![Utah Department of Health & Human Services logo]

Utah Senior Community Service Employment Program (SCSEP) 4-year state plan 2024

Strategic Plan 2024-2027

Prepared by

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Contents

State plan purpose

The Utah Senior Community Service Employment Program (SCSEP) State Plan will guide the strategic and ongoing operations of the program in Utah. The plan provides direction for coordination among organizations engaged in older worker activities that result in employment for the older workforce.

The Utah Department of Health and Human Services Division of Aging and Adult Services, as the state grantee for SCSEP in Utah, will manage older worker initiatives, development, and implementation of Utah's strategies to address the issues of older workers and workforce issues.

The plan was developed by the Utah Department of Health and Human Services Division of Aging and Adult Services, in accordance with the following;

- *Older Americans Act Reauthorization Act of 2024, Pub. L. 118-XXX (March 2024);*
- *SCSEP Performance Accountability Final Rule, 83 Federal Register (FR) 36407 (July 30, 2018);*
- *SCSEP Final Rule, 75 FR 53786 (September 1, 2010), as amended by 87 FR 8186 (February 14, 2022);*
- *TEGL 17-16, Infrastructure Funding of the One-Stop Delivery System (January 18,2017);*
- *WIOA, Pub. L. 113-128, Sec. 121, Funding of One-Stop Infrastructure (July 22, 2014);*
- *SCSEP Performance Data Collection Approval (Office of Management and Budget No. 1205-0040) (expiration date July 31, 2027);*
- *TEGL 12-06 Revised Income Inclusions and Exclusions and Procedures for Determining Senior Community Service Employment Program (SCSEP) Eligibility (December 28, 2006); and*
- *TEGL 16-24, 2025 Federal Poverty Guidelines for Senior Community Service Employment Program (SCSEP) Grants (July 1, 2025)*

The Senior Community Service Employment Program

The Senior Community Service Employment Program (SCSEP) is a community service and work-based job training program for older Americans. Authorized by the Older Americans Act, the program provides training for low-income, unemployed seniors. Participants also have access to employment assistance through American Job Centers.

SCSEP participants gain work experience in a variety of community service activities at non-profit and public facilities, including schools, hospitals, day-care centers, and senior centers. The program provides over 40 million community service hours to public and non-profit agencies, allowing them to enhance and provide needed services. Participants work an average of 20

hours a week and are paid the highest of federal, state or local minimum wage. This training serves as a bridge to unsubsidized employment opportunities for participants.

Participants must be at least 55, unemployed, and have a family income of no more than 125% of the federal poverty level. Enrollment priority is given to veterans and qualified spouses, then to individuals who are over 65, have a disability, have low literacy skills or limited English proficiency, reside in a rural area, are homeless or at risk of homelessness, have low employment prospects, or have failed to find employment after using services through the American Job Center system.

Eligibility criteria for SCSEP participant are:

- *Be 55 years of age and older*
- *Have an income of no more than 125 percent of the federal poverty level*
- *Be unemployed and not job-ready*
- *Reside in Utah*

Individuals with priority are those who:

- *Are covered persons in accordance with the VOW (covered persons who are SCSEP eligible must receive services instead of or before all 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 using services provided under Title I of the Workforce Innovation and Opportunity Act (WIOA) or*
- *Are homeless or are at risk for homelessness*

The Utah Division of Aging and Adult Services contracts with a sub-grantee "Easterseals-Goodwill Northern Rocky Mountain (ESGW)" to carry out the SCSEP services in Utah.

Solicitation and collection of public comments

To ensure all interested parties are a part of the state plan's development, the final draft is distributed to individuals and organizations with expertise in older worker issues. The state plan will be modified in response to the advice and recommendations received during this review

process. In addition, this plan is posted to the department's website at daas.utah.gov for public review for 7 calendar days. Any individual or organization may comment on the state plan.

Economic projections and impact

A. **Discuss long-term projections for jobs in industries and occupations in the State that may provide employment opportunities for older workers. (20 CFR 641.302(d)). Alternately, States may discuss this in the economic analysis section of the strategic plan, if submitting a Combined State Plan.**

Economic, workforce and workforce development activities analysis

Utah's strategic plan and vision are based on analysis of the state's current, post-pandemic economy and workforce. The state's economy has recovered from the pandemic and exhibits similar characteristics to the pre-pandemic economy. Some structural changes remain from the pandemic, like an increased amount of teleworking, but that does not significantly alter the need for and distribution of occupations. Telework changes the location of a work environment, but not necessarily the functions expected from the work environment.

Utah identifies 4 major economic areas within the state: the Wasatch Front (Utah's principal urban area), the Bear River Area, the Eastern Region, and the Central and Southwest Area. The latter 3 have enough distance or dissimilarity from Utah's urban core to warrant their own regional identifications. Since 83% of the state's employment is embodied in the Wasatch Front, the overall state profile serves as a proxy for the profile of that urban core. Analysis is provided for the other 3 areas where appropriate.

Economic summary

The 2024 Utah economy operated as a full-employment economy. Finding labor in substantial numbers can be a challenge for employers. The unemployment rate was at 3.2% and employment growth averaged around 1.5%, slightly below Utah's long-term annual growth average. Strong wage gains have continued since the end of the pandemic, speaking to a tight labor market. This is an expected outcome within a full employment economy.

The available labor supply is limited as 3.2% unemployment would suggest. Yet the economy has still found enough new labor to maintain above-average employment growth for the past several years. Labor in-migration plays a primary role in keeping the job growth above what a 3.2% unemployment rate might otherwise look like. Yet the labor market is tight, causing

employers to be aggressive, and sometimes frustrated, in seeking labor. This situation creates job opportunities. As a result, this is an excellent environment for people with barriers to employment to find a job.

To provide perspective on Utah's economic achievements, Utah has outperformed all other states since the onset of the COVID pandemic in early 2020. When looking at each state's percentage employment gain compared to February 2020, Utah is second in the nation in percentage growth. Utah's employment level is at 13.5% higher than it was before COVID hit. Only Idaho has had greater job gains, at 14.3%.

Utah's employment gains and trajectory is not unusual for this state. Between 1980 and 2000, Utah's employment base grew by 100%. Between 2000 and mid-2025 it has grown by 65% for an average annual rate of 2.1%; and this includes time spent within 3 major recessions. Collectively, for 7 years those recessions added no net new jobs to the Utah economy. Therefore, that 65% growth occurred across a collective 18-year period.

Internal population growth is Utah's foundation for employment expansion and success. Utah has the youngest median age in the nation, giving it the nation's youngest labor force. Utah's large average family size makes for a continuous flow of new workers aging into the labor force. There are more young workers in the state than old. Therefore, the economy is always expanding to accommodate this continuous maturing of the population into the labor force.

Additionally, Utah lies in the middle of America's strongest in-migration region, the underpopulated Rocky Mountains. For most of America's development, the mountain states were under-utilized as mountains were a barrier to an industrial economy's development. Flat land, rivers, lakes and oceans transported the era's industrial physical products. Mountains presented a challenge for this type of activity. But with the advent of the technological economy, barriers have been removed and the economic door is wide open for the mountain states to experience their full potential.

By mid-2025, the labor force participation rate in Utah returned to slightly below its pre-pandemic level. Workers who were enticed to join the labor force during the recovery from the pandemic, a time marked by high wages, flexibility and bargaining power for workers, have fewer incentives to stay in the softening labor market.

The high inflation of 2022 and early 2023 continues to slowly abate, pushed down by Federal Reserve interest rate hikes. The high interest rates also drove the level of job openings downward, helping to bring labor demand and supply closer to a balance. However, the ratio of

openings to unemployed workers in Utah is nearing equilibrium at 1.3 jobs per unemployed worker in the state.

Economic outlook

High inflation and rapid interest rate hikes by the Federal Reserve in 2022 and 2023 stoked concerns about a potential recession. More recently, increased tariffs and the likelihood of slower population growth are concerns for the state's economy and labor market Thus far, the Utah and national labor markets have shown remarkable resistance with low unemployment rates and continued job growth. The expectation is that if a recession were to occur in the near term, it would be mild and shallow with minimal job losses.

In the longer run, evidence indicates that Utah's economic position is favorable and forwardly optimistic. It has shown itself to be one of the nation's best performing state economies across the past 30 years. There are internal and external drivers of this performance, and both are expected to remain as primary Utah economic influences moving forward. The internal factor is that Utah has the nation's highest birth rates. Utah's internal demographics do not mirror the national trends. The national profile has the baby boom generation as a major portion of the labor force, and that segment will be exiting during the next 20 years. The nation is rapidly approaching zero labor force growth because of this demographic deficiency. Utah, on the other hand, across the next 20 years can add 2 children into its labor force for every 1 baby boomer who leaves the labor force. This demographic statistic is Utah's internal economic driver.

The external support is centered around Utah's geographic location. Utah is located in the middle of America's strongest in-migration region, the relatively underpopulated Rocky Mountains. Across the past 30 years, 4 Intermountain West states, Arizona, Idaho, Nevada, and Utah, have seen their economies grow by 100% or more. There is a collective economic synergy surrounding this region, and Utah lies at the center of it.

Economic overview

Utah's economy has returned to a state of strong annual job growth accompanied by low unemployment rates. As of June 2025, the unemployment has remained below 3.3% since 2021, indicating a full-employment economy making for tight labor markets.

The post-Great Recession Utah labor force participation rate, (the percent of all persons ages 16 and older who are either working or looking for work), declined due to structural demographic forces and is unlikely to return to the highs of the pre-Great Recession era. In Utah, the rate was around 72% for the 20 years prior to the Great Recession. The participation rate lowered to 67%

during the recession as workers became discouraged or disassociated from the weakened job market. Yet over the 10 years from 2010 to 2020, as the economy significantly improved, the participation rate rose to only 68.5%. The natural aging of the population is the force behind Utah's lower participation rate. Prior to the Great Recession, only 11% of Utah's over-16 population was 65 years and older—that being a segment of the 16-and-over population that naturally has a low participation rate. With that age group's percentage increasing to 16% of the 16-and-older population by 2020, the Utah labor force participation rate's potential is likely to remain below the previous 72% level going forward. With the extraordinarily tight labor markets present in the post COVID economy, the labor force participation rate has inched up to nearly 70%, a level not seen since 2009, driven by increased participation among prime age workers, ages 25-54. In 2024 and 2025, the labor force participation rate has declined slightly to a more typical rate, coming closer to 68%.

Utah's employment-expansion industrial distribution is as broad as it is strong. Mining is largely the only sector with a less than rosy outlook going forward, although mining employment grew by 15% from 2017-2025. The oil and gas segments ebb and flow with that industry's seemingly perpetual volatility. The only sector with employment declines from 2020 – 2025 was the retail trade industry, while the information, financial activities, and trade, transportation and utilities sectors saw only minimal growth.

The remaining industrial sectors have grown significantly across the 5 years from 2020-2025, ranging from 11% for professional and business services to 16% for leisure and hospitality and 24% for construction. A sector like manufacturing, nationally considered in decline, expanded its employment footprint in Utah by 12%.

Utah has experienced the same urban-centric post-Great Recession expansion experienced nationally. Utah has an urban-dominated economy, as 88% of the state's employment is found within its metropolitan statistical areas (including Logan and St. George).

The economic and social disruptions of the pandemic provided   an opportunity for many workers to relocate. Often this meant leaving larger cities for smaller cities and rural areas, a migration further enabled by the rise of remote work during the COVID and post-COVID era. As a result, Utah's regions with smaller populations saw high rates of growth s in the years immediately following the pandemic. As the economy continues to recover, population trends in the state's rural Eastern region have declined, with population having expanded only 1.7% in that region from 2019-2024 The scenic Southwest and Central region experienced growth of 14.5% in its employment base, and the Bear River region expanded by 9%, both of which

outpaced the state's 8.5% rate. The highly urban Wasatch Front region expanded by 8.1Just lower than the state's growth rate.

Regional profiles

Bear River Area

The Bear River Area comprises Box Elder, Cache, and Rich counties along the state's northern border, making up 5.3% of Utah's employment base. Cache County has the largest employment base in the area and is the main core of the Logan Metropolitan Statistical Area (MSA) that includes Franklin County, Idaho. Cache County makes up 69% of the Bear River Area's employment base.

The Bear River Area contributes to the states' overall strong economic environment. The employment base has grown by .9% over the past 2 years (early 2023 to early 2025) and by 9.9% in the last 5 years (2020-2025).

Box Elder County is a part of the Ogden-Clearfield MSA. It composes 30% of the Bear River Area's employment base. Rich County is a small, rural county that includes 1 percent of the Bear River Area's employment base.

An economic feature of this area is its significant manufacturing presence. Manufacturing makes up 21% of the area's employment. While manufacturing is somewhat of a declining industry at the national level, this region's manufacturing employment has remained relatively steady over recent years, increasing by 5.5% from 2020 to 2025. Since this area also has a strong agricultural presence, much of the manufacturing employment is in food production, a segment of manufacturing that tends to be economically more stable than non-food manufacturing.

The education sector is another significant employer, accounting for 16% of the employment base. Utah State University, an agricultural-founded university, is the backbone of this employment.

Retail trade, health care, leisure and hospitality, construction, and professional and technical services round out the other top employment sectors. Across 20 major industry sectors, only the administrative support/waste management, information, and agriculture sectors have lost jobs from 2020-2025.

The economic impact from the pandemic was somewhat tempered in this economic region.

Manufacturing, a significant portion of this region's employment base, was not heavily impacted by the pandemic. In fact, manufacturing employment has increased by 12% from 2020-2025. The region has enjoyed big job gains in several manufacturing industries over this time period, including chemical, transportation equipment, food, wood products and paper manufacturing.

Eastern Region

Utah's Eastern Region spans the north-south axis mostly along the border with Colorado. It is a 7-county conglomeration whose commonality is geographic isolation from Utah's urban center. It has vast areas of uninhabited land, extensive public land ownership, several Native American reservations, stunning landscapes yielding national parks, monuments and recreation areas, and a general lack of industrial diversity.

The area has 2 micropolitan centers: Vernal, in the geographic area called the Uintah Basin, and Price near the center of the state. Moab is another town that serves as the regional center for the area's southeastern corner.

While the geography spans nearly half the state, the Eastern Region makes up only 2.8% of Utah's employment base. This is down from 2.9% in 2018. Despite its declining share of overall state employment, the region has still grown, expanding its employment base by 11.9% from 2020 to 2025.

The region's economic performance is tied to the energy sector. Oil, natural gas, and coal production are significant economic features. The Uintah Basin segment, comprising Daggett, Duchesne, and Uintah counties, is centered in Vernal and produces oil and natural gas. Oil and gas employment in the Uintah Basin had a volatile five years from 2020 to 2025, but overall is up 11%. This growth contributed to an impressive 5-year rate of overall employment growth in the Basin, which expanded by 17% from 2020 to 2025. Changes in oil and gas employment affect other sectors such as construction and trucking, as these industries are linked to, and support, the region's energy production. Trucking jobs are down 22% over the last five years, while construction jobs rebounded in 2025, nearly doubling from a slump in employment in 2020.

The Eastern Region's Castle Country segment, spanning Carbon and Emery counties and the city of Price, continues to be a coal and electricity-production economy. The 5 years from 2020 to 2025 saw the overall employment level increase by around 450 jobs, for an average annual jobs growth rate of 0.7%. This rate is slower than the state's 2.4%, but is weaker since coal mining

and coal-burning power plants have not been on a favorable trajectory given the escalating concerns related to climate change.

The region's 2 southern counties, Grand and San Juan, are heavily tourist-dependent economies. The COVID-19 pandemic treated each differently. Grand County is home to 2 national parks and is more easily accessed than San Juan County. San Juan is less known and less visited because its landscape has only recently been designated as a national monument. Visitor centers and corresponding infrastructure are not in place, and major highways are far away. Therefore, Grand County rebounded fully from the pandemic downturn, with job levels in 2022 higher than pre-pandemic. San Juan County has had a slower recovery from COVID. Job numbers surpassed pre-pandemic levels in 2023, with the leisure and hospitality sector still about 4% smaller than it was in 2019.

Overall, the leisure and hospitality industry is the region's dominant employment focus with 15% of total employment. It is not a particularly well-paying industry, and the employment is often seasonal, but it is vibrant. Healthcare and social assistance account for another 12% of employment, while retail trade and education account for 11% and 10% of the region's employment base, respectively. These tend to be stable and exhibit less seasonal employment as their clientele is largely the local population. Due to the area's national parks and monuments, the public administration sector has an outsized, but positive presence of 9% of the employment base.

The region's mining employment trend is noteworthy. Prior to COVID, the mining industry accounted for 11% of the region's employment base in 2019. Declines in this industry's employment during 2020 and 2021 dropped it to 9%. Most of this occurred within the Uintah Basin's oil patch. The employment decrease is primarily due to transitory workers who follow work across the nation's oil patches, so many of the dislocated workers do not remain in the region. The industry recovered in 2022, adding around 500 jobs in support activities for mining, to account for 10% of the region's total 2022 employment base and 11% of 2023's total employment base.

The pandemic had a negative impact on the Eastern Region. The initial shut down of the movement of people largely brought the oil industry to a standstill. This resulted in the shutdown of the oil patch of the Uintah Basin, and oil and gas jobs there remain well below pre-pandemic levels. The coal country in the area's central portion was relatively untouched by the pandemic. The area's two southern counties are heavily tourist dependent. For the first several months, the pandemic virtually closed these economies. When people began traveling by car to

the national parks, things changed from bad to good, particularly in Grand County. In the COVID era, Grand County benefited from significant in-migration to the area and now has an employment base 14% above its pre-COVID level. San Juan County's isolation played against it as it did not see the tourism volumes that Grand County did. However, employment has rebounded over the past two years, and at the beginning of 2025, total employment was 7.5% above 2019 levels.

Central/Southwest Region

Utah's Central/Southwest Region spans a large portion of Utah. It consists of 10 counties and includes the St. George Micropolitan Statistical Area (MSA) and the Cedar City MSA. Apart from these cities, the remainder is extensively rural, but it does have 4 regional communities including Delta, Kanab, Richfield, and Ephraim. Like the Eastern Region, it is isolated from Utah's metropolitan heart, vast areas of uninhabited land, extensive public land ownership, three national parks, national monuments and recreation areas, and a general lack of industrial diversity, except for the St. George MSA.

The region comprises 8.6% of the state's employment base, up from 8% in 2020. The area has shared in the state's strong employment growth of the past 5 years, largely but not exclusively from the strength of the St. George MSA (Washington County). This is one of the nation's fastest-growing counties. Its warm, sunbelt climate and desert red rock scenery are major attractions.

The region's economy has grown by 7% over the past 2 years and by 21% over the past 5 years. The growth is primarily in the region's southwestern portion, but the mostly rural central portion is faring better than the neighboring rural Eastern Region because it does not rely on the volatile energy sector.

Leisure and hospitality (tourism) is the region's leading industry, comprising 15% of the employment base. Paralleling that is another 13% in retail trade employment. Healthcare (14%) and education (12%) are also large employment areas, with an additional strong presence in construction (10%).

The St. George MSA accounts for 58% of the region's employment base. The Cedar City MSA adds another 17%. Together they account for 75% of the region's employment base. Employment expanded by 16% in the St. George MSA from 2020-2025, and by 25% in Iron County. The pandemic had mixed effects upon this area. Tourism initially shut down the area during the pandemic's first 3 months, then it came roaring back. With its close proximity to California, the region's natural beauty and national parks, visitors came to this region in droves.

B. *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))*

Long-term job occupational projections

The Utah SCSEP Program has attached the Utah Occupational Projections 2022-2032. In this projection, it predicts openings and projected growth for Utah Employment until 2032. 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 202022-2028.

Occupational Projections 2022-2032
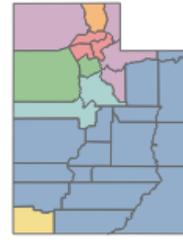
State of Utah
Quick Facts

Area
State of Utah

Total Annual Openings
249,530

Annual Growth Rate
2.1%

209,090 Replacement Openings	40,440 Growth Openings
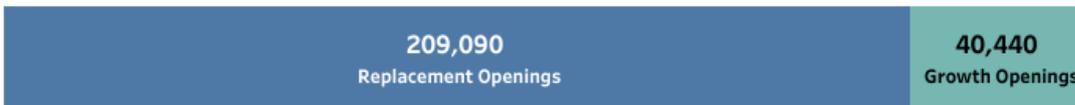
Major Occupational Groups

Growth Openings
Replacement Openings

Annual Growth Rate | | ### Annual Openings

Annual Growth Rate	Occupational Group
2.3%	Management
2.3%	Business and Financial Opera..
2.9%	Computer and Mathematical
2.7%	Architecture and Engineering
2.6%	Life, Physical, and Social Scie..
2.7%	Community and Social Service
1.4%	Legal
2.2%	Education, Training, and Libr..
2.3%	Arts, Design, Entertainment, ..
2.7%	Healthcare Practitioners and ..
2.9%	Healthcare Support
1.7%	Protective Service
2.8%	Food Preparation and Servin..
2.5%	Building and Grounds Cleanin..
2.7%	Personal Care and Service
1.5%	Sales and Related
0.9%	Office and Administrative Su..
0.4%	Farming, Fishing, and Forestry
2.7%	Construction and Extraction
2.0%	Installation, Maintenance, an..
1.3%	Production
2.0%	Transportation and Material ..

Many current and projected employment opportunities in Utah are higher skilled or educational based in nature and tend to be difficult or not suited for most SCSEP participants. With state's workers moving to these higher wage areas, it leaves openings for occupations better suited for SCSEP participants.

The Utah SCSEP strategic plan is to understand our local and regional labor market demands. The Utah SCSEP Program and its sub-grantee are responsible to help participants to find jobs and develop employer leads. The industry and occupational projections are used to develop training options and are essential in helping a participant develop a realistic goal. This drives the participant's individual employment plan and community service work-based training assignment and ensures participants are trained and placed in specific jobs where they reside. A variety of methods will be used to achieve the placement of participants into unsubsidized employment:

A. *The Utah SCSEP Program has become a required partner under the Workforce Innovation and Opportunity Act (WIOA).*
B. *As a member of the Utah State Workforce Development Operations Committee, we will gather information and review partners' current employer engagement processes. We will identify gaps and explore new ways to better meet employers' workforce needs and to achieve the goals of industry partners, including:*
    o *Ensuring all partners are aligned and coordinated in educating employers about individuals with barriers, with an emphasis on the targeted industries*
    o *Ensuring core, required and optional one-stop partners collaborate*
    o *Ensuring core, required and optional one-stop partners are not duplicating services*
    o *Ensuring that all partners are engaging with employers and high demand industries needs are being addressed within each of the economic regions*
C. *Participate in job club/job search training, which can include resume preparation, interview skills, referrals, and basic computer skills training*
D. *Increase contact with private sector employers*
E. *Register participants at the American Job Centers (One-Stop Career Centers)*

The following table outlines the most likely long-term occupational opportunities for Utah SCSEP participants and includes the type of skills training to be provided for each of these occupations.

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	
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

C. 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)).

Based on Utah Department of Workforce Services occupational projections based on a high school diploma or equivalent education level, the Utah SCSEP Program has provided a list of average annual growth rate occupations that will be attainable for SCSEP participants' unsubsidized placements. The Utah SCSEP and its sub-grantee will work with community-based service host agencies to prepare participants for the skills and training that fit with the projected occupations.

Occupations include

Occupation	Average annual openings	Average annual growth rate
Personal care aides	2,920	5.7%
Office clerks, general	3,670	1.9%
Childcare worker	1,090	4.0%
Helpers – production workers	300	2.2%
Order fillers	4,720	2.2%

Maintenance and repair workers, general	*1,810*	*2.7%*

Based on the Utah Department of Workforce Services most opening occupational projections, the Utah SCSEP Program will work with employers to strategize better ways to incorporate the needed skills and employment training to match unsubsidized employment opportunities in cashiers, janitors, office clerks (technology), order fillers, and personal care aides. Since these are the occupations with the most openings, the Utah SCSEP Program wants to put our participants in the best position to acquire these occupations with the most openings and help employers come to our program to recruit new employees.

Occupational Projections 2022-2032
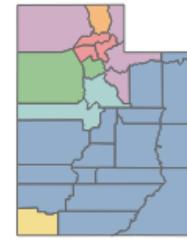
State of Utah
Rankings

Area
State of Utah

Most Openings
Annual Average of Total Openings

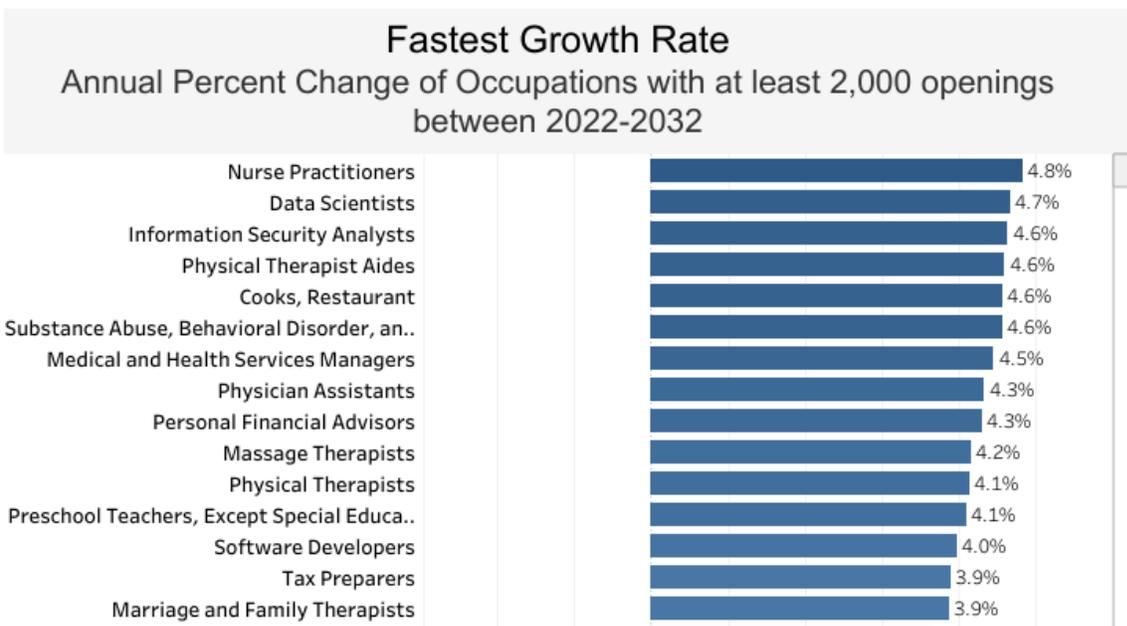| Occupation	Openings
Fast Food and Counter Workers	15,090
Customer Service Representatives	7,320
General and Operations Managers	6,860
Stockers and Order Fillers	5,560
Retail Salespersons	4,780
Janitors and Cleaners, Except Maids and H..	4,560
Office Clerks, General	4,560
Laborers and Freight, Stock, and Material ..	4,050
Waiters and Waitresses	4,030
Cashiers	3,990
Construction Laborers	3,660
Cooks, Restaurant	3,200
Heavy and Tractor-Trailer Truck Drivers	3,060
Home Health and Personal Care Aides	3,020

■ Annual Transfers   ■ Annual Exits   ■ Annual Growth

Fastest Growth Rate
Annual Percent Change of Occupations with at least 2,000 openings between 2022-2032

Occupation	Percent
Nurse Practitioners	4.8%
Data Scientists	4.7%
Information Security Analysts	4.6%
Physical Therapist Aides	4.6%
Cooks, Restaurant	4.6%
Substance Abuse, Behavioral Disorder, an..	4.6%
Medical and Health Services Managers	4.5%
Physician Assistants	4.3%
Personal Financial Advisors	4.3%
Massage Therapists	4.2%
Physical Therapists	4.1%
Preschool Teachers, Except Special Educa..	4.1%
Software Developers	4.0%
Tax Preparers	3.9%
Marriage and Family Therapists	3.9%

Source: Utah Department of Workforce Services. Updated August 2025.

In Utah, the occupations most likely to provide substantial employment opportunities for SCSEP participants are administration and support, food preparation, education assistance, healthcare and social assistance, personal care and services, and maintenance.

Applicants for Utah SCSEP usually have the following types of skill levels and employment history:

- *Multiple barriers to employment*
- *Low levels of education*
- *Disabilities*
- *Cultural, social isolation*
- *Low literacy skills*
- *Minimal employment history and experience*
- *Risk of homelessness*
- *Limited language skills*
- *Receiving public assistance*

The types of skills possessed by eligible individuals in the projected employment opportunities are limited; therefore, the Utah SCSEP Program reaches out to them to assist with their skills training, community service work-based assignment and employment.

The Utah SCSEP Program, as a required WIOA partner, will work with the American Job Center and other WIOA Core partners to help SCSEP participants receive the skills and knowledge to help with unsubsidized placement.

According to Utah Department of Workforce Services, the top five skills include: critical thinking, active listening, speaking, reading comprehension and monitoring. The top five knowledge areas include: English language, customer and personal service, mathematics, education and training, and administration and management. These skills and knowledge areas are the same regardless of region. Basic skills dominate the top of skills list and effective communication is a common attribute of most of the top-five skills.

The Utah SCSEP program will work with all community service work-based assignments to help provide attributes that employers need.

The community service work-based host agency will work with the participant to help with the core skills and knowledge needed and followed up through Individual Employment Plans:

- *Critical thinking*
- *Actively listening*
- *Communication*
- *Reading comprehension*
- *Monitoring*

Finally, the Utah SCSEP Program will work with the WIOA core partners and required partners to help with the state workforce plan to focus on education and training. Education and training partners will establish programs that meet both the current and emerging needs of businesses and organizations, including an emphasis on real-life applicability of skills development.

- *Ensure all WIOA core and required partners are aware of the educational offerings available and are recruiting and making referrals for WIOA-targeted populations, specifically those with barriers to employment.*
- *Ensure core and required partners are aligning, coordinating and collaborating as career pathway initiatives are developed and implemented, particularly in areas where there is a comprehensive one-stop center.*
- *At the local level, comprehensive one-stop centers will ensure all partner staff are trained and using the partner referral system for direct referrals and follow up.*

Service delivery and coordination

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

1. **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))**
   o *The Utah SCSEP Program is fully integrated as a required partner within the WIOA programs. The Utah SCSEP Program has embraced Utah's Department of Workforce WIOA vision, "A strong economy, now and in the future, depends on a world-class workforce. Utah will enhance and expand collaborative efforts with*

businesses and organizations, educational institutions, community partners, and government agencies through business development and partnerships related to key industry sectors and occupations. Utah will increase access to and opportunities for employment, education, training and support services that individuals, particularly those with barriers to employment, need to succeed in the workforce."

Utah WIOA partners:

Core partners include:

- o *Adult and Dislocated Worker Program*
- o *Youth*
- o *Wagner-Peyser Act programs*
- o *Adult Education and Family Literacy Act programs*
- o *Vocational Rehabilitation programs*

Required partners include:

- o *Senior Community Service Employment Program (SCSEP)*
- o *Veterans job counseling, training and placement services*
- o *Career and Technical Education (CTE)*
- o *Trade Adjustment Assistance (TAA)*
- o *Community Services Block Grant employment and training activities*
- o *Unemployment compensation programs*
- o *Programs authorized under the Social Security Act Title IV, Part A (TANF)*
- o *Job Corps*
- o *National Farmworkers Jobs program*
- o *YouthBuild*
- o *Indian Training Program*

As an active non-voting member of the State Workforce Development Board (SWDB) committee member, the Utah SCSEP Program has signed MOU/IFA. We also support the maintenance of the WIOA Partner MOU/IFA to ensure state funding resources are leveraged to promote this goal. The MOU/IFA is currently up-to-date.

The Utah SCSEP Program, in conjunction with the Department of Workforce Services, has developed a Partner Referral System for comprehensive one-stop partners. All partners have the ability to create information sheets about their programs that are

accessible to operations staff. They can also make, receive and monitor referrals. Partners can create reports to evaluate processes and track referrals. The state is providing ongoing training to SCSEP staff.

As a member of the Operations Committee the Utah SCSEP director will oversee these strategies, goals, and activities that deal with one-stop centers over this strategic plan:

o *Creating workforce development activities in response to gaps identified in the state's workforce analysis*
o *Setting collaborative performance goals, sharing information/data and working together to resolve problems, and addressing gaps*
o *Collaborating and coordinating on training, outreach and feedback by using existing committees, workgroups and programs while working to align and share resources when appropriate*
o *Supporting the one-stop certification process and overseeing the certification criteria*
o *Ensuring all core and required partners have representation on the committee, as well as representation from State Workforce Development Board business members*
o *Supporting the maintenance of the WIOA Partner MOU/IFA*
o *Overseeing strategies to engage education and training providers, including training providers on the state's Eligible Training Provider List (Education and Training Provider List) as partners in the workforce development system to create a job-driven education and training system*
o *Overseeing core partners' efforts to use a braided funding model to leverage existing resources in providing services for common customers*
o *Ensuring common performance outcomes are reported to the State Workforce Development Board annually*
o *Overseeing core partners efforts to explore sharing information and refine referral processes while working toward including all core partners in a common point of entry for customers to enter a universal collection application that connects to all core partner systems with the intent of streamlining the process and eliminating duplication*
o *Overseeing efforts to explore additional opportunities for co-location of core program partners and services*
o *Coordinating with other committees*

Easterseals-Goodwill Northern Rocky Mountain: *Throughout the state, SCSEP has been actively involved in the recertification process of the AJCs. Local workforce staff have been educated regarding SCSEP services and general eligibility requirements. SCSEP staff is in the process of being trained to use the electronic referral process. Currently, referrals are received through the system. This process will have a major impact in tracking the collaboration between partners and the outcomes for participants. Utah SCSEP continues to co-locate inside the AJCs in strategic areas throughout the state where a regular and predictable service schedule allows partners and participants to seek services from a consistent source. Easterseals-Goodwill is developing strong referral partnerships with WIOA core and required partners: Vocational Rehabilitation, Veteran's Administration (DVOP and Veteran's Employment services), Workforce Services Employment and Business Services teams, Unemployment (RESEA) Counselors, and Refugee Services. ESGW's senior leadership in Utah maintains professional associations with agencies serving people with disabilities and other non-profits serving the larger community.*

2. ***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))***
   - *The Utah SCSEP Program is located within the Division of Aging and Adult Services (DAAS). The division contracts with units of local government or Associations of Governments to operate AAAs. A funding formula is used to allocate funds to Utah's AAAs, which are responsible for planning, development, and delivery of aging services throughout their geographic areas. The AAAs, in turn, contract with local service providers and/or provide services directly to meet the identified needs of their older population. The services available within a service area may include, but are not limited to: congregate and home-delivered meals, information and referral, volunteer opportunities, transportation, family caregiver support, and a variety of in-home services including homemaker, personal care, home health care and Medicaid Home and Community-based Aging Waiver Services. Several other services are available as set by local priorities. The contract entities are a prime referral source for SCSEP as well as a source to disseminate recruitment materials. In addition, Older Americans Act contract entities are valuable host agencies. Participants can learn skills for job opportunities in the identified occupations with the most openings and fastest growth rates mentioned earlier.*

As part of the Division of Aging and Adult Services, the Utah SCSEP Program will implement the Utah Department of Health and Human Services vision of ensuring all Utahns have fair and equitable opportunities to live safe and healthy lives. This will be achieved through effective policy and a seamless system of services and programs.

To get there, DHHS will:

- *Ensure quality care, services, and programs are accessible where and when they're needed.*
- *Foster safe and supportive environments.*
- *Improve health outcomes, both physical and mental.*
- *Create a high-quality and efficient department.*
- *Build public trust in DHHS.*

o *__Easterseals-Goodwill Northern Rocky Mountain:__ Easterseals-Goodwill SCSEP has a strong collaborative partnership with the Area Agency on Aging in some areas of the state. Participants are training in senior centers and in administrative offices, helping to prepare and deliver meals as well as providing administration support functions. We are working to strengthen partnerships with the AAAs, particularly in rural areas, where we rely on the support of the local community to help with referrals of potentially eligible seniors as well as providing appropriate training sites. This will be a major focus during this plan period.*

3. **Actions to coordinate SCSEP with other private and public entities and programs that provide services to older Americans, such as community and faith-based organizations, transportation programs, and programs for those with special needs or disabilities. (20 CFR 641.302(i).)**
   o *__Easterseals-Goodwill Northern Rocky Mountain:__ Easterseals-Goodwill SCSEP collaborates with community agencies throughout Utah that provide services for people in need. Employment specialists are experts in connecting participants to resources in the local community to provide services that allow participants to stabilize themselves to more fully focus on preparation for employment. Some examples of services that participants may need include rent and/or utility payment support; assistance with food, clothing, transportation; access to emergency shelter/homelessness prevention; physical or psychosocial*

rehabilitation; access to sector specific training or licensure, literacy and ESL. The approval of additional training and supportive service funds set aside have given us additional resources to provide needed equipment and training. Utah SCSEP has robust partnerships that enable us to provide goods and services outside of the scope of the employment skills training provided by the program. Because of partners such as Crossroads Urban Center, Catholic Community Services, the Salvation Army, Deseret Industries, CAP Utah, USARA (Utah Support Advocacy for Recovery Awareness), Literacy Action Center, various medical providers throughout the state providing services to low-income families and individuals, Vocational Rehabilitation, Your Community Connection, Cottages of Hope, county human services departments, the Road Home and county housing authorities, and information and referral, we have been able to provide needed resources to participants.

With the support of the national office, Easter Seals-Goodwill Rocky Mountain offers virtual training to Utah participants. Utah participants have access to online training through GetSetUp and IBM SkillsBuild platforms. These platforms offer a variety of hard and soft skills training topics. The SkillsBuild platform offers certifications leading to industry recognized technology credentials. Seniors throughout the state have taken advantage of these training modules.

In response to the COVID-19 emergency, ESWG developed flexible training strategies including virtual and remote access to training resources. ESWG adopted the best strategies that resulted from the COVID-19 emergency.

While the expectation is that participants have resumed in-person training at their community service assignments, access to virtual training resources are still provided.

ESWG has collaborated with various community organizations to provide equipment and internet access to participants. Some of these organizations include Tech Charities, a nonprofit based in Salt Lake that provides training and equipment to participants in Utah, and PC for People, which donated 25 desktop computers to participants across the state. Additionally, ESWG purchased additional equipment using COVID-19 funding and other resources.

Because the Utah SCSEP program is confined to one county, participants have access to and the support of the employment specialist who is a seasoned

professional. She has been providing help and support to participants learning to use the electronic timesheet, designed to compel participants to report their time using technology. Many of the Utah participants are still training remotely enhancing their job search and job readiness skills via online training and curriculum designed to improve their employability outcomes. Participants have the flexibility to use online training and they are also encouraged to attend bi-weekly virtual job clubs.

4. ***Actions to coordinate SCSEP with other labor market and job training initiatives. (20 CFR 641.302(j).)***
   o *As a member of the SWDB Operations Committee, the committee is working on a strategy to gather information and review partners' current employer engagement processes. We will identify gaps and explore new ways to better meet employers' workforce needs and achieve the goals of industry partners.*

   o *Goals include:*
      - *Ensuring all partners are aligned and coordinated in educating employers about individuals with barriers, with an emphasis on the targeted industries*
      - *Exploring ways all partners can leverage Utah System of Rehabilitation's current coordination with employers*
      - *Identifying ways all partners can coordinate, align with and use the Workforce Development Division's workforce development specialists, Utah Office of Rehabilitation business relations specialists, labor market information, and UWORKS labor exchange system to support employer needs*
      - *Involving State Workforce Development Board members in promoting business customer surveys, encouraging participation on board committees and using the business services available, so they can provide feedback and ideas for continual improvement*
      - *Through the comprehensive one-stop center recertification process, core partners will make sure they align and coordinate their job readiness skill building activities and resources for customers. The Operations Committee and State Workforce Development Board will review their efforts through the certification process and make recommendations for improvement.*

   o ***Easterseals-Goodwill Northern Rocky Mountain:*** *Co-location inside the AJCs allows naturally occurring opportunities for collaboration. In the offices where*

Easterseals-Goodwill SCSEP has a presence, employment specialists know and work with workforce staff and are involved in collaborative activities serving mutual customers. SCSEP has been actively involved in the recertification of Utah AJC's as a required partner, educating core and required WIOA partners about services offered and general eligibility requirements. Easterseals-Goodwill also has first-hand connection to the Department of Workforce Services Business Services team and direct access to employers who are recruiting in the AJC. With both the state and federal grants offering on the job experience (OJE), employers can hire and train SCSEP participants to be paid by the SCSEP grant for the first month of employment. The SCSEP project also covers the participant with insurance, so there is no risk to the employer. OJE only requires that the employer sign an agreement that the intent is to hire if the participant successfully completes the training period. We have successfully completed several OJE transitions to unsubsidized employment and continually look for opportunities to collaborate with employers to provide these opportunities. National Easterseals has developed a partnership with Walgreens to leverage their Retail Employees with Disabilities Initiative (REDI) program. SCSEP participants are able to access REDI training while being paid by the program through OJE.

National Easterseals also provides us with regular training and best practice on educating employers about hiring those with barriers. In conjunction with Job Accommodation Network (JAN), we can also advise employers on reasonable accommodations. By providing these services to employers, we hope to be able to have even more successful outcomes for participants.

5. ***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)***
   o *The Utah SCSEP Program sub-grantee is located in several one-stop centers around the State of Utah. This allows the SCSEP participant the ability to access all the skills and services to accomplish the goal of unsubsidized employment. The Utah SCSEP director is a member of the Operations Subcommittee which is involved with the certifications of the local American job centers as part of WIOA. The committee is developing and implementing the recertification process and collecting and analyzing information for the one-stop requirements. Through committee work, the partners will identify and act on opportunities to enhance and coordinate activities and resources to provide comprehensive, high-quality*

customer centered services, as well as supportive services, to at-risk individuals and populations. The Operations Committee is also charged with recommending training and outreach strategies that are further developed and implemented by the partners as appropriate. Training core partner staff and developing outreach strategies to targeted groups will help make sure people receive the services they need.

o *As mentioned earlier the Utah SCSEP Program is involved in the Partner Referral System. The Department of Workforce Services and its partners have developed a Partner Referral System for comprehensive one-stop partners. All partners have the ability to create information sheets about their programs that are accessible to operations staff. They can also make, receive and monitor referrals. Partners can create reports to evaluate processes and track referrals. Utah is undertaking to retrain all new and current staff to use the system.*

o ***Easterseals-Goodwill Northern Rocky Mountain:*** *Six Easterseals-Goodwill SCSEP sites are located within the American job centers in various locations throughout the state, which naturally allows for cooperation and coordination within the job center. At 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 ESGW SCSEP Program using the Partner Referral System. This statewide system will help track referrals and outcomes from WIOA core and required partners throughout the state. We are hopeful this system will allow us to better recruit and serve mature Utahns living in the most remote areas of the state.*

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

o *The Utah Division of Aging and Adult Services, its sub-grantee and the National SCSEP grantee will work with the local economic development offices. The Business Resource Center Program contributes to statewide economic growth by partnering with institutions of higher education to create access to a coordinated network of federal, state, local, and private business service providers and by introducing and promoting their services to local businesses. The BRC is part of the Utah Governor's Office of Economic Development. There are 17 locations around the state of Utah. The sub-grantee and national grantee will contact the*

local BRC to help participants find jobs and develop employer leads. The BRC should be able to provide information on self-employment and entrepreneurial ideas.

The sub-grantee and the national SCSEP grantee will use technology to visit jobs.utah.gov, rural BRC websites, and chamber of commerce websites to learn of local business trends, job information and job fairs. Finally, the national grantee will increase collaborative efforts in entering into MOUs to facilitate referrals.

Utah Governor's Office of Economic Development - Local Economic Development offices (Business Resource Centers)

Box Elder County BRC	**Castle County BRC**
Cache BRC	**Davis Tech BRC**
Utah Tech University BRC	**Four Corners BRC**
Heber Valley BRC	**Miller BRC**
Morgan BRC	**Park City BRC**
Snow College BRC	**Southern Utah University (SUU) BRC**
Tooele County BRC	**Uintah Basin BRC**
Utah Valley BRC	**Veteran's BRC**
Weber County BRC	

- o **Easterseals-Goodwill Northern Rocky Mountain:** *Easterseals-Goodwill collaborates with the local area agencies on aging and cooperates to recruit eligible participants in rural counties. Easterseals-Goodwill has a presence in American job centers and satellites throughout the state, with daily operations in offices in Weber, Davis, Salt Lake, Utah, Iron, and Washington counties. SCSEP operations are conducted monthly in Cache and Tooele counties and quarterly in Duchesne and Uintah counties. Other counties are served by satellite locations in cooperation with county senior services and area non-profits and government agencies.*

B. ***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.)***

1. ***The Utah SCSEP Program, its sub-grantee and the National Grantee are part of the SWDB Operations Committee that has a focus to involve employers directly in the workforce development system by using and leveraging existing partnerships and expanding opportunities for them to participate in developing new partnerships and aligning programs. This will include:***

- o *Making sure business needs are met by collecting information from partner surveys, reports, and business or industry groups and identifying gaps or opportunities to improve services, including building stronger collaboration, alignment and leveraging resources. This will be assessed through the recertification process and Employment Engagement Workgroup. Comprehensive one-stop centers will be required to demonstrate how they are collecting and sharing feedback from surveys and reports and using the information to make decisions and implement improvements.*

- o *Easterseals-Goodwill Northern Rocky Mountain: Utah's very low unemployment rate has caused more employers to seek the services of the American Job Center. Because Easterseals-Goodwill SCSEP is housed in the AJC, we are able to educate employers about the benefits of hiring older workers, and the services the program can provide to them.*

  The consistent presence in the AJC of recruiters representing employers with openings leads to ample opportunities for participants to engage with them. We recommend all participants conduct informational interviews with recruiting employers while they are in the office. We have invited employers to address our job clubs and educate participants about their hiring processes and what a typical work day might entail. The project has been able to regularly network with employers who are hiring, enabling us to make connections for participants.

  ESGW also maintains memberships in local chambers of commerce throughout the state and so has access to potential employers and partners. Regular SCSEP team meetings offer opportunities for employment specialists to share and

discuss job leads and hiring strategies. National Easterseals also provides information on hiring practices of nationwide employers and local contacts.

C. ***Describe the long-term strategy for equal opportunity and targeted outreach to priority populations.***

"In accordance with Utah HB 261, the Utah Division of Aging and Adult Services (DAAS) maintains institutional neutrality and is committed to ensuring equal opportunity for all participants regardless of background. Targeted outreach described herein is conducted to satisfy federal requirements under the Older Americans Act (OAA) Section 513(b)(1)".

1. *Utah Division of Aging and Adult Services has a long history of providing an equal opportunity for all populations in Utah. Based on the Senior Community Service Employment Program service delivery to Federal Priority Populations by Characteristic, PY 2025 Q1, overall reaching underserved populations to meet federal performance goals in Utah remains at 47%.*

   Source: GPMS

	PY 23 Quarter 2 GPMS data
Hispanic	*17%*
American Indian or Alaska Native	*3%*
Asian	*3%*
Black or African American	*27%*
Native Hawaiian or Pacific Islander	*0%*
Two or more races	*0%*
Total	*47%*

2. *The Division of Aging and Adult Services sub-grantee will support priority populations with existing relationships developed by Easter Seals-Goodwill national grantee project. Existing partnerships include Catholic Community Services (CCS) including Refugee Services, Weigand Center/St. Vincent de Paul, as well as administrative offices of CCS. Other partners include Asian Association, Community Action Program, Crossroads Urban Center and Thrift Store, Horizonte Instruction and Training Center, Salvation Army Family Services, Deseret Industries, and the Road Home/Palmer Court, as well as the Somali and Vietnamese Community Centers.*

Co-location in the American Job Center in downtown Salt Lake City provides additional resources with staff partnering closely with Workforce Services personnel and the agency's Refugee Center.

The division sub-grantee also spends a great deal of time and attention connecting with other agencies and programs that provide services to seniors who can assist with recruitment of priority participants through their own work. SCSEP works with organizations that advocate or serve population with specific employment barriers. Examples include cultural /social groups, adult education, ESL, homeless shelters, food pantries, and faith-based communities.

3. ***Easterseals-Goodwill Northern Rocky Mountain:*** *Utah SCSEP will continue to partner with local agencies serving minorities by ensuring a strong representation on state committees that focus on working with older individuals, as well as partnering with all the grass roots and non-profit organizations in the communities that the SCSEP serves. The Easterseals-Goodwill SCSEP will continue to provide waivers to the 48-month lifetime program limit for people 65 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.*

D. ***Provide a list of community services needed and the places that need the services most. 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 Division of Aging and Adult Services, its sub-grantee and the national grantee use the following host agencies to serve the state of Utah. These community service work-based assignments arrange SCSEP participants to receive local knowledge of community needs. These host agencies provide quality supervision and training. On-site visits will be conducted each year to determine if the participants assignments:*
   - *Provide opportunities to learn job skills*
   - *Offer meaningful training of essential community services*
   - *Provide a safe and beneficial work environment*
   - *Involves staff committed to providing quality supervision*
   - *Involves staff committed to providing quality training*

- *Meets all other SCSEP requirements*

○ *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 12 area agencies on aging (AAAs) that cover all 29 Utah counties. The AAAs provide community services that include health and assistance, caregiver support, health promotion and education, home care, Meals On Wheels, senior transportation, information, advocacy, information and assistance, and legal services*

> ***Bear River Area Agency on Aging***
> ***Box Elder, Cache, Rich Counties***
> *Phone: 435-752-7242 or*
> *1-877-772-7242*
> www.brag.utah.gov
>
> ***Davis County Health Department - Senior Services Division***
> ***Davis County***
> *Phone: 801-525-5050*
> www.daviscountyutah.gov/health/aging-and-adult-services
>
> ***Five-County Area Agency on Aging***
> ***Beaver, Garfield, Iron, Kane, Washington Counties***
> *Phone: 435-673-3548*
> www.fivecounty.utah.gov/programs/aging/
>
> ***Mountainland Dept. of Aging and Family Services***
> ***Summit, Utah, Wasatch Counties***
> *Phone: 801-229-3800*
> https://www.mountainland.org/aging
>
> ***Salt Lake County Aging Services***
> ***Salt Lake County***
> *Phone: 385-468-3200*
> www.aging.slco.org

San Juan County Area Agency on Aging
San Juan County
Phone: 435-587-3225
http://sanjuancounty.org/index.php/residential/aging/

Six-County Area Agency on Aging
Juab, Millard, Piute, Sanpete, Sevier, Wayne Counties
Phone: 435-893-0700
Toll free: 1-888-899-4447
http://sixcounty.com/aging-and-volunteer-services/

Southeastern Utah AAA
Carbon, Emery, Grand Counties
Phone: 435-637-4268
http://seualg.utah.gov/index.php/community-services/aging/

Tooele County Aging Services
Tooele County
Phone: 435-277-2440
https://tooelehealth.org/aging-services/

Uintah Basin Area Agency on Aging
Daggett, Duchesne Counties
Phone: 435-722-4518
https://tooelehealth.org/aging-services/

Council on Aging - Golden Age Center – (Uintah County PSA)
Phone: 435-789-2169
https://www.uintahgoldenage.org/aboutus.htm

Weber Area Agency on Aging
Morgan, Weber Counties
Phone: 801-625-3770
https://www.weberhs.net/aging-services

o **Easterseals-Goodwill Northern Rocky Mountain:** *With the dissolution of the main urban shelter, Salt Lake City has reorganized services to the homeless into 3 smaller shelters that encompass a resource center model. ESGW SCSEP is*

currently collaborating to provide training opportunities and to educate shelter residents about the SCSEP project. One of the main objectives of Operation Rio Grande has been the Dignity of Work initiative, a public/private partnership to increase employment opportunities and training. SCSEP is a significant resource in providing access to training for older shelter residents.

Elsewhere in the state, there is a continuing and growing need for services to support the homeless populations in urban areas. 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. Easterseals-Goodwill SCSEP partners with UTA to provide limited monthly bus passes for senior, homeless and other participants in urban areas. All requests for transportation assistance are considered on a case-by-case basis.

E. ***Describe the long-term strategy to improve SCSEP services, including planned long-term changes to the design of the program within the State and planned changes in the use of SCSEP grantees and program operators, to better achieve the goals of the program. This may include recommendations to the department as appropriate. (20 CFR 641.302(k))***

- o *The Division of Aging and Adult Services wants to become a stronger partner within the Utah Workforce Innovation and Opportunity Act structure. The Utah SCSEP Program is going to incorporate the vision of WIOA by achieving and maintaining an integrated, job-driven workforce system that links our diverse, talented workforce to U.S. businesses and improves the quality of life for SCSEP participants. The Utah SCSEP Program will implement over the next 4 years to improve services, program design and program operations:*

- *Increase access to education, training and employment, particularly for people with barriers to employment*
- *Promote improvements in the structure and delivery of services*
- *Reduce welfare dependency, increase economic self-sufficiency, meet employer needs, and enhance the productivity and competitiveness of the nation.*

o *Increase access to education, training and employment, particularly for people with barriers to employment. The Utah SCSEP Program will work with the Department of Workforce Services to make sure all partners are aware of the educational offerings available and are recruiting and making referrals for WIOA targeted populations, specifically those with barriers to employment. We will also cooperate by ensuring core and required partners align, coordinate and collaborate as career pathway initiatives are developed and implemented, particularly in areas where there is a comprehensive one-stop center. Finally, the SCSEP Program will strengthen its OJE opportunities for SCSEP participants.*

o *Promote improvements in the structure and delivery of services. The Utah SCSEP Program will continue its work in implementing and improving Utah's Partner Referral System which was fully implemented in 2021. The system tracks referrals and outcomes for each office and includes all core and required partners. This is also assessed through the comprehensive one-stop certification and recertification processes. The SCSEP Program will be part of the one-stop certification process. The SCSEP relies on improvements within the one-stops to help SCSEP participants' goal of unsubsidized placements. The local one-stop centers will offer annual cross training opportunities to the core and required partners' staff who work directly with the public. Training will be scheduled, such as the referral process, when a need is identified by any of the partners. Finally, as partners we will be part of the one-stop recertification process. Comprehensive one-stop centers will be required to demonstrate how they are aligning, coordinating and collaborating to implement and support career pathway initiatives. They will show how they are connecting to and supporting projects that support targeted occupations and industries.*

- *Reduce welfare dependency, increase economic self-sufficiency, meet employer needs and enhance the productivity and competitiveness of the nation. It is important for the Utah SCSEP Program to continue to understand the needs of our participants. Our program will discuss, as part of the initial assessments, how this program will affect the participant benefits. After the assessment, we want to make sure the participant sets realistic job goals and tasks to work toward unsubsidized placement. During training, we can work with employers on the participant's job goals to help the participant coordinate and collaborate on a career pathway that will support their skill development. The Utah SCSEP Program will enhance its productivity and competitiveness, as it improves its performance measures.*

- *Easterseals-Goodwill Northern Rocky Mountain: Through increased collaboration with WIOA partners, especially providers of career and technical education, we hope to be able to provide SCSEP participants with increased access to the technical skills most requested by employers. Our goal for the next 4 years is to increase measurable skill gains by certificate achievement and professional licensure. One avenue we are using to achieve this goal is the IBM Skills Build. IBM's goal is to upskill 30 million Americans by 2030, improving citizens' ability to compete in the technology sector. The platform provides free access to credentials that would normally cost money for an individual to attain. Easterseals-Goodwill Northern Rocky Mountain is able to leverage the platform to provide training to participants that will help them to begin to bridge the digital divide. This program seeks to equip participants to access the well-paying, in-demand jobs that are required in the digital economy.*
  We proposed to train all staff to a level of proficiency using labor market information to guide participants into industry sectors that project the most growth. We will use employment planning sessions to discuss career pathways and skill-building to improve self-sufficiency outcomes, using the information to create goals and design training assignments.

  Develop and improve partnerships in rural and "frontier" areas, in order to serve participants in less populous areas throughout the state. Strategize opportunities for remote training to improve employment outcomes for those who live in areas that have been slower to recover from the pandemic.

Network, with employers, to provide OJE opportunities for participants that will result in successful transition to unsubsidized employment.

F. Describe a strategy for continuous improvement in the level of performance for SCSEP participants' entry into unsubsidized employment and to achieve, at a minimum, the levels specified in OAA Section 513(a)(2)(E)(ii). (20 CFR 641.302(f))

- o *The Division of Aging and Adult Services understands the importance of continuous improvement throughout the Utah SCSEP. The Utah SCSEP Program will focus on the following strategies:*
  - *Workforce system partners will work together to set collaborative performance goals, share information/data and work together to resolve problems and address gaps*
  - *Recruitment*
  - *Retention*
  - *National conferences*

- o *As part of our strategy, we want to work with national ETA staff to collaborate / receive performance goal improvement best practices, and other technical assistance to improve Utah SCSEP performance measures. SCSEP staff attends regular training and support meetings provided by DOL ETA.*

- o *Recruitment: With the implementation of the Utah One-Stop Partner Referral System, we will look to our core and required partners to help provide eligible participants a warm hand off to our program. This system will also allow us to follow up with referrals to make sure people are not lost in transition. The Utah SCSEP Program will strengthen its work with our community partners to provide the SCSEP Program with cultural employment skills and training to better prepare them for unsubsidized opportunities. We will continue our promotion through current and past SCSEP participants, a strong alumni network is a key to recruitment. The Utah SCSEP Program will continue to request best practices for recruitment from the DOL.*

- o *Retention – The Utah SCSEP Program will work with the participant after job placement to ensure work performance stability, family support and support to the employer to ensure participant job retention. We partnered with the employer and the participant to facilitate the transition, to help resolve issues before terminations. We continued the conversation with the participant about supportive services, and we talk to the participant every quarter to make sure things are going smoothly in employment.*

- o *National conferences – The Utah SCSEP program will attend all Regional / National conferences to help improve SCSEP performance.*

- o *We seek to increase focus on technology training to enable participants to develop more of the skills required for success in the modern workplace. We will devote more time to assessment during program orientation, allowing participants to set clearer employment related goals.*

- o *As the overall economy has recovered from the pandemic, the unemployment rate has dropped and employers are more open to hiring people from the SCSEP demographic. We will continue to network with and educate Utah employers on the benefits of hiring older workers.*

Location and population served, including equitable distribution

A. **Describe the localities and populations for which projects of the type authorized by Title V are most needed. (20 CFR 641.325 (d))**
   - o *The U.S. Department of Labor provides states with the SCSEP Equitable Distribution based on the latest census data of SCSEP eligible population within each state. In Utah for program year 2023, there are 270 SCSEP authorized positions of which 55 are state grantee positions and 215 are national grantee positions. The Division of Aging and Adult Services administers the state grantee positions and the U.S Department of Labor selects national grantees to administer the national grantee positions in Utah. The state grantee provides services in one county and the national grantee provides services in 24 out of 29*

counties (5 counties currently do not have any participant slots). The following table shows the counties served by state and national grantees.

State of Utah counties, urban, rural or frontier and SCSEP provider in that county

Counties served by state grantee
Salt Lake (Urban)

Counties served by national grantee	
Salt Lake (Urban)	Cache (Urban)
Weber (Urban)	Davis (Urban)
Utah (Urban)	Box Elder (Rural)
Tooele (Rural)	Summit (Rural)
Morgan (Rural)	Wasatch (Rural)
Uintah (Rural)	Carbon (Rural)
Sanpete (Rural)	Sevier (Rural)
Iron (Rural)	Washington (Rural)
Rich (Frontier)	Juab (Frontier)
Millard (Frontier)	Beaver (Frontier)
Daggett (Frontier)	Duchesne (Frontier)
Emery (Frontier)	Grand (Frontier)
Piute (Frontier)	Wayne (Frontier)
Garfield (Frontier)	Kane (Frontier)
San Juan (Frontier)	

B. **List the cities and counties where the SCSEP Project will take place. Include the number of SCSEP authorized positions and indicate if and where the positions changed from the prior year.**
   o **The following table outlines the PY23 Equitable Distribution authorized positions per county for the state and national grantee.**

Program Year 24 Q3

State summary													
Statewide Summary	AP*	E*	V*	Counties	Under	% Under	Avg. % Und. E*	# Over	% Over	Avg. % Over	# Over Under	% Over Under	Total V*/AP*
State Grantee	55	51	-4	1	1	100	7.3	0	0	0	1	100	7.3
National Grantee	214	208	-6	24	17	70.8	54.8	6	25	37.6	23	95.8	44.4
Total ED Grantees	269	259	-10	24	18	75	26.4	5	20.8	60.3	23	95.8	34.6

Program Year 25 Q3

State summary													
Statewide summary	AP*	E*	V*	Counties	Under	% Under	Avg. % Und. E*	# Over	% Over	Avg. % Over	# Over Under	% Over Under	Total V*/AP*
State grantee	54	38	-16	1	1	100	29.6	0	0	0	1	100	29.6
National grantee	209	136	-73	24	19	79.2	52.4	2	8.3	51.9	21	87.5	48.3
Total ED grantees	263	174	-89	24	19	79.2	46.8	2	8.3	51.9	21	87.5	44.5

* AP-Authorized Positions, E-Enrollments, V-Variance

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

The Utah Authorized Positions by State PY 2025 Q3

FIPS CODE	COUNTY	State grant AP*	State grant E*	State grant V*	Easter seals AP*	Easter seals E*	Easter seals V*
49003	Box Elder County	0	0	0	5	2	-3
49005	Cache County	0	0	0	8	1	-7
49007	Carbon County	0	0	0	4	5	1
49011	Davis County	0	0	0	18	12	-6
49013	Duchesne County	0	0	0	3	1	-2
49015	Emery County	0	0	0	1	0	-1
49017	Garfield County	0	0	0	2	0	-2
49019	Grand County	0	0	0	2	0	-2
49021	Iron Conty	0	0	0	7	7	0
49023	Juab County	0	0	0	2	0	-2
49025	Kane County	0	0	0	2	0	-2
49027	Millard County	0	0	0	2	0	-2
49031	Piute County	0	0	0	2	0	-2
49029	Morgan County	0	0	0	1	1	0
49031	Piute County	0	0	0	1	0	-1
49035	Salt Lake County	54	38	-16	49	20	-29
49037	San Juan County	0	0	0	4	4	0
49039	Sanpete County	0	0	0	4	2	-2
49041	Sevier County	0	0	0	3	1	-2
49043	Summit County	0	0	0	4	1	-3
49045	Tooele County	0	0	0	5	5	0
49047	Uintah County	0	0	0	3	0	-3
49049	Utah County	0	0	0	29	28	-1
49051	Wasatch County	0	0	0	3	1	-2
49053	Washington County	0	0	0	24	10	-14
49057	Weber County	0	0	0	23	36	13

* AP-Authorized Positions, E-Enrollments, V-Variance

- ○ *State grantee: (Salt Lake County only) The Utah SCSEP Program has only one county with 54 slots. Currently, we are underserving the county by 29 slots. The issue has been recruitment of new SCSEP participants. We expect to be at full enrollment by the end of the program year.*

- National grantee: (24 out of 29 Utah counties) Utah is a geographically large and topographically diverse state. Population is located densely in urban areas along the I-15 corridor, and much of the area outside of the corridor is rural and remote from the nearest employment center. Over enrollment occurs naturally where there is a physical SCSEP presence in the employment center. Utah SCSEP is co-located in six AJC's throughout the state. In these counties, Weber, Davis, Salt Lake, Utah, Iron, and Washington, there is typically full enrollment, however, due to the pandemic, enrollment numbers were decimated. It has been an uphill battle to recover fully. However, recently we have seen numbers begin to recover to pre-pandemic levels.

  In the rural areas that are far from the nearest SCSEP location, we naturally have less success in identifying those who are potentially eligible, maintaining relationships with potential hosts and less insight into what the local job market is like. We have attended meetings of the Area Agency on Aging offices (there are 9 such offices around the state); recruited participants directly in senior centers and delivered materials and information in person to local AJC's. However, without a physical presence or a regular appointment, these efforts yield little fruit. With additional funding to make recruiting trips more frequently and consistently, we are confident we could fill the slots in these counties.

The following table shows the 20 counties in Utah that are underserved and shows the enrollments and variance in each.

FIPS CODE	COUNTY	State grant AP*	State grant E*	State grant V*	Easter seals AP*	Easter seals E*	Easter seals V*
49003	Box Elder County	0	0	0	5	2	-3
49005	Cache County	0	0	0	8	1	-7
49011	Davis County	0	0	0	18	12	-6
49013	Duchesne County	0	0	0	3	1	-2
49015	Emery County	0	0	0	1	0	-1
49017	Garfield County	0	0	0	2	0	-2
49019	Grand County	0	0	0	2	0	-2
49023	Juab County	0	0	0	2	0	-2
49025	Kane County	0	0	0	2	0	-2
49027	Millard County	0	0	0	2	0	-2

49031	Piute County	0	0	0	2	0	-2
49031	Piute County	0	0	0	1	0	-1
49035	Salt Lake County	54	38	-16	49	20	-29
49039	Sanpete County	0	0	0	4	2	-2
49041	Sevier County	0	0	0	3	1	-2
49043	Summit County	0	0	0	4	1	-3
49047	Uintah County	0	0	0	3	0	-3
49049	Utah County	0	0	0	29	28	-1
49051	Wasatch County	0	0	0	3	1	-2
49053	Washington County	0	0	0	24	10	-14

***** *AP-Authorized Positions, E-Enrollments, V-Variance*

The following table shows the counties in Utah are over-served and shows the enrollments and variance in each.

FIPS CODE	COUNTY	State grant AP*	State grant E*	State grant V*	Easter seals AP*	Easter seals E*	Easter seals V*
49007	Carbon County	0	0	0	4	5	1
49057	Weber County	0	0	0	23	36	13

***** *AP-Authorized Positions, E-Enrollments, V-Variance*

D. **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 and;**

- *The state of Utah SCSEP Program is in compliance with over-served to underserved locations because we only serve Salt Lake County.*

- *Easterseals-Goodwill Northern Rocky Mountain: Although ESGW SCSEP is located in American job centers strategically throughout the state, there are still areas of the state that are several hours driving distance to the nearest SCSEP location. We are hopeful that the Partner Referral System will help with reaching potential participants in rural areas. Part of the American Job Center certification process is educating partners on services offered. With all American Job Center staff throughout the state trained to identify employment services targeting specific groups, we should see an increase in*

partner referrals in remote areas. Current strategies to identify and serve these participants include collaborating with local county Area Agencies on Aging and non-profits providing services to seniors

The State of Utah is working with ESGW to improve slot imbalances. Underserved areas around the State of Utah are frontier areas with no local American Job Centers. These underserved areas will be a focus of building partnerships with local county agencies and non-profits to provide opportunities for SCSEP participants to train in those underserved areas. When these partnerships are achieved over served areas will be corrected.

1. ***Equitably serves both rural and urban areas (20 CFR 641.302(a)(2) and***

   o *Easterseals-Goodwill Northern Rocky Mountain: ESGW SCSEP has allocated slots throughout the state of Utah. Most of the participants reside in urban areas, as these areas provide ample support for recruitment efforts as well as the most opportunities for training and employment. The state of Utah is an area of nearly 85,000 square miles; much of it is rugged terrain with isolated populated areas. Although Easterseals-Goodwill SCSEP has staff in 6 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. We are hopeful that the referral system being incorporated into the WIOA partnerships through American Job Center certification will provide an additional avenue to reach the remote areas of the state.*

   o *The State of Utah is working with ESGW to improve slot imbalances. Underserved areas around the State of Utah are frontier areas with no local American Job Centers. These underserved areas will be a focus of building partnerships with local county agencies and non-profits to provide opportunities for SCSEP participants to train in those underserved areas. When these partnerships are achieved over served areas will be corrected.*

2. ***Serves individuals afforded priority for service under 20 CFR 641.520. (20 CFR 641.302(a), 641.365)***
   - *The Utah SCSEP Program, when recruiting and selecting participants for SCSEP, gives priority 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 using services provided through the One-Stop Delivery System*
     - *Are homeless or are at risk for homelessness*
     - *Formerly incarcerated*

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

   - ***Easterseals-Goodwill Northern Rocky Mountain:*** *Ongoing training provides employment specialists with the tools needed to identify barriers to employment that qualify as most-in-need. ESGW SCSEP uses an application designed to help employment specialists identify need factors per the descriptions provided by the Department of Labor. Priority is established according to identified barriers to employment, with veterans receiving first priority to enter the program. Employment specialists also attend conferences and job fairs that attract the most in need. For example, senior center fairs, choose to work job fairs, refugee cultural celebrations and veteran's conferences offer access to individuals with identified employment barriers. ESGW SCSEP has bi-lingual English/Spanish staff, so we are able to accommodate Spanish-speaking participants.*

ESGW SCSEP has consistently demonstrated the ability of the program to serve the greatest number of eligible participants. We believe this is due in large part to the co-location of ESGW SCSEP offices within the American job centers. Utah also has a large presence of veterans with a Veterans Hospital and Air Force, Army and National Guard bases. The SCSEP has a continuing partnership with the Veterans Administration through host agency agreements and employment specialists engage with Veteran's Representatives that are housed in the American job centers.

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

Utah

FIPS	County	Total Pop. 60+	Eligible Pop. 60+	State grantee AP*	State grantee E*	State grantee V*	Easter seals AP*	Easter seals E*	Easter seals V*
49001	Beaver	1203	54	0	0	0	0		
49003	Box Elder	9121	589	0	0	0	5	1	-4
49005	Cache	14937	838	0	0	0	8	1	-7
49007	Carbon	4492	394	0	0	0	3	9	6
49009	Daggett	156	13	0	0	0	0	1	1
49011	Davis	45346	2010	0	0	0	18	18	0
49013	Duchesne	3026	250	0	0	0	3	3	0
49015	Emery	2252	99	0	0	0	0	0	0
49017	Garfield	1299	121	0	0	0	0	0	0
49019	Grand	2233	170	0	0	0	2	0	-2
49021	Iron	7781	679	0	0	0	7	7	0
49023	Juab	1670	126	0	0	0	2	0	-2
49025	Kane	2137	166	0	0	0	2	0	-2
49027	Millard	2682	149	0	0	0	1	0	-1
49029	Morgan	1842	90	0	0	0	1	1	0
49031	Piute	657	79	0	0	0	1	0	-1
49033	Rich	491	6	0	0	0	0	0	0
49035	Salt Lake	162441	11251	55	41	-14	49	40	-9
49037	San Juan	2757	551	0	0	0	4	5	1
49039	Sanpete	4901	398	0	0	0	4	1	-3

49041	Sevier	4478	475	0	0	0	4	1	-3
49043	Summit	6716	357	0	0	0	3	0	-3
49045	Tooele	8243	472	0	0	0	5	2	-3
49047	Uintah	4815	492	0	0	0	5	0	-5
49049	Utah	59035	3473	0	0	0	32	33	1
49051	Wasatch	4198	201	0	0	0	2	0	-2
49053	Washington	39664	2748	0	0	0	25	9	-16
49055	Wayne	700	80	0	0	0	1	0	-1
49057	Weber	38442	3492	0	0	0	28	41	13

* *AP-Authorized Positions, E-Enrollments, V-Variance*

- *The Division of Aging and Adult Services will use the equitable distribution as provided by the U.S. Department of Labor as the basis for the ratio of eligible individuals in each county to the total eligible population in the state. Equitable distribution will be reviewed yearly with the national grantee. Any changes will be addressed through attrition or transfer of participants to reach required goals. No participant will be terminated due to equitable distribution.*

- *Easterseals-Goodwill Northern Rocky Mountain: As of July, 2020, the total population of Utah is 3.27 million. According to census.gov, approximately 8.8% of Utah residents live in poverty, and 11.7% are aged 65 or older as of 2020. Assuming 9% of seniors are at or below poverty level, there should be approximately 32,000 seniors eligible for SCSEP throughout the state. Current allocated slots for the national grant are 213, for the state grant (Salt Lake County only), 55, for a total of 268.*

F. **Provide the relative distribution of eligible individuals who:**

1. **Reside in urban and rural areas within the State**

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

Counties served by state grantee
Salt Lake (Urban)

Counties Served by national grantee	
Salt Lake (Urban)	Cache (Urban)
Weber (Urban)	Davis (Urban)
Utah (Urban)	Box Elder (Rural)
Tooele (Rural)	Summit (Rural)
Morgan (Rural)	Wasatch (Rural)
Uintah (Rural)	Carbon (Rural)
Sanpete (Rural)	Sevier (Rural)
Iron (Rural)	Washington (Urban)
Rich (Rural)	Juab (Rural)
Millard (Rural)	Beaver (Rural)
Daggett (Rural)	Duchesne (Rural)
Emery (Rural)	Grand (Rural)
Piute (Rural)	Wayne (Rural)
Garfield (Rural)	Kane (Rural)
San Juan (Rural)	

Age population 2020

Population Pyramid: 2025 and 2065
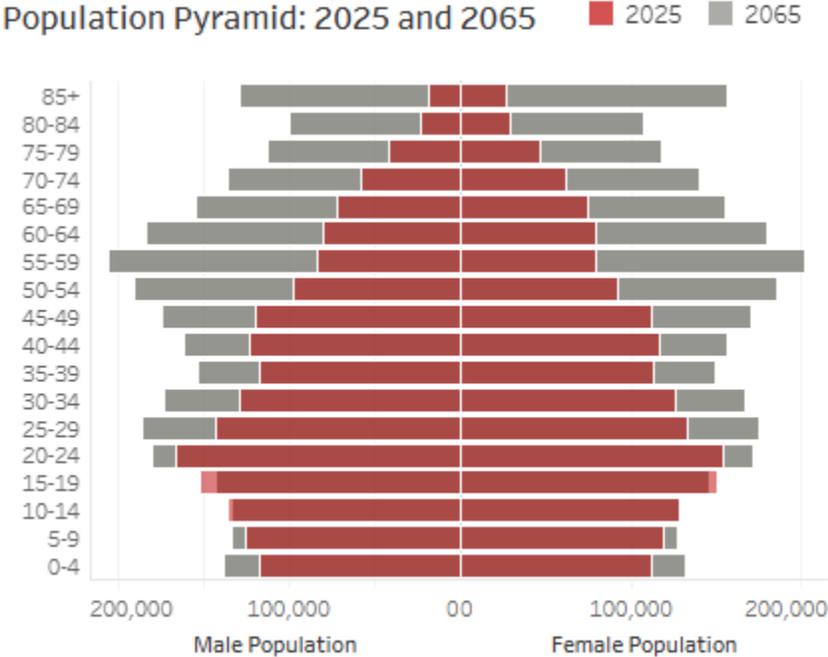
- *Easterseals-Goodwill Northern Rocky Mountain: The majority of Utah's population lives around the Wasatch Front mountain range, including Weber, Davis, Salt Lake, and Utah counties. Most of the land area of the state has low population density and is designated rural. ESGW SCSEP currently has 6 locations in strategic areas throughout the state. The 2 part-time employment specialists housed in the Ogden office conduct all employment services for participants in the northern rural counties and travel to the Logan Job Center in Cache County. The Ogden office currently serves 43 participants and 8 Host Agencies in Cache, Box Elder and Weber County. The office situated in Davis County serves 23 participants and 6 Host Agencies in Tooele, Duchesne, Uintah, and Davis Counties. 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, a full-time employment specialist provides services to 81 participants (state and national grants) and 15 active 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 44 participants and 11 host agencies, including Community Action Services and Food Bank, Ability First, South Sevier Senior Citizens Center, Utah Valley Alano Club, Western Region Nonprofit Housing, Utah Valley Refugees, Bryner Pioneer Museum, Southeastern Utah Association of Local Governments, and Carbon County Food Bank. The Utah County office also serves several Central and Southeastern counties: Carbon, Emery, Grand, Piute, Wayne, Sanpete, and Sevier. One part-time employment specialist travels to meet participants at their local host agency sites as well as conducting business electronically.

  The office in Cedar City serves participants in Iron, Millard, and Garfield counties and is staffed by two participant assistants. At this time, 6 participants are enrolled in the area at 3 host agencies. Most of these counties are considered rural and training opportunities are limited.

In Washington County, many participants live in and around the St. George area. The St. George area employment specialist serves 22 participants. 7 host agencies are accessible by public transportation if necessary. The Washington County office also serves rural Kane and San Juan Counties.

2. Have the greatest economic need

o **Easterseals-Goodwill Northern Rocky Mountain:** *In the current program year (Program Year 23), 90 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, Easterseals-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 communities through churches, schools and community networking to provide services to and engagement of disparate groups in all local service areas. Employment specialists consistently train to identify and prioritize enrollment for those most in need.*

3. Are limited English proficient

o **Easterseals-Goodwill Northern Rocky Mountain:** *Statewide, 17.24% of participants have limited English proficiency. 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 the Somali Community Agency, Mesopotamia Center, Catholic Community Services, and Vietnamese Community Agency. Participants speak such disparate languages as Arabic, French, Somali, Spanish, and Vietnamese.*

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

o **Easterseals-Goodwill Northern Rocky Mountain:** *Utah SCSEP serves many participants whose first language is other than English. This barrier also causes*

many participants who do not speak English well to feel culturally and socially isolated. The project collaborates with various community groups to provide services for participants with limited English skills. Some examples include the Mesopotamia Center (serving Arabic speaking participants), the Somali Community Self-Management Agency and the Vietnamese Community Center.

Easterseals-Goodwill SCSEP is also known for its service to people with disabilities, as evidenced by consistent referrals from vocational rehabilitation partners. The project assists participants to identify simple accommodations, and works with host partners to provide appropriate training. Participants are encouraged to participate as fully as possible.

G. *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))*

- o *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 affected 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 / handle data issues*