIA Title I | | | 51 | 62 | | |
| | 32. Individuals age 75 and over at date of report | | | 8 | 10 | | |
| | 33. Individuals who are homeless or at risk of homelessness | | | 13 | 16 | | |

| | | | | | | |
|--|--|--|----|----|--|--|
| 34. Displaced homemakers | | | 1 | 1 | | |
| 35. Veterans (or eligible spouse of veteran) | | | 4 | 5 | | |
| Post-9/11 era veterans | | | 0 | 0 | | |
| 36. Individuals receiving public assistance | | | 55 | 67 | | |
| 37. Individuals with severe disability | | | 1 | 1 | | |
| 38. Individuals who are frail | | | 0 | 0 | | |
| 39. Individuals old enough for but not receiving SS Title II | | | 0 | 0 | | |
| 40. Individuals with severely limited employment prospects in areas of persistent unemployment | | | 0 | 0 | | |



Races in Salt Lake County, Utah:

- **White Non-Hispanic Alone** (74.0%)
- **Hispanic or Latino** (17.1%)
- **Asian alone** (3.2%)
- **Two or more races** (1.9%)
- **Native Hawaiian and Other Pacific Islander alone** (1.5%)
- **Black Non-Hispanic Alone** (1.4%)
- **American Indian and Alaska Native alone** (0.6%)

Median resident age: 30.0 years

Utah median age: 29.0 years

Males: 517,881  (44.0%)

Females: 511,774  (56.0%)

Read more: http://www.city-data.com/county/Salt_Lake_County-UT.html#ixzz49b6HTvXu

- **ESGW-NRM (Northern Rocky Mountain)** Participants representing seven different language groups from around the world are served statewide. Thirteen percent of total participants enrolled speak English as a second language. Sixteen percent of participants are races other than Caucasian.
- **Salt Lake County (UTAH SCSEP sub-grantee)** – AAS SCSEP staff will assist minorities by making sure they are aware of community services beyond those commonly known to them, placing them in host sites where staff are cognizant of the their unique needs and willing to assist the participant achieve their goals, and providing SCSEP staff who are aware of each participants’ issues and can offer individualized services to each participant.
- **National Indian Council on Aging** – NICOA recruits in San Juan County, primarily on the Navajo reservation.

- **Are limited English proficient**

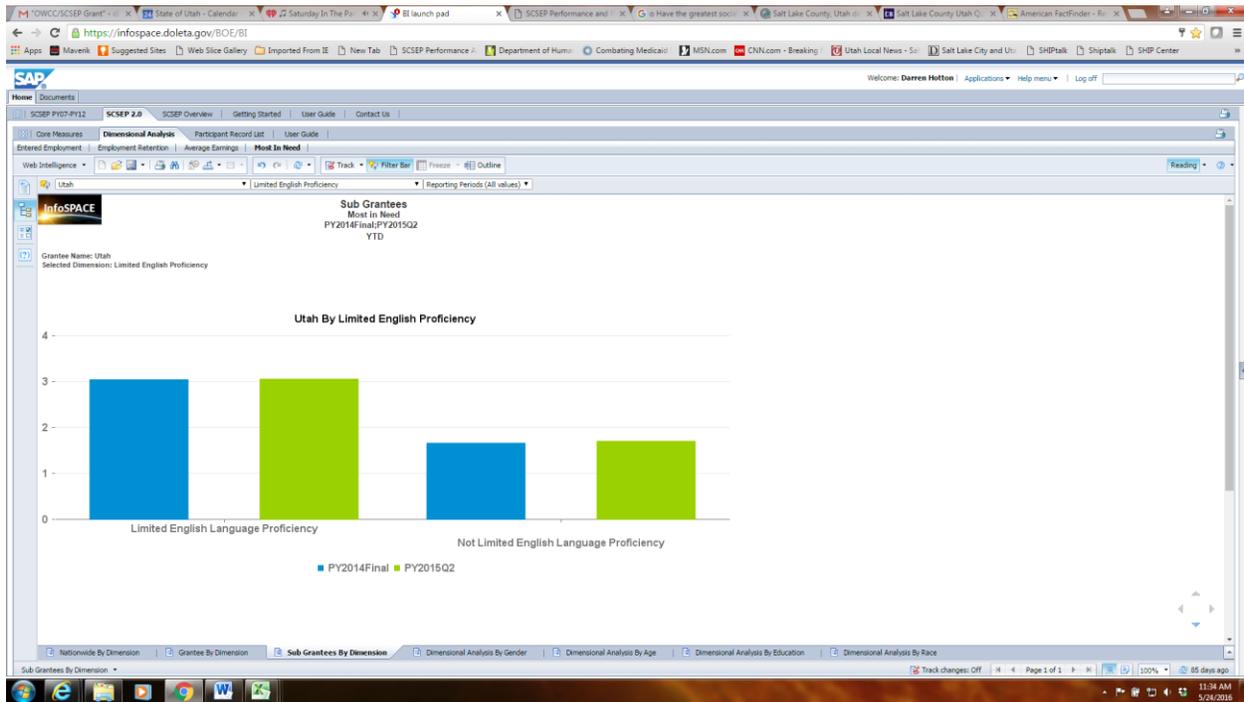
Utah Social Statistics

| LANGUAGE SPOKEN AT HOME | | |
|-------------------------------------|-----------|-------|
| Population 5 years and over | 2,023,875 | 100.0 |
| English only | 1,770,626 | 87.5 |
| Language other than English | 253,249 | 12.5 |
| Speak English less than 'very well | 105,691 | 5.2 |
| Spanish | 150,244 | 7.4 |
| Speak English less than "very well" | 71,405 | 3.5 |
| Other Indo-European languages | 49,865 | 2.5 |

| | | |
|-------------------------------------|--------|-----|
| Speak English less than "very well" | 13,156 | 0.7 |
| Asian and Pacific Island languages | 37,805 | 1.9 |
| Speak English less than "very well" | 16,310 | 0.8 |

Source: U.S. Census Bureau, 2010-2014 American Community Survey 5-Year Estimates

Salt Lake County Limited English Proficiency Information (Utah SCSEP program base)



PY2014Final;PY2015Q2

**Most in Need
YTD**

| | | | | |
|---|---|------------|-------------|-------------|
| | | | | |
| | | | | |
| | Limited English Proficiency | | | |
| Utah | | 82 | 2.00 | 67 |
| | | | | 2.04 |
| _retired_PY12_May_Weber/Morgan Aging | Not Limited English Language Proficiency | N/A | N/A | N/A |
| | | | | N/A |

| | | | | | |
|------------------------|--|--------|------|--------|------|
| Salt Lake County Aging | Limited English Language Proficiency | 20 | 3.05 | 17 | 3.06 |
| | Not Limited English Language Proficiency | 62 | 1.66 | 50 | 1.70 |
| State Grantees | Overall: | 13,854 | 2.41 | 10,631 | 2.40 |
| Nationwide | Overall: | 66,784 | 2.78 | 50,877 | 2.76 |

<https://infospace.doleta.gov/BOE/BI>

| LANGUAGE SPOKEN AT HOME | Salt Lake County | |
|--------------------------------------|------------------|---------|
| Population 5 years and over | 974,377 | 974,377 |
| English only | 778,418 | 79.90% |
| Language other than English | 195,959 | 20.10% |
| Speak English less than "very well" | 73,562 | 7.50% |
| Spanish | 127,200 | 13.10% |
| Speak English less than "very well" | 49,421 | 5.10% |
| Other Indo-European languages | 27,735 | 2.80% |
| Speak English less than "very well" | 7,975 | 0.80% |
| Asian and Pacific Islander languages | 33,275 | 3.40% |
| Speak English less than "very well" | 13,817 | 1.40% |
| Other languages | 7,749 | 0.80% |
| Speak English less than "very well" | 2,349 | 0.20% |

Source: U.S. Census Bureau, 2010-2014 American Community Survey 5-Year Estimates

- **ESGW-NRM (Northern Rocky Mountain)** Salt Lake County has the greatest number of limited English proficient participants due to the high number of refugees served in the county. ESGW SCSEP provides ESL instruction in partnership with Horizonte Instruction and Training Center, the Refugee Center of Salt Lake, the Somali Community Agency, Catholic Community Services and Vietnamese Community Agency. Participants speak such disparate languages as Arabic, Bhutanese, Burmese, Russian, Somali, Spanish and Vietnamese.
- **Salt Lake County (UTAH SCSEP sub-grantee)** – AAS SCSEP staff will assist participants who are limited English proficient by providing interpreters when needed; whenever feasible, placing the participant in a host site

where someone speaks their native language; providing information on ESL classes; working with family members to assure the participant is learning work related skills at their host site; and work with family members or interpreters to resolve any program related issues when they occur.

- **National Indian Council on Aging – NICOA** recruits in San Juan County, primarily on the Navajo reservation.
- **Have the greatest social need (20 CFR 641.325(b).)** *Greatest social need* means the need caused by non-economic factors, which include: Physical and mental disabilities; language barriers; and cultural, social, or geographical isolation, including isolation caused by racial or ethnic status, which restricts the ability of an individual to perform normal daily tasks or threatens the capacity of the individual to live independently. (42 U.S.C. 3002(24)).

| | | Total Population | Rural or Urban | Population Eligible for SCSEP | Population at 150% of FPL | PY 16 Total ED Based on Census | PY 16 State Allocations | PY 16 National Grantee Slots Available | PY15-PY16 Change |
|-------------|-------------------------|------------------|----------------|-------------------------------|---------------------------|--------------------------------|-------------------------|--|------------------|
| Utah | | | | | | 292 | 60 | 232 | 0 |
| 49001 | Beaver County, Utah | 6,354 | R | 1,072 | 371 | 1 | 0 | 1 | -1 |
| 49003 | Box Elder County, Utah | 52,097 | R | 7,402 | 1,568 | 5 | 0 | 5 | 0 |
| 49005 | Cache County, Utah | 120,783 | U | 11,933 | 3,462 | 8 | 0 | 8 | -1 |
| 49007 | Carbon County, Utah | 20,479 | R | 3,978 | 997 | 4 | 0 | 4 | -2 |
| 49009 | Daggett County, Utah | 1,109 | R | 214 | 16 | 0 | 0 | 0 | 0 |
| 49011 | Davis County, Utah | 336,043 | U | 35,373 | 6,061 | 22 | 0 | 22 | 2 |
| 49013 | Duchesne County, Utah | 20,862 | R | 2,734 | 482 | 3 | 0 | 3 | 0 |
| 49015 | Emery County, Utah | 10,370 | R | 1,873 | 814 | 1 | 0 | 1 | -1 |
| 49017 | Garfield County, Utah | 5,009 | R | 1,039 | 526 | 1 | 0 | 1 | -1 |
| 49019 | Grand County, Utah | 9,516 | R | 1,782 | 692 | 3 | 0 | 3 | 0 |
| 49021 | Iron County, Utah | 48,368 | R | 6,735 | 1,195 | 7 | 0 | 7 | 0 |
| 49023 | Juab County, Utah | 10,594 | R | 1,481 | 856 | 1 | 0 | 1 | -1 |
| 49025 | Kane County, Utah | 7,131 | R | 1,671 | 205 | 1 | 0 | 1 | -1 |
| 49027 | Millard County, Utah | 12,645 | R | 2,163 | 715 | 2 | 0 | 2 | -1 |
| 49029 | Morgan County, Utah | 11,065 | U | 1,356 | 64 | 1 | 0 | 1 | 1 |
| 49031 | Piute County, Utah | 1,517 | R | 390 | 118 | 2 | 0 | 2 | 1 |
| 49033 | Rich County, Utah | 2,311 | R | 362 | 181 | 1 | 0 | 1 | 1 |
| 49035 | Salt Lake County, Utah | 1,107,314 | U | 125,667 | 33,002 | 112 | 60 | 52 | -8 |
| 49037 | San Juan County, Utah | 15,772 | R | 1,871 | 847 | 5 | 0 | 5 | 0 |
| 49039 | Sanpete County, Utah | 28,778 | R | 4,163 | 1,493 | 3 | 0 | 3 | -2 |
| 49041 | Sevier County, Utah | 20,984 | R | 3,746 | 1,027 | 6 | 0 | 6 | 2 |
| 49043 | Summit County, Utah | 39,633 | R | 4,639 | 614 | 3 | 0 | 3 | 0 |
| 49045 | Tooele County, Utah | 62,952 | R | 6,563 | 1,130 | 5 | 0 | 5 | 1 |
| 49047 | Uintah County, Utah | 37,928 | R | 3,693 | 1,205 | 4 | 0 | 4 | 0 |
| 49049 | Utah County, Utah | 575,205 | U | 47,481 | 9,194 | 34 | 0 | 34 | 3 |
| 49051 | Wasatch County, Utah | 29,161 | R | 3,074 | 244 | 2 | 0 | 2 | 0 |
| 49053 | Washington County, Utah | 155,602 | U | 30,633 | 6,217 | 24 | 0 | 24 | 5 |
| 49055 | Wayne County, Utah | 2,692 | R | 562 | 151 | 2 | 0 | 2 | 1 |
| 49057 | Weber County, Utah | 243,645 | U | 32,300 | 7,653 | 29 | 0 | 29 | 2 |

Salt Lake County Social Need information (Utah SCSEP program base)

Percentage of residents living in poverty in 2013: 12.6%
 (8.1% for White Non-Hispanic residents, 25.3% for Black residents, 25.8% for Hispanic or Latino residents, 35.2% for American Indian residents, 25.1% for Native Hawaiian and other Pacific Islander residents, 31.0% for other race residents, 20.1% for two or more races residents)

Percentage of residents living in poverty in 2013: 12.6%

Salt Lake County: 12.6%

Utah: 12.7%

(8.1% for White Non-Hispanic residents, 35.7% for Black residents, 25.8% for Hispanic or Latino residents, 32.2% for American Indian residents, 25.1% for Native Hawaiian and other Pacific Islander residents, 31.0% for other race residents, 20.1% for two or more races residents)

Read more: http://www.city-data.com/county/Salt_Lake_County-UT.html#ixzz49b6HTvXu

| DISABILITY STATUS OF THE CIVILIAN NONINSTITUTIONALIZED POPULATION | Salt Lake County | |
|---|------------------|-----------|
| Total Civilian Noninstitutionalized Population | 1,055,210 | 1,055,210 |
| With a disability | 93,648 | 8.90% |
| Under 18 years | 304,655 | 304,655 |
| With a disability | 9,513 | 3.10% |
| 18 to 64 years | 655,308 | 655,308 |
| With a disability | 51,210 | 7.80% |
| 65 years and over | 95,247 | 95,247 |
| With a disability | 32,925 | 34.60% |

Source: U.S. Census Bureau, 2010-2014 American Community Survey 5-Year Estimates

- **ESGW-NRM (Northern Rocky Mountain)** In Salt Lake City host agency agreements with the Road Home and Salt Lake City Housing Authority provide a natural pathway for referrals of homeless participants. Agreements with other helping agencies that provide food, clothing and other necessities to those in need also encourages referrals for recipients potentially eligible for SCSEP. Employment Specialists in all areas of the state reach out to churches and schools and engage in community networking to ensure that all potentially eligible participants have the opportunity to apply for the program.
- **Salt Lake County (UTAH SCSEP sub-grantee)** – While the AAS SCSEP program has developed strong host site placements to meets the needs of participants with the greatest social need, staff also will locate new host sites or job duties at current host sites to customize the training experience

for each participant. The staff also assists with the location of needs outside job training by locating appropriate and affordable housing, food assistance, transportation options, clothing and assistive devices.

- **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))**
 - The Utah SCSEP program experienced a major change to the program during the last census. This experience will help this program if there is any disruption to the SCSEP program. The Utah SCSEP program has experience with working with the DOL to close out areas, expand areas, and the movement of National programs. Steps taken prior;
 - Discussion with effected areas and sub-contracts
 - Discussion with the DOL on timelines to open, realign, close areas
 - Discussion with National Grantees if slots are transferred to their program
 - Visitation with clients and grantees for introductions
 - Start client transitions
 - Handle complaints and issues
 - Close out files / SPARQ / handle data issues
 - The Utah SCSEP program has steps in place if the program needs to move out of DAAS to DWS. The program management in place at both agencies understands what is needed to move a program and the processes that need to take place to ensure clients move over with a little disruption as possible. The Utah SCSEP program has a process in place if we need to change out sub-grantees.

SCSEP Operations

- *Per recent guidance, the DOL has not required a description of Utah SCSEP operations. However, we will submit a copy of the Utah SCSEP DOL approved Policy and Procedure Manual and the Easter Seals SCSEP policy and Procedure Manual as an Appendix.*