OKLAHOMA

SENIOR COMMUNITY SERVICE

EMPLOYMENT PROGRAM

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State Plan

PY 2020 – 2023

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INTRODUCTION

The Governor designated Oklahoma Department of Human Services (DHS) - Aging Services (AS) in July 2014 to administrator Senior Community Services Employment Program (SCSEP). The Governor delegated responsibility for the development and submission of Oklahoma's State SCSEP Plan. Aging Services plays a lead role in initiatives and the development to address a program that:

- Provides community services and work-based training;
- Promotes progressive skill development and subsequent entry into unsubsidized employment; and
- Fosters individual economic self-sufficiency.

The SCSEP Plan is designed to enhance and support the collaborative efforts of both State and National SCSEP organizations to provide amplified employment services to the older worker population in Oklahoma. This cooperative effort will allow SCSEP grantees to target demand occupations, provide skilled workers to local communities which in turn aid with the long term progression of Oklahoma statewide. Oklahoma's detailed set of training and work-base employment opportunities will help the older population achieve economically and become socially self-sufficient.

 SCSEP provides work-based or training in part-time community service assignments and assistance in the development of skills and experience for adults age 55 and older who:

- Have income below 125% of the federal poverty level;
- Are unemployed;
- Are residents of Oklahoma; and
- Have poor employment prospects.

Priority of Service will be given to individuals that have the greatest economic and social need as identified below:

- Are aged 65 years and older; or
- Have a disability;
- Have limited English proficiency or low literacy skills;
- Reside in a rural area;
- Are veterans or their spouses who meet the requirement of the Jobs for Veterans Act,
- Have low employment prospects;
- Have failed to find employment after utilizing services provided under Title I of WIOA; or
- Are homeless or at risk for homelessness;
- Eligible individuals with the "greatest economic need"
- Eligible individuals who are minority individuals; and
- Eligible individuals who are individuals with the "greatest social need"

In Oklahoma, SCSEP services are provided through DHS-AS as the State Grantee, three state sub-grantees: AARP Foundation, Oklahoma Economic Development Authority (OEDA) and Grand Gateway and two National Grantees: American Association of Retired Persons (AARP), and the National Indian Council on Aging, Inc. (NICOA). The Grantees' service areas are designated via equitable distribution by county. Oklahoma sub-grantees oversee thirty four of the seventy seven counties in the state of Oklahoma.

Oklahoma and its partners strive to meet all of the challenging economic times and of increasing barriers to employment for the older worker population, by creating stronger allies in the synchronization and delivery of services statewide. The collaboration with all core partners, State and National Older Worker programs, Local Workforce Investment Boards, Chambers of Commerce, and Community and Economic Development partners as well as the eleven Area Aging Agencies enables SCSEP to enhance employment opportunities, to strengthen communities, to enhance self-confidence, and to promote older workers as a solution for businesses. The state's ability to assemble workforce development resources that empower older individuals to contribute to the economic well-being of the community and their own self-worth is valuable benefit. This four-year Plan is a guide for SCSEP sub-grantees and community partners to be used when developing intrastate training activities.

Solicitation and Collection of Public Comments
The State Plan will be transitioned onto the Oklahoma Department of Human Services website Senior Community Services Employment Program (SCSEP) The State Plan will then be made available for public review on the website for seven (7) days, with all public comments to be received no later than seven (7) days after the close of public comments. Any individual or organization may comment on the state plan by submitting comment via the options below:

 Please provide comments via options below no later than 5pm on the closing date.
1. Via US Postal:
   OKDHS-Aging Services
   ATTN: Larry Bartels
   50 N. East 23rd Street
   OKC, OK 73107

2. Via Fax:
   405-521-2086
   ATTN: Larry Bartels
   Subject: SCSEP State Plan

3. Via email:
   Larry Bartels, Programs Field Representative at Larry.Bartels@okdhs.org
   Please indicate in the subject line - SCSEP State Plan comment

Pursuant to 20 CFR parts 641.345, modifications to the State Plan will be made when:
- There are changes in Federal or state law or policy that substantially change the Assumptions upon which the State Plan is based;
- There are significant changes in the state's vision, strategies, policies, Performance goals, or organizational responsibilities; or
- There is a change in a grantee or grantees.

Overview of Oklahoma

Oklahoma is home to more than 3,930,864 residents with the average personal income in Oklahoma was $49,176 in 2016. Of these residents, approximately 800,000 are adults age 60 and older, and more than 65,885 are aged 85 and older. By 2030, the population of older Oklahomans is projected to increase by 27.6%[1], which is a growth rate that is two to three times faster than the rate for the general population. Oklahoma median income as of July 2019 is $54,005.00 nearly $9000.00 less than the median household income for the United States.

The Oklahoma population for the working age cohort of 20- to 64- years of age is contracting. Over the last decade, the number of residents in this age bracket has grown from 2.14 million to 2.27 million, an increase of 6%; however, between 2017 and 2027 projections indicate a loss of 34,000. As an overall percentage of the population, the working population is expected to experience a decline of 4.1 percentage points between 2007 and 2027. At the same time, the growth rate for youth, age birth to 19, the age group rising to replace retiring workers, is relatively stagnant. Between 2017 and 2027, the population in this age bracket is expected to increase by 38,000, a number barely sufficient to replace the 34,000 loss of the 20-64 years-of-age cohort.

With regard to race and ethnicity, Oklahoma's total population is more diverse than the nation as a whole. In 2017, over 9% of Oklahoma residents identify themselves as American Indian or Alaskan Native compared with 1.3% nationwide. This statistic would be expected based upon the relocation of Native American tribes into Oklahoma's historical Indian Territory. Blacks and Asians are significantly underrepresented. Blacks constitute only 7.9% of the population at the state level, but 13.5% nationally. Asians account for 6.4% nationally, but only 2.6% in Oklahoma. Likewise, ethnicity varies, with only 11.7% of Oklahomans reporting they are of Hispanic ethnicity, a figure significantly lower than the 19.2% reported nationwide.

Population growth in Oklahoma by 2027, within racial categories, is centered predominantly in smaller populations. The Native Hawaiian or Pacific Islander population is expected to increase by 19.0%; however, that is only a total change of 1,406 individuals. Likewise, the Asian population will increase by 18.3%, adding 16,730 new residents. The White population will grow the least by 2027, adding only 1.2%. With regard to ethnicity, the Hispanic population is predicted to increase seven times as rapidly as Non-Hispanics. Overall, the state will experience a growth of 15% or 62,375 new Hispanic residents. In comparison, the number of Non-Hispanic population is expected to increase by only 2.1%.

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[1] 2012 DEMOGRAPHIC STATE OF THE STATE REPORT: OKLAHOMA STATE AND COUNTY POPULATION PROJECTIONS THROUGH 2075, http://okcommerce.gov/wp-content/uploads/2015/06/Population_Projections_Report-2012.pdfhttps://www.caregiver.org/caregiving-across-states-50-state-profiles-2014

Table 1: Population Demographics

Demographic	2007	Percentage of 2007	2017	Percentage of 2017	Projected 2027	Percentage of Projected 2027
0-19 Years	1,011,830	27.8%	1,076,249	27.2%	1,114,414	27.3%
20-64 Years	2,141,157	58.9%	2,272,157	57.5%	2,238,100	54.8%
65 and over	481,360	13.2%	604,004	15.3%	735,076	18.0%
Race (regardless of ethnicity)						
American Indian or Alaskan Native	315,589	8.7%	364,416	9.2%	383,297	9.4%
Asian	60,647	1.7%	91,381	2.3%	108,111	2.6%
Black	276,156	7.6%	307,740	7.8%	323,548	7.9%
Native Hawaiian or Pacific Islander	4,429	0.1%	7,406	0.2%	8,812	0.2%
Two or More Races	182,572	5.0%	242,674	6.1%	271,468	6.6%
White	2,794,954	76.9%	2,938,793	74.4%	2,992,355	73.2%
Ethnicity						
Hispanic	285,624	7.9%	416,161	10.5%	478,536	11.7%
Non-Hispanic	3,348,723	92.1%	3,536,249	89.5%	3,609,053	88.3%

SECTION 1
Economic Projections and Impact

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

Long-Term Projections and Impact

Oklahoma's counties cover diverse industrial and occupational areas. According to long-term projection and employment data, opportunities in industries with the fastest employment growth include ambulatory health care services; support activities for mining; heavy and civil engineering construction; social assistance services; construction of buildings; support activities for transportation; professional, scientific and technical services; warehousing and storage; beverage and tobacco product manufacturing; and specialty trade contractors. See *Table 1.1 Long-term Industry and Occupational Employment Projections and Table 1.2   Industries with Fastest employment growth*.

Professional/Scientific/Technical Services, Construction, Health Care and Social Assistance, employment are expected to grow between 2019 and 2026 with the exception of Agriculture, Information and Self-employed/unpaid family workers resulting in additional opportunities with local and state entities further extending the opportunity for transition into unsubsidized employment. Although training and employment opportunities are available in a variety of industries as identified via *Table 1.3 Occupations with the largest change in employment*, physical constraints or other barriers can often limit the type of employment that is feasible for an older worker. It is with this idea in mind that Oklahoma will focus on placements in areas that are considered support services occupations due to the high growth industries. Such placements may include employment in retail and customer service, clerical/data-entry and administrative, custodial/maintenance, and social service related positions in Health Care assistance, health departments, hospitals, or community food banks. *Table 1.4 Occupation with the most openings* illustrates the importance of targeting these industries as the most conducive and valuable employment opportunity for SCSEP participants.

Table 1.1 Long-term Industry and Occupational Employment Projections

OKLAHOMA LONG-TERM INDUSTRY EMPLOYMENT PROJECTIONS, 2016 - 2026

Industry Title	Employment		Employment Change	
	2016	2026	Numeric	Percent
Total Employment[1]	**1,771,750**	**1,902,590**	**130,840**	**7.4**
Goods Producing	**265,930**	**281,750**	**15,820**	**6.0**
Natural Resources and Mining	59,870	69,120	9,250	15.5
Construction	77,380	87,980	10,600	13.7
Manufacturing	128,680	124,650	-4,030	-3.1
Services Providing	**1,405,890**	**1,511,980**	**106,100**	**7.6**
Trade, Transportation, and Utilities	306,720	322,920	16,210	5.3
Information	21,120	21,160	50	0.2
Financial Activities	78,740	83,320	4,590	5.8
Professional and Business Services	181,120	197,870	16,750	9.3
Education and Health Services	393,450	429,850	36,390	9.3
Leisure and Hospitality	186,620	212,790	26,170	14.0
Other Services (except Government)	67,560	67,400	-160	-0.2
Government	170,560	176,670	6,120	3.6
Total Self-Employed [2]	**99,940**	**108,860**	**8,920**	**8.9**
Agriculture[3]	**15,740**	**16,910**	**1,170**	**7.5**
Mining	**44,130**	**52,210**	**8,080**	**18.3**
Oil and Gas Extraction	20,920	23,970	3,050	14.6
Mining (except Oil and Gas)	2,170	2,370	200	9.1
Support Activities for Mining	21,040	25,880	4,840	23.0

Utilities	**11,500**	**12,420**	**920**	**8.0**
Construction	**77,380**	**87,980**	**10,600**	**13.7**
Construction of Buildings	14,320	15,960	1,640	11.4
Heavy and Civil Engineering Construction	15,410	18,980	3,560	23.1
Specialty Trade Contractors	47,650	53,050	5,400	11.3
Manufacturing	**128,680**	**124,650**	**-4,030**	**-3.1**
Food Manufacturing	15,120	15,280	160	1.1
Beverage and Tobacco Product Manufacturing	2,720	2,810	90	3.2
Textile Mills	140	110	-30	-18.5
Textile Product Mills	630	670	50	7.2
Apparel Manufacturing	790	510	-280	-35.2
Leather and Allied Product Manufacturing	260	230	-30	-12.6
Wood Product Manufacturing	2,190	2,350	160	7.1
Paper Manufacturing	2,900	2,600	-300	-10.4
Printing and Related Support Activities	2,390	1,810	-580	-24.3
Petroleum and Coal Products Manufacturing	2,330	2,270	-70	-2.9
Chemical Manufacturing	3,590	3,850	260	7.1
Plastics and Rubber Products Manufacturing	10,020	9,250	-770	-7.7
Nonmetallic Mineral Product Manufacturing	7,530	8,060	540	7.1
Primary Metal Manufacturing	3,540	3,050	-490	-13.8
Fabricated Metal Product Manufacturing	21,520	20,840	-690	-3.2
Machinery Manufacturing	25,740	24,410	-1,330	-5.2
Computer and Electronic Product Manufacturing	4,370	3,850	-520	-12.0
Electrical Equipment, Appliance, and Component Manufacturing	3,020	3,230	210	7.1
Transportation Equipment Manufacturing	14,390	14,090	-310	-2.1
Furniture and Related Product Manufacturing	2,200	2,200	0	0.1
Miscellaneous Manufacturing	3,300	3,210	-90	-2.8
Wholesale Trade	**58,360**	**59,890**	**1,530**	**2.6**
Merchant Wholesalers, Durable Goods	27,160	27,550	390	0.2
Merchant Wholesalers, Nondurable Goods	21,300	21,340	40	0.2
Wholesale Electronic Markets and Agents and Brokers	9,890	11,000	1,110	11.2
Retail Trade	**183,860**	**192,790**	**8,930**	**4.9**
Motor Vehicle and Parts Dealers	26,480	27,930	1,450	5.5
Furniture and Home Furnishings Stores	4,960	4,910	-50	-1.0
Electronics and Appliance Stores	5,760	6,170	410	7.1
Building Material and Garden Equipment and Supplies Dealers	17,200	18,080	890	5.2
Food and Beverage Stores	24,350	24,590	240	1.0
Health and Personal Care Stores	11,200	11,500	300	2.7
Gasoline Stations	17,760	20,900	3,140	17.7
Clothing and Clothing Accessories Stores	11,780	12,190	410	3.5
Sporting Goods, Hobby, Book, and Music Stores	7,030	7,580	550	7.9

General Merchandise Stores	44,440	45,670	1,240	2.8
Miscellaneous Store Retailers	10,610	10,800	190	1.8
Nonstore Retailers	2,300	2,460	160	7.1
Transportation and Warehousing	**53,000**	**57,820**	**4,820**	**9.1**
Air Transportation	5,950	6,120	160	2.7
Rail Transportation[4]	2,410	2,410	0	0.0
Truck Transportation	18,590	19,110	520	2.8
Transit and Ground Passenger Transportation	930	1,000	70	7.1
Pipeline Transportation	2,510	2,700	190	7.5
Scenic and Sightseeing Transportation	60	70	0	6.4
Support Activities for Transportation	6,460	7,760	1,310	20.2
Couriers and Messengers	4,710	4,860	150	3.1
Warehousing and Storage	11,370	13,800	2,430	21.4
Information	**21,120**	**21,160**	**50**	**0.2**
Publishing Industries (except Internet)	4,970	4,850	-120	-2.5
Motion Picture and Sound Recording Industries	2,110	2,360	250	11.8
Broadcasting (except Internet)	2,930	2,590	-350	-11.8
Telecommunications	9,250	9,160	-90	-1.0
Internet Service Providers, Web Search Portals, and Data Processing Services	1,310	1,400	90	7.1
Other Information Services	540	810	260	48.4
Finance and Insurance	**58,330**	**62,340**	**4,010**	**6.9**
Monetary Authorities Central Bank	*	*	*	*
Credit Intermediation and Related Activities	32,340	34,640	2,300	7.1
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	4,470	4,790	320	7.1
Insurance Carriers and Related Activities	21,440	22,820	1,380	6.5
Funds, Trusts, and Other Financial Vehicles	*	*	*	*
Real Estate and Rental and Leasing	**20,410**	**20,990**	**580**	**2.8**
Real Estate	11,760	12,150	390	3.3
Rental and Leasing Services	8,280	8,460	180	2.2
Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	360	370	10	2.8
Professional, Scientific, and Technical Services	**69,170**	**76,870**	**7,700**	**11.1**
Management of Companies and Enterprises	**18,080**	**19,180**	**1,100**	**6.1**
Administrative and Support and Waste Management and Remediation Services	**93,870**	**101,820**	**7,950**	**8.5**
Administrative and Support Services	90,440	98,280	7,840	8.7
Waste Management and Remediation Service	3,430	3,540	120	3.4
Educational Services	**165,610**	**173,990**	**8,380**	**5.1**

Health Care and Social Assistance	**227,840**	**255,860**	**28,010**	**12.3**
Ambulatory Health Care Services	73,130	87,000	13,860	19.0
Hospitals	84,720	88,060	3,340	3.9
Nursing and Residential Care Facilities	35,170	37,670	2,500	7.1
Social Assistance	34,830	43,140	8,310	23.9
Arts, Entertainment, and Recreation	**37,560**	**44,460**	**6,900**	**18.4**
Performing Arts, Spectator Sports, and Related Industries	2,780	2,960	180	6.6
Museums, Historical Sites, and Similar Institution	1,210	1,500	280	23.3
Amusement, Gambling, and Recreation Industries[5]	33,570	40,000	6,430	19.2
Accommodation and Food Services	**149,060**	**168,330**	**19,270**	**12.9**
Accommodation, including Casino Hotels, Hotels and Motels [5]	15,130	17,980	2,850	18.8
Food Services and Drinking Places	133,930	150,360	16,430	12.3
Other Services (except Government)	**67,560**	**67,400**	**-160**	**-0.2**
Repair and Maintenance	14,100	13,740	-370	-2.6
Personal and Laundry Services	12,250	13,120	870	7.1
Religious, Grant making, Civic, Professional, and Similar Organizations	39,790	39,120	-660	-1.7
Private Households	1,420	1,420	-10	-0.4
Government	**170,560**	**176,670**	**6,120**	**3.6**
Total Federal Government Employment	48,110	47,530	-580	-1.2
Federal Government, Excluding Post Office	41,350	41,810	460	1.1
Postal Service	6,770	5,730	-1,040	-15.4
State Government, Excluding Education and Hospitals	**35,970**	**33,990**	**-1,990**	**-5.5**
Local Government, Excluding Casinos, Casino Hotels, Education and Hospitals[5]	**86,470**	**95,160**	**8,690**	**10.1**

Footnotes:

[1]Total employment includes covered and non-covered employment, agricultural employment and self-employed workers. Covered employment data are from the BLS (Bureau of Labor Statistics) Quarterly Census of Employment and Wages program from Oklahoma Employment Security Commission. Non-covered employment data are average annual data from the BLS Current Employment Statistics program from Oklahoma Employment Security Commission. Employment estimates have been rounded to the nearest 10. Percent change is based on unrounded data.

[2]Self-employed workers data are produced from the projection matrix system based on Oklahoma OES (Occupational Employment Statistics) survey and BLS Current Population Survey.

* Employment data is withheld to maintain data confidentiality.

[3]Employment data for Agriculture are from the Census Bureau's American Community Survey 2016 and QCEW program.

[4] Employment data for Rail Transportation are from the BLS Current Employment Statistics program from Oklahoma Employment Security Commission.

[5]Employment data for Amusement, Gambling and Recreation Industries also include casinos from Local Government. Employment data for Accommodation also include casino hotels from Local Government. Employment data for Local Government exclude casinos, casino hotels, education and hospitals.

Table 1.2   Industries with Fastest employment growth

STATE OF OKLAHOMA
INDUSTRIES WITH THE FASTEST EMPLOYMENT GROWTH 2016 - 2026

Industry Title	Employment		Employment Change	
	2016	2026	Numeric	Percent
Other Information Services	540	810	260	48.4
Social Assistance	34,830	43,140	8,310	23.9
Museums, Historical Sites, and Similar Institution	1,210	1,500	280	23.3
Heavy and Civil Engineering Construction	15,410	18,980	3,560	23.1
Support Activities for Mining	21,040	25,880	4,840	23.0
Warehousing and Storage	11,370	13,800	2,430	21.4
Support Activities for Transportation	6,460	7,760	1,310	20.2
Amusement, Gambling, and Recreation Industries	33,570	40,000	6,430	19.2
Ambulatory Health Care Services	73,130	87,000	13,860	19.0
Accommodation, including Casino Hotels, Hotels and Motels	15,130	17,980	2,850	18.8

Table 1.3 Occupations with the largest change in Employment, 2016-2026

Occupation		Employment		Employment Change		Average Annual Openings	Median Annual Wage, 2017[1]	Education and Training Classification		
Title	Code	2016	2026	Number	Percent			Typical Entry-Level Education[2]	Work Experience in a Related Occupation[3]	Typical on-the-job Training[4]
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	34,560	41,730	7,170	20.7	7,630	$18,230	No formal educational credential	None	Short-term on-the-job training
Personal Care Aides	39-9021	13,730	18,800	5,080	37.0	2,780	$18,980	High school diploma or equivalent	None	Short-term on-the-job training
Registered Nurses	29-1141	32,860	36,170	3,310	10.1	2,070	$60,420	Bachelor's degree	None	None
Waiters and Waitresses	35-3031	27,990	31,120	3,120	11.2	5,850	$18,560	No formal educational credential	None	Short-term on-the-job training
Home Health Aides	31-1011	8,430	11,530	3,100	36.8	1,420	$22,870	High school diploma or equivalent	None	Short-term on-the-job training
General and Operations Managers	11-1021	29,150	31,890	2,750	9.4	2,730	$79,880	Bachelor's degree	5 years or more	None
Retail Salespersons	41-2031	50,110	52,760	2,650	5.3	7,600	$22,440	No formal educational credential	None	Short-term on-the-job training
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	27,910	30,430	2,520	9.0	4,190	$27,140	No formal educational credential	None	Short-term on-the-job training
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	23,330	25,800	2,470	10.6	3,390	$21,900	No formal educational credential	None	Short-term on-the-job training
Cooks, Restaurant	35-2014	13,780	16,010	2,240	16.2	2,290	$22,850	No formal educational credential	Less than 5 years	Moderate-term on-the-job training
Heavy and Tractor-Trailer Truck Drivers	53-3032	24,890	26,850	1,960	7.9	2,920	$41,370	Postsecondary non-degree award	None	Short-term on-the-job training
Accountants and Auditors	13-2011	16,060	17,920	1,860	11.6	1,670	$63,850	Bachelor's degree	None	None
Maids and Housekeeping Cleaners	37-2012	13,380	15,200	1,820	13.6	2,040	$19,290	No formal educational credential	None	Short-term on-the-job training
Construction Laborers	47-2061	13,250	15,050	1,790	13.5	1,610	$30,310	No formal educational credential	None	Short-term on-the-job training
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	14,280	16,060	1,780	12.5	2,310	$25,410	High school diploma or equivalent	Less than 5 years	None
Medical Assistants	31-9092	9,640	11,390	1,740	18.1	1,280	$29,520	Postsecondary non-degree award	None	None
Cashiers	41-2011	43,970	45,650	1,680	3.8	8,480	$19,200	No formal educational credential	None	Short-term on-the-job training
Maintenance and Repair Workers, General	49-9071	16,730	18,310	1,590	9.5	1,850	$32,040	High school diploma or equivalent	None	Moderate-term on-the-job training
First-Line Supervisors of Retail Sales Workers	41-1011	22,440	23,990	1,550	6.9	2,570	$33,890	High school diploma or equivalent	Less than 5 years	None
Childcare Workers	39-9011	13,790	15,310	1,530	11.1	2,240	$18,930	High school diploma or equivalent	None	Short-term on-the-job training
Customer Service Representatives	43-4051	30,610	32,100	1,490	4.9	4,100	$29,730	High school diploma or equivalent	None	Short-term on-the-job training
Landscaping and Groundskeeping Workers	37-3011	10,680	12,140	1,470	13.7	1,490	$25,030	No formal educational credential	None	Short-term on-the-job training
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	10,390	11,850	1,460	14.1	1,200	$61,670	High school diploma or equivalent	5 years or more	None
Medical Secretaries	43-6013	9,280	10,660	1,370	14.8	1,200	$29,760	High school diploma or equivalent	None	Moderate-term on-the-job training
Financial Managers	11-3031	6,890	8,170	1,280	18.6	670	$92,450	Bachelor's degree	5 years or more	None
Plumbers, Pipefitters, and Steamfitters	47-2152	7,300	8,500	1,200	16.4	940	$46,030	High school diploma or equivalent	None	Apprenticeship
Elementary School Teachers, Except Special Education	25-2021	15,960	17,140	1,180	7.4	1,280	$38,420	Bachelor's degree	None	None
Stock Clerks and Order Fillers	43-5081	21,170	22,280	1,110	5.3	2,850	$23,440	High school diploma or equivalent	None	Short-term on-the-job training
Software Developers, Applications	15-1132	4,540	5,650	1,110	24.4	430	$83,910	Bachelor's degree	None	None
Nursing Assistants	31-1014	18,620	19,680	1,070	5.7	2,240	$23,790	Postsecondary non-degree award	None	None

Footnotes:

[1]Data are from the Occupational Employment Statistics program, Oklahoma Employment Security Commission, Research & Analysis Division.

[2]Represents the typical education level needed to enter the occupation.

[3]Indicates if work experience in a related occupation is commonly considered necessary by employers for entry, or is a commonly accepted substitute for formal types of training.

[4]Indicates the typical on-the-job training needed to attain competency in the occupation.

NOTE: For more information about the education, work experience, and on-the-job training categories assigned to occupations, see www.bls.gov/emp/ep_education_training_system.htm

Source: Employment Projections program, Oklahoma Employment Security Commission, Research & Analysis Division.

Table 1.4 Occupations with the most openings, 2016-2026

Listed below are the 30 occupations with the largest number of projected openings for the period between 2016 and 2026 based on the Oklahoma employment projections and includes all occupations, educational or training requirements and median annual wages. It presents employment and average annual openings for the period 2016-2026.

Occupation		Employment		Employment Change		Average Annual Openings	Median Annual Wage, 2017 [1]	Education and Training Classification		
Title	Code	2016	2026	Number	Percent			Typical Entry-Level Education [2]	Work Experience in a Related Occupation [3]	Typical on-the-job Training [4]
Cashiers	41-2011	43,970	45,650	1,680	3.8	8,480	$19,200	No formal educational credential	None	Short-term on-the-job training
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	34,560	41,730	7,170	20.7	7,630	$18,230	No formal educational credential	None	Short-term on-the-job training
Retail Salespersons	41-2031	50,110	52,760	2,650	5.3	7,600	$22,440	No formal educational credential	None	Short-term on-the-job training
Waiters and Waitresses	35-3031	27,990	31,120	3,120	11.2	5,850	$18,560	No formal educational credential	None	Short-term on-the-job training
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	27,910	30,430	2,520	9.0	4,190	$27,140	No formal educational credential	None	Short-term on-the-job training
Customer Service Representatives	43-4051	30,610	32,100	1,490	4.9	4,100	$29,730	High school diploma or equivalent	None	Short-term on-the-job training
Office Clerks, General	43-9061	33,900	33,270	-640	-1.9	3,830	$26,490	High school diploma or equivalent	None	Short-term on-the-job training
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	23,330	25,800	2,470	10.6	3,390	$21,900	No formal educational credential	None	Short-term on-the-job training
Heavy and Tractor-Trailer Truck Drivers	53-3032	24,890	26,850	1,960	7.9	2,920	$41,370	Postsecondary non-degree award	None	Short-term on-the-job training
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	30,500	28,230	-2,260	-7.4	2,900	$29,830	High school diploma or equivalent	None	Short-term on-the-job training
Stock Clerks and Order Fillers	43-5081	21,170	22,280	1,110	5.3	2,850	$23,440	High school diploma or equivalent	None	Short-term on-the-job training
Personal Care Aides	39-9021	13,730	18,800	5,080	37.0	2,780	$18,980	High school diploma or equivalent	None	Short-term on-the-job training
General and Operations Managers	11-1021	29,150	31,890	2,750	9.4	2,730	$79,880	Bachelor's degree	5 years or more	None
Bookkeeping, Accounting, and Auditing Clerks	43-3031	24,520	24,440	-80	-0.3	2,680	$36,140	Some college, no degree	None	Moderate-term on-the-job training
First-Line Supervisors of Retail Sales Workers	41-1011	22,440	23,990	1,550	6.9	2,570	$33,890	High school diploma or equivalent	Less than 5 years	None
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	14,280	16,060	1,780	12.5	2,310	$25,410	High school diploma or equivalent	Less than 5 years	None
Cooks, Restaurant	35-2014	13,780	16,010	2,240	16.2	2,290	$22,850	No formal educational credential	Less than 5 years	Moderate-term on-the-job training
Childcare Workers	39-9011	13,790	15,310	1,530	11.1	2,240	$18,930	High school diploma or equivalent	None	Short-term on-the-job training
Nursing Assistants	31-1014	18,620	19,680	1,070	5.7	2,240	$23,790	Postsecondary non-degree award	None	None
First-Line Supervisors of Office and Administrative Support Workers	43-1011	21,180	21,780	610	2.9	2,130	$47,380	High school diploma or equivalent	Less than 5 years	None
Cooks, Fast Food	35-2011	15,510	15,200	-320	-2.0	2,100	$18,430	No formal educational credential	None	Short-term on-the-job training
Registered Nurses	29-1141	32,860	36,170	3,310	10.1	2,070	$60,420	Bachelor's degree	None	None
Maids and Housekeeping Cleaners	37-2012	13,380	15,200	1,820	13.6	2,040	$19,290	No formal educational credential	None	Short-term on-the-job training
Maintenance and Repair Workers, General	49-9071	16,730	18,310	1,590	9.5	1,850	$32,040	High school diploma or equivalent	None	Moderate-term on-the-job training
Security Guards	33-9032	12,390	13,380	990	8.0	1,770	$25,740	High school diploma or equivalent	None	Short-term on-the-job training
Food Preparation Workers	35-2021	9,280	10,250	970	10.5	1,730	$19,220	No formal educational credential	None	Short-term on-the-job training
Accountants and Auditors	13-2011	16,060	17,920	1,860	11.6	1,670	$63,850	Bachelor's degree	None	None
Construction Laborers	47-2061	13,250	15,050	1,790	13.5	1,610	$30,310	No formal educational credential	None	Short-term on-the-job training
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	6,860	7,450	590	8.6	1,600	$18,520	No formal educational credential	None	Short-term on-the-job training
Cooks, Institution and Cafeteria	35-2012	10,460	11,230	770	7.3	1,580	$19,650	No formal educational credential	None	Short-term on-the-job training

Footnotes:
[1]Data are from the Occupational Employment Statistics program, Oklahoma Employment Security Commission, Research & Analysis Division.
[2]Represents the typical education level needed to enter the occupation.
[3]Indicates if work experience in a related occupation is commonly considered necessary by employers for entry, or is a

commonly accepted substitute for formal types of training.

[4]Indicates the typical on-the-job training needed to attain competency in the occupation.

NOTE: For more information about the education, work experience, and on-the-job training categories assigned to occupations, see www.bls.gov/emp/ep_education_training_system.htm

Source: Employment Projections program, Oklahoma Employment Security Commission, Research & Analysis Division.

- Describe how the long-term job projections discussed in the economic analysis section of strategic plan relate to the types of unsubsidized jobs for which SCSEP participants will be trained and the types of skills training to be provided. (20 CFR 641.302(d))

In order to best meet the needs of the SCSEP participants/older workers and to support Oklahoma's high growth industries with qualified employees, the State and its Sub-grantees will focus on job search activities, assessments that facilitate the preparation of individual employment plans and service strategies, and referrals to other community resources such as those available through the local Workforce One-Stop Center. Other strategies that Oklahoma and its Sub-grantees will utilize to meet the needs of older workers and promote transition of SCSEP participants into unsubsidized employment include:

- Rotating participants between community service assignments regularly to ensure that older workers receive all of the skills upgrading and training required to be competitive for jobs; and
- Developing host agencies through regular attendance at public meetings, Chamber of Commerce events, and community business functions while maintaining a list of interested stakeholders so that obtaining Host Agency Agreements is more efficiently and timely.
- Workforce One-stop referral
- Increase community outreach by informing individuals, host agencies and employers of the valuable role that SCSEP contributes in the community.

- Discuss current and projected employment opportunities in the State (such as by providing information available under §15 of the Wagner-Peyser Act (29 U.S.C. 491-2) by occupation), and the types of skills possessed by eligible individuals. (20 CFR 641.325(c)).

Oklahoma encourages the enrollment of qualified individuals in both SCSEP and the WIOA Title III (Wagner-Peyser Employment Services), and Title IV (Vocational Rehabilitation) programs. Oklahoma and its sub-grantee will coordinate and collaborate with Workforce One-Stop Center to ensure that all eligible individual be referred to the SCSEP counselor that is identified as eligible SCSEP participant.

Since Oklahoma's economy is heavy in high-skilled workers, even in fields that do not require bachelor's degrees. It is with this idea in mind the older worker will benefit from this requirement and the utilization of life knowledge, experiences focused on soft and technical skills which are identified below. These skills vastly contribute to work-based and training activities which only require a high-school degree or skills based knowledge.

In the workplace the following soft and technical skills were also identified to be essential for success.

Soft Skills	Participate as a team member
Communicate well	Self-motivated
Critical thinking	Flexible

Determined and persistent
Quick learner
On time

Technical Skills
Build a cabinet
Read an image

Operate equipment
Paint a portrait
Sell products to customers
Write computer code
Teach a lesson
Investigate scientific questions
Analytical skills

Table 1.5 Fastest Growing Occupations, 2016-2026

Listed below are the top 30 fastest growing occupations projected during the 2016-2026 time periods. The occupations that have been recognized may pose some physical constraints or other barriers to the older worker, Oklahoma SCSEP will remain committed to the utilization of all community activities that will focus on the individual's strengths. It is important to bridge the gap, focus on high-skilled occupations to meet these demands, as this in the long term impacts on the health of Oklahomans and the prosperity of our state.

Occupation		Employment		Employment Change		Average Annual Openings	Median Annual Wage, 2017 [1]	Education and Training Classification		
Title	Code	2016	2026	Number	Percent			Typical Entry-Level Education [2]	Work Experience in a Related Occupation [3]	Typical on-the-job Training [4]
Personal Care Aides	39-9021	13,730	18,800	5,080	37.0	2,780	$18,980	High school diploma or equivalent	None	Short-term on-the-job training
Home Health Aides	31-1011	8,430	11,530	3,100	36.8	1,420	$22,870	High school diploma or equivalent	None	Short-term on-the-job training
Marriage and Family Therapists	21-1013	550	700	150	27.8	80	$44,570	Master's degree	None	Internship/residency
Statisticians	15-2041	320	400	80	25.8	40	$58,300	Master's degree	None	None
Bicycle Repairers	49-3091	70	90	20	25.7	10	$25,030	High school diploma or equivalent	None	Moderate-term on-the-job training
Software Developers, Applications	15-1132	4,540	5,650	1,110	24.4	430	$83,910	Bachelor's degree	None	None
Massage Therapists	31-9011	690	860	170	24.1	100	$36,780	Postsecondary non-degree award	None	None
Operations Research Analysts	15-2031	670	840	160	24.1	60	$65,350	Bachelor's degree	None	None
Pipelayers	47-2151	520	640	120	23.4	70	$32,020	No formal educational credential	None	Short-term on-the-job training
Radio, Cellular, and Tower Equipment Installers and Repairs	49-2021	310	390	70	23.4	40	$48,290	Associate's degree	None	Moderate-term on-the-job training
Athletic Trainers	29-9091	450	550	100	23.4	40	$44,710	Bachelor's degree	None	None
Physician Assistants	29-1071	1,620	1,990	380	23.3	130	$100,560	Master's degree	None	None
Nurse Practitioners	29-1171	1,480	1,820	340	23.3	110	$98,220	Master's degree	None	None
Rotary Drill Operators, Oil and Gas	47-5012	1,900	2,330	430	22.7	290	$52,830	No formal educational credential	None	Moderate-term on-the-job training
Derrick Operators, Oil and Gas	47-5011	1,070	1,310	240	22.1	170	$46,560	No formal educational credential	None	Short-term on-the-job training
Nonfarm Animal Caretakers	39-2021	2,710	3,310	600	22.1	510	$20,440	High school diploma or equivalent	None	Short-term on-the-job training
Market Research Analysts and Marketing Specialists	13-1161	3,850	4,700	850	22.0	490	$52,360	Bachelor's degree	None	None
Roustabouts, Oil and Gas	47-5071	4,670	5,690	1,020	21.9	730	$37,860	No formal educational credential	None	Moderate-term on-the-job training
Helpers--Extraction Workers	47-5081	690	840	150	21.5	110	$34,790	High school diploma or equivalent	None	Moderate-term on-the-job training
Respiratory Therapists	29-1126	1,420	1,710	300	21.0	100	$53,840	Associate's degree	None	None
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	34,560	41,730	7,170	20.7	7,630	$18,230	No formal educational credential	None	Short-term on-the-job training
Physical Therapist Aides	31-2022	530	640	110	20.6	80	$21,280	High school diploma or equivalent	None	Short-term on-the-job training
Service Unit Operators, Oil, Gas, and Mining	47-5013	3,220	3,880	660	20.5	480	$41,930	No formal educational credential	None	Moderate-term on-the-job training
Hotel, Motel, and Resort Desk Clerks	43-4081	3,330	4,000	670	20.1	630	$19,360	High school diploma or equivalent	None	Short-term on-the-job training
Physical Therapist Assistants	31-2021	1,200	1,430	240	19.7	180	$61,630	Associate's degree	None	None
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	47-3015	1,410	1,690	280	19.6	240	$30,740	High school diploma or equivalent	None	Short-term on-the-job training
Actuaries	15-2011	50	60	10	19.6	10	NA	Bachelor's degree	None	Long-term on-the-job training
Occupational Therapy Assistants	31-2011	520	630	100	19.5	80	$61,900	Associate's degree	None	None
Surveying and Mapping Technicians	17-3031	1,050	1,260	210	19.4	140	$37,640	High school diploma or equivalent	None	Moderate-term on-the-job training
Nursing Instructors and Teachers, Postsecondary	25-1072	980	1,170	190	19.4	100	$54,440	Doctoral or professional degree	Less than 5 years	None

Footnotes:

[1]Data are from the Occupational Employment Statistics program, Oklahoma Employment Security Commission, Research & Analysis Division. NA indicates data is not available.

[2]Represents the typical education level needed to enter the occupation.

[3]Indicates if work experience in a related occupation is commonly considered necessary by employers for entry, or is a commonly accepted substitute for formal types of training.

[4]Indicates the typical on-the-job training needed to attain competency in the occupation.

NOTE: For more information about the education, work experience, and on-the-job training categories assigned to occupations, see www.bls.gov/emp/ep_education_training_system.htm

Oklahoma Works Initiative

Oklahoma faces a substantial gap between the skilled workforce we currently have and what will be needed in less than a decade. Data indicate 46 percent of Oklahomans have only a high school diploma or less; but by 2025, 70 percent of the state's jobs will require post-secondary certificates, credentials, and degrees. That means the majority of jobs will not be available to those without education and training beyond high school. Since 2014, Oklahoma Works has been implementing strategies to close this gap.

The Oklahoma Works Strategic Delivery Plan acts as a blueprint for building a stronger, more streamlined system. The plan includes critical strategies focused on: career exploration and exposure; increasing education and training attainment; strengthening career pathways; expanding business and education partnerships; making data-informed decisions; and optimizing resources. Partner agencies have been committed to the Oklahoma Works Initiative goals for four years and have invested resources to break down silos and build collaborative partnerships. All agency partners are aligning to the same priorities, including the state's 100 Critical Occupations, to maximize impact. Examples include:

- Adopting common outcomes reporting and shared measures of success;
- Prioritizing education and training programs that result in high-wage, high-growth jobs; and
- Strengthening the talent pipeline into Economic Systems that drive the state's economy.

As a result of aligned efforts and strong partnerships, the state has received more than $5.5 million in outside investments to move the initiative forward and created policies to better support Oklahomans entering and succeeding in the workforce. Oklahoma has also been elevated on the national stage, being selected to participate in several national groups and initiatives.

Additionally, as a result of the initiative efforts, local business leaders in the state's Key Economic Networks (KENs) have forged relationships with partners to address regional workforce needs, including:

• Creating internships, apprenticeships, job shadows, industry tours and other career exposure opportunities;

• Educating teachers about local well-paying, in-demand careers in key regional industries and economies; and

• Collaborating with educators to build partnerships and guides for connecting education and training to workforce needs.

To ensure ongoing progress toward the initiative goals, 18 state agencies, the Oklahoma State Chamber, and the Office of the Governor meet monthly to share information, discuss barriers, and determine next steps. All of these partners are embedding the Oklahoma Works strategies and metrics into their own agency strategic plans and performance metrics to ensure the long-term sustainability of the Oklahoma Works initiative.

One -Stop delivery system

The One-Stop delivery system provides universal access to an integrated array of labor exchange services so that workers, job seekers and businesses can find the services they may need in one stop and often per one entity.

Oklahoma's goal is for a comprehensive one-stop delivery system. The customers will receive services they want or need in a timely and efficient manner, core partners will work together to avoid duplication of services. SCSEP partners will strive to utilize the one-stop centers as its resource for job seekers and workers accessibility by being on-site referral via:

- Participant staff
- SCSEP Counselor, and/or
- Workforce One-stop Staff member

Health care

Oklahoma needs to take care of all members of the population, and having quality hospitals is a key component of physical and economic health. Closing hospitals only makes it more difficult to attract capital investment and recruit new jobs, especially to rural Oklahoma. And without jobs or medical care, more people will move away from rural Oklahoma and a downward spiral will accelerate.

As report by State Chamber of Oklahoma, Medicaid rebalancing plan is an Oklahoma solution to our health care crisis and our dire budget situation, not a federal one. It prevents a drastic Medicaid provider rate cut that would reduce health care options for Oklahomans and addresses rate reductions and cuts made to our mental health system. The Government and health care sectors were identified as the *Industries with the fastest employment growth, and it would be beneficial to utilize SCSEP participants in offices in many capacities and local hospitals, as health care assistants and or caretakers when physical barriers do not exist.*

SECTION II

Services Delivery and Coordination:

- Provide a detailed description of what actions will be taken to coordinate SCSEP with other programs. Alternately, States may discuss this in the State strategies section of the strategic plan, but regardless of its placement in document, this section must include plans for:
  - Actions to coordinate activities of SCSEP grantees with WIOA Title I programs, including plans for using the WIOA one-stop delivery system and its partners to serve individuals aged 55 and older. (20 CFR 641.302(g), 641.325(e))

Coordination with WIOA one-stop delivery system
Oklahoma encourages the enrollment of qualified individuals in both SCSEP and the WIOA Title I (Adult & Dislocated Worker) programs, which are operated through the Oklahoma Workforce One-Stop Centers. SCSEP information such as eligibility requirements, program priorities, and open slots is shared with the Workforce One-Stop staff. SCSEP marketing materials such as brochures and posters are placed in Workforce One-Stop Centers. WIOA information and materials are shared with SCSEP counselors during visits to the centers. In addition, SCSEP counselors are often informed of training opportunities and available supportive services in a timely manner because of the close working relationships they have developed with Workforce One-Stop Center staff. This communication and sharing of information allows SCSEP participants to receive comprehensive services, training support available from both programs and access to other services such as resume and job search workshops or computer-based skills upgrading programs like Career Ready 101. SCSEP and Workforce staffs have developed working relationships with local career tech centers, vocational rehabilitation counselors, adult education providers and literacy programs. As this aids to ensure that all needed services are available and provided to SCSEP participants. SCSEP counselors will network through meetings, email and phone conversations, and coordinate with LWIBs and other area workforce investment system partners such as DHS and the Department of Rehabilitation Services as well as social service agencies such as community health programs, local housing authorities, and Retired Senior Volunteer Programs and share information about the benefits that older workers bring to the workplace requesting assistance of such partners in identifying employment opportunities for SCSEP participants. Oklahoma will strongly encourage SCSEP counselors to make regular visits to the Workforce Oklahoma Centers while working toward the goal of having SCSEP counselors located in centers. The development of One-Stop Centers as host agencies is a first step toward having SCSEP staff accessible and available in most workforce locations.

  - Actions to coordinate activities of SCSEP grantees with the activities to be carried out in the State under the other titles of the OAA. (20 CFR 641.302(h))

  - Actions to coordinate SCSEP with other labor market and job training initiatives. (20 CFR 641.302(j))

Coordination with Other Programs

Oklahoma has a strong WIOA System that provides universal services to all applicants, and to the older worker. The vision to be state-based with local stakeholder input on design of delivery as well as private sector leadership and direct involvement at all levels. A cooperative relationship has been established with other social service agencies statewide. These agencies include local housing authorities, county social service departments, elderly nutrition projects, community health programs, area mental health programs, Retired Senior Volunteer Programs, and existing senior citizen centers. In order to support coordination efforts and further encourage the development of a more comprehensive and inclusive service system, the State and its Sub-grantees will continue collaborating with National grantees, AARP, and NICOA, and other partners such as the Area Agencies on Aging to expand referral of SCSEP participants so they can receive the maximum benefit of all available services within an area. SCSEP participants will be referred to local agencies that provide utility assistance. Oklahoma will utilize methods to reach out to community agencies such as teleconferences, email and special projects with the hopes of building a library of program strategies and best practice techniques from which to draw. Outreach and networking for SCSEP will be facilitated by DHS-AS's participation in the Governor's Council for Workforce and Economic Development.

- o Actions to coordinate SCSEP with other private and public entities and programs that provide services to older Americans, such as community and faith-based organizations, transportation programs, and programs for those with special needs or disabilities. (20 CFR 641.302(i))

- o Actions the State will take to ensure that SCSEP is an active partner in the one-stop delivery system and the steps the State will take to encourage and improve coordination with the one-stop delivery system. (20 CFR 641.335

- o Efforts the State will make to work with local economic development office in rural locations

Oklahoma sub-grantees and its partners will require SCSEP participants to register in the Workforce One Stop location or AJC in order to facilitate job searches, assist in the creation of professional resumes, and foster technological proficiency. This registration can be done at local Workforce One-Stop Centers or at home and allows individuals to access a variety of resources. SCSEP participants can build online resumes that can be matched based on qualifications and interests with available jobs posted by employers in the system. The Workforce One Stop location or AJC performs advanced job searches, allows individuals to save their searches, creates personal profiles for individuals seeking employment, sends e-mail updates, and more. In addition, the system allows employers to search existing resumes based on select criteria such as keywords, skills, experience, and education thereby connecting qualified, trained SCSEP participants with unsubsidized employment opportunities.

Registration in the Workforce One Stop location or AJC not only benefits participants, but also offers a variety of case management tools for SCSEP counselors. The system offers the ability to track services, report barriers, record outcomes, and enter notes related to service delivery and employment plan development. It also provides the means for tracking self-services received by participants, for example the SCSEP counselor can monitor the number of participant job searches in order to determine if the individual is taking the appropriate steps to help themselves into unsubsidized employment. SCSEP

counselors will utilize the State Labor Exchange System to case manage and track service delivery for participants. SCSEP counselor will also strive to utilize the One-Stop Centers as host agencies.

- Describe the long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment. (20 CFR 641.302(e)) (Alternately, the State may discuss this in the State strategies section of strategic plan if submitting a Combined Plan.)

Engaging Employers

Oklahoma Sub-grantees plan to effective methods to engage employers and develop and promote opportunities for the placement of SCSEP participants into unsubsidized employment. Sub-grantees will be empowered to develop an On-the-Job Experience (OJE) outreach strategy promoting qualified, mature workers trained to meet a specific employer's requirements. This may include, but is not limited to:

- Visiting community partners/stakeholders/ county offices and businesses to promote SCSEP and disseminate information about the benefits of hiring older workers;
- Encouraging or empowering participants to actively engage employers one-on-one, in person as part of their job search activities;
- Participating in local health fairs, job fairs, civic organization meetings and other community events circulating literature about SCSEP and its benefit to employers and participants alike; and
- Educate and encouraging the employment of participants by the host agency when an opening occurs for which the participant is qualified;
- Recruitment of eligible participants which IEP's focus on potential occupational strengths;
- Solicitation of employment placement (OJE)with local community partner

- Describe the long-term strategy for serving minorities under SCSEP. (20 CFR 641.302 (c))

Serving Minorities under SCSEP

Review of the data from the SCSEP Analysis of Services to Minority Report submitted by Charter Oaks Group, LLC PY- 2016 and 2017 reflected no major sufficient disparities of participation for minorities based on the census data obtained by USDOL. See table 1.1 below that identifies statistical data from PY2017 Minority Report Volume II.

Table 1.1

	Minorities	Hispanic/ Latino	American Indian	Asian	Pacific Islander	Black
SCSEP Percent	39.3%	7.5%	7.5%	0.6%	1.20%	14.5%
Census Percent	23.3%	6.9%	5.3%	1.3%	0.00%	5.9%
Percent Difference	168.7%	108.7%	141.5%	46.2%	NA	245.8%

The data from the SCSEP Analysis of Service to Minority Individuals, previously submitted data by The Charter Oak Group, LLC indicated that Oklahoma adequately served all minority populations with the exception Asians. Compared to last program year, Hispanics had been identified as being underserved (81.2% Percent Difference) however there is a minimal increase (27.5%) of the Hispanic population being served in PY2017. Oklahoma and its sub-grantee percentages reflect an increase since PY2016. Oklahoma employees' continuous efforts to target community organizations who serve minorities will persist to increase SCSEP awareness to bi-lingual via media outreach, brochures, various new papers advertisement, recruitment fairs, local and state level presentations.

Oklahoma and its Sub-grantees will continue to partner with local and state community agencies serving minorities by ensuring a strong representation on state or local committees that focus on the improvement of all groups of ethnicities and older individuals as well as partnering with non-profit organization that SCSEP may service. Oklahoma sub-grantee targeted community organizations who served minorities to increase SCSEP awareness via bi-lingual media outreach and this continuous focus will remain a part of the community outreach component.

Oklahoma will strive to continue with its efforts to target and develop ongoing strategies by serving minorities via Job Fairs, at local schools districts, community colleges, metro tech centers; health fairs, community faith-based organizations, non-profits agencies, and Oklahoma Workforce One-stop Centers the focus on developing training activities for older worker.

- Provide a list of community services needed and the exact places where these services are most needed. Specifically, the plan must address the needs and location(s) of those individuals most in need of community services and the groups working to meet their needs. (20 CFR 641.330)

Needed Community Services
Oklahoma and its Sub-grantees continue to remain committed to the older worker and strive to assist with potential growth and well-being. The State has collaborated with both National and Sub-grantees to identify needed community services. Each National grantee has voiced that the needs in their service delivery areas are similar to the needs for the Sub-grantees identified in *Chart A.*

The Chart below is a description of the needed community services, available community services and the agencies providing such services in each Sub-grantee's area. Oklahoma and its Sub-grantees will continue working alongside the National grantees as well as the area agencies on aging and other local community entities to provide SCSEP participants with timely and reliable access to the services seniors need most throughout the state. Our partners AARP National and NICOA are mostly in large metro areas and have several services available and the needed community services tend to match that of Grantee Oklahoma and its sub grantees.

Chart A   **Needed Community Services**

SCSEP Sub-grantee	Needed Community Services	Available Community Services	Agencies Providing Services
Oklahoma Economic Development Authority (OEDA)	• Transportation • Nutrition • Healthcare/medical • Financial • Basic needs: food, shelter and clothing • Dental • EYE • Hearing		• Area Agency on Aging • DHS • Masonic Charity Funds • Department Rehabilitation Services (DRS) • Regional Food Bank of OK • Free Clinic • Good Will • County Health Department • RSVP • Transit-Transportation
Grand Gateway Economic Development Authority (Grand Gateway)	• Basic needs: food, shelter and clothing • Healthcare/medical • Transportation	**NOTE:** This list represents services available in all counties. • Congregate and home delivered meals • Health and nutrition education; meals and groceries • In-home assistance • Outreach • Legal Services • Transportation • Caregiver assistance • Grandparents Raising Grandchildren program • Respite care • Long-term Care Ombudsman • Healthcare/medical • Utility payment assistance • Workforce Centers/ Oklahoma Works • Senior Citizens Centers • Senior Day Centers • Faith-based Organizations	• Area Agency on Aging • DHS • Salvation Army • Northeast Oklahoma Foodbank • Tulsa Day Center for the Homeless • State Health Department • Tulsa Area Metro Transit System • Masonic Charities • Community Action • Catholic Charities • Habitat for Humanity • Mary Martha's • Life Senior Services • Eldercare • ONG Share the Warmth • AEP Light Of Life
AARP Foundation	• Basic needs: food, shelter and clothing • Healthcare/medical • Transportation • Dental • Eye • Hearing Services		• Area Agency on Aging • DHS • Compassion Care Center • Duncan Rescue Mission • Cleveland County Community Action • State Health Department • Health for Friends • Red River Transportation • ONG Share the Warmth Program • AEP Light of Life • Opportunities Inc. • Salvation Army • Red River Transportation • Judah House • Sage Brush Group Home • Action Associates

- Describe the long-term strategy to improve SCSEP services, including planned long-term changes to the design of the program within the State, and planned changes in the use of SCSEP grantees

Long-term strategy to improve SCSEP

The goal of DHS-AS and our three sub-grantees are to help eligible program participants of the SCSEP move into unsubsidized employment. The best strategy to that involves complete assessment of the participant and recruitment of host agencies and other opportunities to provide training opportunities for in-demand labor market. Oklahoma will continue developing relationship with local agencies to safeguard that our most-in-need have access to job accommodations for continued success in obtaining or maintaining SCSEP participation.

Collaborative efforts involve but no limited to:

- Semi-annually meetings with All OK-Grantees (state and national)to discuss best practices, training needs,
- Representation at Quarterly Workforce Meeting,
- Participation in Local communities and committees that promote awareness of SCSEP and/or
- Focus groups, to encourage outreach activities, participants self-sufficiency after placement
- Monitoring and development of Host Agency handbook

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

Continuous Improvement: Services and Entry into Unsubsidized Employment

The State's overall goal is to foster economic self-sufficiency for all SCSEP participants. Sub-grantees will make every effort to transition participants into unsubsidized employment in accordance with each participant's Individual Employment Plan (IEP) and encourage placement of participants at host agencies. Sub-grantees will contact private and public employers directly or through the Workforce One-Stop Center to develop or identify suitable unsubsidized employment opportunities. SCSEP counselors will perform job developments and engage employers in person to ensure that employment opportunities are both available and appropriate for participants. The SCSEP counselors that have accessibility will continuously be able to travel to the participant and perform all case management functions, facilitate job search activities, and perform assessment and IEP processes remotely as needed.

Monthly on-going review and technical assistance will also be provided by DHS-AS in the areas of development of policies, procedures and tools related to service strategies, assessments and IEP's. Oklahoma will continue networking with other states that administer SCSEP and expand our knowledge base building a pool of best practice information from which program improvements can be drawn. The State is collaborating with the National grantees to identify some of the best practices, promising tools and methods utilized to serve the older worker such as the Job Ready Training Program that develops IEPs and provides online testing and certification in work readiness topics, Computer Training programs that train participants in the areas of basic computer skills such as keyboard and mouse function, Microsoft Word and Excel; and group job clubs that involve peer-to-peer job searching strategy discussions, resume preparation and review, networking, group support and mentoring. The State will

also provide technical assistance training throughout the year on various topics as identified through program reviews or audits and assist SCSEP Sub-grantees in the monitoring and achievement of the measure, Entry into Unsubsidized Employment.

Participant Assessment and Individual Employment Plan
The assessment will be used as a basis to determine the most suitable host agency and community service training assignment for the participant. The assessment is an ongoing process that lasts throughout the participant's enrollment in the program. The assessment will be completed in consultation with the participant and will include the following information about the individual:
- Preference of occupational category, work history, skills, talents, aptitudes, and physical capabilities;
- Potential for performing community service training assignment;
- Supportive service needs; and
- Potential for transitioning to unsubsidized employment.

The IEP will set out goals and action steps based on the assessment, which are specific, measurable attainable, relevant, and time limited.   The IEP will be developed, and amended, in partnership with the participant to reflect the actions steps to be achieved in order for the IEP goals to be met. The IEP is an agreement between the participant and the SCSEP counselor, and will:
- Consider skills, talents, training, work history, and capabilities;
- Identify appropriate training needs;
- Identify needed supportive services;
- Be the basis for host agency work-training assignment:
- Be signed by participant and program staff; and
- Be updated as goals are completed, or at least twice within a twelve month period.

The participant's IEP will be updated at the completion of each identified goal to:
- Evaluate the progress of each participant in meeting the objectives of the IEP;
- Determine the participant's potential for transition to unsubsidized employment;
- Determine the appropriateness of the participant's current community service work-training assignment; and
- Review progress toward the participant's employment and training objectives.

Regular Program Reviews and Technical Assistance
Sub-grantees will establish written procedures to ensure a consistent, reliable service strategy and that the required assessment and IEP occurs for each SCSEP participant. The State will provide technical assistance to all SCSEP Sub-grantees with the development of policy/procedures and any necessary tools related to service strategies, assessments and IEP's.

The State will also provide technical assistance training throughout the year on various topics as identified through program reviews or audits. Each sub-grantee's progress toward program measures and budget guidelines will be reviewed monthly with more detailed monitoring performed at least once per program year. Regularly scheduled conference calls will be conducted with State Sub-grantees with

invitations extended to National grantees to share best practices and program updates, and to address the following:

- Community service,
- Entered employment,
- Employment retention,
- Average earnings,
- Service level,
- Services to most in need,
- Expenditure levels and cost categories, and
- Other issues as identified during program reviews and technical assistance.

Entry into Unsubsidized Employment
While one of the goals of the SCSEP program is to place participants into training assignments that involve activities which contribute to the community, the primary goal will remain the placement of participants into unsubsidized employment. Strategies to accomplish this goal include the following:

1. Completion of an initial assessment on all participants and subsequent assessments made as needed, or at least twice within a twelve month period (including the initial assessment).
2. Completion of an Individual Employment Plan for each participant with updates made as goals are completed, or at least twice within a twelve month period.
3. Educate via Orientation for both the participant and host agency to ensure understanding of the goals of the SCSEP program.
4. Placement with host agency that will develop participants' skills for the support occupations to the high growth industries.
5. Empower, planning and identification of employment opportunities for SCSEP participants.
6. Continuous meeting with employer groups throughout the State in order to determine the skills needed and employment opportunities available in the local areas.
7. Coordination between the participant, case manager, host agency, and private employers to ensure the training received and the unsubsidized employment will lead to employment opportunities with established career ladders.
8. Enhancing the connection to the Workforce Oklahoma Centers through registration in the State Labor Exchange System in order to facilitate job searches, expedite the creation of professional resumes, and provide opportunities to attend job fairs, and foster technological proficiency.
9. Job development for those participants that are about to complete their community service training assignment if it appears the host agency will not be able to retain them in unsubsidized employment.
10. Follow up with participants after placement to ensure that barriers have been removed and needs have been met ensuring retention in unsubsidized employment.

SECTION 3
Location and Population Served, including Equitable Distribution:

- Describe the localities and populations for which projects of the type authorized by title V are most needed. (20 CFR 641.325 (d))

The State of Oklahoma is comprised of seventy seven counties and DHS-AS oversees and administers the SCSEP for thirty four of the seventy seven, our partners AARP National and NICOA administer the SCSEP program in the other counties and in some cases they will overlap with each other and our sub grantees. The population that benefits from the SCSEP are individuals 55 years and older who are unemployed, low-income, disabled, severely disabled, frail, veterans, and homeless or at risk of homelessness and individuals who possess limited English proficiency, low literacy skills and who live in an area of persistent unemployment.

- List the cities and counties where the SCSEP project will take place. Include the number of SCSEP authorized positions and indicate if and where the positions changed from the prior year.

Geographic Areas to be served
The table below (*Table 3.1 Authorized Slot by County*) contains the counties where Oklahoma and its sub-grantees will conduct SCSEP. The table illustrates the number of SCSEP authorized positions for PY 2019 and changes from PY2018 to PY2019. The total authorized slots were increased between 2018 and 2019 from 131 to 132. This change is in accordance with the new census report. Please see the attachments for counties and slots for NICOA and AARP National in Oklahoma.

Table 3.1 Authorized Slot by County

COUNTY	SLOTS		COUNTY	SLOTS	
	Total PY2019	**Allocation Change from PY 2018**		**Total PY2019**	**Allocation Change from PY 2018**
Beckham	4		Kingfisher	1	
Blaine	2		Kiowa	2	
Cimarron	1		Major	1	
Cleveland	19		McClain	4	
Cotton	1		Noble	2	
Custer	4		Osage	8	
Dewey	1		Roger Mills	1	
Ellis	1		Rogers	8	
Garfield	8		Stephens	7	
Grant	1		Texas	2	
Greer	1		Tillman	2	
Harmon	1		Tulsa	22	+1
Harper	1		Washington	7	
Jackson	4		Washita	2	
Jefferson	2		Woods	2	
Kay	7		Woodward	3	

GRAND TOTAL: 132

The USDOL/ETA ensures that the provision of SCSEP services is equitable within the State of Oklahoma through an Equitable Distribution (ED) list, in accordance with the Older American Act (OAA) via census data by county and annual program appropriation to calculate the allocation of authorized portion for each county in the State. Also see below *Table 3.2 Equitable Distribution Report State and National Grantees PY-2019 for Oklahoma.*

*Table 3.2 Equitable Distribution Report **State** and National Grantees PY 2019*

| Geography | PY 19 Total ED Based on Census | State Grantee Allocations | | PY18-PY19 Change |
		PY 18 State Grantee Allocation	PY 19 State Grantee Allocations	
Oklahoma	**516**	**131**	**132**	**1**
Adair County, Oklahoma	5	0	0	0
Alfalfa County, Oklahoma	0	0	0	0
Atoka County, Oklahoma	3	0	0	0
Beaver County, Oklahoma	0	0	0	0
Beckham County, Oklahoma	4	4	4	0
Blaine County, Oklahoma	2	2	2	0
Bryan County, Oklahoma	8	0	0	0
Caddo County, Oklahoma	6	0	0	0
Canadian County, Oklahoma	8	0	0	0
Carter County, Oklahoma	8	0	0	0
Cherokee County, Oklahoma	8	0	0	0
Choctaw County, Oklahoma	5	0	0	0
Cimarron County, Oklahoma	1	1	1	0
Cleveland County, Oklahoma	19	19	19	0
Coal County, Oklahoma	2	0	0	0
Comanche County, Oklahoma	12	0	0	0
Cotton County, Oklahoma	1	1	1	0
Craig County, Oklahoma	3	0	0	0
Creek County, Oklahoma	11	0	0	0
Custer County, Oklahoma	4	4	4	0
Delaware County, Oklahoma	10	0	0	0
Dewey County, Oklahoma	1	1	1	0
Ellis County, Oklahoma	1	1	1	0
Garfield County, Oklahoma	8	8	8	0
Garvin County, Oklahoma	7	0	0	0
Grady County, Oklahoma	6	0	0	0
Grant County, Oklahoma	1	1	1	0
Greer County, Oklahoma	1	1	1	0
Harmon County, Oklahoma	1	1	1	0
Harper County, Oklahoma	1	1	1	0
Haskell County, Oklahoma	3	0	0	0

Hughes County, Oklahoma	4	0	0	0
Jackson County, Oklahoma	4	4	4	0
Jefferson County, Oklahoma	2	2	2	0
Johnston County, Oklahoma	3	0	0	0
Kay County, Oklahoma	7	7	7	0
Kingfisher County, Oklahoma	1	1	1	0
Kiowa County, Oklahoma	2	2	2	0
Latimer County, Oklahoma	2	0	0	0
Le Flore County, Oklahoma	12	0	0	0
Lincoln County, Oklahoma	6	0	0	0
Logan County, Oklahoma	6	0	0	0
Love County, Oklahoma	2	0	0	0
McClain County, Oklahoma	4	4	4	0
McCurtain County, Oklahoma	7	0	0	0
McIntosh County, Oklahoma	5	0	0	0
Major County, Oklahoma	1	1	1	0
Marshall County, Oklahoma	4	0	0	0
Mayes County, Oklahoma	7	0	0	0
Murray County, Oklahoma	3	0	0	0
Muskogee County, Oklahoma	12	0	0	0
Noble County, Oklahoma	2	2	2	0
Nowata County, Oklahoma	2	0	0	0
Okfuskee County, Oklahoma	3	0	0	0
Oklahoma County, Oklahoma	83	0	0	0
Okmulgee County, Oklahoma	8	0	0	0
Osage County, Oklahoma	8	8	8	0
Ottawa County, Oklahoma	6	0	0	0
Pawnee County, Oklahoma	3	0	0	0
Payne County, Oklahoma	7	0	0	0
Pittsburg County, Oklahoma	9	0	0	0
Pontotoc County, Oklahoma	5	0	0	0
Pottawatomie, Oklahoma	11	0	0	0
Pushmataha, Oklahoma	3	0	0	0
Roger Mills County, OK	1	1	1	0
Rogers County, Oklahoma	8	8	8	0
Seminole County, Oklahoma	5	0	0	0
Sequoyah County, Oklahoma	9	0	0	0
Stephens County, Oklahoma	7	7	7	0
Texas County, Oklahoma	2	2	2	0
Tillman County, Oklahoma	2	2	2	0
Tulsa County, Oklahoma	66	21	22	1
Wagoner County, Oklahoma	8	0	0	0
Washington, Oklahoma	7	7	7	0

Geography				
Washita County, Oklahoma	2	2	2	0
Woods County, Oklahoma	2	2	2	0
Woodward County, OK	3	3	3	0

*Table 3.2a Equitable Distribution Report State and **National** Grantees PY 2019*

Total National Grantees Allocations

Geography	PY 19 Total ED Based on Census	PY 18 National Grantee Allocation	PY 19 National Grantee Allocation	PY18-PY19 Change
Oklahoma	**516**	**384**	**384**	**0**
Adair County, Oklahoma	5	5	5	0
Alfalfa County, Oklahoma	0	0	0	0
Atoka County, Oklahoma	3	3	3	0
Beaver County, Oklahoma	0	0	0	0
Beckham County, Oklahoma	4	0	0	0
Blaine County, Oklahoma	2	0	0	0
Bryan County, Oklahoma	8	8	8	0
Caddo County, Oklahoma	6	6	6	0
Canadian County, Oklahoma	8	8	8	0
Carter County, Oklahoma	8	8	8	0
Cherokee County, Oklahoma	8	8	8	0
Choctaw County, Oklahoma	5	5	5	0
Cimarron County, Oklahoma	1	0	0	0
Cleveland County, Oklahoma	19	0	0	0
Coal County, Oklahoma	2	2	2	0
Comanche County, Oklahoma	12	12	12	0
Cotton County, Oklahoma	1	0	0	0
Craig County, Oklahoma	3	3	3	0
Creek County, Oklahoma	11	11	11	0
Custer County, Oklahoma	4	0	0	0
Delaware County, Oklahoma	10	10	10	0
Dewey County, Oklahoma	1	0	0	0
Ellis County, Oklahoma	1	0	0	0
Garfield County, Oklahoma	8	0	0	0
Garvin County, Oklahoma	7	7	7	0
Grady County, Oklahoma	6	6	6	0
Grant County, Oklahoma	1	0	0	0
Greer County, Oklahoma	1	0	0	0
Harmon County, Oklahoma	1	0	0	0
Harper County, Oklahoma	1	0	0	0
Haskell County, Oklahoma	3	3	3	0
Hughes County, Oklahoma	4	4	4	0

Jackson County, Oklahoma	4	0	0	0
Jefferson County, Oklahoma	2	0	0	0
Johnston County, Oklahoma	3	3	3	0
Kay County, Oklahoma	7	0	0	0
Kingfisher County, Oklahoma	1	0	0	0
Kiowa County, Oklahoma	2	0	0	0
Latimer County, Oklahoma	2	2	2	0
Le Flore County, Oklahoma	12	12	12	0
Lincoln County, Oklahoma	6	6	6	0
Logan County, Oklahoma	6	6	6	0
Love County, Oklahoma	2	2	2	0
McClain County, Oklahoma	4	0	0	0
McCurtain County, Oklahoma	7	7	7	0
McIntosh County, Oklahoma	5	5	5	0
Major County, Oklahoma	1	0	0	0
Marshall County, Oklahoma	4	4	4	0
Mayes County, Oklahoma	7	7	7	0
Murray County, Oklahoma	3	3	3	0
Muskogee County, Oklahoma	12	12	12	0
Noble County, Oklahoma	2	0	0	0
Nowata County, Oklahoma	2	2	2	0
Okfuskee County, Oklahoma	3	3	3	0
Oklahoma County, Oklahoma	83	83	83	0
Okmulgee County, Oklahoma	8	8	8	0
Osage County, Oklahoma	8	0	0	0
Ottawa County, Oklahoma	6	6	6	0
Pawnee County, Oklahoma	3	3	3	0
Payne County, Oklahoma	7	7	7	0
Pittsburg County, Oklahoma	9	9	9	0
Pontotoc County, Oklahoma	5	5	5	0
Pottawatomie, Oklahoma	11	11	11	0
Pushmataha, Oklahoma	3	3	3	0
Roger Mills County, OK	1	0	0	0
Rogers County, Oklahoma	8	0	0	0
Seminole County, Oklahoma	5	5	5	0
Sequoyah County, Oklahoma	9	9	9	0
Stephens County, Oklahoma	7	0	0	0
Texas County, Oklahoma	2	0	0	0
Tillman County, Oklahoma	2	0	0	0
Tulsa County, Oklahoma	66	44	44	0
Wagoner County, Oklahoma	8	8	8	0
Washington, Oklahoma	7	0	0	0
Washita County, Oklahoma	2	0	0	0

Woods County, Oklahoma	2	0	0	0
Woodward County, OK	3	0	0	0

Note: The National Indian Council on Aging (NICOA) services eligible participant in thirty-two counties throughout Oklahoma with SCSEP set-aside grant funding.

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

Current Slot imbalances and proposed steps to ensure equitable distribution
The census data was used to calculate the equitable distribution to ensure authorized slots per
http://www.scseped.org/. Oklahoma and its sub-grantees agree they will still be able to serve those participants as long as the finances and staff time allow it.

However, more of the areas show an under-service due to rural areas of the counties they serve. The lack of eligible participants and host agencies combined with a lack of transportation (no public transportation and do not have transportation that would allow them to commute long distance for minimum wage or part-time jobs) affect services in many of our areas which are located well outside of Oklahoma's major metropolitan areas. A couple of sub-grantees report the long distances to Workforce Centers (none in their immediate areas) to meet the enrollment requirement prevent some otherwise eligible individuals from participating in SCSEP. Our sub-grantees will perform the following activities in these areas:
- Continuing to canvass for participants and host agencies
- Will continue to request assistance in recruitment from current participants when talking to their friends and families. Will continue to post fliers in nutrition sites, senior housing, libraries and other public places
- Run newspaper advertisements and news stories
- Continue to build relationships with Workforce One-Stop Centers
- Attend any workforce activities
- Attend any job fairs
- Accept public speaking engagement to community and civic groups
- Coordinate with the new state grantee on activities as outlined in the overall State

- Explain the State's long-term strategy for achieving an equitable distribution of SCSEP positions within the State that:
  - Moves positions from over-served to underserved locations within the State in compliance with 20 CFR 641.365.
  - Equitably serves both rural and urban areas.
  - Serves individuals afforded priority for service under 20 CFR 641.520. (20 CFR 641.302(a), 641.365, 641.520)

Long-term strategy for achieving an equitable distribution of SCSEP position in the State:

Moving Positions:
The Equitable Distribution Report (EDR) provides the basic information needed to assess the location of

the eligible population and the current distribution of much needed employment. The EDR provides a basis to determine the collective progress made by sponsors toward an equitable distribution of program positions. Oklahoma coordinates with the National grantees and makes adjustments as quickly and efficiently as possible each year to align with the EDR. The State plans to hold semi-annual meetings to discuss potential modifications prior to the release of the next EDR. The Oklahoma SCSEP grantees will continue to make progress in the next years with the distribution of resources statewide. To monitor and ensure inequities on an ongoing basis, Oklahoma and it sub-grantees will implement the following strategies:

- Review EDR quarterly and discuss variance with SCSEP Counselor.
- Discuss and monitor monthly the variance with SCSEP Directors.
- Review EDR semi-annually with national grantee to develop best practices to achieve equitable distribution.

Rural and Urban Areas:
Oklahoma's population is mostly rural combined with two major urban centers, Cleveland and Tulsa metropolitan areas. Geographically, Oklahoma is quite spread out and has many areas covered by mostly rural counties. Because of Oklahoma's geographic make-up, there is a wide range of community service needs that can be filled by SCSEP participants. Specifically, in rural areas where employment opportunities are sometimes limited, the State will focus on utilizing Participant Staff Trainees to not only satisfy the needs of the SCSEP trainee, but to recruit and encourage other older workers to participate in the program thus filling a community service need and increasing program enrollments. Another common problem in rural areas is adequate access to transportation. The minimal transportation that is available in smaller towns is geared toward persons with disabilities and taking individuals to and from the doctor. For those SCSEP participants who do not have a car or do not have access to transportation, the lack of transportation poses a significant barrier to participation and, once trained, continues to be a problem in finding and retaining unsubsidized employment. DHS-AS will work with Faith-based organizations, Volunteer Driver Programs, and other interested stakeholders to provide transportation for SCSEP participants during training and in cases where it is appropriate seek the organization's commitment to become a Host Agency.

Priority of Service:
The DHS-AS and the State of Oklahoma strongly believe that recruitment of SCSEP participants must be an on-going campaign. Our goal is for each of our sub-grantees to be over-enrolled and/or maintain a waiting list that will be maintained in SPARQ, thereby ensuring that any vacant slot is filled without delay. Sub-grantees will rely upon a shared network of service providers, community-based organizations, and social and human resources for the recruitment of participants. The Area Agencies on Aging, Indian Tribes, and employment security resources will also play a vital part in the recruitment process. The State will communicate with these entities at the administrative level and begin working toward a more formalized referral process between agencies. As many of these providers are integrated into the Oklahoma Workforce One-Stop Centers, center staff will also play a major role in the SCSEP recruitment process by referring eligible WIOA applicants to a SCSEP counselor.
Priority of Service will be given to individuals that have the greatest economic and social need as identified below:

- Are aged 65 years and older; or
- Have a disability;
- Have limited English proficiency or low literacy skills;
- Reside in a rural area;
- Are veterans or their spouses who meet the requirement of the Jobs for Veterans Act, 38 U.S.C. sec. 4215(a)(1);
- Have low employment prospects;
- Have failed to find employment after utilizing services provided under Title I of WIOA; or
- Are homeless or at risk for homelessness;
- Eligible individuals with the "greatest economic need" (as defined in 20 CFR 641.140);
- Eligible individuals who are minority individuals; and
- Eligible individuals who are individuals with the "greatest social need" (as defined in 20 CFR 641.140).

When faced with enrolling several individuals, preference will be given to the person with the above characteristics. If no individual possesses the preference characteristics, then the enrollment will be based on the age and veteran priorities.

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

Ratio of eligible Individuals in serve area
The estimated population for the State of Oklahoma for people 55 years old and over for 2019-2020 is 424,819 according to estimated census information provided here. Recruitment and placement priorities for these counties demonstrate the need for services provided under SCSEP.

Table 3.3 County-Level Population Estimates Data

County	Number of People Age 60 and Older in Each County	Estimate percent 65 years and over below poverty level in service area
Adair County	4770	
Alfalfa County	1533	
Atoka County	3661	
Beaver County	1389	
Beckham County	4421	11.2
Blaine County	2553	9.8
Bryan County	11262	
Caddo County	6634	
Canadian County	26809	
Carter County	11159	
Cherokee County	10982	

County	Number of People Age 60 and Older in Each County	Estimate percent 65 years and over below poverty level in service area
Choctaw County	4083	
Cimarron County	680	16.0
Cleveland County	52903	7.4
Coal County	1530	
Comanche County	21760	
Cotton County	1567	13.1
Craig County	3710	
Creek County	17379	
Custer County	5511	7.4
Delaware County	13981	
Dewey County	1227	14.7
Ellis County	1182	13.8
Garfield County	13635	9.0
Garvin County	6874	
Grady County	12737	
Grant County	1245	5.8
Greer County	1335	7.3
Harmon County	698	15.2
Harper County	933	13.7
Haskell County	3423	
Hughes County	3321	
Jackson County	5128	12.0
Jefferson County	1750	11.5
Johnston County	2825	
Kay County	11365	8.6
Kingfisher County	3494	8.8
Kiowa County	2399	10.8
Latimer County	2949	
Le Flore County	12208	
Lincoln County	8928	
Logan County	10706	
Love County	2570	
McClain County	8706	8.6
McCurtain County	8024	
McIntosh County	6579	
Major County	2134	

County	Number of People Age 60 and Older in Each County	Estimate percent 65 years and over below poverty level in service area
Marshall County	4851	
Mayes County	10415	
Murray County	3749	
Muskogee County	15815	
Noble County	2973	9.0
Nowata County	2697	
Okfuskee County	2913	
Oklahoma County	153607	
Okmulgee County	9726	
Osage County	12891	10.8
Ottawa County	7689	
Pawnee County	4365	
Payne County	14053	
Pittsburg County	11559	
Pontotoc County	8445	
Pottawatomie County	16316	
Pushmataha County	3295	
Roger Mills County	1025	9
Rogers County	21005	6
Seminole County	6036	
Sequoyah County	10349	
Stephens County	11735	9.1
Texas County	3466	8.0
Tillman County	1962	14.8
Tulsa County	131344	8.2
Wagoner County	18148	
Washington County	13664	11.5
Washita County	2838	10.7
Woods County	2006	9.8
Woodward County	4382	12.0

Oklahoma Department of Commerce

- Provide the relative distribution of eligible individuals who:
  - Reside in urban and rural areas within the State.
  - Have the greatest economic need.
  - Are minorities.
  - Are limited English proficient.

Oklahoma Sub-grantees service areas are primary rural and urban in nature, with the exception of Tulsa and Cleveland County. The in depth percentage is illustrated above per ratio of eligible individual in service areas. Our partners AARP Foundation and NICOA have responsibilities for the counties of Oklahoma not listed below.

Table 3.4 Relative Distribution of Eligible Individuals

Counties	Population Estimates 7-1-2020	Person over the age of 65 7-1-2020	Urban/Rural	Greatest Economic Need	Minorities, percent	Limit English Proficient
Alfalfa	5,754	17.8% age 65+	Rural	16.6% person in poverty	4.3%Black 4.1% American Indian/Alaska 0.4%Asian 0.1%Native Hawaiian /Pacific Islander 5.6% Hispanic/Latino 2.4%Two or more Races	5.6% language other than English spoken at home
Beaver	5,319	17.2% age 65+	Rural	10.5 % person in poverty	0.9%Black 2.1 % American Indian & Alaska 0.3 %Asian 0.0 %Native Hawaiian/Pacific Islander 24.6% Hispanic/Latino 2.4%Two or more Races	24.6% language other than English spoken at home
Beckham	21,709	12.4.% age 65+	Urban/Rural	15% person in poverty	4.5% Black 3.4% American Indian/ Alaska 1.0% Asian 0.0 Native Hawaiian/Pacific Islander 14.9% Hispanic/Latino 2.7% Two are more Races	9.4% language other than English spoken at home
Blaine	9,485	17.2% age 65+	Urban/Rural	18.4% person in poverty	3.5% Black 10.3% American Indian/Alaska 0.4 % Asian 0.1% Native Hawaiian/Pacific Islander 11.4%Hispanic/Latino 4.6% Two or more Races	11.3% language other than English spoken at home
Cimarron	2,153	22.1% age 65+	Rural	18% person in poverty	0.5% Black 1.6% American Indian/Alaska 0.3 % Asian 0.0 % Native Hawaiian/Pacific Islander	15.7% language other than English spoken at home

				22.4%Hispanic/Latino 4.6 % Two or more Races	
Cleveland	281,669	11.9% age 65+	**Urban/Rural**	12.6% person in poverty	4.9% Black 5.1 % American Indian/Alaska 4.4% Asian 0.1% Native Hawaiian/Pacific Islander 9.0%Hispanic/Latino 5.5% Two or more Races	9.9% language other than English spoken at home
Cotton	5,776	18.6% age 65+	**Rural**	17.8% person in poverty	2.3% Black 10.6% American Indian/Alaska 0.2% Asian 0.2% Native Hawaiian/Pacific Islander 8.2% Hispanic/Latino 5.3 % Two or more Races	1.2% language other than English spoken at home
Custer	29,036	13.8% age 65+	**Rural**	15.9% person in poverty	3.4% Black 7.2% American Indian/Alaska 0.9% Asian 0.0% Native Hawaiian/Pacific Islander 18.9% Hispanic/Latino 3.7% Two or more Races	14.2% language other than English spoken at home
Dewey	4,894	19.4% age 65+	**Rural**	12.4% person in poverty	0.5% Black 5.9 % American Indian/Alaska 0.9% Asian 0.0 % Native Hawaiian/Pacific Islander 7.4% Hispanic/Latino 3.8 % Two or more Races	6.2% language other than English spoken at home
Ellis	3,952	20.5% age 65+	**Rural**	12% person in poverty	0.7% Black 2.8 % American Indian/Alaska 0.2% Asian 0.0% Native Hawaiian/Pacific Islander 7.5% Hispanic/Latino 1.7% Two or more Races	4.5% language other than English spoken at home
Garfield	60,913	15. 7% age 65+	**Urban/Rural**	14.5% person in poverty	3.4% Black 3.1% American Indian/Alaska 1.4% Asian 2.1% Native Hawaiian/Pacific	11.6% language other than English spoken at home

				Islander 12.9%Hispanic/Latino 4.2% Two or more Races	
Grant	**4,326**	**20.3% age 65+**	**Rural**	**1.2% Black** **2.5 % American Indian/Alaska** **0.2% Asian** **0.0% Native Hawaiian/Pacific Islander 5.2% Hispanic/Latino** **2.8 % Two or more Races**	**3.1% language other than English spoken at home**
Greer	**8,821**	**18.2% age 65+**	**Urban/Rural**	**7.7% Black** **3.5% American Indian/Alaska** **0.3% Asian** **0.1% Native Hawaiian/Pacific Islander 12.0% Hispanic/Latino** **3.7% Two or more Races**	**8.0% language other than English spoken at home**
Harmon	**2,664**	**19.4% age 65+**	**Rural**	**8.4% Black** **2.5 % American Indian/Alaska** **0.5% Asian** **0.0% Native Hawaiian/Pacific Islander 29.4% Hispanic/Latino** **4.1% Two or more Races**	**19.7% language other than English spoken at home**
Harper	**3,797**	**17.8% age 65+**	**Rural**	**0.2% Black** **1.4% American Indian/Alaska** **0.2% Asian** **0.2% Native Hawaiian/Pacific Islander 24.6% Hispanic/Latino** **2.0% Two or more Races**	**22.7% language other than English spoken at home**
Jackson	**24,949**	**13.9% age 65+**	**Urban/Rural**	**7.8% Black** **2.5% American Indian/Alaska** **1.6% Asian** **0.3% Native Hawaiian/Pacific Islander 24.6% Hispanic/Latino** **3.9% Two or more Races**	**16.3% language other than English spoken at home**

County	Population	Age	Urban/Rural	Poverty	Race/Ethnicity	Language
Jefferson	6,123	19.5% age 65+	Rural	23% person in poverty	1.1% Black 7% American Indian/Alaska 0.4 % Asian 0.0% Native Hawaiian/Pacific Islander 10.7% Hispanic/Latino 4.7 % Two or more Races	4.8% language other than English spoken at home
Kay	44,161	18.6% age 65+	Urban/Rural	18.2% person in poverty	2.3% Black 4% American Indian/Alaska 0.6% Asian 0.2% Native Hawaiian/Pacific Islander 8.2% Hispanic/Latino 5.3% Two or more Races	5.9% language other than English spoken at home
Kingfisher	15,816	15.1% age 65+	Urban/Rural	10% person in poverty	1.6% Black 10% American Indian/Alaska 0.4% Asian 0.0% Native Hawaiian/Pacific Islander 16.1% Hispanic/Latino 2.9% Two or more Races	14.7% language other than English spoken at home
Kiowa	8,729	18.5% age 65+	Urban/Rural	19.1% person in poverty	4.8% Black 7.4% American Indian/Alaska 0.4% Asian 0.1% Native Hawaiian/Pacific Islander 11.6% Hispanic/Latino 4.1% Two or more Races	7.6% language other than English spoken at home
McClain	39,985	15.4%age 65+	Urban/Rural	10.2% person in poverty	0.9% Black 6.7% American Indian/Alaska 0.5% Asian 0.2% Native Hawaiian/Pacific Islander 8.2% Hispanic/Latino 5.4% Two or more Races	6.4% language other than English spoken at home
Major	7,644	18.5% age 65+	Urban/Rural	11.8 % person in poverty	0.9% Black 3.0% American Indian/Alaska 0.4% Asian 0.1% Native Hawaiian/Pacific Islander 9.5% Hispanic/Latino 2.7% Two or more Races	7.0% language other than English spoken at home

Noble	11,289	17.6% age 65+	Urban/Rural	13.4% person in poverty	1.8% Black 9.1 % American Indian/Alaska 0.5 % Asian 0.1% Native Hawaiian/Pacific Islander 3.9%Hispanic/Latino 4.3% Two or more Races	1.6% language other than English spoken at home
Osage	47,014	17.3% age 65+	Urban/Rural	16.6% person in poverty	11.6% Black 14.7% American Indian/Alaska 0.3% Asian 0.0% Native Hawaiian/Pacific Islander 3.3% Hispanic/Latino 7.3% Two or more Races	3.2% language other than English spoken at home
Roger Mills	3,656	18.3% age 65+	**Rural**	12.3% person in poverty	0.6% Black 6.6% American Indian/Alaska 0.5% Asian 0.1% Native Hawaiian/Pacific Islander 7.4% Hispanic/Latino 2.3% Two or more Races	3.8% language other than English spoken at home
Rogers	91,984	15.9% age 65+		10% person in poverty	1.3% Black 13.2 % American Indian/Alaska 1.3% Asian 0.1% Native Hawaiian/Pacific Islander 4.9% Hispanic/Latino 8.2% Two or more Races	4.6% language other than English spoken at home
Stephens	43,265	17.6% age 65+	Urban/Rural	15.5% person in poverty	2.1% Black 5.6 % American Indian/Alaska 0.6% Asian 0.1% Native Hawaiian/Pacific Islander 7.9% Hispanic/Latino 4.8% Two or more Races	5.7% language other than English spoken at home
Texas	20,455	10.1% age 65+	Urban/Rural	13.6% person in poverty	3.6% Black 1.9% American Indian/Alaska 3.2% Asian 0.4% Native Hawaiian/Pacific Islander 46.1% Hispanic/Latino 1.8% Two or more Races	41.3% language other than English spoken at home

Tillman	**7,328**	**18.0% age 65+**	**Urban/Rural**	**23.8% person in poverty**	**8.7% Black** **4.1% American Indian/Alaska** **0.4% Asian** **0.2% Native Hawaiian/Pacific Islander 27.4% Hispanic/Latino** **3.9% Two or more Races**	**18.4% language other than English spoken at home**
Tulsa	**648,360**	**14.6% age 65+**	**Urban/Rural**	**14.8% person in poverty**	**10.7% Black** **6.7% American Indian/Alaska** **2.8% Asian** **0.1% Native Hawaiian/Pacific Islander 13.0% Hispanic/Latino** **5.8% Two or more Races**	**14.3% language other than English spoken at home**
Washington	**51,837**	**18.6% age 65+**	**Urban/Rural**	**13.9 % person in poverty**	**2.7% Black** **10.6% American Indian/Alaska** **1.7% Asian** **0.0% Native Hawaiian/Pacific Islander 6.1% Hispanic/Latino** **6.4% Two or more Races**	**7.2% language other than English spoken at home**
Washita	**11,127**	**16.5% age 65+**	**Urban/Rural**	**13.9% person in poverty**	**1.2% Black** **3.9% American Indian/Alaska** **0.3% Asian** **0.0% Native Hawaiian/Pacific Islander 10.2% Hispanic/Latino** **3.0% Two or more Races**	**4.9% language other than English spoken at home**
Woods	**8,897**	**16.1% age 65+**	**Urban/Rural**	**14.3% person in poverty**	**3.3% Black** **2.9% American Indian/Alaska** **1.2 % Asian** **0.1% Native Hawaiian/Pacific Islander 7.6% Hispanic/Latino** **2.8% Two or more Races**	**8.1% language other than English spoken at home**
Woodward	**20,222**	**13.3% age 65+**	**Urban/Rural**	**12.3% person in poverty**	**2.1% Black** **3.4% American Indian/Alaska** **0.9% Asian** **0.1% Native Hawaiian/Pacific Islander 13.1% Hispanic/Latino** **2.5% Two or more Races**	**11.3% language other than English spoken at home**

https://www.indexmundi.com US Census

Resides in urban and rural areas:
Oklahoma is primary rural and urban in nature. Therefore, recruitment of eligible participants in rural areas requires various methods due to the lack of transportation and distances between host agencies. Methods which include word of mouth from others participant or the utilization of participant staff, coordination with other community agencies, referrals from friends or family members and utilization of participant staff.

The greatest economic need:
In Oklahoma, most of the elderly need to work, primarily the low-income older population in order to help assist with life necessities such as food, housing, transportation, medical and household essentials. Social security benefits alone cannot meet their daily basic needs and must subsidize with part time to full time employment. The SCSEP grantees have found that a large group of participants are working to cover expenses for prescriptions, medical cost or health care coverage and must make the decision to eat or purchase medication.

Are minorities:
Historically, the Asian population are underserved per the U.S DOL SCSEP Minority Report. Oklahoma has improved and DHS-AS will continue to work with the sub-grantees to increase participation. To include targeting community organizations who served minorities to via bi-lingual media outreach, community partnership, and SCSEP representation at local and state level.

Limited English proficient:
To improve Oklahoma's recruitment methods are to seek out participants with limited English proficiency at multi-cultural centers, local faith-based and other organizations. The partnership between SCSEP and Adult Education/ Literacy programs within rural community service areas must continue to ensure that the needs of eligible participants be addressed. The enhancement of placement, screening and appropriate referrals are critical since 90.4 percent of Oklahoma household speak English.

Greatest social need:
Oklahoma must stabilize the medical programs in the rural Oklahoma, budget shortfalls and anticipated closures of community hospitals, mental health centers will negatively affect the elderly. The elderly must have chances or the experience from the community to enhance social well-being via support or encouragement to minimize that feeling of being overwhelmed. In order to avoid problems such as anxiety, depression, or loneliness, people need to feel accepted and supported by others.

When people are able to develop strong connections with others such as friends, family, team members, co-worker and social organizations they are able to cope with distressing situations. Local and State community agencies typically assist to meet the needs of the vulnerable and aging population. SCSEP offers this strong connection to participants and contributes to good health as this allows the older work to be productive in the work force. The continuous collaborative efforts to help strengthen the social needs with understanding and caring through the development of interact with others are a part of a social group, relationships.

- Describe the steps taken to avoid disruptions to service for participants to the greatest extent possible, when positions are redistributed, as provided in 20 CFR 641.365; when new Census or other reliable data becomes available; or when there is over-enrollment for any other reason. (20 CFR 641.325(i), 641.302(b))

Avoidance of Disruptions in Service

The United States Department of Labor allocates SCSEP-subsidized community service slots to each county using a formula based on, census data, the number of individuals ages 55 and older with incomes at or below 125 percent of the federal poverty level in each county. Slots may need to be shifted for the following reasons:

- Increases or decreases in county populations, which affect the number of slots allocated per county.
- Seeking to improve an equitable balance in counties by shifting slots from over served areas to underserved areas.
- Consolidation of grantee service areas to improve efficiency of operations.
- Redistribution of grantee service areas as a result of DOL's Solicitation of Grant Applications from national grantees, such as occurred in spring 2006.

When a shift in county slots is required, Oklahoma SCSEP grantees (state and national) will use a gradual approach to redistribute the slots via attrition and by encouraging and assisting job-ready participants to find unsubsidized employment.

Oklahoma SCSEP has dual responsibility to DOL and to the participants. Therefore, if there is a change of grantee or grantee service area, or redistribution of positions in accordance with a new Census or other reliable data, and the State will proactively seek to avoid a disruption in service for participants and host agencies. The State will host a meeting or conference call to develop a transition plan and timetable for:

- Informing participants and host agencies in advance;
- Transferring records;
- Holding orientations for participants and host agencies; and
- Supporting continuity in administrative and programmatic functions.

State Grantee
Oklahoma Department of Human Services/Aging Services (OKDHS/AS) – Lance Robertson, AS Director; Rebecca Snellen, Program Administrative-Supervisor; and Solina Searcy-Martin, SCSEP Programs Field Representative, 50 N.E. 23rd Street, Oklahoma City , Oklahoma 73105. 405-521-4473 larry.bartels@okdhs.org

State Sub-grantees: AARP Foundation - Norman (OK 003)

Counties served:

> Beckham (4), Cleveland (21), Cotton (1), Custer (4), Greer (1), Harmon (1), Jackson (4), Jefferson (2), Kiowa (2), McClain (4), Roger Mills (1), Stephens (8), Tillman (2)Washita (2)

Contact Person: Cindy Poston
Email: cposton@aarp.org
Mailing Address: No Site Selected at this time
Phone Number: 405-435-6590

State Sub-grantees: OEDA – Enid (OK 001)

Counties served:

> Alfalfa (1), Blaine (2), Garfield (9), Grant (1), Kay (8), Kingfisher (1), Major (1), Noble (2), Beaver (1), Cimarron (1), Dewey (1), Ellis (1), Harper (1), Texas (2), Woods (2), Woodward (3)

Contact Person: Jodi Palmer (Enid), Justin Carnagey (Beaver)
Email: jodi.palmer.oeda@gmail.com
Mailing Address: 330 Douglas Avenue, Beaver, OK 73932
Phone Number: 580-234-6043

State Sub-grantees: Grand Gateway   – Tulsa (OK 008)

Counties served: Osage (9), Tulsa (23), Rogers (9), Washington (8)

Contact Person: Karen Geiger (Director), Mary Satterwhite (Coordinator)
Email: title5director@grandgateway.org
Mailing Address: P.O. Drawer B, Big Cabin, OK 74332
Phone Number: 918-783-5793 or 1-800-482-4594

National Grantees
AARP Foundation – Steven Banker, State Program Manager, 1119 Wade Watts Ave McAlester , OK 74501, sbanker@aarp.org

AARP Main Office Tulsa – Sherri Clark, Project Director, 4823 S. Sheridan #304, Tulsa, OK. 74145, (918) 621-4480, sdclark@aarp.org

AARP Satellite Office Oklahoma City , 383 NW 36th Suite 202, Oklahoma City, OK. 73112, (405) 879-3899, sdclark@aarp.org

NICOA OK – Arnetta Yancey, Oklahoma Project Director, 3000 United Founders Blvd, Oklahoma City, OK. 73112, (405) 254-3642, ayancey@nicoa.org

Appendix II

Public Comments:

The SCSEP State Plan will be available at Senior Community Services Employment Program (SCSEP).