

Arizona Department of Economic Security  
Division of Employment and Rehabilitation  
Services (DERS)



# Senior Community Service Employment Program (SCSEP) STATE PLAN

FOR PROGRAM YEARS (PY) 2024 - 2027  
(JULY 1, 2024 - JUNE 30, 2028)



# Table of Contents

- I. Purpose of the State Plan
- II. Economic Projections and Impact
  - A. State Long-term Projections
  - B. Economic Analysis of Unsubsidized Jobs
  - C. Current and Projected Employment Opportunities
- III. Service Delivery and Coordination
  - A. Coordination of SCSEP with Other Programs
    - 1. WIOA Title I Programs
    - 2. SCSEP Grantees in the State
    - 3. Private and Public Entities
    - 4. Labor Market and Job Training Initiatives
    - 5. One-stop Delivery System
  - B. Long-term Strategy for Engaging Employers
  - C. Long-term Strategy for Serving Minorities
  - D. Community Service Needs and Locations
  - E. Long-term Strategy to Improve Services
  - F. Continuous Improvement Strategy
- IV. Location and Population Served, including Equitable Distribution (ED)
  - A. Most in need Localities and Populations
  - B. SCSEP City and County Locations
  - C. Proposed Steps to Achieve Equitable Distribution
  - D. Long-term Strategy of Equitable Distribution of SCSEP Positions
    - 1. Rural and Urban Areas
    - 2. Afforded Priority for Service
  - E. Ratio of Eligible Individuals
  - F. Relative Distribution of Eligible Individuals
  - G. Steps to Avoid Disruptions to Service for Participants

## **Name of SCSEP Signatory Official**

### **Anna Hunter**

Assistant Director, Arizona Department of Economic Security  
Division of Employment and Rehabilitation Services  
1789 W. Jefferson Street  
Mail Drop 5111  
Phoenix, Arizona 85007  
Phone: (602) 542-4910  
[ahunter@azdes.gov](mailto:ahunter@azdes.gov)

## **I. Purpose of the State Plan**

Arizona Department of Economic Security's (DES) Division of Employment and Rehabilitation Services (DERS) is the Governor's designated agency responsible for the administration and oversight of the SCSEP State Plan.

DES' mission is "to strengthen individuals, families, and communities for a better quality of life." To achieve DES' goals for eligible mature adults, the SCSEP State Plan is intended to foster coordination among the various SCSEP grantees and sub-grantees operating within Arizona and to facilitate the efforts of stakeholders, including State and local boards under the Workforce Innovation and Opportunity Act (WIOA), to work collaboratively to improve SCSEP services. This plan describes how the State SCSEP and its partners meet the skills training, supportive services, and unsubsidized employment needs of eligible individuals aged 55 years and older, to foster their economic self-sufficiency.

The SCSEP State Plan was sent for a public review period of two weeks (February 29, 2024 through March 15, 2024). Public comment was directed to [derswfpolicy@azdes.gov](mailto:derswfpolicy@azdes.gov) at that time. No public comments were received.

## **II. 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.**

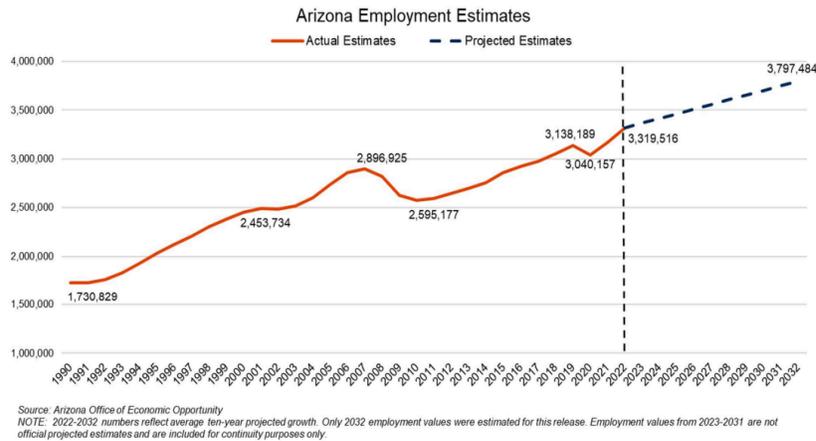
Arizona's population growth has been among the fastest in the nation. As such, the State's labor force has grown steadily over the past two decades.

The Arizona Commerce Authority projects that population growth within Arizona will be double the growth rate of the United States as a whole, with the State's population expanding from 7,286,148 in 2020 to 8,284,861 in 2030. SCSEP-eligible age groups comprise a significant portion of this growth, as shown in the table below.

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

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

The Arizona Office of Economic Opportunity (OEO) exists to consolidate and improve analytic capacity for the State, with the goal of tracking Arizona’s key economic indicators. The OEO is projecting Arizona employment to increase from 3,319,516 jobs in 2022 to 3,797,484 jobs in 2032. This represents a 1.4 percent annual growth change. By comparison, the United States’ employment is projected to grow by 0.3 percent annually, from 2022 to 2032.

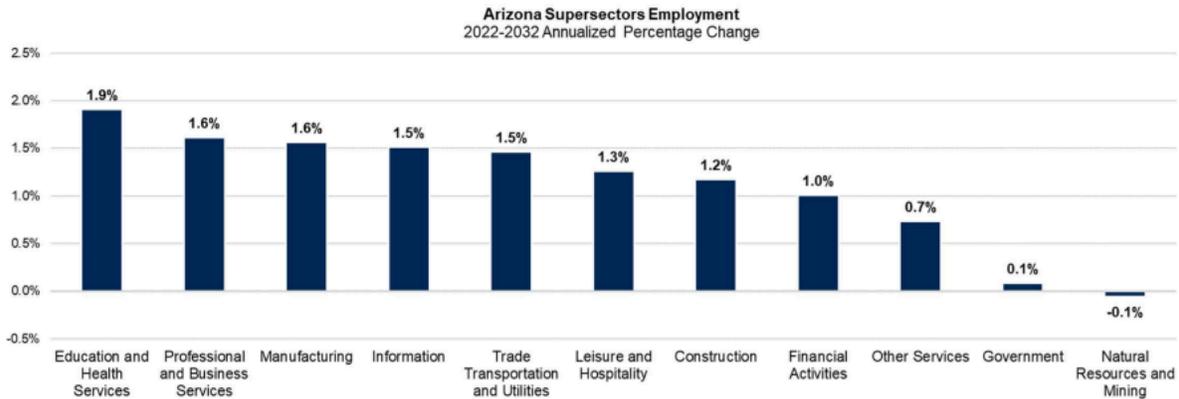


**Gains are projected across 10 Arizona supersectors:**

1. Education and Health Services (1.9 percent annualized growth)
2. Construction (1.2 percent annualized growth)
3. Leisure and Hospitality (1.3 percent annualized growth)
4. Professional and Business Services (1.6 percent annualized growth)
5. Financial Activities (1 percent annualized growth)
6. Manufacturing (1.6 percent annualized growth)
7. Trade Transportation and Utilities (1.5 percent annualized growth)
8. Information (1.5 percent annualized growth)
9. Other Services (0.7 percent annualized growth)
10. Government (0.1 percent annualized growth)

## Supersector Highlights:

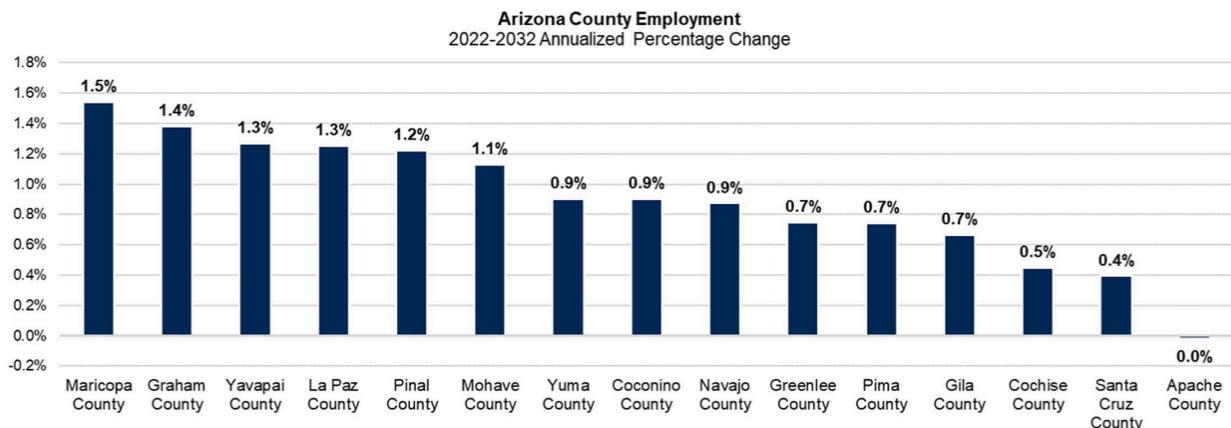
- Both the Education and Health Services sector and the Professional and Business Services sector are projected to record the fastest job growth rates.
- The Education and Health Services (13,741 jobs annually) and Trade, Transportation, and Utilities sector (9,642 jobs annually) are projected to record the largest numerical job gains.
- Natural Resources and Mining employment is the only supersector projected to record job losses (-0.1 percent annualized growth).
- The Government sector (137 jobs annually) and the Information sector (789 jobs annually) are projected to record the fewest numerical job gains.



Source: Produced by the Arizona Office of Economic Opportunity in cooperation with the U.S. Dept of Labor, Employment and Training Administration (ETA)

## Gains are projected in 14 of Arizona's 15 counties over the ten-year forecast period.

- Maricopa County (1.5 percent annualized growth) and Graham County (1.4 percent annualized growth) are projected to record the fastest job growth rates. Maricopa County (39,411 jobs annually) and Pima County (3,217 jobs annually) are projected to record the largest numerical job gains.
- Apache County is the only county projected to record a loss (-0.02 percent annualized growth). Counties projected to record the slowest job growth rates include Santa Cruz County (0.4 percent annualized growth) and Cochise County (0.5 percent annualized growth). Greenlee County (47 jobs annually) and Santa Cruz County (60 jobs annually) are projected to record the fewest numerical job gains.



Source: Produced by the Arizona Office of Economic Opportunity in cooperation with the U.S. Dept of Labor, Employment and Training Administration (ETA)

## Occupational Employment Highlights:

- Top 5 major occupational groups in Arizona by highest annual employment percentage change are Home Health and Personal Care Aides, Truck Drivers, Stockers and Order Fillers, Laborers and Freight, and General and Operations managers.
- Top 5 minor occupational groups in Arizona by highest total annual openings are Fast Food and Counter Workers, Customer Service Representatives, Home and Health and Personal Care Aides, Retail Salespersons, and Cashiers.
- Total Arizona occupation projection tends to be with an education level of high school diploma or equivalent for Home Health and Personal Care Aides, Stockers and Order Fillers, Customer Service Representatives, Light Truck Drivers, and Maintenance and Repair Workers.

## Long-Term (2022-2032) Arizona Occupational Projections:

Occupation Title	Based Employment	Projected Employment	Annual Growth	Annual Percent Change	Total Annual Openings
Healthcare Support	137,804	184,509	4,670	3.0%	27,646
Healthcare Practitioners and Technical	193,451	243,353	4,990	2.3%	17,226
Computer and Mathematical	117,618	147,067	2,945	2.3%	10,637
Transportation and Material Moving	288,571	351,910	6,334	2.0%	46,760
Community and Social Service	47,943	58,450	1,051	2.0%	5,427
Management	273,981	314,420	4,044	1.4%	26,688
Business and Financial Operations	222,213	254,831	3,262	1.4%	21,676
Food Preparation and Serving Related	285,290	326,579	4,129	1.4%	62,780
Architecture and Engineering	55,556	63,422	787	1.3%	4,635
Installation, Maintenance, and Repair	135,265	154,346	1,908	1.3%	14,577

Major

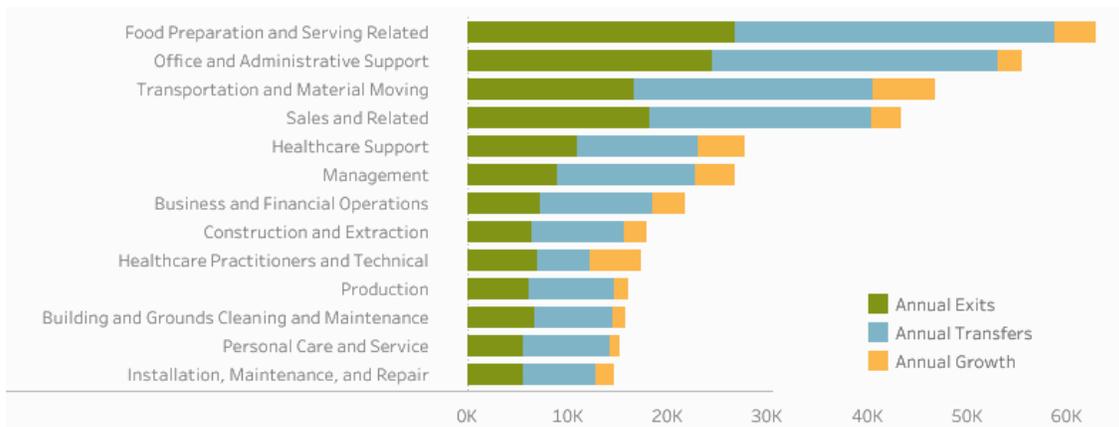
Source: Arizona Office of Economic Opportunity <https://www.azcommerce.com/oeo/>

Occupation Title	Based Employment	Projected Employment	Annual Growth	Annual Percent Change	Total Annual Openings
Fast Food and Counter Workers	85,584	98,010	1,243	1.4%	22,200
Customer Service Representatives	107,744	114,640	690	0.6%	15,624
Home Health and Personal Care Aides	68,552	96,115	2,756	3.4%	14,835
Retail Salespersons	85,241	96,852	1,161	1.3%	14,345
Cashiers	62,487	64,933	245	0.4%	12,547
Stocker and Order Fillers	60,923	74,658	1,374	2.1%	12,228
Laborers and Freight, Stock, and Material Move..	72,138	89,140	1,700	2.1%	12,103
Waiters and Waitresses	53,119	57,961	484	0.9%	11,974
General and Operations Managers	96,237	111,359	1,512	1.5%	9,672
Heavy and Tractor-Trailer Truck Drivers	43,018	53,849	1,083	2.3%	6,113

Minor

Source: Arizona Office of Economic Opportunity <https://www.azcommerce.com/oeo/>

## Annual Openings by Type



Source: Arizona Office of Economic Opportunity <https://www.azcommerce.com/oeo/>

### 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 train and the types of skills training provided.

As the nature of work and the workplace is transforming due to rapidly changing technologies, low-income and unemployed older workers in Arizona have an urgent and critical need to learn new skills and access relevant work experience to gain a competitive advantage. DES SCSEP is well-positioned to address the unique needs and challenges facing low-income older adults to obtain, sustain, and advance into high-demand jobs. Through experience and knowledge, the DES SCSEP sub-grantee has the capability to identify, implement, and bring to scale interventions to meet the needs of older workers. Continued success has proven the program's ability to build, grow, and sustain strategic partnerships with host agencies, employers, workforce systems, and key community agencies to maximize and leverage resources to support SCSEP participants in reaching their ultimate goal.

#### Participants in the SCSEP program obtain a wide variety of training including:

- Customized Individual Employment plans to develop realistic career goals, assessments, and multiple training options;
- Digital literacy and best-in-class occupational and job-search skills training to reduce barriers to employment;
- Community service assignments that align with labor market needs to help participants overcome skill gaps and employment barriers;
- State-of-the-art texting tool to maintain real-time contact with participants and to announce job openings and training that may be of interest.
- Access to AARP Foundation programming, including Upskilling and Back to Work 50+
- Various other workshops and training opportunities; and
- Utilization of the Arizona One-Stop delivery system to further assist participants with skills development, career exploration, and other pertinent labor market information specific to their employment goals. A critical aspect will be coordinating and referring participants to the ARIZONA@WORK/One-Stop Career Centers and other WIOA partners for not only the One-Stop registry, but to assist the participant to identify other suitable services such as:
  - Career resources
  - Access to computers for preparing or updating resumes
  - Internet access for job leads
  - Other computer and work readiness programs offered through various organizations

Our host agency training partners include organizations in a variety of sectors offering a range of training opportunities for older adults. Host agencies on the job training include the following:

- Administrative Assistant
- Advocate
- Associate - Aide
- Bookkeeper
- Child Care Worker
- Chore Services
- Community Service Assistant
- Clerical Assistant
- Client Services Assistant
- Computer Assistant
- Custodian
- Cook - Prep
- Data Entry Clerk
- Financial Assistant
- Food Prep Worker
- Food Service Worker
- Hostess
- Retail Associate
- Receptionist
- Recreational Specialist
- Information Specialist
- Intake-Enrollment Specialist
- Kitchen Aide
- Legal Document Assistant
- Operations Clerk
- Senior Center Aide
- Volunteer Assistant

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

According to [population projections](#) from the University of Virginia Weldon Cooper Center for Public Service, the number of Arizonans ages 65+ will increase by approximately 23 percent by 2030.

**U.S. Census Bureau, labor force participation rate:**

Years of Age	Percent	Percent Increase from 2015 2022
55 to 59	72.2%	4.8%
60 to 64	56.4%	5.8%
65 to 74	22.5%	2.1%
75+	6.6%	1.6%

**National Occupations Employing the highest percentage of 55+ aged individuals:**

Occupation	Highest Percentage of 55+ Years of Age
Management	28.4%
Office and Administrative	25.5%
Sales and Related	25.0%
Transportation and Material Moving	24.4%
Business and Financial Operations	23.2%

**According to the 2022 American Community Survey 5-year estimates:**

Age that falls below the poverty level	Percentage
55 to 64	25.2%
65 to 74	17.8%
75+	18.6%

As the workforce in Arizona ages, some of the greatest numbers of opportunities across growing occupational categories with no work experience required are sales representatives, office clerks, customer service representatives, Lobby attendants, Cooks, and Service Operators according to Arizona Commerce Authority 2023 Arizona Emsi data.

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

The following chart reflects the breakdown of eligible individuals enrolled by DES SCSEP for Program Year 2023 (PY 22), representing selected characteristics of the total participants served in PY 22:

**End-of-Year 2023 State of Arizona SCSEP Participant Key Statistics**

Male	34%
Female	66%
Age 55-59	7%
Age 60-64	11%
Age 65-69	8%
Age 70-74	4%
Age 75 & Over	4%
8th Grade & Under	2%
9th - 11th Grade	7%
Secondary School Graduate or Equivalent	26%
1 or more years of Postsecondary Education	41%
Postsecondary Certification, License, or Educational Certificate (non-degree)	3%
Associate's Degree	6%
Bachelor's Degree or Equivalent	12%
Advanced Degree beyond Bachelor's Degree	4%
Age 75 and Over at Date of Report	17%

Rural	38%
Homeless or At Risk of Homelessness	68%
Disabilities	3%
Limited English Proficiency	44%
Low Employment Prospects	100%
Low Literacy Skills	24%
Severely Limited Employment Prospects in Areas of Persistent Unemployment	2%
Formerly Incarcerated	6%
Veterans (or Eligible Spouse of Veteran)	19%
Receiving Public Assistance	55%
Family Income at or below Poverty	81%
Displaced Homemakers	31%

Source: SCSEP GMPS data

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

### III. **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.

#### **SCSEP and WIOA Title I Programs:**

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

In Arizona, DES SCSEP sub-grantee has established partnerships with the workforce system and its partners to assist SCSEP participants in achieving their goals and objectives of unsubsidized employment. Examples include collaborating with WIOA partners to share costs of formal participant training for those participants who are co-enrolled, co-locating project satellite offices within a One-Stop, contributing to the development of State plans with performance data and attending regular meetings.

### **Partnerships:**

Working closely with each local workforce system and associated partners located within the designated service delivery areas in Arizona, DES SCSEP sub-grantee and staff will develop and maintain collaborative relationships with the ARIZONA@WORK/One-Stop Career Centers and WIOA partners and ensure all MOUs are negotiated and signed, to ensure clear roles and responsibilities. All SCSEP participants will be required to register with their local ARIZONA@WORK/One-Stop Career Centers within two weeks of enrollment. Based on their assessment, IEP, established job goal, and any noted supportive service needs identified, they will be referred to the nearest ARIZONA@WORK/One-Stop Career Center for appropriate services and partners (e.g. veteran's services, public assistance, Vocational Rehabilitation, other local community and social services or referrals to other local or State agencies).

### **Collaboration:**

In partnership with its sub-grantee, DES SCSEP will collaborate and coordinate with the ARIZONA@WORK/One-Stop Career Centers and WIOA partners on additional skill/educational training opportunities for SCSEP participants by making available training and resources a part of their IEP development and execution. This type of collaboration is critical to the success of SCSEP participants since the One-Stop Career Centers have robust resources available such as:

- Up-to-date labor market information
- Broad employer and community connections
- Computer labs and hardware for job search use and online application submittal
- Resume resources
- Job readiness workshops, job search training
- Computer training

The ARIZONA@WORK/One-Stop Career Centers and WIOA partners also have the ability to offer additional education classes such as ESL classes, GED prep and completion, and other skills training. Additional referrals for participants are made to skills training provided through community colleges, Onet, and other training partners.

### **Ineligible Applicants:**

All applicants who are determined to be ineligible for DES SCSEP will be given a reason for non-enrollment, a community resources listing, and any applicant deemed job ready will be referred to the ARIZONA@WORK/One-Stop Career Center for job placement assistance or further associated services.

### **Referring Current Transitioning Participants:**

Progress will be monitored and adjusted on a participant's IEP goals or supportive service needs as part of their program participation. The participant receives IEP updates every six months to ensure that they are moving steadily toward an unsubsidized employment transition. A critical aspect of this transition planning will be coordinating and referring participants to the ARIZONA@WORK/One-Stop Career Centers and other WIOA partners not only for One-Stop registry, but to provide training and assistance with any additional barriers to success after unsubsidized placement or further transition planning that may include:

- Continuing education
- Legal issue resolution
- Disability accommodation
- Debt elimination

In partnership with DES SCSEP sub-grantee, staff will work with ARIZONA@WORK business services teams, virtually and in-person, to access LMI/Industry information, leverage employer and community connections, increase services for participants, and job referrals. After participants gain unsubsidized employment, they are placed into employment retention services. Participants remain in retention services for four quarters after exit. During this time, DES SCSEP will provide follow-up services including referring job-ready participants to other programs like Back to Work 50+, referring participants to ARIZONA@WORK for job-readiness services or adult training programs, and providing limited support services to enhance participant job retention that may include general basic needs.

2. Actions to coordinate activities of SCSEP grantees with the activities carried out in the State under the other titles of the Older Americans Act (OAA).

DES DERS is responsible for the administration of SCSEP. DES SCSEP, under Title V, is an integral part of the coordinated activities with the other titles under the OAA. DES SCSEP activities are included within the Arizona State Plan on Aging, developed by the Division of Aging and Adult Services (DAAS) within DES, to “Strengthen Arizona’s economy by fostering an integrated and well-trained informal, paraprofessional and professional workforce.”

Strategies for alignment of SCSEP activities in the Arizona State Plan on Aging include:

Arizona State Plan on Aging Objective	SCSEP Strategy
Increase awareness and understanding of aging issues to help prepare Arizona for an aging population.	Promote public awareness for the promotion of utilizing mature workers within the Arizona workforce.
	Develop strategies for identifying unmet service needs in small communities that can be carried out by local SCSEP participants.
Older adults in Arizona can maintain individual well-being and safety to remain active, healthy and independent	Support older Americans with efforts to remain engaged in the workforce.
	Promote the viability of a career as a direct care professional and other health services occupations.
Providers for older adults in Arizona can provide an integrated and well-trained informal, paraprofessional and professional workforce.	Establish a varied network of host agencies to provide training that aligns with SCSEP participant employment goals.
	Promote a coordinated workforce development approach between public and private entities to benefit from the capabilities of a mature workforce.
Arizona has the necessary infrastructure to deliver needed supportive services	Strengthen partnerships and collaborations among SCSEP grantees and WIOA service providers to ensure a seamless system of service delivery.

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.

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

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

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

4. Actions to coordinate SCSEP with other labor market and job training initiatives.

DES SCSEP is one of 17 employment and training programs under the Division of Employment and Rehabilitation Services (DERS). DERS houses programs that play an integral role in improving Arizona's workforce by assisting individuals who are unemployed and underemployed, and those with barriers to employment, to prepare for and obtain gainful employment. DES SCSEP is committed to coordinating support with other job training initiatives.

DES SCSEP will incorporate resources offered through the State's workforce automated system, Arizona Job Connection (AJC). This system is built on shared resources which allow Arizona's workforce system to effectively and efficiently deliver a talent development system that contributes to the competitiveness of the State. AJC is designed to offer comprehensive career, employment, and labor market information, as well as, help individuals receive education and training to expand their job skills, assist job seekers in connecting with employers, provide specialized assistance to individuals with barriers to career success, help businesses address workforce issues, and ensure safe workplaces.

DES SCSEP sub-grantee uses labor market information, powered by Burning Glass Technologies, to get real-time, in-demand job information in Arizona.

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.

Since PY 12, DES SCSEP has seen a steady decline in the number of authorized positions, modified positions, and funding available for SCSEP from DOL/ETA. This reduction has placed an even greater need for collaboration between the Arizona One-Stop delivery system and SCSEP services. Due to minimum wage increases during that same time period, modified positions have steadily declined, serving fewer participants with each program year. This has resulted in significant increases in the waitlist for the program services.

Program Year	Modified Positions
2012	115
2013	107
2014	107
2015	106
2016	94
2017	77
2018	72
2019	69
2020	66
2021	65
2022	63
2023	56

Source: SCSEP GMPS data

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

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

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

in the same LWDA.

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

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

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

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

In addition to working to meet the DOL Equitable Distribution requirements per county served, an overarching goal is to recruit and enroll minorities including limited English speakers, American Indians, or individuals who have the greatest economic need in proportion to the authorized positions in the service delivery area.

Outreach methods include presentations at local community events, religious gatherings, and Host Agency recruiting events. In addition, staff create a demographic profile of their local area(s) and reach out to local organizations such as Area Agencies on Aging, senior centers, senior apartment complexes, SNAP and Social Security offices, aging and disability resource centers, veterans organizations, homeless shelters, food banks, community action agencies, churches, human services organizations, adult schools, bookstores, libraries and other places that older individuals frequent regularly such as Catholic Charities. Job fairs, local festivals, and senior expos are also effective for recruiting program participants as well as making presentations at local civic organization meetings.

For rural areas specifically, several strategies include establishing relationships with major county leaders and obtaining Host Agency Agreements with agencies in the largest community. Additional recruitment is done through entities such as Chambers of Commerce, Workforce Agencies – American Job Centers, USDA, School Districts, State Disability Services, Areas Agency on Aging, and reaching out to entities such as local Food Banks for opportunities to recruit during their events.

DES SCSEP can partner with ARIZONA@WORK/One-Stop Career Centers located in 12 regional areas and 47 locations throughout the State that will refer older workers to SCSEP, display outreach/educational material, and host a participant who can be a resource for all older workers who enter the facility. Memorandums of Understanding (MOUs) will be created for these partnerships.

Outreach materials are reflective of the targeted populations and are currently available in Spanish at every project site. DES SCSEP is committed to participating on local boards and committees and working to expand knowledge and understanding of the needs of minorities, tailor services, obtain trust, and build confidence and respect within the communities they serve. The minimum goal is to serve minorities in the same proportion as their presence in the service area.

Monitoring reports in all areas with equitable distribution under-enrollment, DES SCSEP will employ, as appropriate to local context, effective practices and strategies, such as locating

program participants in these areas; segmenting and targeting outreach and recruitment activities to reach participants, host agencies, businesses, and other community partners; scheduling outreach at regular times in each county; using technology when possible for training, case management, etc.; and using partners to help with case management, support services, and training, etc.

PY 22 Most In Need ended the year at 3.30 percent, drastically increasing historical numbers and the DOL requirement of 2.99 percent.

**D. Provide a list of community services needed and the places where these services are needed most.**

Each SCSEP participant is assessed and completes an Individual Employment Plan (IEP) that identifies existing skills, skills to be learned, barriers to employment, community services needed, goals to achieve, and timelines to be met to obtain unsubsidized employment.

Everyday problems for older adults can include physical health, mental health, ageism, and financial insecurity. Based on the whole-person approach to assessment and reassessment, staff, in partnership with the participants, create one-of-a-kind plans that identify steps that must be taken to achieve the objectives and reach established goals.

To achieve the ultimate goal of employment and economic stability, DES SCSEP helps participants take care of the whole person, which includes basic needs. For example, if an applicant is at risk of homelessness or doesn't know where his or her next meal will come from, these needs will be documented on the IEP and the participant and staff will immediately begin taking the steps to secure regular meals and housing. These are very basic needs but must be addressed before the participant can focus on the bigger picture – getting a job.

**Most commonly, DES SCSEP participants need assistance in obtaining basic services, including:**

- Transportation assistance
- Eyeglasses
- Hearing devices
- Dental services
- Food stamps assistance
- Nutrition services
- Health care
- Housing
- Utility assistance,
- Legal assistance
- Assistive technology
- Mental health services
- Counseling

DES SCSEP sub-grantee has established local networks and strategic partnerships to successfully enhance the sharing and delivery of supportive services and leverage resources available to participants. Local staff form new community partnerships with social service professionals and agencies using their knowledge of the area and organizations, reputations in the community, and the quality of an organization's delivery of supportive services. They dedicate time to research and develop a community resource book and asset map to understand the resources, services, and programs that would complement and supplement participant supportive services offered under the grant. At the beginning of each program year, DES SCSEP sub-grantee solidifies partnerships through an MOU with organizations that are willing to enter into a formalized relationship.

**DES SCSEP sub-grantee established local partnerships for the last ten years are listed below. More local partnerships will be formed throughout the State and below are examples of current partnerships:**

- A New Leaf
- Civitan Foundation

- Experience Matters
- Phoenix Community Tool Bank
- A New Leaf Phoenix Day
- Faith In Motion, Inc.
- Prototype Health/TAPAZ
- AlliedBarton Security Services
- Father Matters
- Recovery Empowerment Network
- Alumi Cover Awning Co.
- FSL
- Salvation Army
- Alzheimer's Association
- Hope VI Project
- Securitas
- American Red Cross
- Hope's Crossing
- Shanti Group
- ARIZONA@WORK
- Housing Authority Maricopa County
- Soar Workshop
- Association for Supportive Child Care
- HUD Dept. of Urban Development
- SOAR Workshop
- Buckeye Outreach Social Services
- ICM
- Southwest Human Development
- Business Workforce Dev. Ctr. (SOAR)
- Eagle Pathways
- St Mary's Food Bank
- Care Campus
- Iworks City of Phoenix
- St Vincent de Paul Main Location
- Kino Catechetical Institute Library
- Legacy Home Care
- St. Mary's Food Bank
- Comunidad Empowerment Center
- Lifewell Behavioral Wellness
- Stardust
- Community Kitchen
- Lost Our Home Pet Rescue
- Surprise
- Computer Career Institute
- Mental Wellness Naturally
- Surprise Resource Center
- Computer Skills Institute
- Mesa United Way
- SVdP
- 15
- Consumer Cellular
- MOSAIC
- Treasures 4 Teachers
- CPLC
- Open Hearts Family Wellness
- US Veterans Initiative Phoenix
- Crossroads
- PEER EMPLOYMENT TRAINING
- Western Career Institute
- Cultural Cup Food Bank, The
- Peoria Community Center
- Western Truck School
- Department of Economic Security
- Phoenix Workforce Dev. Ctr.
- Wheat's Clothes Silo
- Catholic Charities Community Services
- St. Mary's Community Kitchen

**E. Describe the long-term strategy to improve SCSEP services, including planned long-term changes to the design of the program within the State, and planned changes in the use of SCSEP grantees and program operators to better achieve the goals of the program.**

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

- A single sub-grantee provides consistency in the execution of program elements across the program service delivery area.
- Administrative funds will be more efficiently used and not diluted through distribution to five agencies.
- The national grantee has experience and has demonstrated a full understanding of program requirements and performance measures, and WIOA requirements.
- A single sub-grantee allows the DES SCSEP more opportunity to focus and strengthen WIOA networks, employer development, and program innovation.
- The national grantee has a full understanding of the needs specific to serving an older population and offers more options and resources unique to that population's employment

needs.

DES SCSEP sub-grantee hired a new local Project Director with an extensive background in workforce and workforce-related programs, including 28 years with the City of Phoenix. Their experience will drive the program forward as the team creates new synergy around strategies to improve services in Arizona.

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

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

- Review and update programmatic policies and procedures ensuring alignment with DOL/ETA guidance.
- Conduct routine reviews and monitoring of sub-grantee, through annual data validation and on-site monitoring, resulting in:
  - Improve accuracy of reported participant data in GMPS
  - Technical assistance for program enhancement
- Enhance the quality of sub-grantee follow-up and retention efforts through:
  - Case management best practices
  - Routine desk audits
- Utilize training offered by DOL/ETA to aid in the development of program services.
- Share and review monthly expenditure data with sub-grantee.
- Monitor ongoing status of the DOL/ETA defined performance measures of the sub-grantee no less than every quarter per the GMPS.
  - If issues arise during the year, DES SCSEP contacts the sub-grantee to remedy the targeted issue(s).
- Follow monitoring practices as outlined in the DES SCSEP Policies and Procedures Chapter 4100.
- Conduct monthly sub-grantee conference calls facilitating a continuous line of open communication between all parties.
- Facilitate or share with sub-grantee SCSEP training program meetings, teleconferences, webinars, etc., that are located in their region of the State and/or online via DOL/ETA and WIOA partners.

## **IV. Location and Population Served, including**

### **Equitable Distribution (ED)**

**A. Describe the localities and populations most in need of the type of projects authorized by title V.**

SCSEP serves unemployed, low-income individuals aged 55 and older who reside in Arizona. SCSEP services are provided in 14 of the 15 Arizona counties. Three national grantees also serve Arizona\*:

- DES SCSEP serves Apache, Coconino, Gila, Maricopa, Mohave, Navajo, Pima, Pinal, and Yavapai Counties.
- Easter Seals (“ES”) serves Maricopa County.
- The Asociación Nacional Pro Personas Mayores (“ANPPM”) serves Cochise, Graham, La

Paz, Mohave, Pima, Pinal, Santa Cruz, Yavapai and Yuma Counties.

- The National Indian Council on Aging (“NICOA”), a set aside grantee, serves Apache, Coconino, Gila, Graham, Maricopa, Navajo, and Pima Counties.

\*Greenlee County is the only county in Arizona that is not covered by SCSEP services.

Based on DOL’s Nationwide Participant evaluation of SCSEP, here are the following reasons for enrolling in the program by National scores and DES SCSEP scores:

<b>REASONS FOR ENROLLING (in descending order)</b>	<b>NATIONAL</b>	<b>STATE</b>
Increase my income	19.3%	18.2%
Feel more useful and independent	18.2%	18.2%
Obtain part-time job after completing the program	16.5%	18.2%
Provide service to my community	13.1%	14.7%
Meet new people	12.4%	09.8%
Participate in program's training & host agency activities	11.8%	13.3%
Obtain a full-time job after completing the program	6.5%	7.0%
Other	2.1%	0.7%

Rural areas have a great need for SCSEP services due to limited opportunities for employment, socialization, and transportation that are available for older individuals living in these areas.

Apache, Navajo, Santa Cruz, and La Paz counties have the highest percentage of persons in poverty. La Paz, Yavapai, Mohave, and Gila counties have the highest percentage of persons 65 years and over. La Paz, Greenlee, Apache, and Coconino counties have the lowest population per square mile. Greenlee, La Paz, Apache, and Graham counties have the lowest employer establishments. Apache County has the lowest number of households with a computer at 55%.

Persons 65 years and over, percent - (Percent)		Persons in poverty, percent - (Percent)		Population per square mile, 2010 - (No. of people per square mile)		Total employer establishments, 2017 - (Number)	
County	Value	County	Value	County	Value	County	Value
<u>Apache</u>	15.3	Apache	37.3	Apache	6.4	Apache	458
<u>Cochise</u>	22.3	Cochise	15.1	Cochise	21.3	Cochise	2,178
<u>Coconino</u>	12.5	Coconino	15.9	Coconino	7.2	Coconino	3,746
<u>Gila</u>	28.8	Gila	20.4	Gila	11.3	Gila	1,019
<u>Graham</u>	13.9	Graham	20.2	Graham	8.1	Graham	510
<u>Greenlee</u>	13.2	Greenlee	10.5	Greenlee	4.6	Greenlee	83
<u>La Paz</u>	39.3	La Paz	23.7	La Paz	4.6	La Paz	337
<u>Maricopa</u>	15.2	Maricopa	12.3	Maricopa	414.9	Maricopa	94,566
<u>Mohave</u>	30.3	Mohave	16.8	Mohave	15.0	Mohave	3,784
<u>Navajo</u>	18.1	Navajo	28.5	Navajo	10.8	Navajo	1,770
<u>Pima</u>	19.8	Pima	16.2	Pima	106.7	Pima	20,300
<u>Pinal</u>	20.4	Pinal	12.9	Pinal	70.0	Pinal	3,713
<u>Santa Cruz</u>	18.1	Santa Cruz	24.4	Santa Cruz	38.3	Santa Cruz	1,153
<u>Yavapai</u>	31.6	Yavapai	13.2	Yavapai	26.0	Yavapai	5,985
<u>Yuma</u>	18.8	Yuma	19.5	Yuma	35.5	Yuma	3,037

Source: Index Mundi Arizona Poverty Rate by County:  
<https://www.indexmundi.com/facts/united-states/quick-facts/arizona/percent-of-people-of-all-ages-in-poverty#map>

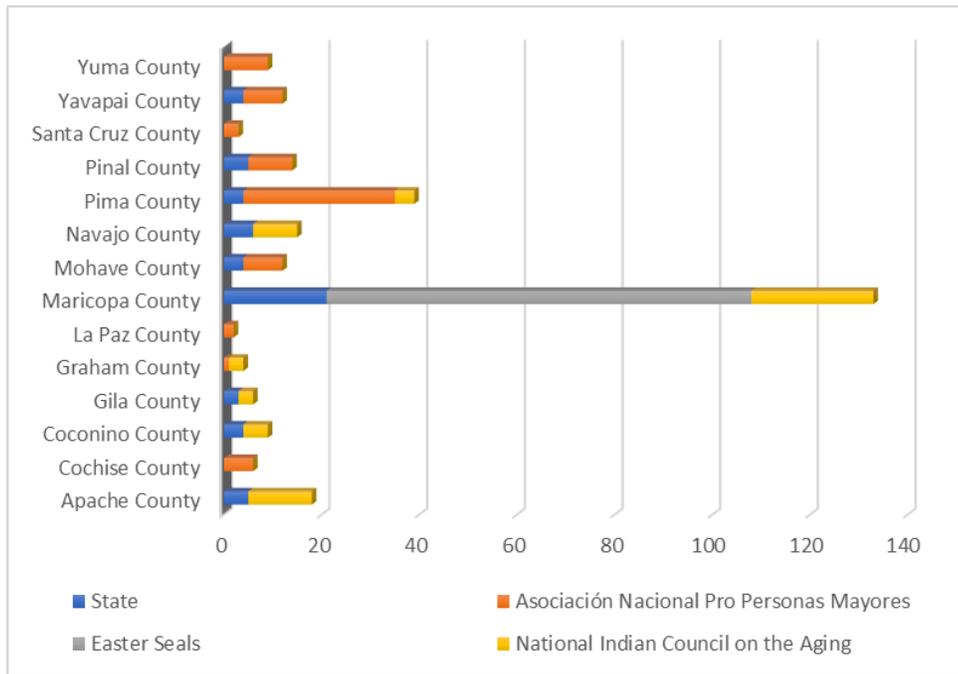
**B. List the cities and counties where the SCSEP project will take place.**

Effective July 1, 2020, AARP Foundation has been providing program services as the sole sub-grantee of the State of Arizona. On July 1, 2023, AARP Foundation applied for a Request For Proposal and was awarded another single contract for program services. The total number of Authorized Positions (AP) for PY 23 is 110 and 56 Modified Positions (MD) which are divided among the following counties:

Arizona Grantee:	State		Asociación Nacional Pro Personas Mayores		Easter Seals		National Indian Council on the Aging	
	AP	MP	AP	MP	AP	MP	AP	MP
Apache County	10	5	0	0	0	0	25	13
Cochise County	0	0	11	6	0	0	0	0
Coconino County	8	4	0	0	0	0	11	5
Gila County	6	3	0	0	0	0	6	3
Graham County	0	0	2	1	0	0	5	3
La Paz County	0	0	3	2	0	0	0	0
Maricopa County	41	21	0	0	168	87	48	25
Mohave County	8	4	15	8	0	0	0	0
Navajo County	12	6	0	0	0	0	18	9
Pima County	8	4	60	31	0	0	7	4
Pinal County	9	5	17	9	0	0	0	0
Santa Cruz County	0	0	5	3	0	0	0	0
Yavapai County	8	4	15	8	0	0	0	0
Yuma County	0	0	18	9	0	0	0	0
<b>TOTAL</b>	<b>110</b>	<b>56</b>	<b>146</b>	<b>77</b>	<b>168</b>	<b>87</b>	<b>120</b>	<b>62</b>

Source: SCSEP GMPS data

**Modified Positions (MP):**



Source: SCSEP GMPS data

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

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

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

**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.**

1. Equitably serves both rural and urban areas.

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

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

**Service to Rural and Urban Areas**

Arizona contains two major population bases in Maricopa County and Pima County. According to the U.S. Census Bureau 2020 Census, approximately 77 percent of Arizona’s eligible SCSEP population resides in these two counties.

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

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

It is a challenge to both recruit eligible participants and develop host agencies in rural areas due to the distances between communities, lack of public transportation, and individual barriers faced by participants. Arizona SCSEP sub-grantees serving rural areas will continue to cultivate host agencies that can offer training where participants can increase job readiness skills. The challenges in rural areas are ongoing, often taking additional time to develop opportunities and foster relationships with the limited number of host agency prospects in the rural areas. This requires additional staff time and travel in order to ensure that the SCSEP participant’s training needs can be met, as government and not-for-profit organizations are often limited or unavailable in these areas.

2. Serves individuals afforded priority for service under 20 CFR 641.520.

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

- Is a veteran or an eligible spouse
- Is 65 years of age or older (although age 65 and over is a priority of service, it is not included in the most-in-need measure)
- Has a disability
- Has limited English proficiency
- Has low literacy skills
- Resides in a rural area
- Has low employment prospects
- Has failed to find employment after utilizing services provided under Title I of WIOA. i. Is homeless or at risk of homelessness
- Has been incarcerated within the last five years or is under supervision following release from prison or jail within the last five years

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

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

There are a total of approximately **3,120,185 individuals in Arizona aged 55 years and older who have a ratio of income to poverty level of less than 125 percent of the federal poverty level.** The following chart depicts the distribution of this cohort at the county level. The counties in Arizona experiencing the highest level of poverty among individuals aged 55 years and older are Apache, Navajo, and Santa Cruz. The chart shows the ratio of eligible individuals, by age and poverty level of less than 125 percent, in each county with percentage by total eligible population in the State.

	Age 55 to 64	Age 65 to 74	Age 75 and older	Total Eligible Individuals by county	Total Eligible Population in Arizona
Apache County	11,833	8,532	2,636	23,001	0.7%
Cochise County	29,608	26,187	10,071	65,866	2.1%
Coconino County	26,059	17,126	5,444	48,629	1.6%
Gila County	15,492	14,317	5,081	34,890	1.1%
Graham County	5,841	4,762	1,852	12,455	0.4%
Greenlee County	1,823	1,113	393	3,329	0.1%
La Paz County	4,573	5,990	2,942	13,505	0.4%
Maricopa County	847,370	638,132	245,994	1,731,496	55.5%
Mohave County	64,939	60,803	24,427	150,169	4.8%
Navajo County	22,699	17,748	5,742	46,189	1.5%
Pima County	223,949	194,385	78,358	496,692	15.9%
Pinal County	93,785	83,308	32,568	209,661	6.7%
Santa Cruz County	9,786	7,825	2,754	20,365	0.7%
Yavapai County	79,880	71,948	26,154	177,982	5.7%
Yuma County	34,581	35,771	15,604	85,956	2.8%

Source: ACS 5-year estimate of age by ratio of income to poverty level in the past 12 months

**F. Provide the relative distribution of eligible individuals who reside in urban and rural areas within the state; have the greatest economic need; are minorities; are limited English proficient; have the greatest social need (20 CFR 641.325(b)); and formerly incarcerated individuals.**

According to the U.S Census Update by the Arizona Center for Rural Health, the percentage of the population in Arizona living in rural areas changed from 10.2 percent in 2010 to 10.7 percent in 2020. The table below shows Arizona’s population for urban-rural areas at the state and county levels for 2020. Between 2010 and 2020, the population increased in 10 of Arizona’s 15 counties.

	2020 Census		
	Population (percent)		
	Total	Urban	Rural
<b>Arizona</b>	<b>7,151,502</b>	<b>6,385,230 (89.3)</b>	<b>766,272 (10.7)</b>
Apache	66,021	0 (0)	66,021 (100)
Cochise	125,447	79,323 (63.2)	46,124 (36.8)
Coconino	145,101	98,082 (67.6)	47,019 (32.4)
Gila	53,272	29,642 (55.6)	23,630 (44.4)
Graham	38,533	18,331 (47.6)	20,202 (52.4)
Greenlee	9,563	0 (0)	9,563 (100)
La Paz	16,557	9,368 (56.6)	7,189 (43.4)
Maricopa	4,420,568	4,318,689 (97.7)	101,879 (2.3)
Mohave	213,267	162,227 (76.1)	51,040 (23.9)
Navajo	106,717	38,148 (35.7)	68,569 (64.3)
Pima	1,043,433	951,173 (91.2)	92,260 (8.8)
Pinal	425,264	327,317 (77.0)	97,947 (23.0)
Santa Cruz	47,669	19,168 (40.2)	28,501 (59.8)
Yavapai	236,209	160,668 (68.0)	75,541 (32.0)
Yuma	203,881	173,094 (84.9)	30,787 (15.1)

Source: U.S Census Geography Program Urban and Rural

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

**The following breakdown is DES SCSEP data of participant summary in FY23 from GPMS.**

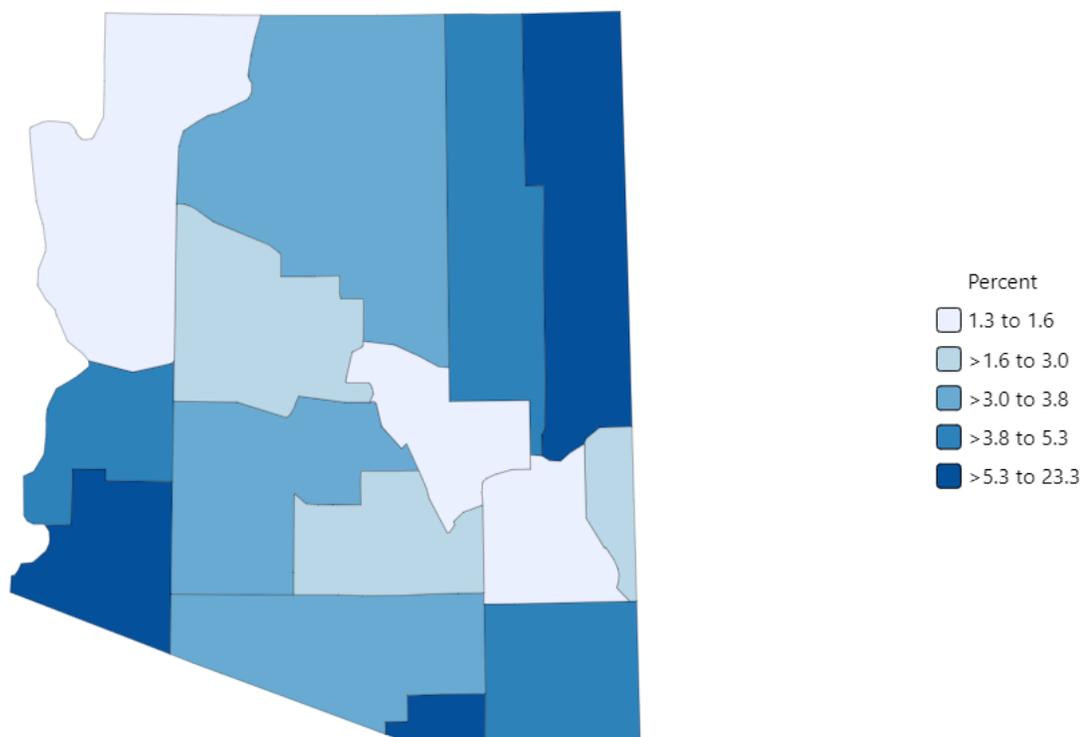
Performance Items		% of Participants
Sex	Male	33.63
	Female	66.37
Age at Enrollment	Age 55-59	7.08
	Age 60-64	10.62
	Age 65-69	7.96
	Age 70-74	4.42
	Age 75 & Over	4.42
Ethnicity/Race	Hispanic/Latino	17.70

	American Indian or Alaskan Native	7.08
	Asian	1.77
	Black or African American	12.39
	Native Hawaiian or Other Pacific Islander	0.00
	White	70.80
	More Than One Race	1.77
Education Level	8th Grade & Under	1.77
	9th Grade – 11th Grade	7.08
	Secondary School Graduate or Equivalent	25.66
	Completed 1 or More Years of Postsecondary Education	40.71
	Postsecondary Certification, License, or Educational Certificate (Non-Degree)	2.65
	Associate's Degree	6.19
	Bachelor's Degree or Equivalent	11.50
	Advanced Degree Beyond Bachelor's Degree	3.54
Most in Need Characteristics	Age 75 and Over at Date of Report	16.52
	Rural	38.26
	Homeless or At Risk of Homelessness	67.83
	Disabilities	3.48
	Limited English Proficiency	41.74
	Low Employment Prospects	0.00
	Low Literacy Skills	24.35
	Severely Limited Employment Prospects in Areas of Persistent Unemployment	1.74
	Formerly Incarcerated	6.09
	Veterans (or Eligible Spouse of Veteran)	19.13
Other	Receiving Public Assistance	54.87
	Family Income at or below Poverty	80.53
	Displaced Homemakers	30.97

**Demographic data provided by the Census Bureau and the American Community Survey showcase various topics for the state of Arizona:**

## Non-English Language (Language isolation) for Arizona by County

All Races (includes Hispanic/Latino), Both Sexes, Ages 14+, 2017-2021



**Highest Percentage Counties: Santa Cruz 23.3 percent, Yuma 10.7 percent, and Apache 17.8 percent**

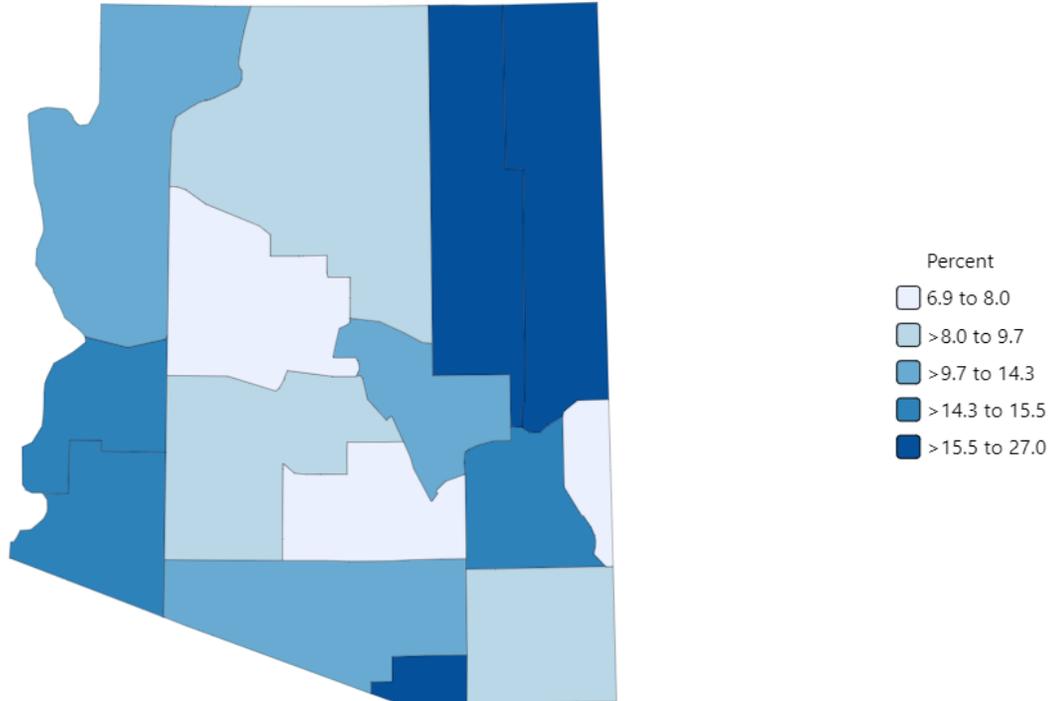
County Sort by Ascending	Value (Percent) Sort by Ascending	Households (language Isolation) Sort by Ascending	Rank within US (of 3142 counties) Sort by Ascending
<u>United States</u>	4.2	5,241,326	N/A
Arizona	3.7	99,159	38 of 51
Santa Cruz County	23.3	3,834	3,130
Apache County	17.8	3,453	3,125
Yuma County	10.7	7,767	3,084
Navajo County	5.3	1,929	2,912
Cochise County	5.0	2,439	2,893
La Paz County	4.3	375	2,836

Pima County	3.8	15,983	2,783
Maricopa County	3.4	55,110	2,732
Coconino County	3.1	1,564	2,688
Greenlee County	3.0	99	2,684
Pinal County	2.1	3,072	2,431
Yavapai County	1.7	1,757	2,250
Gila County	1.6	346	2,173
Graham County	1.5	177	2,161
Mohave County	1.3	1,254	2,057

Source: Source: Demographic data provided by the [Census Bureau](#) and the [American Community Survey](#). HDPulse: An Ecosystem of Minority Health and Health Disparities Resources. National Institute on Minority Health and Health Disparities. Created 2/1/2024. Available from <https://hdpulse.nimhd.nih.gov>

### Poverty (Families below poverty) for Arizona by County

All Races (includes Hispanic/Latino), Both Sexes, All Ages, 2017-2021



**Highest Percentage Counties: Apache 27 percent, Navajo 19.6 percent, and Santa Cruz 18.4 percent**

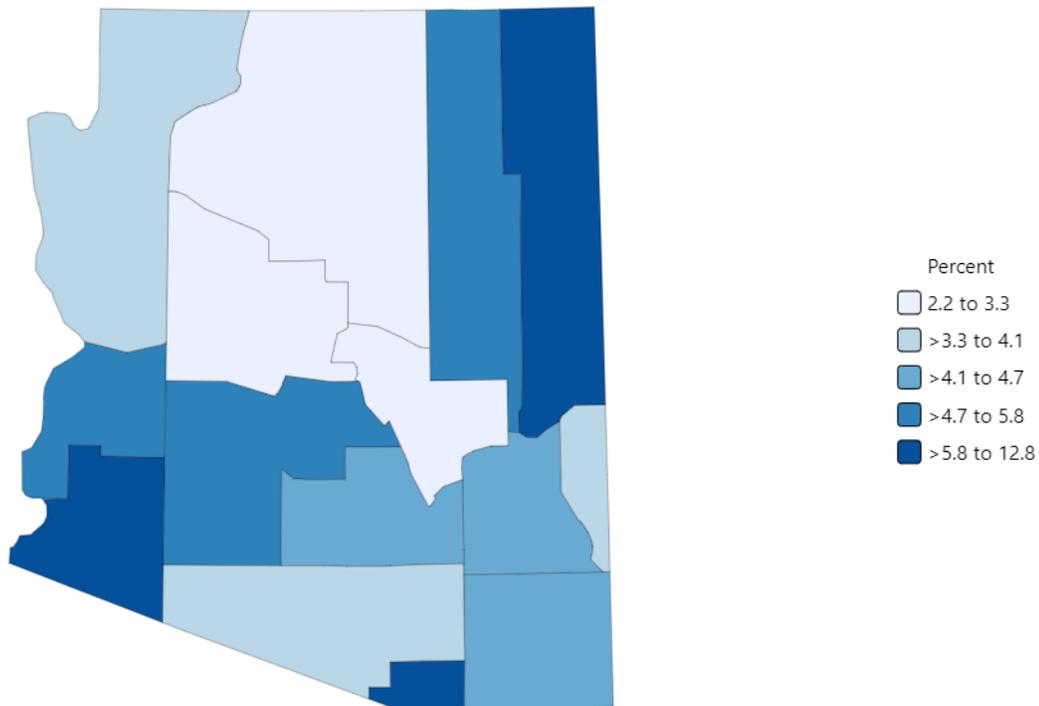
County Sort by Ascending	Value (Percent) Sort by Ascending	People (<150% Of Poverty) Sort by Ascending	Rank within US (of 3142 counties) Sort by Ascending
<a href="#">Arizona</a>	22.3	1,544,238	37 of 51
<a href="#">United States</a>	20.7	66,751,967	N/A
Apache County	49.1	31,990	3,116
Navajo County	39.2	40,664	2,989
Santa Cruz County	36.1	17,023	2,877
Yuma County	31.9	62,592	2,588
Gila County	30.5	15,893	2,488
La Paz County	29.7	4,905	2,401
Graham County	28.8	9,994	2,320
Coconino County	28.0	36,874	2,222
Mohave County	27.1	56,373	2,128
Cochise County	25.7	30,478	1,949
Pima County	24.6	247,805	1,770
Yavapai County	22.2	50,994	1,422
Pinal County	20.7	82,363	1,181
Maricopa County	19.8	854,790	1,036
Greenlee County	15.8	1,500	480

Source: Source: Demographic data provided by the [Census Bureau](#) and the [American Community Survey](#). HDPulse: An Ecosystem of Minority Health and Health Disparities Resources. National Institute on Minority Health and Health Disparities. Created 2/1/2024. Available from <https://hdpulse.nimhd.nih.gov>

### Education (Less than 9th grade) for Arizona by County

Population Ages 25+

All Races (includes Hispanic/Latino), Both Sexes, 2017-2021



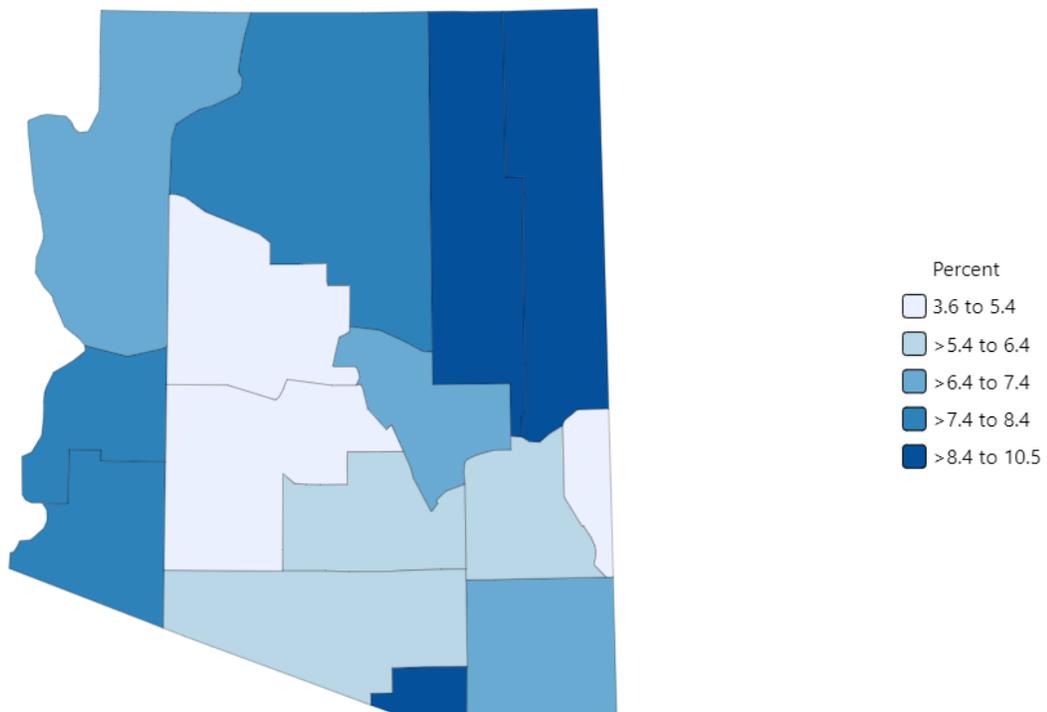
**Highest Percentage Counties: Santa Cruz 10.2 percent, Apache 8.1 percent, and Yuma 2.8 percent**

County Sort by Ascending	Value (Percent) Sort by Ascending	People (Education: Less Than 9th Grade) Sort by Ascending	Rank within US (of 3142 counties) Sort by Ascending
Arizona	4.9	236,487	46 of 51
<u>United States</u>	4.8	10,793,507	N/A
Yuma County	12.8	16,595	3,049
Santa Cruz County	10.2	3,086	2,971
Apache County	8.1	3,412	2,825
La Paz County	5.8	769	2,468
Navajo County	5.4	3,736	2,319

Maricopa County	5.1	148,240	2,224
Cochise County	4.7	4,091	2,094
Graham County	4.4	1,057	1,982
Pinal County	4.4	12,770	1,963
Pima County	4.1	28,678	1,837
Greenlee County	3.9	226	1,769
Mohave County	3.6	5,929	1,607
Coconino County	3.3	2,859	1,439
Gila County	2.8	1,100	1,128
Yavapai County	2.2	3,939	693

### Workforce (Unemployed) for Arizona by County

All Races (includes Hispanic/Latino), Both Sexes, Ages 16+, 2017-2021



**Highest Percentage Counties: Santa Cruz 9.9 percent, Apache 9 percent, and Navajo 10.5**

percent

County Sort by Ascending	Value (Percent) Sort by Ascending	People (Unemployed) Sort by Ascending	Rank within US (of 3142 counties) Sort by Ascending
Arizona	5.6	191,115	36 of 51
<u>United States</u>	5.5	9,161,615	N/A
Navajo County	10.5	3,978	3,029
Santa Cruz County	9.9	2,029	2,996
Apache County	9.0	1,776	2,924
Yuma County	8.4	6,920	2,845
Coconino County	7.8	5,701	2,765
La Paz County	7.7	440	2,750
Mohave County	7.4	6,063	2,682
Gila County	7.3	1,489	2,665
Cochise County	7.1	3,375	2,600
Pinal County	6.4	10,916	2,355
Pima County	6.3	30,620	2,313
Graham County	5.9	848	2,170
Yavapai County	5.4	5,329	1,922
Maricopa County	5.0	111,477	1,640
Greenlee County	3.6	154	753

Source: Source: Demographic data provided by the [Census Bureau](#) and the [American Community Survey](#). HDPulse: An Ecosystem of Minority Health and Health Disparities Resources. National Institute on Minority Health and Health Disparities. Created 2/1/2024. Available from <https://hdpulse.nimhd.nih.gov>

**G. Describe the steps taken to avoid disruptions to service for participants to the greatest extent possible, in positions redistribution, 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.**

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

**Freeze Enrollments:** Applicants will be informed of the freezes at the time of service inquiry. Individuals desiring to complete an application for enrollment will be provided with a conditional eligibility determination and placed on a waiting list. Information will be provided to applicants, national grantees in the given service delivery area, as well as the local Arizona One-Stop Career Offices. DES SCSEP will monitor its enrollment levels and available funding on a regular basis, with the goal of lifting the enrollment freeze as soon as funding can support new enrollments.

**Reduce Weekly Training Hours:** In order to maximize funding to cover operating expenses, hours of participation may be reduced. The goal will be to keep training between 18-20 hours per week, but in some cases, this may not be possible. All participants and host agencies will be notified in writing of any reduction or other fluctuations in training hours. If necessary, hours may be reduced to lower levels with the possibility of also instituting mandatory unpaid approved breaks. The latter being the least desirable option and is implemented only if no other option works.

**Monitor Durational Limits:** Durational limits will be closely monitored to ensure participants approaching their eligibility limits have a prepared transitional IEP in place and are properly exited per program policy.

**Emphasize Job Development and Placement:** Although sub-grantees will be competing with other employment and training programs, DES SCSEP will place increased emphasis on the use of on-the-job training and specialized training programs. It is expected that these extra “tools” in the sub-grantees tool belt will provide for increased employment opportunities and expedite the transition into unsubsidized employment for qualified participants.

**Monitor and Revise the ED Report as Needed:** A final strategy to be used to address over-enrollments is to ensure training positions are allocated in order to achieve ED. This will be coordinated with DES SCSEP re-evaluation of sub-grantee funding on a quarterly basis and reallocation of funds and training positions if necessary, will be based on the enrollment levels. When there is a need to move positions, DES SCSEP and other national grantees operating within Arizona will coordinate these activities. Plans for maintaining ED will be discussed as necessary by conference call between the SCSEP national grantees operating within Arizona throughout the year. All slot allocation revisions will be proposed to the DOL/ETA for approval prior to implementation in accordance with the DOL/ETA SCSEP transfer policy.