

# **California Senior Community Service Employment Program State Plan**

## **Program Years 2016-19 (Stand-Alone)**



## Acknowledgments

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DRAFT

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## **Section 1: Overview of the Senior Community Service Employment Program and Purpose of the State Plan**

The Senior Community Service Employment Program (SCSEP) is the only federally mandated job training program serving low-income older workers age 55 years and older. SCSEP is authorized under the Older Americans Act (OAA) and administered by the U.S. Department of Labor, Employee and Training Administration (USDOL/ETA). SCSEP's 50-year success record stems from its dual purpose as a training program for low-income older workers and a source of subsidized staff trainees for community-based organizations.

USDOL/ETA distributes SCSEP funds to 15 national SCSEP grantees and 56 state and territorial grantees. The national SCSEP grantees operate across multiple state jurisdictions and receive 78 percent of SCSEP funds. State and territorial SCSEP grantees receive the remaining 22 percent of SCSEP funds.

Program-eligible older workers must be residents of California, 55 years of age or older, unemployed, and may not have total annual family income that exceeds 125 percent of the federal poverty guidelines, currently \$14,850 for an individual. Service priority is given to individuals meeting one or more of the following criteria:

- Is a veteran or a spouse of a veteran
- Is 65 years of age or older
- 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 the Workforce Innovation and Opportunities Act (WIOA)
- Is homeless or at risk for homelessness

Eligible individuals receive part-time, subsidized job training through community service assignments (CSA) at non-profit organizations or governmental entities.

The California Department of Aging (CDA) administers the State SCSEP grantee program, contracting with 14 Area Agencies on Aging (AAA) that provide SCSEP services locally (Appendix A). In addition, there are eight national SCSEP grantees providing SCSEP services in California (Appendix B):

- AARP Foundation
- Asociacion Nacional Pro Personas Mayores (ANPPM)
- Experience Works
- National Asian Pacific Center on Aging (NAPCA)
- National Council on Aging (NCOA)
- National Indian Council on Aging (NICOA)
- Senior Service America, Inc. (SSAI)
- SER – Jobs for Progress National, Inc. (SER)

The California SCSEP State Plan PY 2016 -2019 (State Plan) describes how SCSEP and its partners meet the skills training, supportive services, and unsubsidized employment needs of eligible older workers. In addition, the State Plan explains the roles SCSEP and its partners play in the California workforce development system as they relate to community service and private employment. It is the blueprint for preparing SCSEP participants for appropriate employment opportunities in industry sectors projecting growth within the State. The State Plan covers the period July 1, 2016 through June 30, 2020.

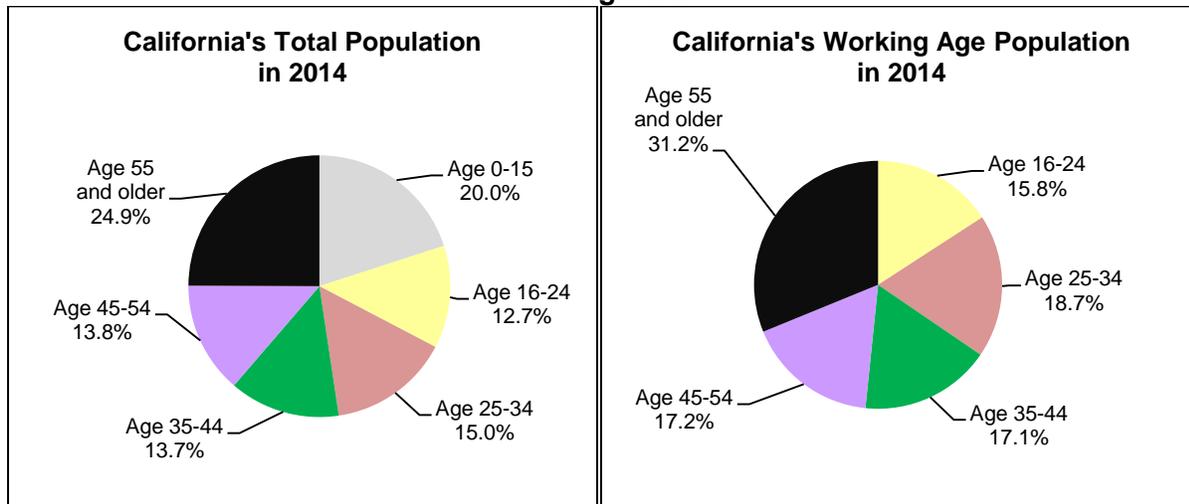
The OAA and federal regulations require the governor of each state to develop a strategic four-year State Plan in collaboration with the national SCSEP grantees, the aging network, and workforce entities operating within their state. Because CDA is California's designated State Unit on Aging (SUA), Governor Edmund G. Brown Jr. delegated authority to Lora Connolly, CDA Director, to submit the State Plan on his behalf to USDOL/ETA. (Appendix C)

## **Section 2: Economic Projections and Impact**

- *State Long-term Projections for Jobs in Industries and Occupations*

According to the American Community Survey (ACS), California's population totaled 37.6 million in 2014. The number of Californians age 55 and older totaled 9.3 million, comprising one quarter (24.7 percent) of the state's total population. The population of Californians age 55 and older can be further broken down as follows: 4.4 million were age 55 through 64, 2.8 million were 65 through 74, and 2.1 million were age 75 and older. Figure 1 shows the age distribution of California's total and working age populations.

**Figure 1**

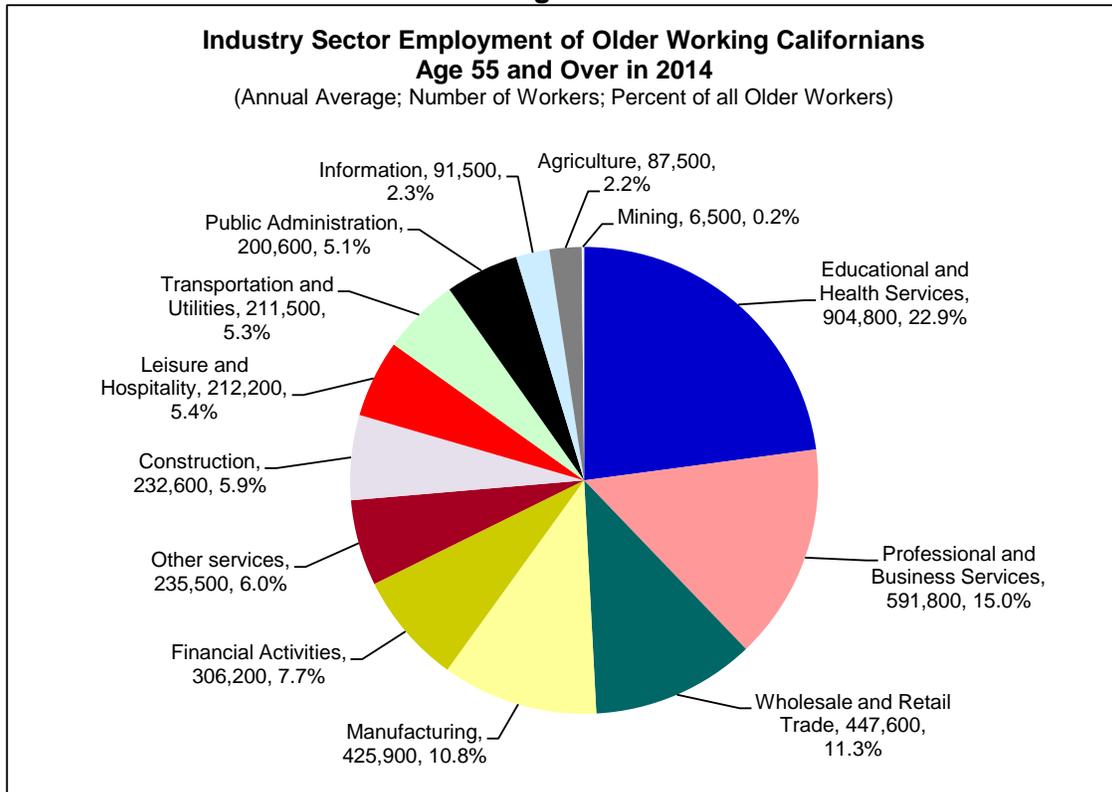


U.S. Source Census Bureau, American Community Survey, 2014. (Appendix D – LMID report, *Demographic and Labor Market Profile of Californians Age 55 and Older.*)

Older workers made up a much larger share of California's eligible workforce, or the working age population age 16 and over, as compared to previous years. Nearly three out of every 10 (31.2 percent) of working age Californians were age 55 and older in 2014. The share of older individuals in California's working age population has grown over time. According to the U.S. Census Bureau's Current Population Survey of Households (CPS) those age 55 and older comprised less than one-quarter (22.6 percent) of California's working age population in 1991. The increasing share of older workers in the working age population reflects the aging of the baby boom generation. In 1991, less than one in 10 (9.5 percent) working age Californians was age 55 through 64. In 2014, nearly one of every seven (14.7 percent) working age Californians was age 55 through 64. The wave of baby boomers reaching retirement age will continue to increase in the near future.

Figure 2 illustrates the employment of older working Californians in 2014 in the 12 industry sectors that are used by the CPS. The largest concentration of older working Californians was in the educational and health services sector, which employed over one-fifth (22.9 percent) of Californians age 55 and older, followed by the professional and business services (15.0 percent of older workers), and wholesale and retail trade (11.3 percent) sectors. These three sectors combined employed about half (49.2 percent) of older Californians in 2014.

**Figure 2**



Source: U.S. Census Bureau, Current Population Survey of Households, 2014-(Appendix D – LMID report, *Demographic and Labor Market Profile of Californians Age 55 and Older*)

Table 1 illustrates twenty occupations that will employ the largest number of older workers in California. The CDA and the national SCSEP Grantees with operations in California (statewide SCSEP network) is training participants through their CSA to enter the occupations highlighted in the table.

**Table 1**  
**Twenty Occupations That Employed the Most Older Working Californians in 2014**

Occupation	Number
Miscellaneous Managers	139,500
Personal Care Aides	97,600
Secretaries and Administrative Assistants	88,600
Elementary and Middle School Teachers	88,300
Retail Salespersons	84,200
Driver/Sales Workers and Truck Drivers	81,700
Registered Nurses	79,600
Janitors and Building Cleaners	71,100
First-Line Supervisors of Retail Sales Workers	64,800
Chief Executives and Legislators	61,300
Accountants and Auditors	60,500
Maids and Housekeeping Cleaners	55,000
Lawyers, and Judges, Magistrates, and Other Judicial Workers	51,100
Real Estate Brokers and Sales Agents	49,100
Bookkeeping, Accounting, and Auditing Clerks	49,000

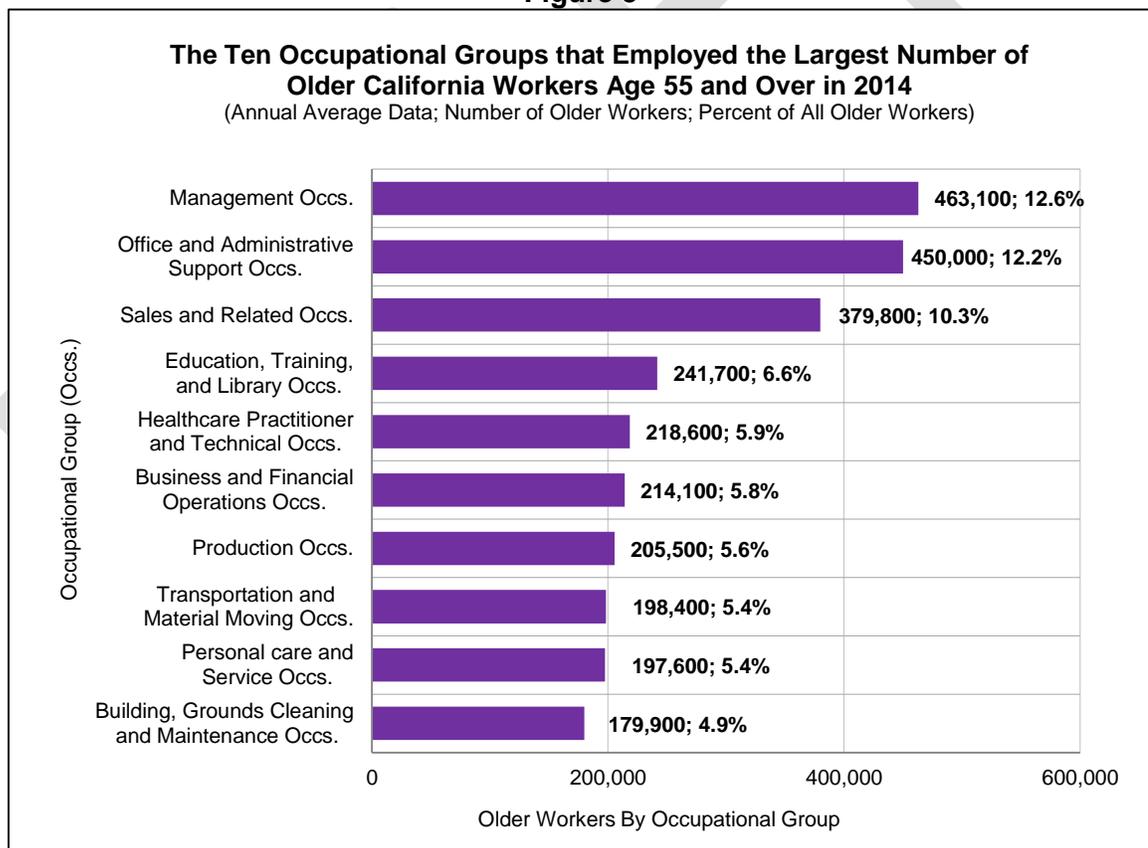
Postsecondary Teachers	48,500
Office Clerks, General	39,200
Miscellaneous Agricultural Workers, Including Animal Breeders	38,400
Grounds Maintenance Workers	38,100
Customer Service Representatives	37,700

Source: U.S. Census Bureau, American Community Survey, 2014-(Appendix D– LMID report, *Demographic and Labor Market Profile of Californians Age 55 and Older*)

Employment for high-demand occupations require varied levels of expertise that have training requirements ranging from on-the-job employer training for entry-level wholesale trade occupations to advanced training coupled with a bachelor’s degree or higher for occupations in professional, scientific, and technical service industries.

Figure 3 displays the 10 occupational groups that employed the largest numbers and shares of working Californians age 55 and older in 2014. Together, these 10 occupations employed nearly three-quarters (74.7 percent) of California’s working older workers in 2014.

**Figure 3**



Source: U.S. Census Bureau, American Community Survey, 2014-(Appendix D – LMID report, *Demographic and Labor Market Profile of Californians Age 55 and Older*)

Nearly two-fifths (38.3 percent) of older workers in California were employed in professional, management, educational, business, or financial occupations. Management occupations employed the largest number and share (12.6 percent)

of older Californian workers, followed closely by office and administrative support occupations (12.2 percent). The only other occupational group with an employment share of at least 10 percent and which employed more than 350,000 older workers was sales and related occupations (10.3 percent). These three occupational groups combined employed nearly 1.3 million older workers in 2014, or more than one-third (35.1 percent) of all older workers.

Additional occupational groups employed between 4.9 percent and 6.6 percent of older Californians in the workforce: education, training, and library occupations (6.6 percent); healthcare practitioner and technical occupations (5.9 percent); business and financial operations occupations (5.8 percent); production occupations (5.6 percent); transportation and material moving occupations (5.4 percent); personal care and service occupations (5.4 percent); and building and grounds clearing and maintenance occupations (4.9 percent). As a group, these seven occupational groups employed two-fifths (39.5 percent) of older California workers, or nearly 1.5 million workers age 55 and older. The 12 remaining occupational groups employed the remaining one-quarter of older workers, or 932,300 workers in total.

- *Strategic Training Plan for Participants to be Placed in Unsubsidized Employment*

In order to maximize SCSEP participant placement in unsubsidized employment in high demand jobs, the statewide SCSEP network will focus their on-the job training opportunities and host agency recruitment efforts on agencies that can provide training for jobs in the following areas:

- Administrative Assistance
- Customer Service Representatives
- Drivers
- Food Service Workers
- General Office Clerks
- Home Health Aides
- Janitors and Building Cleaners
- Maids and Housekeeping Cleaners
- Personal Care Aides
- Retail Sales Clerks

Many lower-paying occupations require only short-term on-the-job training. The Bureau of Labor Statistics defines short-term on-the-job training as the skills needed for a worker to attain competency in an occupation that can be acquired during one month or less of on-the-job experience and informal training. Training

is occupation-specific rather than job-specific. As a result, skills learned can be transferred to another job in the same occupation. This on-the-job training category includes employer-sponsored training programs.

Short-term on-the-job training appears to be one strategy to meet new USDOL/ETA Workforce Innovation and Opportunity Act (WIOA) and SCSEP employment performance goals. California's statewide SCSEP network is encouraging local SCSEP projects to utilize short-term on-the-job training to increase performance in the Entered Employment Common Measure. The Older Workers Bulletin 04-04 describes on-the-job training as "obtaining an unsubsidized job with a public or private employer that requires specific skills that are not attainable through the regular community service assignment."

- *State Current and Projected Employment Opportunities for SCSEP Participants*

According to the Employment Development Department (EDD)/Labor Market Information Division (LMID) report, *California Fastest Growing Occupations 2012-2022*, the occupations that appear to match SCSEP participants' education and training level characteristics include the following:

- Combined Food Preparation and Serving Workers including Fast Food
- Cooks
- Home Health Aides
- Personal Care Aides
- Physical Therapist Aides
- Serving Workers

These occupations require an education level of either some college, or a high school diploma or equivalent, or less than a high school education. A review of the Program Year (PY) 2014 SCSEP Performance and Results QPR (SPARQ) database shows that eighty percent of the State SCSEP participants meet the education and/or experience requirements of these occupations. Hourly wages for the six occupations range from California's minimum wage of \$10.00 per hour to \$14.14 per hour.

Table 2 illustrates the required level of education and on-the job training needed by SCSEP participants to find unsubsidized employment in the listed fastest growing occupations.

**Table 2**

**California Fastest Growing Occupations  
Requiring a High School Diploma or Equivalent  
or Less than a High School Diploma  
2012-2022<sup>1</sup>**

SOC Code*	Occupational Title	Projected Employment 2022	Percent Change 2012-2022	Education and Training Levels		
				Entry Level Education <sup>2</sup>	Work Experience	On-the-Job Training <sup>3</sup>
39-9021	Personal Care Aides	587,200	51.8%	8	None	ST OJT
31-1011	Home Health Aides	62,400	39.0%	8	None	ST OJT
31-2022	Physical Therapist Aides	7,900	33.9%	7	None	ST OJT
43-6013	Medical Secretaries	88,400	29.1%	7	None	MT OJT
35-2014	Cooks, Restaurant	150,600	28.8%	8	<5 years	MT OJT
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	362,400	26.7%	8	None	ST OJT
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	105,900	24.7%	7	<5 years	None

<sup>1</sup>Employment Development Department, Labor Market Information Division, Published: September 19, 2014, [http://www.labormarketinfo.edd.ca.gov/file/occp/ocproj/cal\\$occfastest.xlsx](http://www.labormarketinfo.edd.ca.gov/file/occp/ocproj/cal$occfastest.xlsx)

<sup>2</sup>High school diploma or equivalent is represented by number seven and less than high school is represented by number 8.

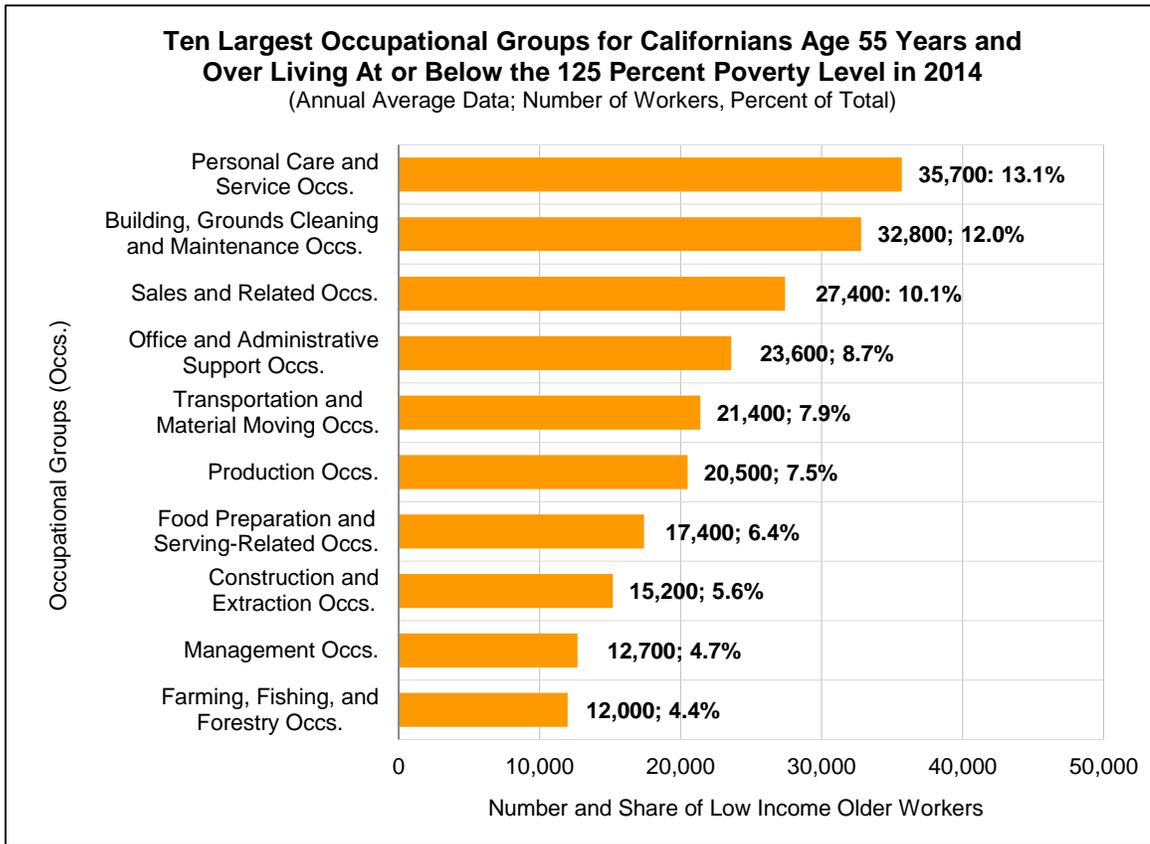
<sup>3</sup>ST OJT means short-term on-the-job training and MT OJT means Moderate-term on-the-job training.

CDA requested the EDD/LMID to research occupational employment patterns among older Californians using 2014 ACS data from the U.S. Census Bureau. LMID compared the occupational employment pattern of older working Californians with the cohort of low-income older workers. These workers are defined as those Californians who are 55 and older and employed, but living at or below the 125 percent poverty level.

Of the nearly 3.7 million Californians age 55 and older who worked, 272,000 (7.4 percent) lived at or below the 125 percent poverty level. The occupational distribution of these workers was very different than that of older workers generally. Figure 4 shows the 10 occupational groups that employed the largest numbers and share of low-income older workers in California in 2014. These 10

occupational groups employed four out of every five (80.3 percent) of the low-income working older Californians in 2014.

**Figure 4**



Source: U.S. Census Bureau, American Community Survey, 2014-(Appendix D – LMID report, *Demographic and Labor Market Profile of Californians Age 55 and Older*)

Of the ten occupations where the largest numbers of low-income older workers are currently employed, the following subgroups of those occupations represent the typical SCSEP CSA that participants are placed:

- Office and Administrative Support
  - Administrative Assistants
  - Medical Secretaries
  - Office Clerks
- Sales and Related
  - Retail Sales Clerk
  - Cashiers
  - Customer Service
- Food Preparation and Serving
  - Combined Food Preparation and Serving Workers including Fast Food
  - Cooks

- Serving Workers
- Building, Grounds and Maintenance
  - Janitor
  - Landscaping
- Personal Care and Services
  - Home Health Aides
  - Personal Care Aides
  - Physical Therapist Aides

### **Section 3: Service Delivery and Coordination**

- *Actions and Coordination with Other Programs*

The statewide SCSEP network continues to coordinate with the American Job Centers (AJC). Local SCSEP projects are required to execute a Memorandum of Understanding (MOU) with their local Workforce Development Board (LWDB) or AJC. The MOU identifies the core services the LWDB will provide to SCSEP participants and the resources the local SCSEP project will provide to the LWDB. A local SCSEP project generally designates the AJC as a host agency site. This allows the SCSEP project to leverage their resources by providing in-kind services to the AJC through the assignment of a SCSEP participant(s) to train at that location.

Recently USDOL/ETA finalized WIOA regulations describing requirements of WIOA MOUs with WIOA partners. SCSEP is a WIOA partner. The California Workforce Development Board (CWDB) provided CDA with the State WIOA MOU guidance between LWDB and WIOA partners. The guidance developed by the Employment Development Department focuses the cost-sharing expectations WIOA partners for AJC services. While the guidance references in-kind services as allowable to cover cost-sharing expectations, as have been done in previous MOUs by SCSEP projects, the monetary cost-sharing is clearly the objective. The State SCSEP grantee expressed concerns about the LWDB MOUs and cost-sharing expectations during a recent USDOL/ETA SCSEP All-Grantee Call.

In addition, WIOA does not require the LWDB to have a SCSEP representative on the board as was previously required in the Workforce Investment Act. Without representation on the LWDB, it may be more difficult for SCSEP projects to negotiate a favorable MOU or to have community influence with regard to older workers.

AJCs provide basic core services to registered SCSEP participants. The AJC

core services include basic computer classes, employment search techniques, resume development, interview practice sessions, and access to the CalJOBS employment search database. These core services promote the participants' confidence in their ability to find unsubsidized employment.

Since CDA is the SUA administering OAA funds to California's 33 AAAs (Appendix E), CDA coordinates SCSEP activities with many of these agencies. The AAAs collaborate with the State's aging network to facilitate a comprehensive service support system for older adults who are 60 years and older. Their public planning processes include analyses of local trends and needs. CDA encourages the state SCSEP network to work with the AAAs to exchange ideas, to provide technical assistance on support services for older adults, and to refer SCSEP participants who are eligible for OAA services. These services include information and assistance, transportation, family caregiver support, respite, nutrition, legal assistance, and long-term care ombudsman.

According to the 2013-2017 California State Plan on Aging, CDA's vision and mission aligns well with statewide SCSEP network goals. CDA envisions every Californian having the opportunity to enjoy wellness, longevity, and quality of life in strong, healthy communities. Its mission is to promote the independence and well-being of older adults, adults with disabilities, and families through:

- Access to information and services to improve the quality of their lives
- Opportunities for community involvement
- Support for family members providing care
- Collaboration with other state and local agencies

Regarding rural economic development, CDA sub-grantees are mainly located in urban areas. However, the national SCSEP grantees operating in the State's rural areas are coordinating with the LWDB in these areas. SCSEP projects located in rural areas have more challenges because employment opportunities are not as available as in urban areas (Appendix F).

In addition, older individuals living in rural areas do not have access to public transportation necessary for them to take advantage of the employment and training opportunities available in larger population centers. Transportation access issues are compounded by the time and/or distance involved in traveling between the older individual's home and job training site, high fuel and vehicle maintenance costs, and the ever greater demand for limited transportation services by a growing population of older adults.

One possible solution to these challenges is mobility management, which manages transportation resources through a systems approach that emphasizes:

- Movement of people instead of vehicles.
- Customer needs and the discrete travel needs of individual consumers.
- Focus on the entire trip, not just a portion of the trip to improve the effectiveness, efficiency, and quality of the travel services delivered.
- Improvements to the information that is available about transportation services.

Mobility management programs are varied and can include volunteer drivers, subsidized taxi fares, public transit passes, mobility training, vehicle repair, or gas vouchers. SCSEP Projects may find that Uber is a viable solution to transportation issues in some areas. CDA is working with AAAs to develop a Mobility Management Implementation Plan. This plan will detail how CDA and AAAs can reduce the challenges associated with limited mobility and may assist SCSEP grantees to support program participants in meeting their transportation needs.

Rural SCSEP projects are aware of these challenges and work to overcome them through collaboration with the LWDB, recruitment of host agencies, and providing of supportive services.

- *Long-term Strategy to Engage Employers to Place Participants in Unsubsidized Employment*

Local SCSEP projects provide training to participants to help them develop the skills and experience necessary to be competitive in the current labor market. They have established cooperative relationships between the local AJC, host agencies, and public and private employers. Coordination and co-location of services at the AJCs helps to identify suitable job openings in high-demand occupations. Local projects make every effort to establish rapport with employers who offer reliable career pathways and are willing to develop and maintain a working partnership.

- *Strategy for Serving Minorities*

The statewide SCSEP network serves minorities at greater percentages than the State's overall minority population, with the exception of the Asian population. An in-depth analysis may be needed to understand why the statewide SCSEP network is underserving Asians. Language and cultural barriers may need to be

addressed to recruit more Asians into the SCSEP. Table 3 provides a comparison of minorities in the California 55 and older general population to the statewide SCSEP network population.

**Table 3 – Comparison of General Population of Californians Age 55 and Over to the Statewide SCSEP Population**

Personal Characteristics	Californians 55 Years and Older General Population <sup>1</sup>	Percentage of Californian 55 and Older General Population	Total Number of California Statewide SCSEP Participants – PY 2014 <sup>2</sup>	Percentage of California Statewide SCSEP
<b>Total Population</b>	9,512,647	100.0%	4,030	100.0%
<b>Ethnicity</b>				
Hispanic	1,865,859	19.6%	1,331	33.0%
<b>Race</b>				
American Indian / Native Alaskan	59,032	0.6%	58	1.4%
Native Hawaiian / Pacific Islander	25,854	0.3%	46	1.1%
Asian	1,275,552	13.4%	361	9.0%
Black / African American	501,725	5.3%	989	24.5%
White	5,104,583	53.6%	1821	45.2%

<sup>1</sup> Source: 2014 American Community Survey 1-Year Estimates S0101 Age and Sex, Race & Ethnicity, <http://factfinder.census.gov/faces/nav/jsf/pages/searchresults.xhtml?refresh=t>

<sup>2</sup> SPARQ PY 2014 Final CDA and national SCSEP grantees QPRs

- *Community Service Needs and Locations*

The statewide SCSEP network and their partner agencies identify community service needs through several means. The local projects identify these needs by participating in and learning from community needs assessments, information and referral networking, and local planning processes. They also review workforce data to help determine which community services might also provide training that is transferable to businesses with high-growth employment opportunities.

Project directors often live and work in the communities they serve and have direct knowledge both of participants' abilities and interests and community employers' unmet needs. In some areas of California, SCSEP staff serves on LWDB. The statewide SCSEP network has provided training to project directors to further develop their skills in implementing an effective employer outreach program. Project directors market SCSEP services and the skills of job-ready participants to private employers and host agencies, thereby increasing the number of participant exits for unsubsidized employment. Some projects also are working on establishing national employer relationships.

California's SCSEP grantees have established cooperative agreements established among the local AJCs, community service agencies, and non-profit organizations. Coordination and co-location of services at the AJCs helps to identify suitable job openings. Every effort is made to establish rapport with employers who offer reliable career pathways and are willing to develop and maintain a working partnership.

The local SCSEP project director is responsible for ongoing recruitment of host agency sites. They make SCSEP community outreach contacts by networking at local job fairs, health fairs, senior centers, the Social Security Administration, state and county employers, and non-profit organizations. Host sites offering job placements in retail sales, technical occupations, managerial occupations, food preparation, and healthcare are preparing participants for unsubsidized employment in these occupations.

The statewide SCSEP network is continuously refining its strategies for job development and uses this information to guide employer outreach and participant job readiness. SCSEP projects attend older adult collaborative meetings to network and recruit host agencies. Other projects use the local AAA Information and Assistance resource guide to make contacts with potential host agencies. Still others use the newspaper, word of mouth, community meetings, and the Chamber of Commerce to recruit host agencies.

The statewide SCSEP network continuously refines its expertise on the basic elements of job development including skills assessment, resume writing, Individual Employment Plan development, computer training, job placement, and retention. SCSEP accomplishes this through workshops, video conferences, and one-on-one coaching of paid and participant staff.

While assisting SCSEP participants to secure unsubsidized employment is one important program objective, the statewide SCSEP network recognizes the importance of community service for those who may not find unsubsidized employment. Participants value the self-esteem and the social interactions they receive in their community service assignment.

The statewide SCSEP network recognizes the value of community service too. The SPARQ database tallies the total number of community service hours. In PY 2014, the total number of community service hours provided nationally by SCSEP was 35,326,857. In that same year, the statewide SCSEP network's participants provided 2,140,531 community service hours or 6.1 percent of the total nationwide community service hours. These hours supported services in

many communities throughout the state. Community service placements are a win/win opportunity for both the host agencies that benefit from the participants' assistance in providing local services and to the participants themselves whose placement gives them the training and work experience needed to find an unsubsidized position.

- *Design Improvement of SCSEP Services*

After being informed that the CWDB would be submitting a WIOA Integrated State Plan instead of a WIOA Combined State Plan, CDA reached out to the national SCSEP grantees operating in the State to begin work on the stand-alone State Plan. CDA solicited the national SCSEP grantees for ideas and items they wanted included in the State Plan.

On December 10, 2015, CDA conducted a teleconference call with representatives of the national SCSEP grantees. The teleconference discussion focused on the following topics:

- Possible SCSEP Performance Measure changes that align with WIOA Performance Measures
  - Concerns about Education/Certificates Performance Measures
- State minimum wage increases and its effect on Equitable Distribution (ED) positions and performance
- Other administrative/participant benefit costs that affect Performance including:
  - California paid sick leave law
  - Localities charging transit fees per participant/employee
  - Workers' Compensation costs
- Rural Host Agency Recruitment and Challenges
- How will the Internal Revenue Service classify SCSEP participants with regard to the USDOL/ETA determination request on the Affordable Care Act
- SPARQ improvement and/or replacement

In addition, the national SCSEP grantees collaborated by responding to CDA's email questionnaire. Their responses are included in the State Plan.

Concerning the minimum wage challenge, the California Secretary of State recently qualified two minimum wage increase initiative measures for placement on the November 2016 statewide ballot. The initiative measures are titled "Raise California's Wage and Paid Sick Days Act of 2016" and the "Fair Wage Act of 2016." If the voters pass either one of the initiative measures, then the California minimum wage will incrementally

rise to \$15.00 per hour by January 2021. Furthermore, the California legislature is fast tracking a minimum wage increase bill, Senate Bill 3. The Governor supports this bill. If passed, this bill will incrementally increase the minimum wage to \$15.00 per hour by January 2022.

The federal minimum wage of \$7.25 per hour is the basis of ED authorized SCSEP positions for all grantees. A \$15.00 per hour minimum wage will reduce the number of ED positions by more than 50 percent. The CDA's SCSEP sub-grantees have expressed difficulty justifying ever-increasing wage costs while serving fewer and fewer participants. CDA anticipates that some of their SCSEP sub-grantees may terminate their contracts. Minimum wage increases will affect the long-term integrity of the statewide SCSEP network as well as the other states with higher than the federal minimum wage rates.

Another area affecting the statewide SCSEP network's performance goals is the new California law, "Healthy Families/Healthy Workplace Act," which provides 24 hours of paid sick leave per year to all employees in California. According to the California Department of Industrial Relations, which administers state labor law, SCSEP participants are beneficiaries of the paid sick leave law even though they are trainees in a federal program. CDA contacted the National SCSEP Office for guidance regarding this law. The National SCSEP Office confirmed CDA would have to abide by state law.

The high cost of workers' compensation insurance in California is still an administrative challenge facing the state SCSEP network. According to the Insurance Journal, California workers' compensation rates are the most expensive in the United States: \$3.48 per \$100 of payroll.<sup>1</sup> With SCSEP administrative costs fixed at 13.5 percent of the grant award, the statewide SCSEP network is continuously trying to find solutions to these challenges.

- *Strategy for Continuous Improvement in Entered Employment Level of Performance*

The Entered Employment performance goal challenges some of CDA's SCSEP sub-grantees. As noted previously, California's unemployment rate since the 2008 recession has been one of the highest in the country compared to other state's unemployment rates. Even with the high unemployment rate, a few of the CDA SCSEP sub-grantees exceeded their entered employment performance goal. CDA staff conducted an analysis of why these CDA SCSEP sub-grantees were successful at meeting unsubsidized employment goals for their participants. Their success appears to correlate to the following:

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<sup>1</sup> <http://www.insurancejournal.com/news/west/2015/08/05/377607.htm>

- Contracting SCSEP services directly with an AJC
- Formation of Job Clubs for their participants
- Fostering local employer relationships
- Collaboration with other employment programs
- Participation in Job Fairs

In PY 2014, CDA provided two regional job development trainings to the SCSEP sub-grantees. The national SCSEP grantees received invitations to attend this training as well. The Northern California Regional Training occurred March 25-26, 2015 at CDA headquarters in Sacramento. Attendees included CDA's SCSEP sub-grantees, AARP, NICOA, and SER – Jobs for Progress. The Southern California Regional Training occurred on April 8-9, 2015 at the Los Angeles County AAA. Attendees of this session included CDA SCSEP sub-grantees, ANPPM, and NAPCA.

Training topics:

- Job Development
  - Presentations from AARP, Sacramento Employment and Training Agency, Sacramento County Workforce, California Indian Manpower Consortium, Jewish Family Service of San Diego, Los Angeles County WIOA Business Services, Los Angeles County CalWorks
- Workers Compensation
  - Presentations from the Department of Industrial Relations
- Performance Goals
- Data Validation
- Open Discussion about Job Development

This training appears to be successful because through the second quarter of PY 2015, CDA's Entered Employment Performance Measure improved significantly.

#### **Section 4: Location and Population Served, Including Equitable Distribution**

- *Localities and Populations Where Projects are Most Needed*

The USDOL/ETA ensures that the provision of SCSEP services is equitable within State through an ED plan, in accordance with the OAA. USDOL/ETA uses census data by county and annual program appropriations to calculate the allocation of authorized positions for each county in the State. The number of authorized positions is proportional to the number of eligible people in the county compared to the eligible State population.

- *Equitable Distribution Changes from Prior Year*

On February 5, 2016, the USDOLETA provided the ED report to all SCSEP grantees. CDA will not make any ED changes from the prior year because of the National SCSEP Competition now in progress. The national SCSEP grantees have not informed CDA of any ED changes. CDA assumes that they are also waiting until they know the outcome of the National SCSEP Competition. See ED Reports in Appendix G.

- *Equitable Distribution Imbalances and Corrective Steps*

The USDOL/ETA Older Workers Unit examines the State's census data or the more current data from the American Community Survey to determine the number of program-eligible individuals in the State. With this information, USDOL/ETA calculates the ED factor for SCSEP authorized positions in each of California's 58 counties.

CDA contracts SCSEP exclusively with the State's Area Agencies on Aging (AAA) to provide Older Americans Act (OAA) Programs. There are 14 AAAs providing State SCSEP grantee services:

- Division of Aging, Marin County Department of Health and Human Services (CA005)
- Alameda County Area Agency on Aging (CA009)
- Sourcewise Community Resource Solutions (CA010)
- San Joaquin County Department of Aging (CA011)
- Fresno-Madera Area Agency on Aging (CA014)
- Kings-Tulare Area Agency on Aging (CA015)
- Ventura County Area Agency on Aging (CA018)
- Los Angeles County Area Agency on Aging (CA019)
- San Bernardino County Department of Aging & Adult Services (CA020)
- County of Riverside Office on Aging (CA021)
- Orange County Office on Aging (CA022)
- County of San Diego Aging and Independence Services (CA023)
- City of Los Angeles Department of Aging (CA025)
- Stanislaus County Department of Aging and Veterans Services (CA030)

In addition, there are eight national SCSEP grantees with projects in California:

- AARP Foundation (AARP)
- Asociacion Nacional Pro Personas Mayores (ANPPM)

- Experience Work, Inc. (EW)
- National Asian Pacific Center on Aging (NAPCA) – Regular Grant and Set-Aside Grant
- National Council on the Aging, Inc. (NCOA)
- National Indian Council on Aging, Inc. (NICOA) – Set-Aside Grant
- Senior Service America, Inc. (SSAI)
- SER – Jobs for Progress National, Inc. (SER)

The statewide SCSEP network continues a cooperative partnership because CDA invites the national SCSEP grantees to attend the CDA SCSEP trainings. In addition, the CDA and the national SCSEP grantees with operations in the state conduct conference calls to share technical assistance, exchange policy information, and facilitate the transfer of program participants between grantees.

When the statewide SCSEP network conducts ED negotiations, the grantees strive to achieve position parity in each county. In cases where parity cannot be reached, the CDA’s ED policy is to negotiate each county’s maximum number of over-served authorized participants at plus ten positions and the maximum number of underserved authorized participants at minus ten positions (+10/-10). This parity policy went into effect more than a decade ago. It has been fully described in previous State Plans and State Plan Modifications.

- *State’s Long-term Strategy for achieving Equitable Distribution*

The CDA addressed ED changes in the California SCSEP State Plan Modification (CSSPM) in 2014 because “there are significant changes in the State’s vision, four - year strategy, policies, performance indicators, or organizational responsibilities.” To address ED changes during that year, the State SCSEP grantee evaluated other information from reliable sources, in accordance with the preamble to Title 20 CFR 641, Senior Community Service Employment Program; Final Rule.

The preamble states that USDOL/ETA “agrees to allow the use of other data for equitable distribution purposes, as long as that information is from a reliable source, comparable to the Census data, and grantees document the source of the information.” The State SCSEP proposed and USDOL/ETA approved the use of the following additional information when considering ED changes:

- County unemployment rates
- Minimum wage changes

Furthermore, the ED factor does not address one major SCSEP eligibility

requirement, that is, whether or not the individual is unemployed. Without knowledge of county level unemployment rates, it is impossible to know whether a county has limited employment opportunities or persistent unemployment that may affect a SCSEP-eligible person's ability to find employment. Since the 2008, California's unemployment rate has been one of the highest in the nation, averaging two or more percentage points above the national unemployment rate.

In the approved CSSPM, CDA recommended minor changes to the distribution of authorized positions to the counties with the highest unemployment in the State. In particular, providing more authorized positions to counties with persistent unemployment, mainly Central Valley counties and rural counties. Considering a county's unemployment rate as part of the ED process will give the statewide SCSEP network an opportunity to place authorized positions in service areas with the greatest need.

CDA is using information from LMID to understand statewide unemployment rates. The LMID tracks and compiles the unemployment rate for each county in the State. The LMID is responsible for reporting unemployment and other labor market information to the U.S. Department of Labor's Bureau of Labor Statistics. Since LMID is a reputable and reliable source, as permitted in the preamble of the Final Rule, the State SCSEP uses their unemployment information to identify the counties that have a higher unemployment rate.

The State SCSEP network's greatest ED challenge is the increase in the State minimum wage. If the State's minimum wage increases to \$15.00 per hour, as has been proposed, then CDA expects SCSEP sub-grantees to terminate their contracts because it becomes more and more difficult to administer SCSEP with less and less per participant funding. The ED Report does not address modified positions.

After examining the USDOL/ETA sponsored SCSEP ED website, [www.SCSEPED.org](http://www.SCSEPED.org), the State SCSEP grantee has concluded that most SCSEP projects in the statewide SCSEP network are on track with their project management and performance goals when modified positions are considered.

- *Ratio of Eligible Individuals in Each County and State Total Eligibility Population*

See charts is located in Appendix H and Appendix I.

- *Relative Distribution of Eligible Individuals*

The statewide SCSEP network will continue to target resources to ensure

equitable service to specific populations and intensify its recruitment efforts in local communities to increase participation by priority service groups. Table 4 compares the State’s 65 and older general population characteristics to the State’s SCSEP participant numbers of eligible individuals to whom the OAA mandates giving priority service.

Table 4 – Priorities for Community Service Employment

<b>SPARQ Personal Characteristics<sup>1</sup></b>	<b>General Population 65+<sup>2</sup></b>	<b>Total California SCSEP Participants<sup>3</sup></b>
Age 65 and older	4,900,000	1,315
Individuals with severe disability <sup>4,5</sup>	n/a	97
Individuals with limited English Proficiency <sup>4</sup>	2,283,400	1,233
Individuals with low literacy skills <sup>4</sup>	1,538,600	495
Individuals residing in rural areas <sup>4,5</sup>	n/a	346
Veterans (or their spouses) <sup>4</sup>	1,705,200	404
Individuals with low employment prospects <sup>4,5</sup>	n/a	4,030
Individuals who failed to find employment after using WIA Title I <sup>4,5</sup>	n/a	1,041
Individuals who are homeless or at risk of homelessness <sup>4,5</sup>	n/a	1,967

(1) SPARQ Personal Characteristics PY 2014 (PY 2015 final information not available at time of report)

(2) *Demographic and Labor Market Profile of Californians Age 55 and Older*, Employment Development Department, Labor Market Information Division; low literacy is defined as 9<sup>th</sup> grade or less

(3) Total SCSEP participant numbers include results from the eight national SCSEP grantees operating in California and California State grantee, including the set-asides grantees

(4) SPARQ Characteristics are individuals 55+

(5) Information not available for individuals 65 + or the general population.

Table 5 compares the State’s 55 and older general population characteristics to the State’s SCSEP participants of “other eligible individuals” to whom the OAA mandates giving priority service.

Table 5 – Other SCSEP Eligible Individuals

<b>SPARQ Personal Characteristics<sup>1</sup></b>	<b>General Population of Age 55+ 8,300,000</b>	<b>Total California SCSEP Participants<sup>2</sup></b>
Family income at or below the poverty level <sup>3</sup>	1,068,000	3,932
Individuals with disabilities <sup>4</sup>	2,538,900	359
Individuals receiving public assistance <sup>5</sup>	n/a	2,179

(1) SPARQ Personal Characteristics for 2014

(2) Total SCSEP participant numbers include results from the eight national SCSEP grantees operating in California and California State grantee including set-aside grantees

(3) *Demographic and Labor Market Profile of Californians Age 55 and Older*, Employment Development Department, Labor Market Information Division

(4) 2014 American Community Survey 1-Year Estimates S0101 Age and Sex, Race & Ethnicity; Table S21043A - Age by Ratio of Income to Poverty Level (125%) in the Past 12 Months for the Population for Whom Poverty Status is Determined

(5) Information not available for individuals 55 + or the general population

The statewide SCSEP network employs the following outreach and recruitment strategies to give priority for service to eligible individuals with the greatest economic need, with minority status, and with the greatest social need:

- Use outreach materials such as pamphlets, brochures, and flyers that are in languages of the specific target group.
- Locate offices in culturally and ethnically diverse neighborhoods.
- Assign SCSEP participant monitors to AJCs in areas with large populations of older individuals.
- Assign SCSEP participant monitors to AJCs in areas where minority populations reside.
- Make presentations at social service agencies, especially those serving older individuals and minority communities.
- Run advertisements in local journals, magazines, and media accessed by target populations.
- Network with organizations serving veterans, disabled individuals, the aging, and minorities.
- Prepare public service announcements for providers of media targeting priority of service markets.
- Consult with national SCSEP grantees, specifically those grantees providing services to minority older individuals, on recruitment and outreach techniques.

- *Avoidance of Disruption of Service*

Because the statewide SCSEP network does not know the results of the current National SCSEP Competition, there is a possibility of a disruption of service to participants within the state. CDA and national SCSEP grantees will coordinate to avoid disruption of services to participants transferring from one grantee to another. The statewide SCSEP network will clearly communicate with participants, host agencies, and each other to ensure any disruption of services will be minimal.

DRAFT

## Appendix A: California Department of Aging SCSEP Sub-Grantees Directory

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**PSA 5  
(CA005) MARIN COUNTY AREA AGENCY ON AGING**  
County of Marin, Health and Human Services, Aging and Adult Services  
10 North San Pedro Road, Suite 1012  
San Rafael, CA 94903  
(415) 473-7185  
Home Page Address: [www.co.marin.ca.us/aging](http://www.co.marin.ca.us/aging)

MICHELE MCCABE, PROJECT COORDINATOR  
(415) 499-5055  
Email: [mkmccabe@marincounty.org](mailto:mkmccabe@marincounty.org)

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**PSA 9  
(CA009) ALAMEDA COUNTY AREA AGENCY ON AGING**  
Department of Adult and Aging Services  
6955 Foothill Boulevard, Suite 300  
Oakland, California 94605-1907  
(510) 577-1900  
Home Page Address: [www.alamedasocialservices.org/public/index.cfm](http://www.alamedasocialservices.org/public/index.cfm)

LISA HO, SCSEP MONITOR  
(510) 577-3531  
Email: [lho@acgov.org](mailto:lho@acgov.org)

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**PSA 10  
(CA010) SOURCEWISE COMMUNITY RESOURCE SOLUTIONS  
(COUNCIL ON AGING, SILICON VALLEY)**  
2115 The Alameda  
San Jose, California 95126-1141  
(408) 296-8290  
Home Page Address: [www.mysourcewise.com](http://www.mysourcewise.com)

HENRI VILLALOVOZ, DIRECTOR SENIOR EMPLOYMENT & MEALS ON WHEELS  
(408) 350-3224  
Email: [hvillalovoz@mysourcewise.com](mailto:hvillalovoz@mysourcewise.com)

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**PSA 11  
(CA011) SAN JOAQUIN COUNTY**  
Department of Aging and Community Services  
P.O. Box 201056  
Stockton, California 95201-3006  
(209) 468-2202  
Home Page Address: [www.co.san-joaquin.ca.us/hsa/](http://www.co.san-joaquin.ca.us/hsa/)

OLIVIA BRIESMEISTER, SCSEP PROJECT COORDINATOR  
(209) 468-2208  
Email: [obriesmeister@sigov.org](mailto:obriesmeister@sigov.org)

## Appendix A: California Department of Aging SCSEP Sub-Grantees Directory

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**PSA 14 FRESNO-MADERA AREA AGENCY ON AGING**  
**(CA014)** 3837 N. Clark Street  
Fresno, California 93726  
(559) 453-4405  
Home Page Address: [www.fmaaa.org](http://www.fmaaa.org)

LINDA DESCOTEUX, ADMINISTRATOR MANAGER  
(559) 600-4405  
Email: [ldescoteaux@fmaaa.org](mailto:ldescoteaux@fmaaa.org)

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**PSA 15 KINGS-TULARE AREA AGENCY ON AGING**  
**(CA015)** 5957 South Mooney Blvd.  
Visalia, California 93277  
(559) 623-0199  
Home Page Address: [www.ktaaa.org](http://www.ktaaa.org)

MATTHEW KREDIT, ADMINISTRATIVE ASSISTANT  
(559)624-8064  
Email: [MDKredit@tularehhsa.org](mailto:MDKredit@tularehhsa.org)

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**PSA 18 VENTURA COUNTY AREA AGENCY ON AGING**  
**(CA018)** 646 County Square Drive, Suite 100  
Ventura, California 93003  
(805) 477-7300  
Home Page Address: <http://aaa.countyofventura.org>

MARLENE CANNIFF, GRANTS MANAGER  
(805) 477-7311  
Email: [marlene.canniff@ventura.org](mailto:marlene.canniff@ventura.org)

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**PSA 19 COMMUNITY AND SENIOR SERVICES, COUNTY OF**  
**(CA019) LOS ANGELES AREA AGENCY ON AGING**  
3333 Wilshire Blvd., Suite 400  
Los Angeles, California 90010  
(888) 202-4248  
Home Page Address: <http://css.lacounty.gov>

SARA LEE DATO, PROGRAM MANAGER  
(213) 351-5065  
Email: [SDato@css.lacounty.gov](mailto:SDato@css.lacounty.gov)

## Appendix A: California Department of Aging SCSEP Sub-Grantees Directory

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**PSA 20 (CA020) SAN BERNARDINO COUNTY, DEPARTMENT OF AGING and ADULT SERVICES**

686 East Mill Street  
San Bernardino, California 92415-0640 (909) 891-3900  
Home Page Address: <http://hss.sbcounty.gov/daas>

LESLIE DUNN, ASSISTANT TO DIRECTOR, SCSEP COORDINATOR  
(909) 891-9048  
Email: [leslie.dunn@hss.sbcounty.gov](mailto:leslie.dunn@hss.sbcounty.gov)

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**PSA 21 (CA021) COUNTY OF RIVERSIDE, OFFICE ON AGING**

6296 Rivercrest Drive, Suite K  
Riverside, California 92507-0738 (951) 867-3800  
Home Page Address: [www.rcaging.org/opencms/](http://www.rcaging.org/opencms/)

STEPHEN GEIST, SCSEP PROGRAM MANAGER  
(951) 867-3823  
Email: [SGeist@co.riverside.ca.us](mailto:SGeist@co.riverside.ca.us)

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**PSA 22 (CA022) ORANGE COUNTY OFFICE ON AGING**

1300 South Grand Ave., Bldg. B, 2<sup>nd</sup> Floor  
Santa Ana, California 92705  
(714) 480-6450  
Home Page Address: <http://www.officeonaging.ocgov.com/>

HELEN GRANGE, SCSEP MONITOR  
(714) 480-6482  
Email: [helen.grange@occr.ocgov.com](mailto:helen.grange@occr.ocgov.com)

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**PSA 23 (CA023) COUNTY OF SAN DIEGO, AGING & INDEPENDENCE SERVICES**

5560 Overland Avenue, Suite 310  
San Diego, California  
92123 (858) 495-5885  
Home Page Address: <http://www.sdcounty.ca.gov/hhsa/programs/ais/>

MICHAEL STRAWN, SCSEP MONITOR  
(858) 505-6955  
Email: [michael.strawn@sdcounty.ca.gov](mailto:michael.strawn@sdcounty.ca.gov)

## Appendix A: California Department of Aging SCSEP Sub-Grantees Directory

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**PSA 25**      **CITY OF LOS ANGELES, DEPARTMENT OF AGING**  
**(CA025)**      221 N. Figueroa Street, Suite  
Los Angeles, California  
90012 (213) 482-7252  
Home Page Address: <http://aging.lacity.org/>

MARIELLA FREIRE-REYES, SCSEP PROGRAM DIRECTOR  
(213) 482-7240  
Email: [mariella.freire-reyes@lacity.org](mailto:mariella.freire-reyes@lacity.org)

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**PSA 30**      **STANISLAUS COUNTY, DEPARTMENT OF AGING & VETERANS**  
**(CA030)**      **SERVICES**  
121 Downey Avenue, Suite 102  
Modesto, California 95354-1201  
(209) 558-7825  
Home Page Address: <http://www.agingservices.info/>

LINDA LOWE, SCSEP CONTRACT MONITOR  
(209) 525-4612  
Email: [lowel@stancounty.com](mailto:lowel@stancounty.com)

## Appendix B: National SCSEP Grantees Operating in California Directory

<p><b>AARP Foundation</b>  Corey Hastings, National Director SCSEP  601 E Street NW, Rm. B4-340  Washington, DC 20049  T: (202) 434-6206  <a href="mailto:chastings@aarp.org">chastings@aarp.org</a></p>	<p><b>Asociación Nacional Pro Personas Mayores</b>  Dr. Carmela G. Lacayo, President/CEO  234 E. Colorado Boulevard, Suite 300  Pasadena, CA 91101  T: (626) 564-1988 ext. 201  <a href="mailto:anppm@aol.com">anppm@aol.com</a>  <a href="http://www.anppm.org">www.anppm.org</a></p>
<p><b>Experience Works, Inc.</b>  Sally A. Boofer  4401 Wilson Boulevard, Suite 1100  Arlington, VA 22201  T: (703) 682-2509  <a href="mailto:sally_boofer@experienceworks.org">sally_boofer@experienceworks.org</a></p>	<p><b>National Asian Pacific Center on Aging</b>  Eun Jeong Lee, SCSEP National Director  1511 Third Avenue #914  Seattle, WA 98101  T: (206) 624-1221  T: (800) 336-2722  <a href="mailto:ejlee@napca.org">ejlee@napca.org</a>  <a href="http://www.napca.org">www.napca.org</a></p>
<p><b>National Council on the Aging, Inc.</b>  Jim Seith, National Director  1901 L Street NW, 4th Floor  Washington, DC 20036  T: (202) 479-1200  <a href="mailto:jim.seith@ncoa.org">jim.seith@ncoa.org</a>  <a href="http://www.ncoa.org">www.ncoa.org</a></p>	<p><b>National Indian Council on Aging</b>  Susan Chapman, National SCSEP Director  10501 Montgomery Boulevard NE  Suite 210  Albuquerque, NM 87111  T: (505) 292-2001  <a href="mailto:schapman@nicoa.org">schapman@nicoa.org</a></p>
<p><b>Senior Service America, Inc.</b>  Christine Garland, National SCSEP Director  8403 Colesville Road, Suite 1200  Silver Spring, MD 20910  T: (301) 578-8932  <a href="mailto:cgarland@ssa-i.org">cgarland@ssa-i.org</a>  <a href="http://www.seniorserviceamerica.org">www.seniorserviceamerica.org</a></p>	<p><b>SER – Jobs for Progress National, Inc.</b>  Raul Santa, National Director of SCSEP  100 East Royal Lane, Suite 130  Irving, TX 75039  T: (469) 549-3600  <a href="mailto:rsanta@ser-national.org">rsanta@ser-national.org</a>  <a href="http://www.ser-national.org">www.ser-national.org</a></p>

## **Appendix C:**

State of California

Delegation of Authority

State Plan

Senior Community Service Employment Program

**State of California**

**Delegation of Authority**

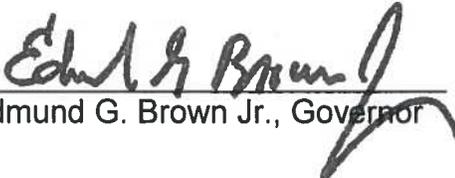
**State Plan**

**Senior Community Service Employment Program**

I, Edmund G. Brown Jr., Governor of the State of California, hereby grant authority to Lora Connolly, Director of the California Department of Aging, to sign and submit, on my behalf, the Senior Community Service Employment Program State Plan as specified by the U.S. Department of Labor in 20 CFR, Subpart C, Section 641.310.

The California Department of Aging is designated by the federal Administration on Aging as the official State Unit on Aging responsible for the administration of programs funded under the Older Americans Act of 1965, as amended in 2006, and will ensure all requirements are met.

This Delegation of Authority shall be in effect until rescinded.

  
Edmund G. Brown Jr., Governor

  
Lora Connolly, Director

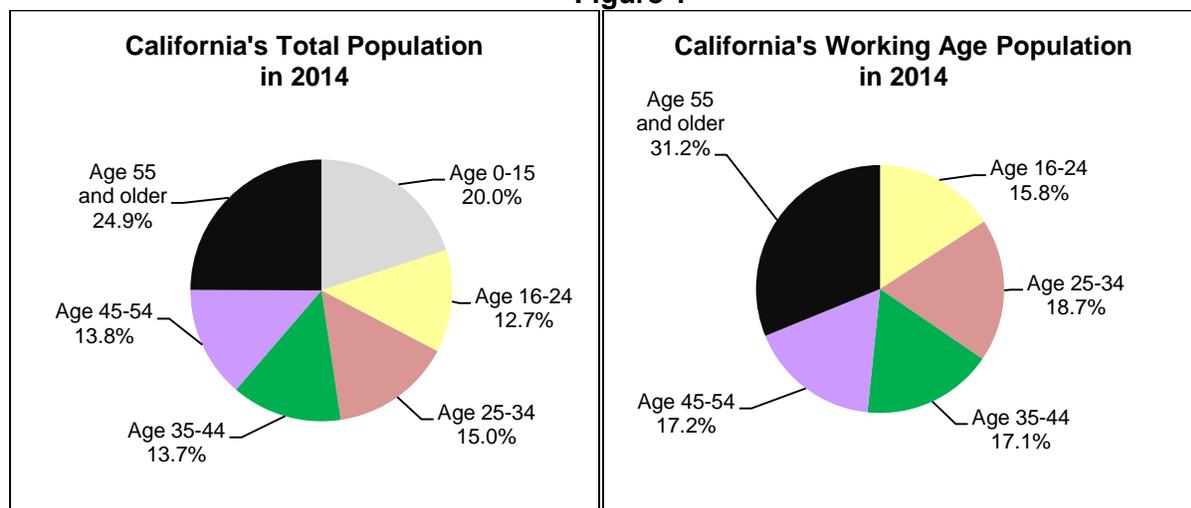
Signed this 3<sup>rd</sup> day of December, 2015

## Appendix D

### Demographic and Labor Market Profile of Californians Age 55 and Older

According to the American Community Survey, California's population totaled just over 37.6 million people in 2014. Roughly one out of every four Californians was 55 years and older (9.3 million) in 2014. The 55 and older segment of the state's population can be further broken down as follows: 4.5 million were between the ages of 55 and 64; 2.8 million between 65 and 74; and 2.1 million were 75 years and older. The age distributions of California's total population and working age population age 16 and older are displayed in Figure 1.

Figure 1



Source: U.S. Census Bureau, American Community Survey, 2014.

Nationally, the U.S. Bureau of Labor Statistics projects that the share of working age persons 55 years and older will increase through 2024 due to slower growth in the population as a whole and the aging of the U.S. population.<sup>1</sup> They project that the U.S. population of workers 55 years and older will swell from 33 million in 2014 to just over 40 million by 2024 and their share among workers in the labor force will increase from 21.7 to 24.8 percent over the same period. This trend of an aging population and labor force will also occur in California.

The Golden State's working age population totaled just over 30 million persons in 2014, 31.2 percent of whom were age 55 years and older (9.3 million). Persons age 55 years and older made up the largest share of the state's working age population when compared to other age groups of working age in 2014. The share of persons age 55 years and older in the state's working age population increased from 25.9 percent in 2004 to 31.2 percent in 2014, for a gain of 5.3 percentage points. This growth trend coupled with the BLS labor force forecast indicates that the number of Californians age persons 55 years and older will continue to increase over time.

<sup>1</sup> Bureau of Labor Statistics. *Labor Force Projections to 2024: The Labor Force is Growing, But Slowly*, December 2015.

## Appendix D

### Demographic Characteristics of Californians Aged 55 Years and Older

The demographic characteristics of California's 55 and older population are found in Table 1. The data presented also show similarities and differences among persons age 55 to 64, 65 to 74, and 75 years and older. Individuals between the ages of 55 and 64 are those that are approaching, but have not reached the traditional retirement age of 65. Persons between the ages of 65 and 74 are generally persons that have reached the retirement age. Individuals aged 75 years and older have largely retired and withdrawn from the state's civilian labor force. Generally speaking, the state's older population is made up largely of women, married individuals, and large concentrations of persons that have some college experience or an advanced degree.

In terms of gender, women made up the largest share of individuals within California's older population in 2014. Women held at least a 51 percent share across all of the three older age groups profiled in Table 1 and were most heavily concentrated among persons 75 years and older (58.7 percent). Just over 4 million older Californians in 2014 were men, the largest share of whom were in the 55 to 64 age group (48.1 percent). As age increases, the share of men decreased in the state, a trend that supports some of the current research findings that have shown that women tend to live longer than men.<sup>2</sup>

Roughly three out of every five Californians age 55 years and older were married in 2014. Married people represented over 60 percent of persons within the 55 to 64 (63.4 percent) and 65 to 74 (61.4 percent) age groups. An additional one out of every three older Californians (32.6 percent) had once been married but was now separated, divorced, or widowed. Just over eight percent of the state's 55 and older population had never married.

In terms of race and ethnicity, white people made up the largest share of California's 55 years and older population, accounting for over two-thirds of the state's older population. As seen in Table 1, the overall percent share of white persons increases with age. The largest percentage share of whites was among persons age 75 and over (73.5 percent), or the oldest segment of the population. Over 1.3 million of the state's older population was Asian, accounting for 14.8 percent of Californians age 55 and over in 2014. This percentage share was consistent across the 55 to 64, 65 to 74, and 75 and older age groups. Over 5.0 percent, or just over 500,000 members, of the state's older population were African-American. The share of African-Americans and persons in the other race category (e.g., Native Alaska, Pacific Islander, etc.) decreased with advancing age (See Table 1). One out of five (21.8 percent) older Californians was Hispanic and this share generally held across the 55 to 64, 65 to 74, and 75 and older age groups.

More than half of Californians 55 years and older attended at least some college or obtained an Associate degree or higher in 2014. One out of five (20.9 percent) older Californians had attained either a high school diploma or general equivalency diploma (GED) and a similar share (21.3 percent) had attended some college but did not complete a degree, and 8.0 percent had an Associate degree. Three out of every ten (30.2 percent) older Californians had attained a Bachelor's degree (17.9 percent) or higher (12.6 percent). At the opposite end of the educational spectrum, 19.3 percent of older Californians had never completed high school.

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<sup>2</sup> University of Southern California, Davis School of Gerontology. *Why Don't Men Live as Long as Women?*, 2015.

## Appendix D

**Table 1**  
**Demographic Characteristics of Californians Age 55 and Over in 2014**

	Californians Age 55 and Older			
	Total	Age 55-64	Age 65-74	Age 75 and older
<b>Population (Number)</b>	9.3 million	4.4 million	2.8 million	2.1 million
<b>Gender</b>				
Men	46.1%	48.1%	46.4%	41.3%
Women	53.9%	51.9%	53.6%	58.7%
<b>Marital Status</b>				
Married	58.7%	63.4%	61.4%	45.0%
Once Married	32.6%	25.0%	31.7%	50.4%
Never Married	8.6%	11.6%	7.0%	4.5%
<b>Race/Ethnicity</b>				
White	69.5%	66.9%	70.7%	73.5%
African-American	5.6%	6.1%	5.4%	4.8%
Asian	14.8%	15.0%	14.8%	14.6%
Other	10.0%	12.0%	9.1%	7.1%
Hispanic*	21.8%	24.4%	20.2%	18.2%
<b>Citizenship Status</b>				
Native-born	64.9%	63.5%	66.0%	66.2%
Naturalized	23.6%	23.2%	23.3%	24.9%
Foreign-born, Non-Citizen	11.5%	13.3%	10.7%	8.9%
<b>Educational Attainment</b>				
Did Not Complete High School	19.3%	17.5%	18.1%	24.7%
High School Diploma/GED	20.9%	19.7%	19.0%	25.8%
Some College, But No Degree	21.3%	22.5%	21.5%	18.6%
Associate Degree	8.0%	8.9%	8.3%	5.8%
Bachelor's Degree	17.9%	19.2%	18.4%	14.4%
Higher than a Bachelor's Degree	12.6%	12.0%	14.8%	10.7%
9th Grade or Less	14.1%	12.6%	13.4%	18.0%
<b>Disabled</b>	27.3%	16.9%	24.5%	52.9%
<b>Veteran</b>	12.1%	6.7%	15.3%	19.5%

Source: U.S. Census Bureau, American Community Survey, 2014.

\*Current Population Survey of Households, 12-month moving average, December 2014.

The U.S. Census Bureau's Current Population Survey of Households (CPS) defines and tracks the following types of disabilities: difficulty walking or climbing stairs, difficulty dressing or bathing, difficulty doing errands, difficulty remembering or making decisions, blind or difficulty seeing even with glasses, and deaf or serious difficulty hearing.<sup>3</sup> In 2014, one out of four

<sup>3</sup> The Current Population Survey of Households (CPS) captures data on individual disabilities and not a combination of them. The data are limited and do not capture individuals with more than one disability.

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(27.3 percent) Californians age 55 years and older had a disability. The incidence of disability increases with advancing age, with over half (52.9 percent) of Californians age 75 and older reporting that they had some disability in 2014. The most common disability cited by 1.4 million (1.46 percent) older Californians age 55 and older was difficulty dressing or bathing, followed by difficulty walking or climbing stairs with 870,000 (9.3 percent). Persons who had difficulty making decisions (5.0 percent) or serious difficulty hearing (3.5 percent) were comparatively less common.

California is home to 1.8 million veterans and two-thirds (1.2 million) of them were age 55 and over. Eight-five percent of veterans within this age group served in time periods during or before the Vietnam Era (August 1964 to April 1975). Just over 500,000 veterans aged 55 years and older served in the Vietnam Era. The next largest tour of duty extended from February 1955 to July 1964, during which time 200,000 older veterans served the country. In sharp contrast, just over 6,400 older men and women served during the September 2001 to present day period.

According to the American Community Survey (ACS), nearly two-thirds (64.9 percent) of Californians aged 55 years and older were native-born citizens of the United States in 2014. The percent share of native-born citizens ranged from 63.5 percent in the 55 to 64 age group to 66.2 percent among Californians age 75 years and older. According to the 2014 ACS, one out of every five Californians age 55 years and older was a naturalized citizen and just over ten percent (11.5 percent) was foreign-born.

### **Demographic Characteristics of Californians Aged 55 Years and Older Who Earn 125 Percent or Less of the Federal Poverty Level**

The demographic characteristics of older Californians who earned 125 percent or less of the federally defined poverty level are presented in Table 2. In some respects, Californians aged 55 years and older who lived in or near poverty, defined as 125 percent or less of the federal poverty level, shared similar characteristics with the overall population of older individuals in California. For instance, a majority of older individuals who earned 125 percent or less of the poverty level were women and white. However there were subtle differences. The share of older Californians living in or near poverty who were women (58.1 percent) was larger than the 53.9 percent share women held in the overall population of Californians age 55 and over. Although 60.4 percent of low income older Californians were white in 2014, this was less than the 69.5 percent share whites held in the overall older population.

However, in terms of marital status, citizenship status, educational attainment, and disability there were noticeable differences among poorer and more affluent older Californians. For all Californians age 55 years and older, 58.7 percent were married. In contrast, just 34.1 percent of older Californians living in or near poverty was married, for a difference of 24.6 percentage points. Moreover, the overall percentage share of persons that were never married was nearly twice as high among persons age 55 years and older who lived in or near poverty (16.6 percent) than among all persons age 55 years and older (8.6 percent).

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**Table 2**

<b>Californians Age 55 and Older Who Earn 125 Percent or Less of the Federal Poverty Guidelines</b>				
	<b>Total</b>	<b>Age 55-64</b>	<b>Age 65-74</b>	<b>Age 75 and older</b>
<b>Population (Number)</b>	1,482,300	706,900	398,600	376,800
<b>Gender</b>				
Men	41.9%	47.0%	40.4%	34.2%
Women	58.1%	53.0%	59.6%	65.8%
<b>Marital Status</b>				
Married	34.1%	34.8%	35.8%	31.1%
Once Married	49.2%	42.0%	51.2%	60.8%
Never Married	16.6%	23.2%	13.1%	8.1%
<b>Race/Ethnicity</b>				
White	60.4%	59.4%	58.8%	63.9%
African-American	8.7%	10.3%	8.4%	5.8%
Asian	15.9%	13.2%	17.5%	19.5%
Other	15.0%	17.1%	15.3%	10.8%
Hispanic*	31.1%	33.1%	32.7%	25.5%
<b>Citizenship Status</b>				
Native-born	54.9%	58.5%	50.7%	52.7%
Naturalized	27.4%	21.4%	30.3%	35.7%
Foreign-born, Non-Citizen	17.7%	20.1%	19.1%	11.7%
<b>Educational Attainment</b>				
Did Not Complete High School	36.3%	33.3%	37.2%	40.7%
High School Diploma/GED	24.7%	24.9%	23.5%	25.6%
Some College, But No Degree	18.3%	20.9%	17.6%	14.3%
Associate Degree	6.2%	7.1%	6.3%	4.3%
Bachelor's Degree	9.7%	9.7%	10.0%	9.3%
Higher than a Bachelor's Degree	4.8%	4.0%	5.4%	5.8%
9th Grade or Less	27.6%	23.9%	29.9%	32.1%
<b>Disabled</b>	41.3%	33.2%	38.5%	59.3%
<b>Veteran</b>	7.8%	6.1%	8.3%	10.4%

Source: U.S. Census Bureau, American Community Survey, 2014.  
 \*Current Population Survey of Households, 12-month moving average, December 2014.

In terms of citizenship status, 54.9 percent of Californians age 55 and older who lived in or near poverty were native-born. This share was 10.0 percentage points lower than the comparable share in the overall 55 years old and over population. This implies that older Californians who were foreign-born, naturalized or otherwise, were disproportionately more likely to live in or near poverty than were native-born older Californians.

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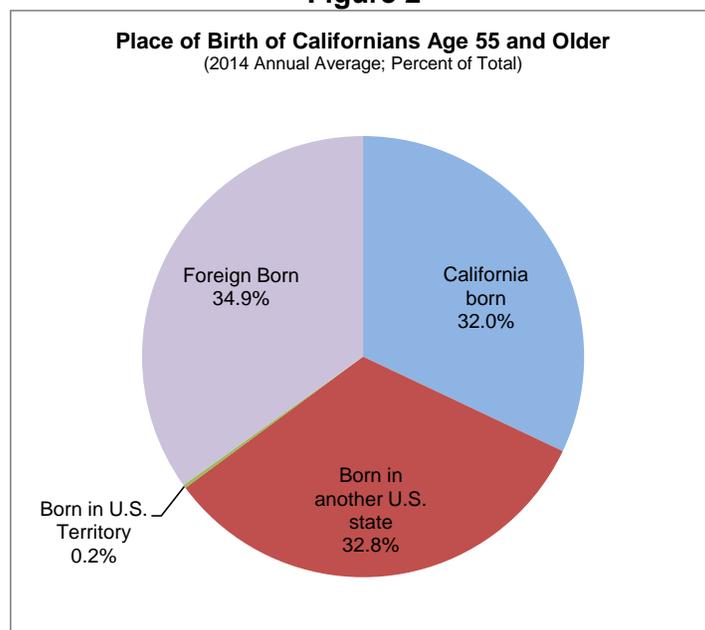
There were also stark differences in educational attainment among older Californians generally and those living in or near the poverty. For example, 36.3 percent of older Californians living in or nearly poverty had not completed high school. In contrast, just 19.3 percent of all older Californians had not finished high school. Moreover, less than 5.0 percent (4.8 percent) of older Californians living in or near poverty had obtained a degree higher than a bachelor's degree, 7.8 percentage points lower than the share for older individuals on the whole (12.6 percent).

The American Community Survey estimated that two out of every five persons (41.3 percent) older Californians who lived in or near poverty were disabled in 2014. This percentage share was 14.0 percentage points higher than the 27.3 percent share among all Californians age 55 years and older. The share of the disabled among older persons living in or near poverty was higher than that of the overall older population across the 55-64, 65 to 74, and 75 and older age groups (See Tables 1 and 2).

### Place of Birth

According to the 2014 ACS, just over 3.0 million (34.9 percent) of the Golden State's 55 years and older population were foreign born. One out of every three (32.8 percent) older Californians was born in a state other than California and over 2.9 million (32.0 percent) older Californians were born in the Golden State.

**Figure 2**



Source: U.S. Census Bureau, American Community Survey, 2014.

### English Speaking Ability of Californians Age 55 and Older

According to the 2014 ACS, 63.7 percent of older Californians spoke English only at home. This share held across the 55 to 64 (62.6 percent), 65 to 74 (64.7 percent), and 75 years and older (64.5 percent) age groups. The remaining 36.3 percent of Californians age 55 years and older spoke a language other than English at home. In contrast, 23.3 percent of those age 55 years and older had at least some difficulty speaking English and this general trend held across the three oldest age groups. Nearly two-thirds (64.3 percent) of older Californians who had limited

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English proficiency reported they did not speak English very well. Table 3 outlines the English speaking abilities of Californians age 55 and older in 2014.

**Table 3**  
**English Speaking Abilities of Californians Age 55 and Older in 2014**  
 (Percent of Total)

	Californians Age 55 and Older			
	Total	Age 55-64	Age 65-74	Age 75 and older
<b>Language Spoken at Home</b>				
English Only	63.7%	62.6%	64.7%	64.5%
Language Other than English	36.3%	37.4%	35.3%	35.5%
<b>English Ability</b>				
Percentage of persons that has at least some difficulty speaking English	23.3%	23.4%	22.7%	23.9%
Percentage of persons who speak a <i>language other than English</i> at home who do not speak English very well	64.3%	62.8%	64.4%	67.4%

Source: U.S. Census Bureau, American Community Survey, 2014.

### Income-to-Poverty Ratios of Californians Age 55 and Older

The U.S. Census Bureau determines poverty status by comparing annual income to a set of dollar values called poverty thresholds that vary by family size, number of children, and the age of the householder. If a family's before-tax money income is less than the dollar value of their poverty threshold, then that family and every individual in it are considered to be living in poverty. The income-to-poverty ratios are calculated by dividing income by the established threshold. A summary of the income-to-poverty ratios of Californians aged 55 years and older are found in Table 4.

In 2014, 1.1 million, or one out of every nine (11.3 percent), Californians age 55 years and older lived in poverty. This percent share hovered slightly above and below ten percent for each of the older population age groups; 55 to 64 (540,000; 12.0 percent); 65 to 74 (278,000; 9.7 percent); 75 years and older (250,000; 11.6 percent). In addition, less than five percent (4.3 percent) of older workers lived in or near poverty since their income-to-poverty ratio was between 101 and 125 percent. Seven out of ten (71.8 percent) older Californians had income-to-poverty ratios of 200 percent or more. These individuals had substantially higher incomes than the established poverty thresholds. One out of every three older workers in the Golden State had income-to-poverty ratios in excess of 500 percent in 2014.

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**Table 4**  
**Income-to-Poverty Ratios of Californians Age 55 and Older in 2014**  
 (Percent of Total)

Income-to-Poverty Ratio	Californians Age 55 and Older			
	Total	Age 55-64	Age 65-74	Age 75 and older
100 percent or less	11.3%	12.0%	9.7%	11.6%
<b>Near Poverty</b>				
101 through 125 percent	4.3%	3.6%	4.2%	5.9%
<b>Total in or near poverty</b>	15.6%	15.7%	14.0%	17.6%
200 percent or more	71.8%	73.4%	73.6%	66.3%
300 percent or more	57.4%	60.6%	58.5%	49.1%
400 percent or more	45.7%	49.4%	46.6%	36.6%
501 percent or more	36.1%	39.6%	36.8%	27.5%

Note: The federal poverty level for an individual in 2014 was \$11,770 per year. The near poverty threshold was \$14,713 per year. Source: U.S. Census Bureau, American Community Survey, 2014.

### Labor Force Participation Rate Trends in 2014

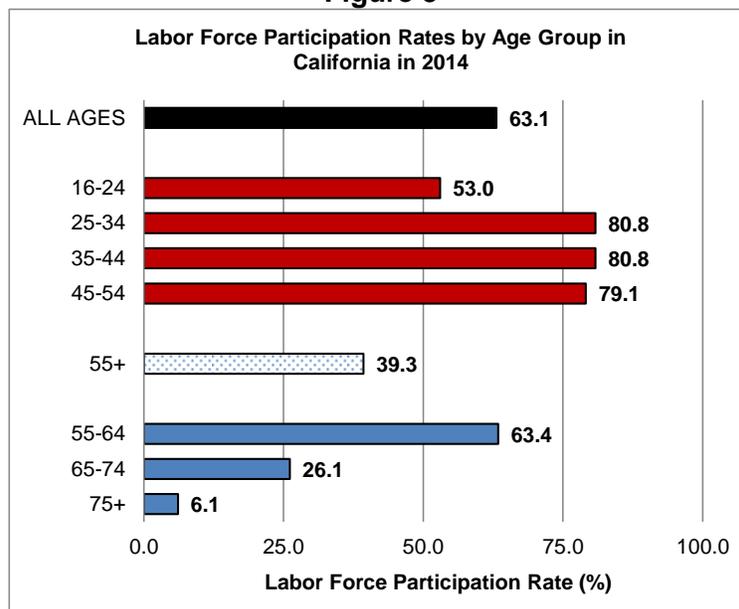
The labor force participation rate (LFPR) is an economic indicator used to gauge the strengths and weaknesses of an economy at the national, state, and/or local level. The U.S. Bureau of Labor Statistics defines the labor force participation rate as the percentage of the population that is either employed or actively seeking employment (unemployed). The labor force participation rate has traditionally tended to be higher during periods of economic prosperity when jobs are plentiful, but has been in sustained decline over the last decade or so as the pace of baby boomers who retire has gained steam. Figure 3 shows the labor force participation rates by age group in California in 2014. The blue bars within the figure reflect the labor force participation rates among workers age 55 years and older.

In 2014, the LFPR for all working age Californians (age 16 and older) was 63.1 percent, with individuals between the ages of 25 and 44 participating at the highest rate (80.8 percent). Workers between the ages of 45 and 54 also had a labor force participation rate near 80 percent (79.1 percent) in 2014. Younger workers between the ages of 16 and 24 had a labor force participation rate that was 10.1 percentage points lower than the statewide average.

Older Californians age 55 years and older had a labor force participation rate that was 23.8 percentage points lower than the statewide average in 2014. However, LFPR among individuals age 55 to 64 (63.4 percent) was more or less comparable to overall participate rate for all ages. Generally speaking, as individuals advance in age beyond 55, their respective labor force participation rates begin to decline as they become less inclined to participate in the labor force for several reasons (e.g., retirement benefit eligibility, disability, etc.). Participation rates begin to plunge once individuals become eligible for Social Security. In 2014, the LFPR among Californians age 65 to 74 and 75 and older was just 26.1 and 6.1 percent, respectively.

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**Figure 3**



Source: U.S. Census Bureau, American Community Survey, 2014.

### Unemployment Rates by Age

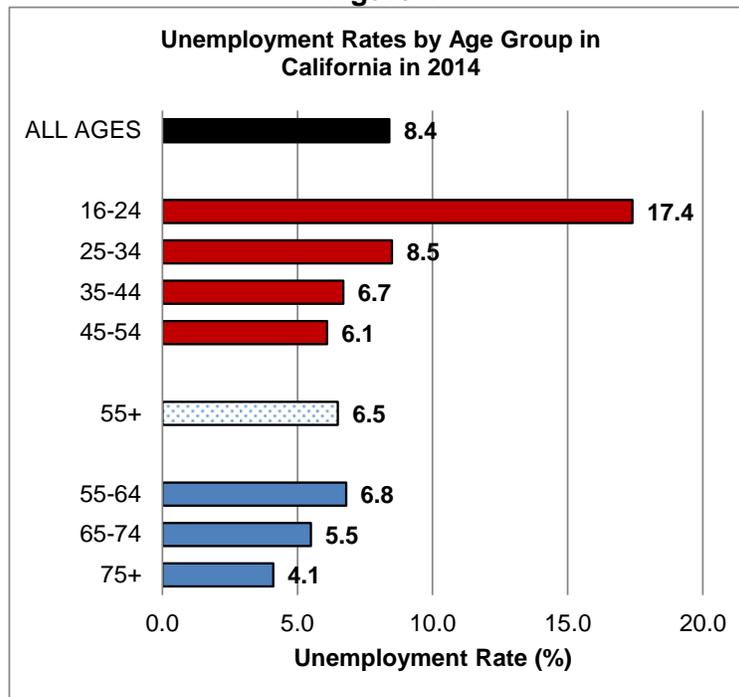
The unemployment rate highlights the number of unemployed people as a percentage of the state labor force. To be considered unemployed, an individual must have actively sought work at some point in the most recent four-week period of the survey reference week. Those who were not employed and did not actively seek work are considered to be not in the labor force and are not reflected in the unemployment rate. In 2014, California's unemployment rate was 8.4 percent and the age group with the highest unemployment rate was among workers between the ages of 16 and 24 (17.4 percent). The unemployment rate for persons age 25 to 34 was comparable to the statewide average (8.5 percent). Persons between the ages of 35 and 54 had unemployment rates that hovered just over 6.0 percent in 2014. Figure 4 shows the unemployment rates by age for 2014.

The unemployment rate among Californians age 55 years and older was 6.5 percent in 2014, a rate that was 1.9 percentage points lower than the statewide average (8.4 percent). Moreover, each of the older worker age groups had an unemployment rate that was lower than the statewide average. The rate among 55 to 64 year olds was 6.8 percent, the rate among 65 to 74 year olds was 5.5 percent, and the rate among those 75 years and older was 4.1 percent. Factors contributing to the lower unemployment rates for persons 55 years and older include, but are not limited to increased retirements and a lack of job opportunities.

California was in the midst of an economic expansion from 2010 through 2014, during which time the state gradually recovered the 1.3 million nonfarm jobs it lost during the most recent recession (July 2007 through February 2010). These positive trends fueled the decline in the statewide unemployment rate from 11.2 percent in 2012 to 8.4 percent in 2014, a drop of 2.8 percentage points. Over that two-year period, the unemployment rates of members of the state labor force between the ages of 25 and 54 and among individuals age 55 and over fell by 2.5 and 2.3 percentage points, respectively. Figure 5 shows the unemployment rates by age in California between 2012 and 2014.

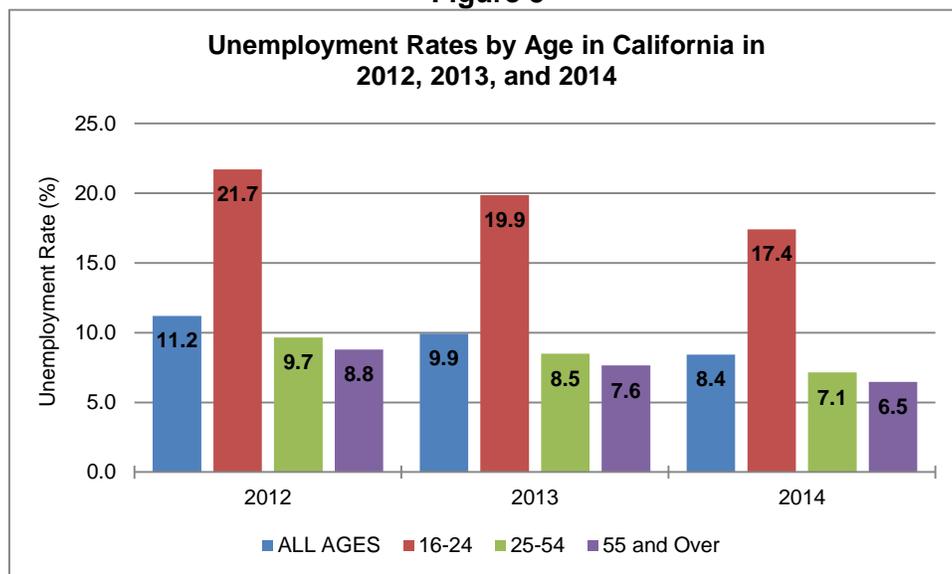
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**Figure 4**



Source: U.S. Census Bureau, American Community Survey, 2014.

**Figure 5**

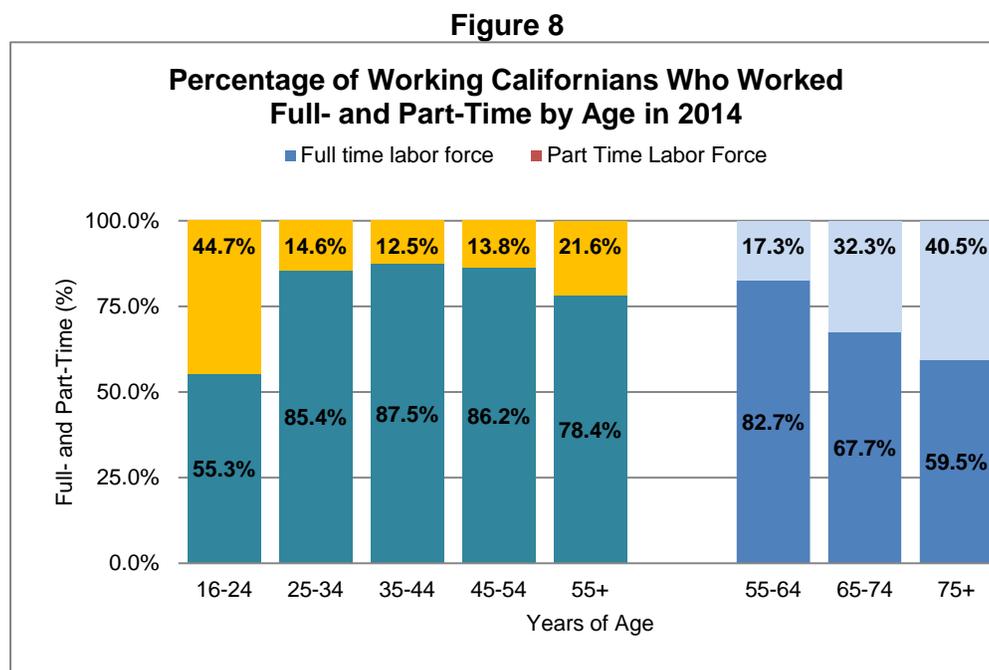


Source: U.S. Census Bureau, American Community Survey, 2014.

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### Full-Time and Part-Time Workforce by Age

In 2014, 79.7 percent of employed Californians usually worked full-time, which the U.S. Census Bureau and Bureau of Labor Statistics defined as 35 or more hours per week. Over 80 percent of workers within the following age categories worked full-time in 2014: 25 to 34 (85.4 percent); 35 to 44 (87.5 percent); and 45-54 (86.2 percent). Nearly 80 percent (78.4 percent) of workers age 55 years and over worked full-time for an employer in 2014. Figure 8 shows the percentage of Californians that worked full-time and part-time by age group.



Source: U.S. Census Bureau, Current Population Survey of Households, 2014.

As workers 55 years and older advanced in age, their tendency to work full-time decreased and their tendency to work part-time increased. Whereas 82.7 percent of workers age 55 to 64 worked full-time, just 59.5 percent of workers age 75 and older did, a difference of 23.2 percentage points. The share of workers age 75 and older who worked part-time (40.5 percent) was more than double that of workers age 55 to 64 (17.3 percent). Generally speaking, retired individuals have fewer incentives to work full-time and often choose to work part-time to supplement their fixed retirement incomes.

An examination of the state's labor force that worked 20 hours or less found that the largest shares of workers that were employed in this manner were California's youngest (16-24) and oldest workers (75 years and older). One out of three workers aged 16-24 (33.4 percent) or 75 years and older (36.0) worked 20 hours or less on the job in 2014. For older workers age 55 and older on the whole, nearly 15 percent (14.8 percent) worked 20 hours or less. Figure 9 shows the share of workers who worked 20 hours or less per week by age in 2014.

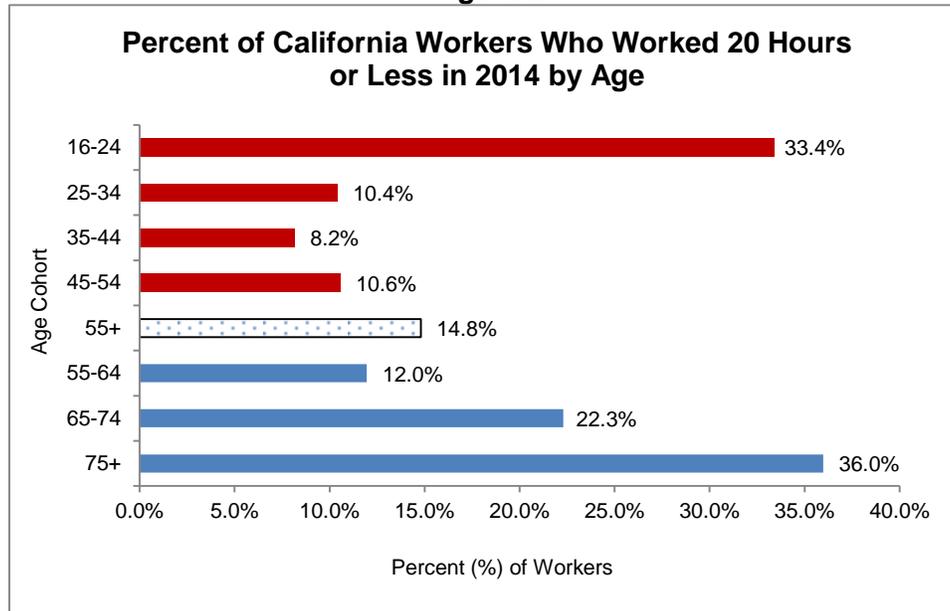
### Industry Sector Employment of Older Californians

Figure 10 shows the employment of older working Californians in 2014 in the 13 industry sectors that are used by the U.S. Census Bureau's Current Population Survey of Households (CPS). The largest concentration of older working Californians was in the educational and

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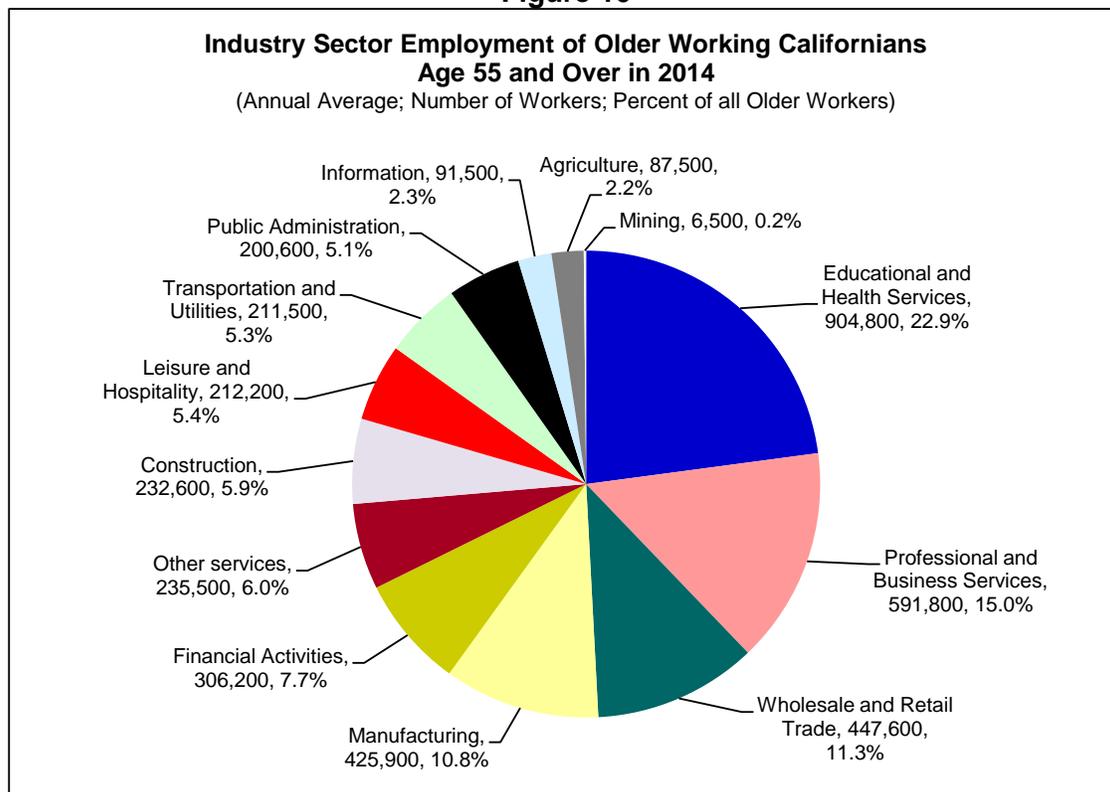
health services sector, which employed two-fifths (22.9 percent) working Californians age 55 and older. Professional and business services, which employed 15.0 percent of older workers, wholesale and retail trade (11.3 percent), and manufacturing (10.8 percent) were the other California industry sectors that employed 10 percent or more of older workers. These four sectors combined employed three-fifths (59.9 percent) of older working Californians in 2014.

**Figure 9**



Source: U.S. Census Bureau, Current Population Survey of Households, 2014.

**Figure 10**



Source: U.S. Census Bureau, Current Population Survey of Households, 2014.

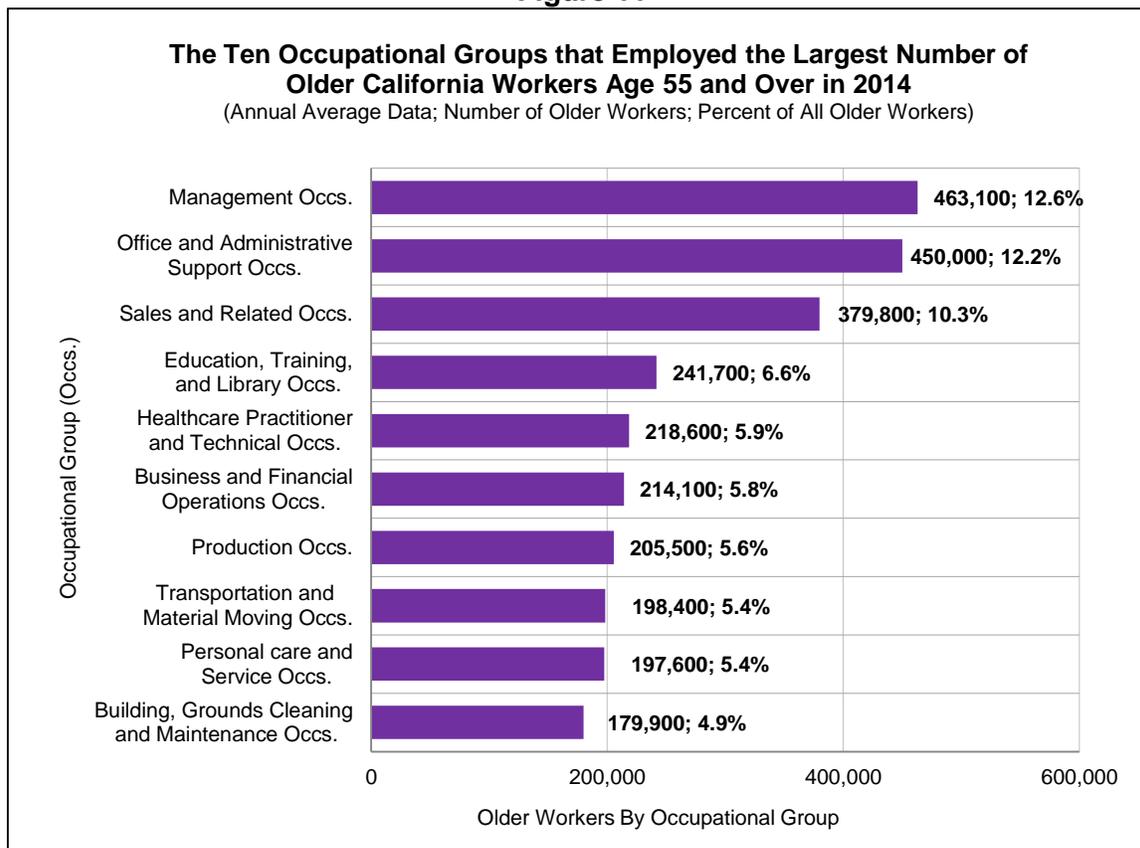
## Appendix D

### Occupational Employment Patterns among Older California Workers

Industry sectors are comprised of occupational groups, and many occupational groups are concentrated in specific industry sectors. Occupational groups are typically concentrated in specific industries but may be spread across all industries, such as the management occupational group. This section explores occupational employment patterns among older Californians using 2014 American Community Survey (ACS) data from the U.S. Census Bureau. The use of ACS data enables a comparison of the occupational employment pattern of older working Californians generally with that of low income older workers. These workers are defined as those Californians who are employed, but living at or below the 125 percent poverty level.

Of the 22 occupational groups distinguished by the ACS, Figure 11 displays the 10 occupational groups that employed the largest numbers and shares of working Californians age 55 and older in 2014. Together, these 10 occupations employed nearly three-quarters (74.7 percent) of California's working older workers in 2014.

**Figure 11**



Source: U.S. Census Bureau, American Community Survey, 2014.

Nearly two-fifths (38.3 percent) of older workers in California were employed in professional, management, educational, business, or financial occupations. Management occupations employed the largest number and share (12.6 percent) of older Californian workers, followed closely by office and administrative support occupations (12.2 percent). The only other occupational group with an employment share of at least 10 percent and which employed more than 350,000 older workers was sales and related occupations (10.3 percent). These three

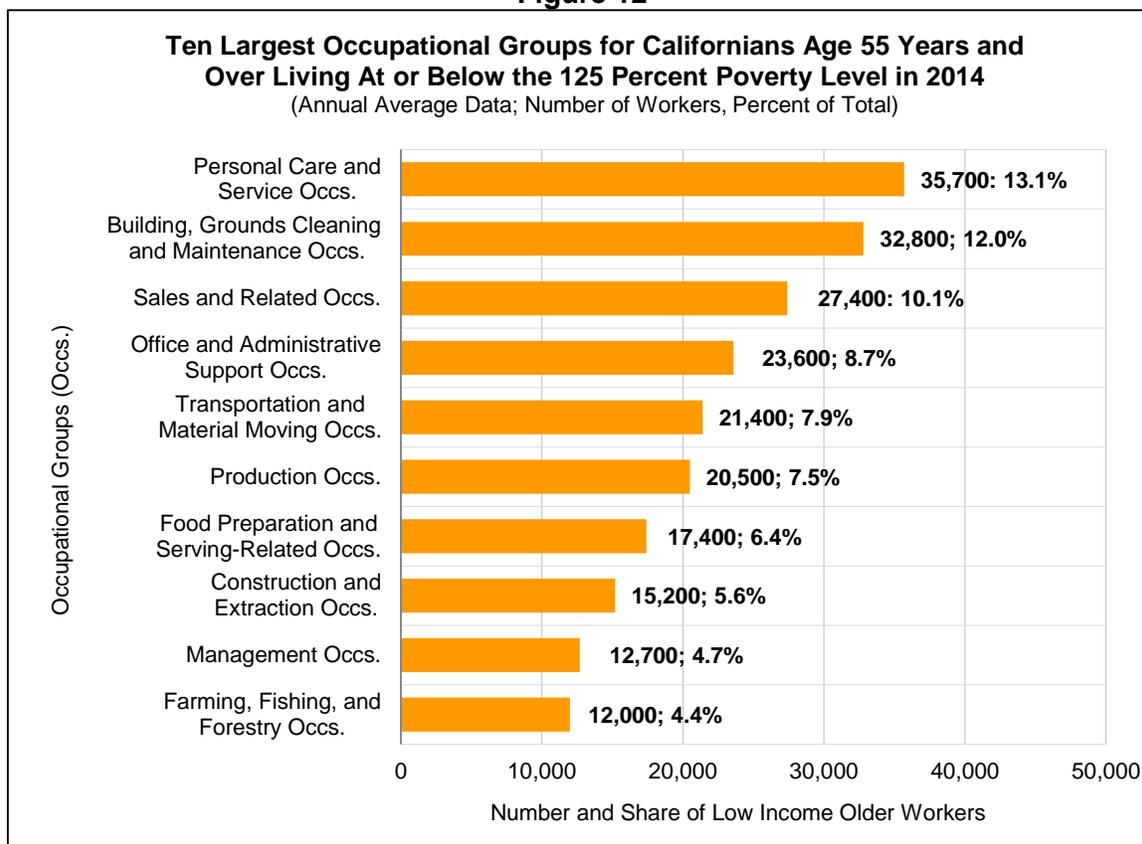
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occupational groups combined employed nearly 1.3 million older workers in 2014, or more than one-third (35.1 percent) of all older workers.

Seven additional occupational groups employed between 4.9 percent and 6.6 percent of older Californians in the workforce: education, training, and library occupations (6.6 percent); healthcare practitioner and technical occupations (5.9 percent); business and financial operations occupations (5.8 percent); production occupations (5.6 percent); transportation and material moving occupations (5.4 percent); personal care and service occupations (5.4 percent); and building and grounds clearing and maintenance occupations (4.9 percent). As a group, these seven occupational groups employed two-fifths (39.5 percent) of older California workers, or a total of nearly 1.5 million workers age 55 and older. The 12 remaining occupational groups employed the remaining one-quarter of older workers, or 932,300 workers in total.

According to the 2014 ACS, of the nearly 3.7 million Californians age 55 and older who worked, 272,000 (7.4 percent) lived at or below the 125 percent poverty level. The occupational distribution of these workers was very different than that of older workers generally. Figure 12 shows the 10 occupational groups that employed the largest numbers and share of low income older workers in California in 2014.<sup>4</sup> These 10 occupational groups combined employed four out of every five (80.3 percent) of the low income working older Californians in 2014.

**Figure 12**



Source: U.S. Census Bureau, American Community Survey, 2014.

<sup>4</sup> Given the small size of low income workers, comparatively large statistical errors may be associated with the occupational numbers and shares in Figure 12. As such, they should be considered to be indicative only.

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The largest number and share of low income older Californians worked in personal care and service occupations (13.1 percent), followed by building, grounds cleaning, and maintenance occupations (12.0 percent) and sales and related occupations (10.1 percent). Together, these three occupational groups employed more than one-third of California's low income older workers in 2014.

Five additional occupational groups employed more than five percent of California's low income older workers: office and administrative support occupations (8.7 percent), transportation and material moving occupations (7.9 percent), production occupations (7.5 percent), food preparation and serving-related occupations (6.4 percent), and construction and extraction occupations (5.6 percent). As a group, these five occupational groups employed 98,100 low income older workers, or more than one-third (36.0 percent) of all the older California workers who lived at or below the 125 percent poverty level in 2014.

Much more detailed occupational data are available from the American Community Survey (ACS). Table 5 lists the 20 occupations that employed the greatest numbers of working Californians age 55 and older in 2014. These 20 occupations employed over one-third (35.4 percent) of older working Californians in 2014.

**Table 5**  
**Twenty Occupations That Employed the Most Older Working Californians in 2014**

Occupation	Number
Miscellaneous Managers	139,500
Personal Care Aides	97,600
Secretaries and Administrative Assistants	88,600
Elementary and Middle School Teachers	88,300
Retail Salespersons	84,200
Driver/Sales Workers and Truck Drivers	81,700
Registered Nurses	79,600
Janitors and Building Cleaners	71,100
First-Line Supervisors of Retail Sales Workers	64,800
Chief Executives and Legislators	61,300
Accountants and Auditors	60,500
Maids and Housekeeping Cleaners	55,000
Lawyers, and Judges, Magistrates, and Other Judicial Workers	51,100
Real Estate Brokers and Sales Agents	49,100
Bookkeeping, Accounting, and Auditing Clerks	49,000
Postsecondary Teachers	48,500
Office Clerks, General	39,200
Miscellaneous Agricultural Workers, Including Animal Breeders	38,400
Grounds Maintenance Workers	38,100
Customer Service Representatives	37,700

Source: U.S. Census Bureau, American Community Survey, 2014.

## Appendix D

Table 6 lists the 20 occupations that employed the greatest numbers of older working Californians who lived at or below the 125 percent poverty level in 2014.<sup>5</sup> These 20 occupations employed nearly half (47.6 percent) of the low income working Californians age 55 and over in 2014.

**Table 6**  
**Twenty Occupations That Employed the Most Older Working Californians Who Lived At or Below the 125 Percent Poverty Level in 2014**

Occupation	Number
Personal Care Aides	20,700
Maids and Housekeeping Cleaners	14,200
Miscellaneous Agricultural Workers	10,200
Janitors and Building Cleaners	9,600
Retail Salespersons	9,300
Childcare Workers	8,500
Driver/Sales Workers and Truck Drivers	7,600
Grounds Maintenance Workers	7,600
Construction Laborers	5,900
Cashiers	5,800
Cooks	5,700
Miscellaneous Managers	4,800
Laborers and Freight, Stock, and Material Movers, Hand	4,400
Security Guards and Gaming Surveillance Officers	3,800
Nursing, Psychiatric, and Home Health Aides	3,700
Stock Clerks and Order Fillers	3,500
Secretaries and Administrative Assistants	3,400
Sewing Machine Operators	3,200
Real Estate Brokers and Sales Agents	2,900
Office Clerks, General	2,800

Source: U.S. Census Bureau, American Community Survey, 2014.

Table 7 shows the median wages of occupations that employ comparatively large numbers of older California, are projected grow at a relatively fast rate through 2022, and which require only lower moderate education and training levels. The identified occupations were selected because they were among the largest employers of older workers as revealed by the 2014 ACS and among the fastest growing occupations in the California Employment Development Department's 2012-2022 occupational employment projections. The occupations are grouped education and training levels and ranked by median hourly wage. Unfortunately, the occupational titles of the ACS differ from those of the U.S. Bureau of Labor Statistics' (BLS) Standard Occupational Classification (SOC) system, so in some respects the selected occupations represent the best fit.<sup>6</sup>

<sup>5</sup> These estimates are subject to statistical error associated with small sample size and should be viewed as indicative only.

<sup>6</sup> The differences reflect a slightly different pattern in how SOC-coded occupations are aggregated and disaggregated in the ACS data.

## Appendix D

**Table 7**  
**Largest Occupations for Working Californians Age 55 and Over by Wage and That Require Short-Term and Moderate Education and Training Level**

Occupation	Median Hourly*	Median Annual*	Education and Training Level**
<b>Occupations that Require a Moderate Level of Education, Training, or Experience</b>			
Construction Managers	<b>\$49.61</b>	\$103,193	Moderate-Term On-the-Job Training
Writers and Authors	<b>\$38.50</b>	\$80,067	Moderate-Term On-the-Job Training
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	<b>\$38.28</b>	\$79,610	Moderate-Term On-the-Job Training
Insurance Sales Agents	<b>\$27.38</b>	\$56,964	Moderate-Term On-the-Job Training
Clergy	<b>\$26.21</b>	\$54,521	Moderate-Term On-the-Job Training
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	<b>\$26.03</b>	\$54,152	Moderate-Term On-the-Job Training
Painters, Construction and Maintenance	<b>\$20.12</b>	\$41,844	Moderate-Term On-the-Job Training
Bookkeeping, Accounting, and Auditing Clerks	<b>\$19.68</b>	\$40,938	Moderate-Term On-the-Job Training
Bus Drivers, Transit and Intercity	<b>\$19.31</b>	\$40,172	Moderate-Term On-the-Job Training
Painters, Transportation Equipment	<b>\$18.59</b>	\$38,656	Moderate-Term On-the-Job Training
Inspectors, Testers, Sorters, Samplers, and Weighers	<b>\$17.80</b>	\$37,019	Moderate-Term On-the-Job Training
Cooks, Restaurant	<b>\$11.22</b>	\$23,317	Moderate-Term On-the-Job Training
<b>Lower-Paying Occupations that Require Limited Level of Education, Training, or Experience</b>			
Personal Care Aides	<b>\$10.33</b>	\$21,473	Short-Term On-the-Job Training
Retail Salespersons	<b>\$10.77</b>	\$22,405	Short-Term On-the-Job Training
Heavy and Tractor-Trailer Truck Drivers	<b>\$19.77</b>	\$41,117	Short-Term On-the-Job Training
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	<b>\$11.71</b>	\$24,345	Short-Term On-the-Job Training
Maids and Housekeeping Cleaners	<b>\$10.71</b>	\$22,279	Short-Term On-the-Job Training
Office Clerks, General	<b>\$15.24</b>	\$31,704	Short-Term On-the-Job Training
Cashiers	<b>\$9.98</b>	\$20,762	Short-Term On-the-Job Training
Construction Laborers	<b>\$19.06</b>	\$39,658	Short-Term On-the-Job Training
Childcare Workers	<b>\$11.14</b>	\$23,176	Short-Term On-the-Job Training
Customer Service Representatives	<b>\$17.77</b>	\$36,949	Short-Term On-the-Job Training
* Wages are from the first quarter of 2014 and do not include self-employed or unpaid family workers			
** BLS-defined occupational training and education classifications			

Source: California Employment Development Department, Occupational Employment Statistics (OES), 2014.

The lower-paying occupations in Table 7 all require only short-term on-the-job training. Many employers of these occupations prefer an applicant to have a high school diploma or a GED, but it is not a formal requirement. Short-term on-the-job training is defined by BLS as the skills needed for a worker to attain competency in an occupation that can be acquired during one month or less of on-the-job experience and informal training. Training is occupation-specific rather than job specific. As a result, therefore, skills learned can be transferred to another job in the same occupation. This on-the-job training category also includes employer sponsored training programs.

The moderate skill and training level occupations in Table 7 typically require postsecondary vocational education, some work experience in a related occupation, or moderate on-the-job training. A postsecondary vocational education usually refers to a two-year vocational degree or certification from an accredited vocational program. The term “work experience in a related occupation” indicates that work experience in a related occupation is often considered by employers to be a necessary requirement for entry into the occupation, or is a commonly accepted substitute for formal types of training. The BLS defines moderate-term on-the-job training as the more than 1 month and up to 12 months of combined on-the-job experience and

## Appendix D

informal training necessary for workers to become competent in a particular set of skills. Since the training is occupation-specific rather than job-specific, learned skills can be easily transferred to another job in the same occupation. The Moderate-term on-the-job training category also includes employer-sponsored training programs.

Middle tier occupations likely provide a sufficient wage for full-time employment for some older Californians, giving them a choice to retire or continue working out of economic necessity. It is also likely that some older workers re-enter the workforce into these occupations if they have the required education, training, and experience.

## Appendix E: California Area Agencies on Aging (AAA)

The California Department of Aging contracts with a statewide network of 33 Area Agencies on Aging (AAA) that coordinates a wide array of services for older adults, adults with disabilities, and their families. You can contact your local AAA by calling the toll-free **Senior Information Line** at **1-800-510-2020** or by searching for the AAA that serves your county at [http://www.aging.ca.gov/local\\_aaa/AAA\\_listing.html](http://www.aging.ca.gov/local_aaa/AAA_listing.html). California's AAAs are listed below.

### PSA 1

#### **Area 1 Agency on Aging**

434 7<sup>th</sup> Street  
Eureka, California 95501  
(707) 442-3763

[www.a1aa.org](http://www.a1aa.org)

Del Norte & Humboldt Counties

### PSA 2

#### **Planning and Service Area II, Area Agency on Aging**

208 West Center Street  
Yreka, California 96097  
(530) 842-1687

[www.psa2.org](http://www.psa2.org)

Lassen, Modoc, Shasta, Siskiyou, & Trinity Counties

### PSA 3

#### **PASSAGES**

#### **Area 3 Agency on Aging**

25 Main Street, Suite 202  
Chico, California 95929  
(530) 898-5923

[www.passagescenter.org](http://www.passagescenter.org)

Butte, Colusa, Glenn, Plumas, & Tehama Counties

### PSA 4

#### **Area 4 Agency on Aging**

2260 Park Towne Circle,  
Suite 100  
Sacramento, CA 95825  
(916) 486-1876

[www.a4aa.com](http://www.a4aa.com)

Nevada, Placer, Sierra,  
Sacramento, Sutter, Yolo  
& Yuba Counties

### PSA 5

#### **County of Marin Health and Human Services Aging and Adult Services**

10 North San Pedro Road  
Suite 1023  
San Rafael, California 94903  
(415) 473-7185

[www.co.marin.ca.us/aging](http://www.co.marin.ca.us/aging)

Marin County

### PSA 6

#### **Department of Aging and Adult Services, Area Agency on Aging**

1650 Mission Street, 5<sup>th</sup> Floor  
San Francisco, California 94103  
(415) 355-3555

[www.sfgov.org/site/frame.asp?u=http://www.sfhsa.org/DAAS.htm](http://www.sfgov.org/site/frame.asp?u=http://www.sfhsa.org/DAAS.htm)

City & County of San Francisco

### PSA 7

#### **Aging and Adult Service Bureau, County Employment and Human Services Department**

40 Douglas Drive  
Martinez, California  
94553  
(925) 229-8434  
<http://cacontracostacounty.civicplus.com/index.aspx?NID=2533>

Contra Costa County

### PSA 8

#### **San Mateo County, Area Agency on Aging**

225 37<sup>th</sup> Avenue  
San Mateo, California 94403  
(650) 573-2700

[www.sanmateo.networkofcare.org](http://www.sanmateo.networkofcare.org)

San Mateo County

### PSA 9

#### **Alameda County Area Agency on Aging, Department of Adult and Aging Services**

6955 Foothill Boulevard, Suite 300  
Oakland, California 94605-1907  
(510) 577-1900

[www.alamedasocialservices.org/public/index.cfm](http://www.alamedasocialservices.org/public/index.cfm)

Alameda County

### PSA 10

#### **Sourcewise Community Resource Solutions Council on Aging, Silicon Valley**

2115 The Alameda  
San Jose, California  
95126-1141  
(408) 296-8290

[www.mysourcewise.com](http://www.mysourcewise.com)

Santa Clara County

### PSA 11

#### **San Joaquin, Department of Aging and Community Services**

102 South San Joaquin Street  
Stockton, California 95201  
(209) 468-2202

[www.co.san-joaquin.ca.us/hsa/aging/elderly/safer.htm](http://www.co.san-joaquin.ca.us/hsa/aging/elderly/safer.htm)

San Joaquin County

### PSA 12

#### **Area 12 Agency on Aging**

19074 Standard Road, Suite A  
Sonora, California 95370-7542  
(209) 532-6272

[www.area12.org](http://www.area12.org)

Alpine, Amador, Calaveras, Mariposa, & Tuolumne Counties

**PSA 13**  
**Seniors Council of Santa Cruz**  
234 Santa Cruz Avenue  
Aptos, California 95003  
(831) 688-0400  
[www.seniorscouncil.org](http://www.seniorscouncil.org)  
San Benito & Santa Cruz Counties

**PSA 16**  
**Eastern Sierra Area Agency on Aging**  
163 May Street  
Bishop, California 93514  
(760) 873-3305  
[www.countyofinyo.org/imaaa/](http://www.countyofinyo.org/imaaa/)  
*Inyo & Mono Counties*

**PSA 19**  
**Community and Senior Services, County of Los Angeles Area Agency on Aging**  
3333 Wilshire Blvd., Suite 400  
Los Angeles, California 90010  
(888) 202-4248  
<http://css.lacounty.gov/>  
Los Angeles County

**PSA 22**  
**Orange County, Office on Aging**  
1300 S. Grand Ave., Bldg. B, 2<sup>nd</sup> Fl.  
Santa Ana, California 92705  
(714) 567-7500  
<http://egov.ocgov.com/ocgov/Office%20on%20Aging>  
Orange County

**PSA 25**  
**City of Los Angeles, Department of Aging**  
350 South Grand Avenue, Suite 4502  
Los Angeles, California 90071  
(213) 482-7252  
<http://aging.lacity.org/>  
Los Angeles City

**PSA 14**  
**Fresno- Madera, Area Agency on Aging**  
3837 N. Clark Street  
Fresno, California 93726  
(559) 453-4405  
[www.fmaaa.org](http://www.fmaaa.org)  
Fresno & Madera Counties

**PSA 17**  
**Area Agency on Aging, Central Coast Commission for Senior Citizens**  
528 South Broadway  
Santa Maria, California 93454  
(805) 925-9554  
[www.centralcoastseniors.org](http://www.centralcoastseniors.org)  
Santa Barbara & San Luis Obispo Counties

**PSA 20**  
**San Bernardino County, Department of Aging and Adult Services**  
686 East Mill Street  
San Bernardino, California 92415  
(909) 891-3900  
<http://hss.sbcounty.gov/daas>  
San Bernardino County

**PSA 23**  
**County of San Diego, Aging & Independent Services**  
5560 Overland Avenue, Suite 310  
San Diego, California 92123  
(858) 495-5885  
<http://www.sdcounty.ca.gov/hhsa/programs/ais/>  
San Diego County

**PSA 26**  
**Area Agency on Aging, Lake and Mendocino Counties**  
16170 South Main Street  
Lower Lake, CA 95457  
(707) 262-4517  
<http://www.co.mendocino.ca.us/hsa/>  
Lake and Mendocino Counties

**PSA 15**  
**King-Tulare Area Agency on Aging**  
5957 South Mooney Boulevard  
Visalia, California 93277  
(559) 623-0199  
[www.ktaaa.org](http://www.ktaaa.org)  
Kings & Tulare Counties

**PSA 18**  
**Ventura County Area Agency on Aging**  
646 County Square Dr., Suite 100  
Ventura, California 93003  
(805) 477-7300  
<http://aaa.countyofventura.org/>  
Ventura County

**PSA 21**  
**County of Riverside, Office on Aging**  
6296 Rivercrest Drive, Suite K  
Riverside, California 92507  
(951) 867-3800  
[www.rcaging.org/opencms/](http://www.rcaging.org/opencms/)  
Riverside County

**PSA 24**  
**Imperial County, Area Agency on Aging**  
1331 South Clark Road, Bldg. 11  
El Centro, California 92243  
(760)339-6450  
<http://www.co.imperial.ca.us/AreaAgencyAging/default.htm>  
Imperial County

**PSA 27**  
**Sonoma County, Area Agency on Aging**  
3725 Westwind Boulevard  
Santa Rosa, California 95403  
(707) 565-5950  
<http://www.socoaaa.org>  
Sonoma County

**PSA 28**  
**Area Agency on**  
**Aging, Serving Napa**  
**& Solano**  
400 Contra Costa Street  
Vallejo, California 94590-  
5990  
(707) 644-6612  
[www.aaans.org](http://www.aaans.org)  
Napa & Solano Counties

**PSA 31**  
**Area Agency on**  
**Aging, Merced County**  
**Senior Service Center**  
2115 West Wardrobe  
Avenue  
Merced, California 95341-  
0112  
(209) 385-7550  
<http://www.co.merced.ca.us/index.aspx?nid=1475>  
Merced County

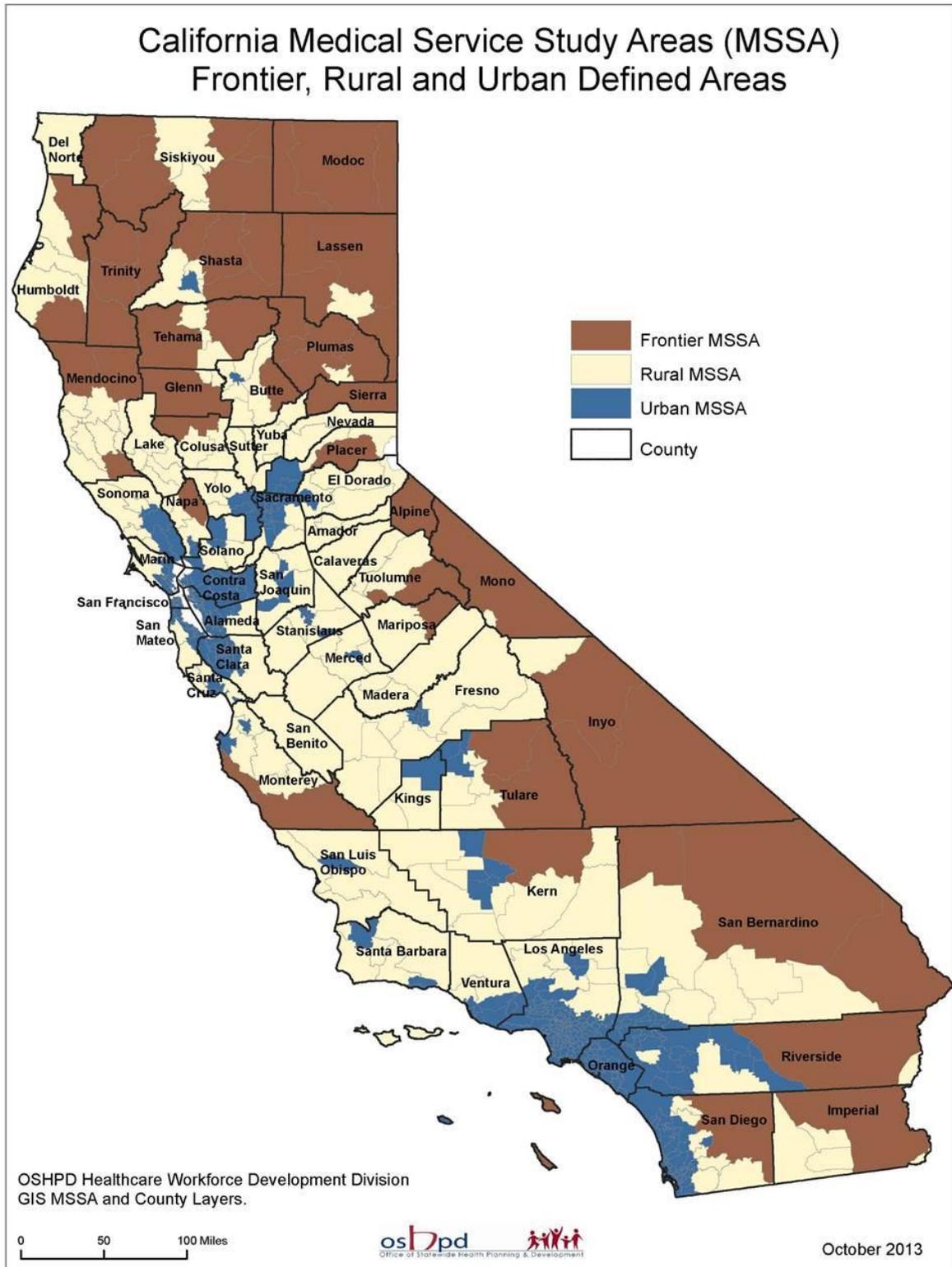
**PSA 29**  
**El Dorado County, Area**  
**Agency on Aging**  
937 Spring Street  
Placerville, California 95667  
(530) 621-6150  
<http://www.co.el-dorado.ca.us/humanservices/senior-services.html>  
El Dorado County

**PSA 32**  
**Area Agency on Aging**  
**Division, Department of Social**  
**Services, County of Monterey**  
1000 S. Main Street, Suite 300  
Salinas, California 93901  
(831) 755-4400  
[www.co.monterey.ca.us/aaa/](http://www.co.monterey.ca.us/aaa/)  
Monterey County

**PSA 30**  
**Stanislaus County, Department of**  
**Aging & Veteran Services**  
121 Downey Avenue, Suite 102  
Modesto, California 95354-1201  
(209) 558-7825  
<http://www.agingservices.info/>  
Stanislaus County

**PSA 33**  
**Kern County Aging & Adult Services**  
5357 Truxtun Avenue  
Bakersfield, California 93309  
(661) 868-1000  
<http://www.co.kern.ca.us/aas/>  
Kern County

# Appendix F



## Appendix G: Exhibit G-1 California State PY 2015 and PY 2016 SCSEP Equitable Distribution Chart

California Counties	PY 2015 Equitable Distribution				PY 2016 Equitable Distribution		
	Total CDA Authorized Positions <sup>1</sup>	Total National SCSEP Grantees Authorized Positions	Total California Authorized Positions		Total CDA Authorized Positions <sup>2</sup>	Total National SCSEP Grantees Authorized Positions	Total California Authorized Positions
Alameda	16	113	129		16	109	125
Alpine	0	0	0		0	0	0
Amador	0	4	4		0	5	5
Butte	0	27	27		0	27	27
Calaveras	0	6	6		0	6	6
Colusa	0	2	2		0	2	2
Contra Costa	0	66	66		0	69	69
Del Norte	0	5	5		0	5	5
El Dorado	0	12	12		0	15	15
Fresno	25	74	99		25	74	99
Glenn	0	3	3		0	4	4
Humboldt	0	16	16		0	16	16
Imperial	0	28	28		0	24	24
Inyo	0	3	3		0	3	3
Kern	0	81	81		0	78	78
Kings	2	10	12		2	10	12
Lake	0	12	12		0	12	12
Lassen	0	3	3		0	3	3
Los Angeles	360	697	1057		360	692	1052
Madera	0	16	16		0	16	16
Marin	15	10	25		15	9	24
Mariposa	0	2	2		0	3	3
Mendocino	0	14	14		0	13	13
Merced	0	28	28		0	25	25
Modoc	0	2	2		0	2	2
Mono	0	1	1		0	2	2
Monterey	0	30	30		0	30	30
Napa	0	13	13		0	11	11
Nevada	0	11	11		0	11	11
Orange	82	125	207		82	133	215
Placer	0	26	26		0	26	26
Plumas	0	3	3		0	3	3
Riverside	83	102	185		83	110	193
Sacramento	0	125	125		0	133	133
San Benito	0	5	5		0	4	4
San Bernardino	39	135	174		39	140	179

## Appendix G: Exhibit G-1 California State PY 2015 and PY 2016 SCSEP Equitable Distribution Chart

California Counties	PY 2015 Equitable Distribution				PY 2016 Equitable Distribution		
	Total CDA Authorized Positions <sup>1</sup>	Total National SCSEP Grantees Authorized Positions	Total California Authorized Positions		Total CDA Authorized Positions <sup>2</sup>	Total National SCSEP Grantees Authorized Positions	Total California Authorized Positions
San Diego	49	206	255		49	209	258
San Francisco	0	115	115		0	107	107
San Joaquin	14	50	64		14	48	62
San Luis Obispo	0	22	22		0	23	23
San Mateo	0	33	33		0	30	30
Santa Barbara	0	34	34		0	31	31
Santa Clara	39	78	117		39	84	123
Santa Cruz	0	22	22		0	22	22
Shasta	0	25	25		0	21	21
Sierra	0	1	1		0	1	1
Siskiyou	0	10	10		0	8	8
Solano	0	29	29		0	29	29
Sonoma	0	43	43		0	41	41
Stanislaus	15	40	55		15	40	55
Sutter	0	9	9		0	10	10
Tehama	0	10	10		0	8	8
Trinity	0	2	2		0	2	2
Tulare	12	38	50		12	39	51
Tuolumne	0	7	7		0	7	7
Ventura	13	48	61		13	45	58
Yolo	0	13	13		0	16	16
Yuba	0	8	8		0	7	7
<b>Total</b>	<b>764</b>	<b>2653</b>	<b>3417</b>		<b>764</b>	<b>2653</b>	<b>3417</b>

## Appendix G: Exhibit G-2

### California Department of Aging (CDA) - PY 2016 SCSEP Participant Slot Geographic Locations<sup>1</sup>

Subrecipient Code	County or City	County Unemployment Rate – December 2015 <sup>2</sup>	Area Agency on Aging (AAA)	Contracted Service (Sub-Subrecipient)	Experienced SCSEP Provider	Participant Slots PY 2016
CA005	Marin County	3.2%	Division of Aging/Marin County	Marin County Employment and Training	Yes	15
CA009	Alameda County	4.3%	Alameda Co. AAA, Department of Adult and Aging Services	SER Jobs for Progress, Inc.	Yes	16
CA010	Santa Clara County	3.7%	Council on Aging, Silicon Valley		Yes	39
CA011	San Joaquin County <sup>3</sup>	8.8%	San Joaquin County Department of Aging and Community Services		Yes	14
CA014	Fresno & Madera Counties <sup>3</sup>	10.3% & 10.1%	Fresno-Madera AAA	SER-Jobs for Progress, Inc.	Yes	25
CA015	Kings & Tulare Counties <sup>3</sup>	10.9% & 12.2%	Kings-Tulare AAA	Community Services and Employment Training	Yes	14
CA018	Ventura County	5.4%	Ventura County AAA	SER-Jobs for Progress, Inc.	Yes	13
CA019	Los Angeles County	5.8%	AAA, County of Los Angeles		Yes	194
CA020	San Bernardino County	5.8%	San Bernardino County Department of Aging and Adult Services		Yes	39
CA021	Riverside County	6.1%	County of Riverside Office on Aging		Yes	83
CA022	Orange County	4.1%	Orange County Office on Aging	Orange County Workforce Investment Board, SCSEP Orange County	Yes	82
CA023	San Diego County	4.7%	San Diego Aging and Independence Services	Jewish Family Service of San Diego	Yes	49
CA025	City of Los Angeles	5.8%	City of Los Angeles Department of Aging		Yes	166
CA030	Stanislaus County <sup>3</sup>	9.1%	Stanislaus County Department of Aging and Veterans Services	SER-Jobs for Progress, Inc.	Yes	15
					<b>Total</b>	<b>764</b>

<sup>1</sup> CDA State Equitable Distribution changes PY 2015 as per approved USDOL/ETA California SCSEP State Plan Modification.

<sup>2</sup> California Labor Market Review – Labor Force Data for All Counties December 2015, <http://www.labormarketinfo.edd.ca.gov/file/lfmonth/countyur-400c.pdf>

**Appendix G: Exhibit G-3 - California Department of Aging PY 2016 Equitable Distribution**

Counties <sup>1</sup>	Subrecipient Code	Planning and Service Area (PSA)	Area Agency on Aging (AAA) <sup>2</sup>	PY 2016 Authorized Positions <sup>3</sup>	Underserved County <sup>4</sup>	County with a High Unemployment Rate <sup>5</sup>	AAA SCSEP Project Most Impacted by Minimum Wage Increase <sup>6</sup>
Alameda	CA009	PSA 09	Alameda County AAA	16	Yes	4.3% - No	
Fresno-Madera	CA014	PSA 14	Fresno-Madera AAA	25	Yes	10.3% & 10.1% - Yes	
Kings-Tulare	CA015	PSA 15	Kings-Tulare AAA	14	No	10.9% & 12.2% - Yes	Yes
Los Angeles	CA019	PSA 19	Los Angeles County AAA	194	No	5.8% - No	
Los Angeles City	CA025	PSA 25	City of Los Angeles Department of Aging	166	No	5.8% - No	
Marin	CA005	PSA 05	Marin County AAA	15	Yes	3.2% - No	Yes
Orange	CA022	PSA 22	Orange County Office on Aging	82	Yes	4.1% - No	
Riverside	CA021	PSA 21	County of Riverside Office on Aging	83	No	6.1% - No	
San Bernardino	CA020	PSA 20	San Bernardino County Department of Aging and Adult Services	39	No	5.8% - No	
San Diego	CA023	PSA 23	County of San Diego Aging and Independence Services	49	No	4.7% - No	
San Joaquin	CA011	PSA 11	San Joaquin County, Department of Aging and Community Services	14	No	8.8% - Yes	Yes
Santa Clara	CA010	PSA 10	Sourcewise Community Resource Solutions AAA	39	No	3.7% - No	
Stanislaus	CA030	PSA 30	Stanislaus County Department of Aging and Veterans Services	15	No	9.1% - Yes	Yes
Ventura	CA018	PSA 18	Venura County AAA	13	No	5.4% - No	Yes

<sup>1</sup> CA008 - San Mateo County AAA retired PY 2014 - Authorized Positions redistributed to PSA 05, PSA 11, PSA 14, PSA 15, PSA 18, and PSA 30.

<sup>2</sup> CDA contracts exclusively with Area Agencies on Aging

<sup>3</sup> USDOL/ETA approved the redistribution of Authorized Positions in the California SCSEP State Plan Modification - 2014.

<sup>4</sup> Underserved County according to PY 2015 2nd Quarter results at [www.scseped.org](http://www.scseped.org)

<sup>5</sup> California Labor Market Review – Labor Force Data for All Counties, December 2015, <http://www.labormarketinfo.edd.ca.gov/file/lfmonth/countyur-400c.pdf>

<sup>6</sup> Current California minimum wage is \$10.00 per hour, \$2.75 higher than the \$7.25 per hour federal minimum wage that SCSEP Authorized Positions are based upon. California's higher minimum wage effects CDA SCSEP Projects with fewer than 13 authorized positions. To encourage continued participation in SCSEP, CDA redistributed CA008's Authorized Positions to these counties.

## Appendix H: California Population Aged 55 and Older Low Income, Non-Minority, Minority and Rural Demographics

State/County	55+ Population	Low Income 125 Percent of Federal Poverty Guidelines	Non-Minority	Minority	Rural
<b>California</b>	<b>9,512,647</b>	<b>1,250,357</b>	<b>5,104,583</b>	<b>4,473,382</b>	<b>673,753</b>
Alameda	395,326	44,845	172,719	213,720	2,052
Alpine	439	70	325	86	439
Amador	15,709	1,525	13,699	1,773	11,484
Butte	67,851	9,705	57,245	9,409	12,412
Calaveras	19,624	2,440	16,855	2,266	16,916
Colusa	5,327	684	3,310	2,039	2,803
Contra Costa	300,810	25,590	179,382	112,393	5,949
Del Norte	8,145	1,845	6,644	1,449	3,064
El Dorado	63,895	4,785	52,647	7,673	23,692
Fresno	206,144	34,330	104,847	115,254	27,501
Glenn	7,664	1,440	5,709	1,959	3,300
Humboldt	40,324	5,785	34,554	4,859	13,153
Imperial	39,850	9,460	8,984	36,088	8,928
Inyo	6,963	1,025	5,568	1,249	3,296
Kern	174,067	28,495	99,048	77,401	25,293
Kings	27,478	4,245	13,918	15,172	4,043
Lake	24,119	4,675	19,889	4,229	10,327
Lassen	7,903	1,085	6,637	1,284	5,273
Los Angeles	2,377,750	382,955	915,648	1,585,017	19,314
Madera	36,741	6,020	22,544	14,890	16,225
Marin	91,083	6,800	75,709	13,190	6,200
Mariposa	7,705	1,000	6,596	1,022	7,705
Mendocino	30,366	4,835	25,255	4,837	15,419
Merced	53,411	9,330	26,726	30,486	9,806
Modoc	3,557	640	3,195	397	2,550
Mono	3,808	364	3,125	631	1,817
Monterey	98,859	11,305	54,711	45,151	13,093
Napa	42,776	4,130	31,665	10,997	7,568
Nevada	41,372	4,160	36,656	3,102	17,777

## Appendix H: California Population Aged 55 and Older Low Income, Non-Minority, Minority and Rural Demographics

County	55+ Population	Low Income 125 Percent of Federal Poverty Guidelines	Non-Minority	Minority	Rural
Orange	782,970	79,080	449,883	318,530	2,552
Placer	115,344	9,255	91,545	17,142	28,443
Plumas	8,310	1,095	7,579	704	7,571
Riverside	556,604	72,450	323,727	236,124	51,173
Sacramento	365,317	48,540	217,492	137,269	8,651
San Benito	13,556	1,654	7,099	6,112	3,396
San Bernardino	444,865	66,370	212,510	243,924	38,535
San Diego	786,963	93,795	480,018	288,677	32,709
San Francisco	226,254	41,160	87,881	137,523	0
San Joaquin	162,004	22,555	83,151	80,801	16,692
San Luis Obispo	88,430	8,490	71,625	13,846	16,253
San Mateo	209,085	16,920	111,348	96,353	3,147
Santa Barbara	110,821	11,555	74,907	37,407	6,099
Santa Clara	446,293	45,910	211,835	226,745	5,537
Santa Cruz	74,666	7,980	55,280	18,261	11,897
Shasta	61,004	7,810	52,956	6,221	19,434
Sierra	1,432	295	1,297	114	1,432
Siskiyou	17,595	2,975	15,173	2,276	11,899
Solano	115,336	10,445	58,032	53,900	5,082
Sonoma	156,910	14,595	124,079	28,537	26,347
Stanislaus	122,865	18,075	76,992	46,112	11,259
Sutter	24,680	3,600	15,424	8,948	3,757
Tehama	19,815	3,305	16,558	2,992	9,859
Trinity	5,821	870	5,081	645	5,821
Tulare	91,434	17,730	48,874	45,244	19,459
Tuolumne	22,020	2,510	19,379	2,393	11,945
Ventura	220,523	19,715	139,442	77,939	7,613
Yolo	45,882	5,390	29,560	15,912	4,106
Yuba	16,782	2,665	12,046	4,708	5,686

Source: 2014 American Community Survey 1-Year Estimates S0101 Age and Sex, Race & Ethnicity  
Table S21043A - Age by Ratio of Income to Poverty Level (125%) in the Past 12 Months for the Population for Whom Poverty Status is Determined  
2014 American Community Survey 1-Year Estimates SF1\_H002 Rural-Urban  
(Note: Rural data percentage based on total population age 55 and over for each county.)  
<http://factfinder.census.gov/faces/nav/jsf/pages/searchresults.xhtml?refresh=t>

## Appendix I: California Population Aged 55 and Older – Ethnicity and Race by Counties

State/County	Population	Ethnicity	Race						
		Hispanic/Latino	White	Black/African American	American Indian/Alaska Native	Asian	Native Hawaiian/Other Pacific Islander	Two or More Races	Other Race
<b>California</b>	<b>9,512,647</b>	<b>1,865,859</b>	<b>5,104,583</b>	<b>501,725</b>	<b>59,032</b>	<b>1,275,552</b>	<b>25,854</b>	<b>186,267</b>	<b>559,093</b>
Alameda	395,326	43,334	172,719	46,604	2,288	96,135	2,273	10,003	13,083
Alpine	439	4	325	0	52	5	5	20	0
Amador	15,709	848	13,699	116	270	144	34	226	135
Butte	67,851	4,171	57,245	650	572	1,372	25	1,706	913
Calaveras	19,624	1,158	16,855	88	106	195	25	484	210
Colusa	5,327	1,499	3,310	56	60	88	3	76	257
Contra Costa	300,810	32,769	179,382	22,167	1,377	40,374	871	6,758	8,077
Del Norte	8,145	443	6,644	260	331	44	3	241	127
El Dorado	63,895	3,306	52,647	351	471	1,571	54	1,172	748
Fresno	206,144	60,704	104,847	8,317	1,722	17,135	226	4,400	22,750
Glenn	7,664	1,276	5,709	77	127	164	2	71	242
Humboldt	40,324	1,428	34,554	218	1,418	465	27	986	317
Imperial	39,850	26,478	8,984	758	608	686	26	1,150	6,382
Inyo	6,963	490	5,568	35	501	127	17	46	33
Kern	174,067	44,858	99,048	7,681	2,060	8,800	208	2,839	10,955
Kings	27,478	9,019	13,918	1,464	340	1,288	16	671	2,374
Lake	24,119	1,625	19,889	494	482	274	22	451	881
Lassen	7,903	464	6,637	262	285	27	3	96	147
Los Angeles	2,377,750	684,338	915,648	205,118	11,394	394,062	4,526	47,608	237,971
Madera	36,741	9,644	22,544	1,107	652	831	40	669	1,947
Marin	91,083	4,490	75,709	1,589	139	4,073	200	1,299	1,400
Mariposa	7,705	374	6,596	45	168	111	38	154	132
Mendocino	30,366	2,160	25,255	200	802	365	18	595	697
Merced	53,411	17,038	26,726	1,928	421	3,631	81	1,141	6,246
Modoc	3,557	180	3,195	0	53	20	0	126	18
Mono	3,808	274	3,125	5	111	54	0	79	108

## Appendix I: California Population Aged 55 and Older – Ethnicity and Race by Counties

State/County	Population	Ethnicity	Race						
		Hispanic/Latino	White	Black/African American	American Indian/Alaska Native	Asian	Native Hawaiian/Other Pacific Islander	Two or More Races	Other Race
Monterey	98,859	26,031	54,711	2,885	772	7,952	429	2,225	4,857
Napa	42,776	5,162	31,665	651	210	2,600	249	634	1,491
Nevada	41,372	1,431	36,656	92	332	465	62	512	208
Placer	115,344	6,935	91,545	1,209	630	5,453	116	1,379	1,420
Plumas	8,310	308	7,579	34	126	15	0	207	14
Riverside	556,604	122,859	323,727	28,344	3,288	32,173	1,136	9,798	38,526
Sacramento	365,317	37,045	217,492	28,160	2,474	47,704	2,425	8,497	10,964
San Benito	13,556	4,691	7,099	70	119	296	31	297	608
San Bernardino	444,865	126,582	212,510	33,207	3,643	32,899	944	9,358	37,291
San Diego	786,963	132,122	480,018	28,608	4,112	82,361	2,711	13,177	25,586
San Francisco	226,254	21,216	87,881	14,444	617	89,704	547	4,230	6,765
San Joaquin	162,004	32,514	83,151	10,038	952	21,788	694	5,500	9,315
San Luis Obispo	88,430	7,458	71,625	946	552	2,184	0	1,017	1,689
San Mateo	209,085	26,588	111,348	6,103	676	49,485	1,950	4,038	7,513
Santa Barbara	110,821	22,173	74,907	1,709	819	4,448	141	1,855	6,262
Santa Clara	446,293	61,862	211,835	9,643	2,020	125,411	1,248	8,273	18,288
Santa Cruz	74,666	10,408	55,280	576	224	2,724	117	1,492	2,720
Shasta	61,004	2,285	52,956	285	1,075	867	102	1,252	355
Sierra	1,432	82	1,297	3	11	0	0	9	9
Siskiyou	17,595	848	15,173	198	339	186	2	535	168
Solano	115,336	12,773	58,032	14,291	620	18,959	860	2,657	3,740
Sonoma	156,910	13,123	124,079	1,513	1,055	4,857	350	2,915	4,724
Stanislaus	122,865	26,269	76,992	2,540	1,013	5,809	560	3,333	6,588
Sutter	24,680	3,241	15,424	486	207	3,538	55	684	737
Tehama	19,815	1,630	16,558	43	413	215	4	339	348
Trinity	5,821	188	5,081	24	172	24	0	196	41
Tulare	91,434	31,577	48,874	1,204	929	3,678	176	1,964	5,716

## Appendix I: California Population Aged 55 and Older – Ethnicity and Race by Counties

State/County	Population	Ethnicity	Race						
		Hispanic/Latino	White	Black/African American	American Indian/Alaska Native	Asian	Native Hawaiian/Other Pacific Islander	Two or More Races	Other Race
Tuolumne	22,020	1,134	19,379	134	336	184	70	234	301
Ventura	220,523	44,509	139,442	3,287	1,244	15,646	301	3,699	9,253
Yolo	45,882	7,936	29,560	863	418	3,405	101	1,028	2,161
Yuba	16,782	1,974	12,046	394	220	823	12	521	764

Source: 2014 American Community Survey 1-Year Estimates S0101 Age and Sex, Race & Ethnicity

<http://factfinder.census.gov/faces/nav/jsf/pages/searchresults.xhtml?refresh=t>

## Appendix J: Public Notification and Comments

The California Department of Aging (CDA) sent the attached email to the following California organizations/agencies to request comments on the draft *California SCSEP State Plan PY 2016-19*.

- CDA's 15 Area Agency on Aging (AAA) SCSEP Sub-Recipients, Contracted Project Staff, Participant Staff, and Participants
- National SCSEP Grantees Operating in California
  - AARP Foundation (AARP)
  - Asociacion Nacional Pro Personas Mayores (ANPPM)
  - Experience Works (EW)
  - National Asian Pacific Center on Aging (NAPCA)
  - National Council on Aging, Inc. (NCOA)
  - National Indian Council on Aging, Inc. (NICOA)
  - Senior Service America, Inc. (SSA-I)
  - SER – Jobs for Progress National, Inc. (SER)
- California Workforce Development Board
- California's Local Workforce Investment Boards
- California Employment Development Department, Labor Market Information Division
- Region VI SCSEP State Directors
- California Association of AAAs
- California's 33 AAA Executive Directors
- CDA's Key Stakeholders
  - Aging Services in California
  - Alzheimer's Association, California Council
  - California Association of Adult Day Services
  - California Assisted Living Association
  - California Association of Health Facilities
  - California Association of Nutrition Directors
  - California Commission on Aging
  - California Foundation for Independent Living Centers
  - California Health Associates
  - California Independent Living Council
  - California Long-Term Care Ombudsman Association
  - Joint Rules Committee
  - Center for Medicare and Medicaid Services (CMS) Region IX
  - Congress of California Seniors
  - Family Caregiver Alliance
  - Gray Panthers of California
  - Multipurpose Senior Services Program (MSSP) Site Association, Inc.
  - Older Women's League of California
  - The SCAN Foundation
  - Triple-A Council of California
  - U.S. Administration on Aging – Region IX

## Appendix K: Public Notification and Comments

Email requesting public comment:

The California Department of Aging (CDA) completed the draft of the *California Senior Community Service Employment Program (SCSEP) State Plan - PY 2016-2019*. SCSEP is the only federally funded training program for low-income older workers who are 55 years of age or older.

CDA invites you to comment and provide suggestions for the *California SCSEP State Plan - PY 2016-19*. The closing date for public comment is April 8, 2016. However, comments received after the closing date will be considered when the plan is revised.

CDA encourages you to share this plan with your stakeholders, board members, and workforce partners. CDA welcomes suggestions from our local workforce partners.

The plan is located on the CDA website. To review the plan, please use the following link:

<http://www.aging.ca.gov/ProgramsProviders/SCSEP/>

Click on SCSEP State Plan Draft

Instructions for submitting comments:

**Please send your comments to:**

Mary Sibbett, SCSEP State Director  
California Department of Aging  
1300 National Drive, Suite 200  
Sacramento, CA 95834-1992

or email:

[mary.sibbett@aging.ca.gov](mailto:mary.sibbett@aging.ca.gov)

Comments received by 5:00 P.M., April 8, 2016 may be incorporated into the Final California SCSEP State Plan - PY 2016-19.

Comments received after April 8, 2016, may be included in future revisions of the California SCSEP State Plan - PY 2016-19.

Thank you for your consideration,

*Peggy Stadler*  
SCSEP Specialist  
California Department of Aging  
916-928-2292  
[Peggy.Stadler@aging.ca.gov](mailto:Peggy.Stadler@aging.ca.gov)