UTAH SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP) Two Year Modification 2018

Strategic Plan 2016-2020

Darren Hotton, Utah SCSEP Program Director
2/16/2018

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- Describe how the long-term job projections discussed in the economic analysis section of strategic plan relate to the types of unsubsidized jobs for which SCSEP participants will be trained and the types of skills training to be provided. (20 CFR 641.302(d)) 8
- Discuss current and projected employment opportunities in the State (such as by providing information available under §15 of the Wagner-Peyser Act (29 U.S.C. 491-2) by occupation), and the types of skills possessed by eligible individuals. (20 CFR 641.325(c)). 11

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- 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: 17
- The state's long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment. (20 CFR 641.302(e).) (May alternatively be discussed in the state strategies section of the strategic plan.) 24
- Describe the long-term strategy for serving minorities under SCSEP. (20 CFR 641.302 (c)) 24
- List needed community services and the exact places where these services are most needed. Specifically, the plan must address the needs and location(s) of those individuals most in need of community services and the groups working to meet their needs. (20 CFR 641.330) 25
- Describe the long-term strategy to improve SCSEP services, including planned long-term changes to the design of the program within the State, and planned changes in the use of SCSEP grantees and program operators to better achieve the goals of the program. This may include recommendations to the Department as appropriate. (20 CFR 641.302(k)) 31
- 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)) 35

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- Describe the localities and populations for which projects of the type authorized by title V are most needed. (20 CFR 641.325 (d)) 36
- 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. . 38

- Describe any current slot imbalances and proposed steps to correct inequities to achieve equitable distribution. 44
- Explain the State's long-term strategy for achieving an equitable distribution of SCSEP positions within the State that: 46
- Provide the ratio of eligible individuals in each service area to the total eligible population in the State. (20 CFR 641.325(a)) 50
- Provide the relative distribution of eligible individuals who: 51
- 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)) 62

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Economic Projections and Impact

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

Economic, Workforce, and Workforce Development Activities Analysis

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

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

Utah's Economic Performance

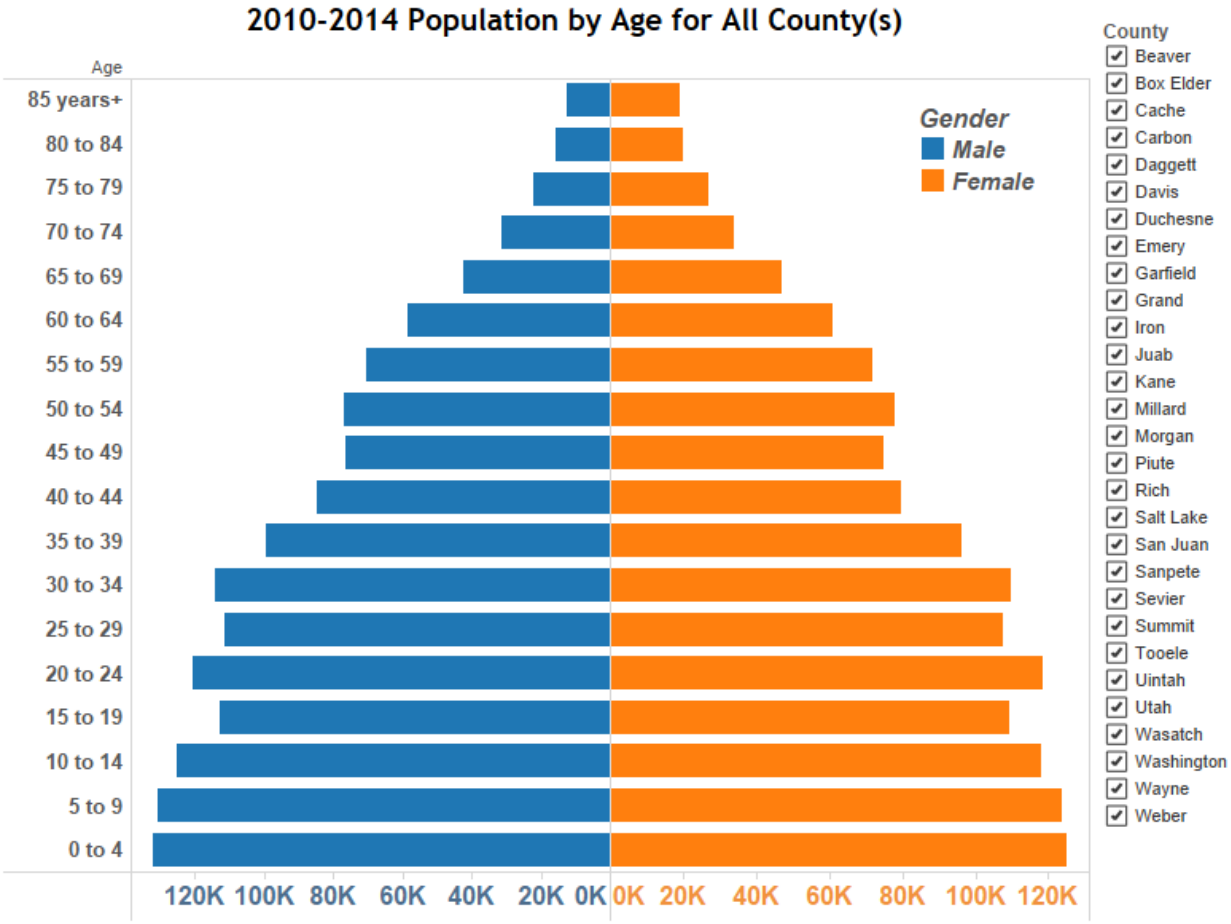
Modification for 2018

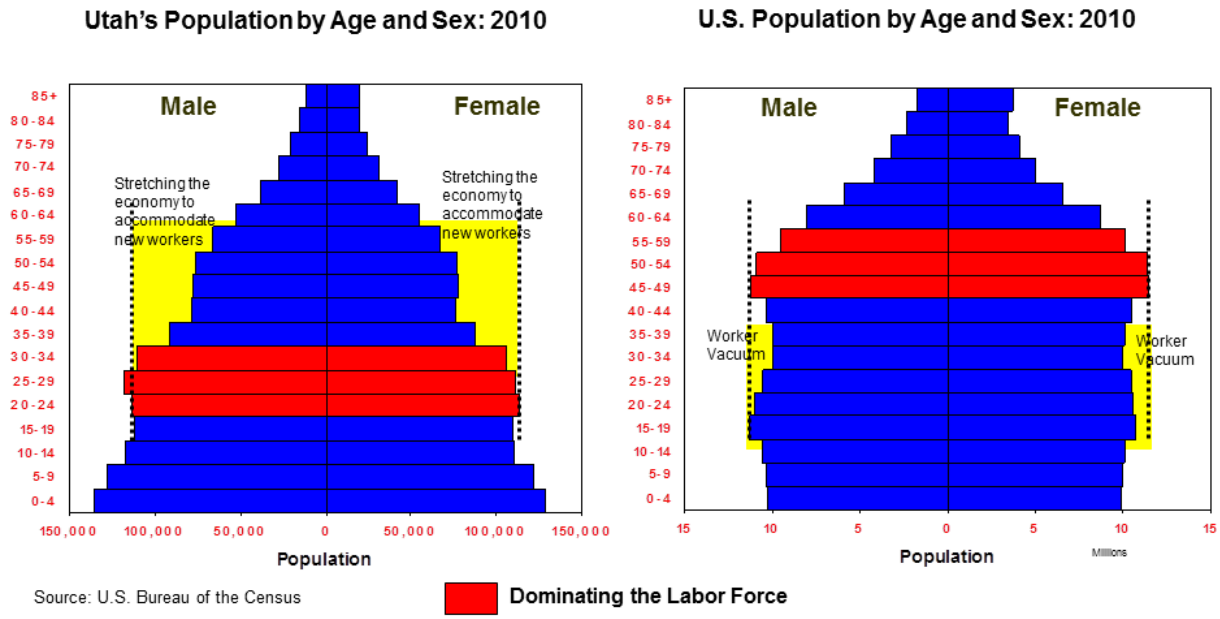
In 2017, the Utah economy is roughly eight years beyond the Great Recession's employment low point. Utah's labor market has recovered and is growing robustly. While a few lingering effects remain, like lagging labor force participation, they are limited and decrease with each year of employment rebound.

Utah's statewide unemployment rate has held at or below 4 percent for 30 consecutive months, and job growth has been above 3 percent for 18 months. The Utah economy is performing extremely well, to the point of drawing people into the workforce. The current year's labor force count has risen by 1.6 percent and the participation rate is currently well above the national rate at 68.4 percent. Opportunities for employment are readily available for job seekers with even just minimal skills. In such an environment, those who still turn to our agency for help will have multiple barriers and typically harder to place.

And while the overall economic picture in the state is strong, some counties in the eastern region of the state have been deeply affected by low oil prices. Comparing current job counts to January 2015 shows losses ranging from 13 to 18 percent for the three most heavily affected counties. In this area, we are concentrating heavily on reemployment efforts, but find it challenging for these rural areas where the loss of jobs in oil and gas have a multiplier effect across most other economic activity in the area.

Labor Force Age





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

Occupational Profiling

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

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

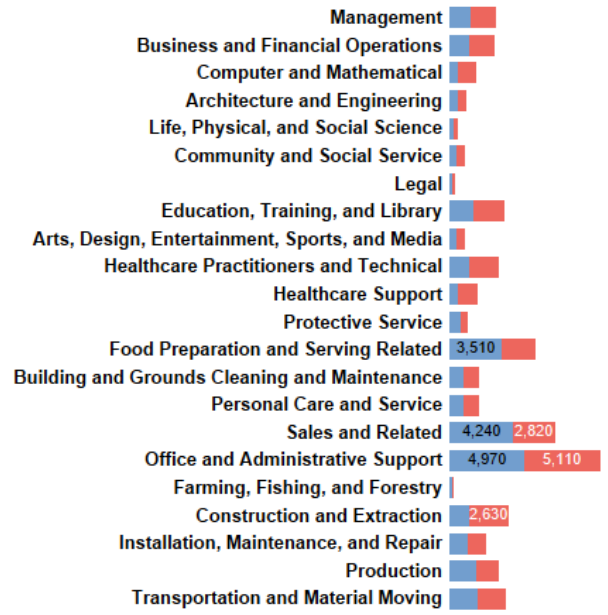
OCCUPATIONAL PROJECTIONS 2012-2022..

Utah Department of Workforce Services

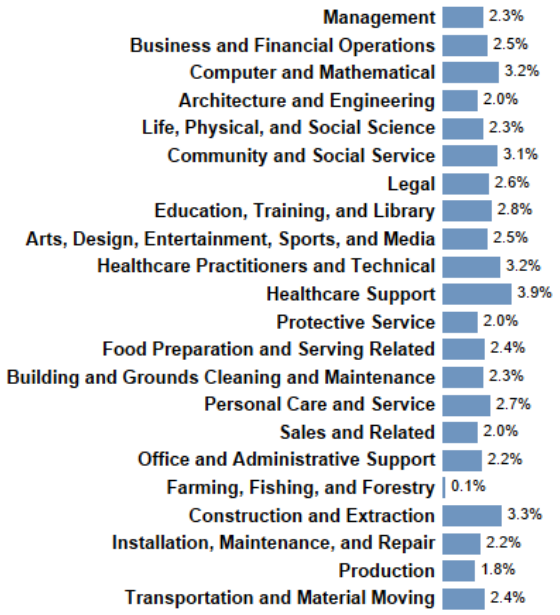
Projected Annual Openings	Replacement and Growth Openings	Annual Growth Rate
62,730	30,610 / 32,120	2.4%

Annual Openings from Replacement Needs Annual Openings from Growth

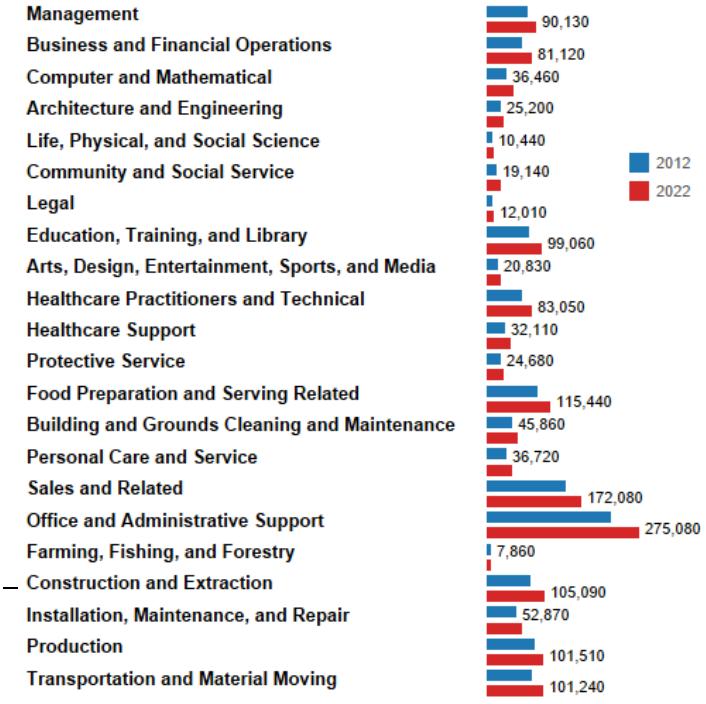
Annual Average Projected Openings



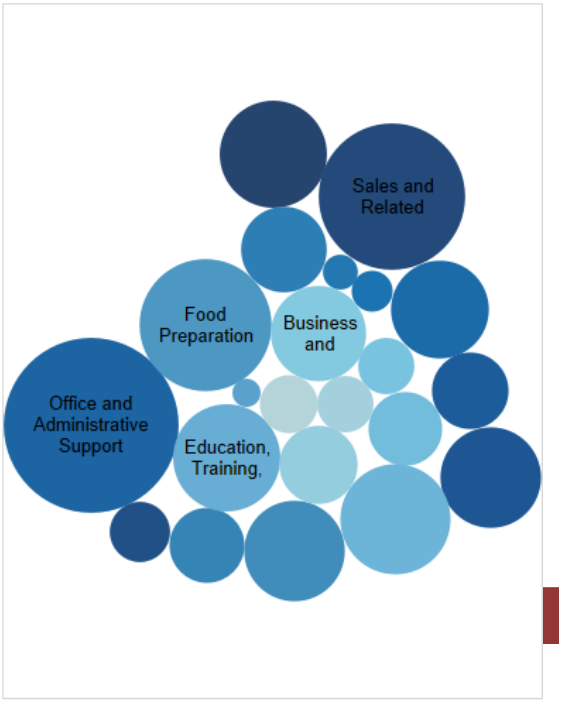
Annual Projected Employment Growth Rate



Employment Totals



Projected Openings



Source: Utah Department of Workforce Services, July 2014.

http://jobs.utah.gov/wi/pubs/outlooks/state/index.html

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

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

- **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))**

Economic Outlook

Modification 2018

Currently the national economy is on a sound footing and is providing a foundation upon which Utah can continue to operate within a favorable economic environment. Yet there are winds of change that may emerge in 2018 that makes one recognize a national recession is eventually on the horizon. Many economic pundits are basing this on the calendar alone as the current national economic recovery is the second longest in history and will be the longest by 2019. But that alone will not bring about a recession, as recessions come to fruition through economic imbalances. But given the length of this recovery and the historic patterns of the economy, a national recession in the next few years is highly probable. A repeat of the Great Recession though is highly unlikely. The next recession, as one pundit has opined, will be a normal "garden variety" recession. If that is the case, Utah may override this anticipated setback with minimal disturbance. This is based upon Utah's past history. There have been several former "garden variety" national recessions where Utah's economy slowed but still continued to add jobs. Unemployment may rise a bit, but not to any stressful level. The demands put upon the Utah economy for more jobs by ever expanding population growth require a strong national recession to mitigate this effect.

Utah's current strong labor market plays favorably for workers who might otherwise look to the state for economic support. As the labor pool has tightened and employers widen their search for labor resources, disadvantaged workers and those needing economic assistance morph into a more attractive labor resource. Opportunities for state agency clientele generally should continue to be bright throughout 2018. The horizon becomes cloudier as one looks toward 2019 and beyond as the economy is anticipated to weaken.

Existing and Expanding Industry and Occupational Demands

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

High Employment Industries for Workers 65-90 Years
Private Firms

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

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

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

Long-Term Projections for Jobs in Growth Industries and Occupations that may provide Employment Opportunities for Older Workers	**How Long-Term Projections relate to the types of Unsubsidized Jobs for which SCSEP participants will be trained and the type of skills training to be provided**	
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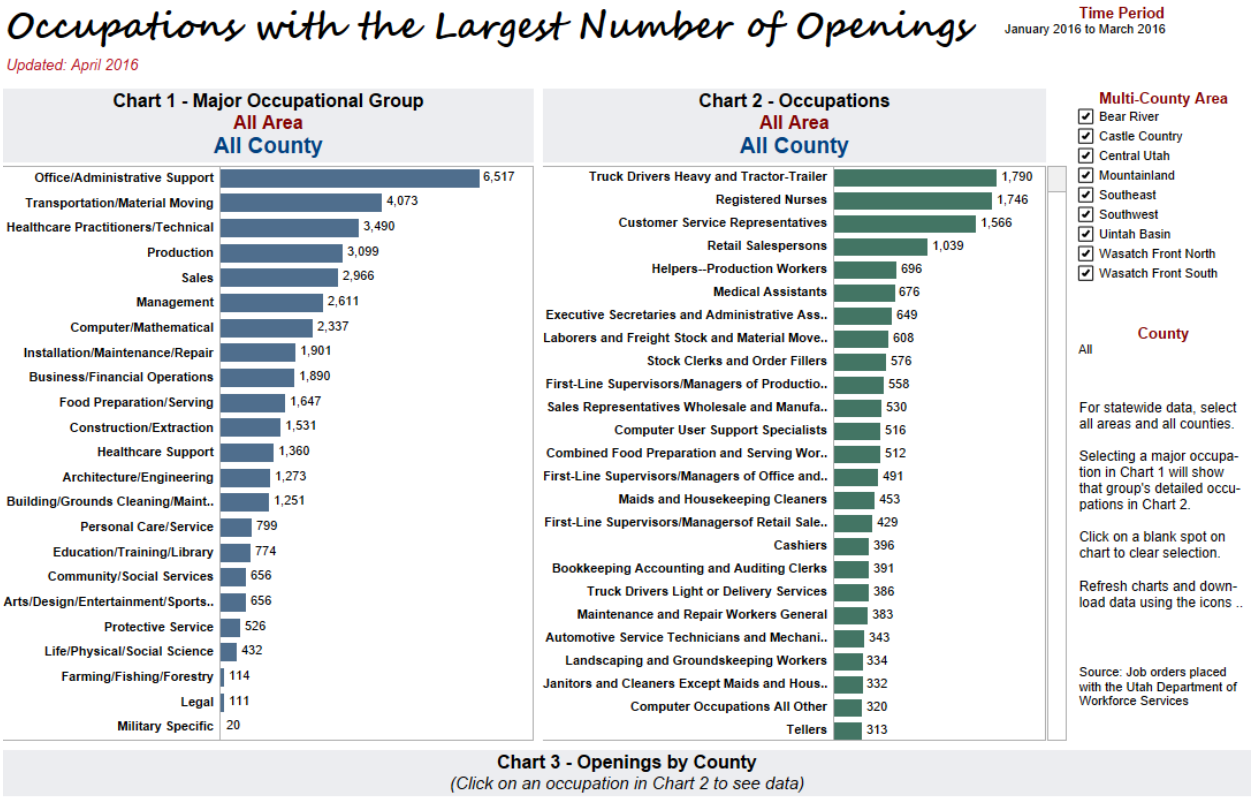
- **Discuss current and projected employment opportunities in the State (such as by providing information available under §15 of the Wagner-Peyser Act (29 U.S.C. 491-2) by occupation), and the types of skills possessed by eligible individuals. (20 CFR 641.325(c)).**

In the attached table, the Utah SCSEP provides a list of Current and Projected Opportunities in the State of Utah, Skill Gap issues with Utah Job Seekers, and Utah's Job employment outlook with High Demand but lower Wages. These charts provide the Utah SCSEP program with the foundation for types of skills needed for SCSEP participants. The SCSEP program will continue to update and improve the importance of job and soft skills need for employment. Each SCSEP participant will receive services to help the "essential" soft skills that include; Communication skills, ELS, Computer Skills, Organizational Skills, honesty, and Strong Work Ethic.

Utah's Current and Projected Employment Opportunities



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

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

Skills Gap

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

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

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

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

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

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

Employment and Unemployment

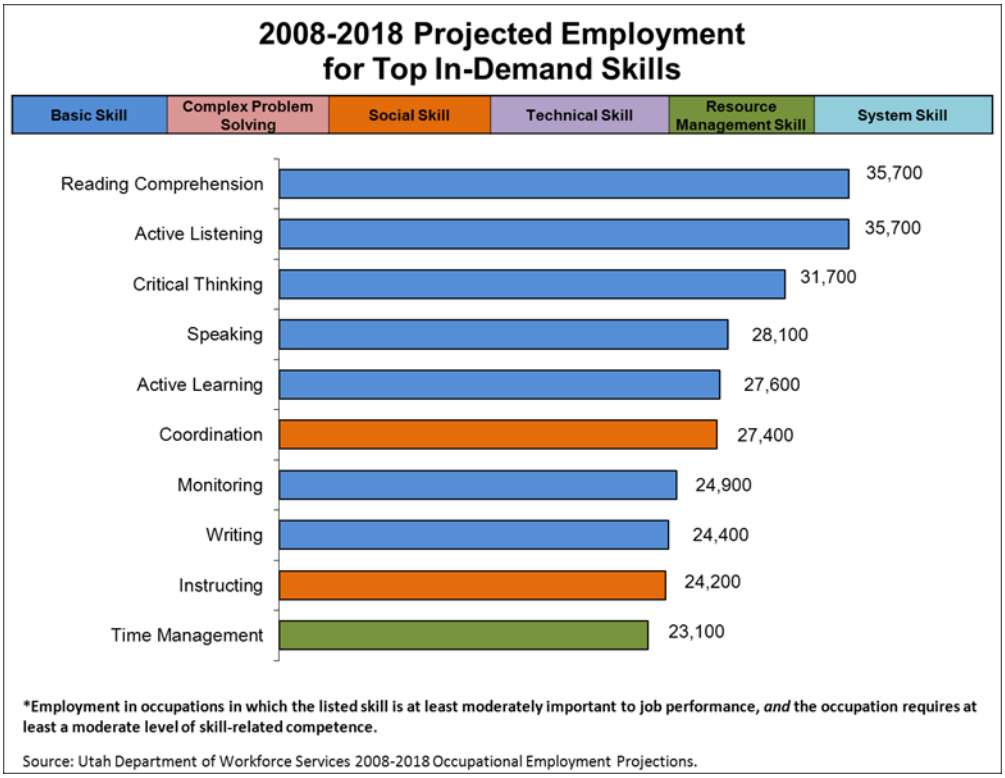
Modification 2018

Utah's 2017 employment count is 16 percent higher than its pre-recession peak employment of 2007. Utah ranks second nationally for employment growth above its pre-recession peak. (See Figure 34 http://jobs.utah.gov/sites/default/wioa/wioaplan2016graphs.pdf). Most states have only grown 5 percent or less while a handful of states have yet to return to their pre-recession level. However, given the high pace of internal growth within the age range of Utah's labor force, the Utah economy has not been able to thoroughly match new labor force entrants with jobs—even with employment levels 16 percent higher.

Utah's job growth has been above average for the past three years, adding around 40,000 new jobs per year. Workers sidelined by the Great Recession re-entering the labor force have supplied roughly 15,000 workers annually. There has been a natural increase in Utah's labor force age (from internal population growth) of roughly 20,000 to 25,000 per year. The combination of the two was supplying the 40,000 workers per year. Yet with current unemployment now in the low-3.0 percent range (implying a limited pool of available labor), and evidence that there are limited additional idled workers remaining to re-

enter the labor force, it follows that labor in-migration has become a more active and needed component. Prior to 2015, there was little evidence of strong in-migration coming to Utah since the Great Recession. But 2016 and 2017 have emerged as strong labor in-migration years. The local labor pool is largely employed so that it alone cannot support the average to above average employment growth that Utah experienced between 2012 and 2015. Utah's continued strong employment growth of 2016 and 2017 has added this in-migration component as a key necessity. That continued flow becomes threatened when the national economy improves to such as level as to not entice people to move from their present location.

Utah's Top-In Demand Skills Needed for Employment



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

Skills Employers Want

Source: National Association of Colleges and Employers Survey.

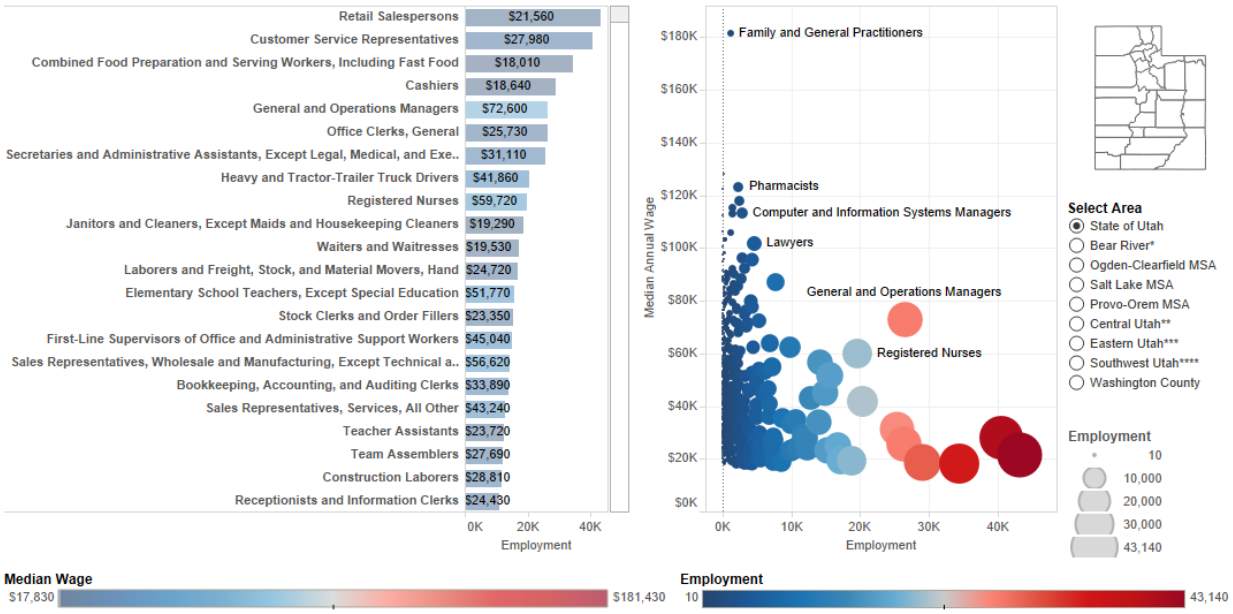
The Utah SCSEP Program will continue to provide all its SCSEP Participants with "Skills Employer Want". These skills have proven to be important to SCSEP Participants today and in our long-term planning.

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

Occupational Wages: *How do they stack up?*

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

State of Utah Annual Median Wage by Occupational Employment



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

Service Delivery and Coordination

Modification for 2018:

The Utah SCSEP program had two major changes in service providers in 2017.

The National Grantee providers changed from Easter Seals Goodwill Northern Rocky Mountain (ESGW-NRM) and National Indian Council on Aging to just one provider ESGW-NRM. ESGW-NRM is the sole provider of National Grantee services for 215 participant slots.

Responses from NICOA have been removed from prior Strategic Plan

The Utah SCSEP State Grantee changed sub-grantees. The prior sub-grantee was Salt Lake County Aging Services with 60 participant slots. This provider has provided SCSEP services for the State Grantee from the beginning of the Utah SCSEP program. The Utah SCSEP program contracted with Easter Seals Goodwill Northern Rocky Mountain to provide SCSEP services to the State grantee 55 participant slots in Salt Lake County.

Responses from SLC AAA have been removed from prior Strategic Plan

ESGW-NRM has determined their prior submitted Strategic Plan Goals will be incorporated into the new Salt Lake County participant slots. The State of Utah approved this determination since the National Grant already had 45 participant slots in Salt Lake County. Thus the additional Utah SCSEP 55 participant slots did not alter the prior strategic plan.

- **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))**
    - **Modification - Utah State new sub-grantee ESGW-NRM has determined to incorporate the Strategic Goals submitted in the 2016 plan as its modified goals for 2018-2020 for Salt Lake County State SCSEP slot participants. ESGW-NRM has had a presence in Salt Lake County since 2012 with appropriate strategic goals, priorities and services providers.**
    - **Modification -The Utah SCSEP program participant slot number decreased from 60 to 55 in 2018.**
    - **ESGW-NRM (Northern Rocky Mountain)** Because SCSEP is located in 7 Workforce Offices throughout the state, workforce partners naturally refer

their clients that are potentially eligible for SCSEP services. Easter Seals-Goodwill also has a strong partnership with Vocational Rehabilitation, the Veterans Administration, DWS Employment Counselors, Work Success coaches, Re-employment Services Counselors as well as Refugee Services Counselors. The Director of Easter Seals-Goodwill Utah Services attends monthly Workability (Workability Utah strives to link employers in the business community with the qualified workforce of people with disabilities) meetings as well as affiliate meetings of the National Rehabilitation Association; the Utah Non-Profit Association; Office of Child Care Advisory Board; United Way of Utah County; and the State Department of Aging Senior Committee and communicates items of interest to the SCSEP team.

- **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))**

  - **ESGW-NRM (Northern Rocky Mountain)** Goodwill cooperates with other providers of community resources in the State that are carried out under titles of the Older Americans Act. This includes: taking an active role in the Caregivers Coordinating Council of the Utah Coalition for Caregiver Support; working closely with nutritional services; partnering with housing agencies to ensure participants are aware of housing opportunities; partnering with agencies focused on assisting non-English speakers in gaining language proficiency; partnering with the community mental health centers in referring participants for drug and alcohol counseling; and coordinating with the Division of People with Disabilities to ensure assistive technology and services are obtained for participants. ESGW has partnered with Vocational Rehabilitation in the past to provide such services as dentures and hearing aids. SCSEP supportive services also routinely provide eyeglasses to participants to allow them to more fully participate in their community service assignments.

- **Planned 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).)**

  - **ESGW-NRM (Northern Rocky Mountain)** Goodwill partners with several community agencies that provide services for people in need. Easter Seals-Goodwill has formed several partnership agreements to support participants in their search for employment: Participants are referred to the Community Action Program for assistance with HEAT and housing as well as in tax

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

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

  - **ESGW-NRM (Northern Rocky Mountain)** National Easter Seals conducts a monthly Workforce Development call providing best practice and training on employment initiatives including how to engage local employers and educate them about the benefits of hiring older workers. The Program Manager is a member of the National Association of Workforce Development Professionals (NAWDP) and so has access to training and materials specifically designed to assist older workers, and is currently in the process of obtaining NAWDP certification as a Workforce Development Professional. Each SCSEP Employment Specialist provides training each week in topics on Computer Competency, Job Readiness and Workplace Tools. Curriculum has been specifically developed to motivate seniors and target skills required to compete in the modern workplace. Participants are also encouraged to take advantage of skills workshops offered by the Department of Workforce Services. Workshops include Resume Development, Networking Strategies, Using Linked-In and Interviewing Skills. Also available are Life Skills workshops that contribute to participants overall well-being such as Budgeting and Credit and Finding Healthy Relationships. Easter Seals-Goodwill SCSEP is also partnering with LDS Employment Services, CAT computer classes provided in the recreation centers, Habitat for Humanity, Community Action Program, and other community resources to provide services to seniors. Several seniors are training in programs offered through Ogden-Weber Applied Technical College, Davis Applied Technology College, Dixie Applied Technology college and Brigerland Applied Technology College. In Weber County SCORE has offered training opportunities to participants as well as free guidance to participants wishing to explore self-employment opportunities.

- **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)**

  - **Modification – The Utah SCSEP program has become a required member of the American Job Centers (one-stop centers) as of 2017. The Utah SCSEP Director is a member of the Operations Subcommittee which is involved with the certifications of the local American Job Centers as part of WIOA. As part of these certifications. SCSEP now has a presence and a process for referrals within the Job Centers. This will improve coordination between SCSEP and Job Centers.**

- **ESGW-NRM (Northern Rocky Mountain)** Seven Easter Seals-Goodwill SCSEP sites are located within the American Job Center (formerly the Career One-Stop) at the Department of Workforce Services offices, which naturally allows for cooperation and coordination within the Job Center. In each site ESGW staff works in close cooperation with the Department of Workforce Services employees. Mature job seekers registered at the jobs.utah.gov site who are unable to find employment are referred directly to the Easter Seals SCSEP program. The next challenge for ESGW SCSEP is to improve our presence in rural counties where we do not have staff co-located. In counties where we have held recruitments results have been favorable, however, staff cutbacks and budgetary constraints have made sustained efforts difficult. We are currently strategizing with Area Agencies on Aging to improve the visibility of ESGW SCSEP in rural counties throughout the state.

- **Efforts the State will make to work with local economic development offices in rural locations.**
  - **The State of Utah SCSEP program is located only in Salt Lake County with 55 slots. So the Utah SCSEP program does not work with local economic development offices in rural locations. The remaining 28 Utah Counties are served by Easter Seals Goodwill Northern Rocky Mountain and they work with the rural economic development offices.**

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

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

Davis County, Utah (Urban)	**ESGW-NRM**
Duchesne County, Utah (Rural)	**ESGW-NRM**
Emery County, Utah (Rural)	**ESGW-NRM**
Garfield County, Utah (Rural)	**ESGW-NRM**
Grand County, Utah (Rural)	**ESGW-NRM**
Iron County, Utah (Rural)	**ESGW-NRM**
Juab County, Utah (Rural)	**ESGW-NRM**
Kane County, Utah (Rural)	**ESGW-NRM**
Millard County, Utah (Rural)	**ESGW-NRM**
Morgan County, Utah (Urban)	**ESGW-NRM**
Piute County, Utah (Rural)	**ESGW-NRM**
Rich County, Utah (Rural)	**ESGW-NRM**
Salt Lake County, Utah (Urban)	**ESGW-NRM** **Modification 2018 - Utah SCSEP Program (ESGW-NRM)**

San Juan County, Utah (Rural)	**ESGW-NRM**
Sanpete County, Utah (Rural)	**ESGW-NRM**
Sevier County, Utah (Rural)	**ESGW-NRM**
Summit County, Utah (Rural)	**ESGW-NRM**
Tooele County, Utah (Rural)	**ESGW-NRM**
Uintah County, Utah (Rural)	**ESGW-NRM**
Utah County, Utah (Urban)	**ESGW-NRM**
Wasatch County, Utah (Rural)	**ESGW-NRM**
Washington County, Utah (Urban)	**ESGW-NRM**
Wayne County, Utah (Rural)	**ESGW-NRM**
Weber County, Utah (Urban)	**ESGW-NRM**

- **ESGW-NRM (Northern Rocky Mountain)** -Goodwill is in contact with the local Area Agencies on Aging and both agencies cooperate to recruit eligible participants in rural counties. Easter Seals-Goodwill has a presence in American Job Centers at the Department of Workforce Services offices throughout the state, with daily operations in offices in Weber, Davis, Salt

Lake, Utah, Carbon, Iron and Washington Counties. SCSEP operations are conducted monthly in Cache County and quarterly in Uintah County. Other counties are served by satellite locations in cooperation with county senior services and area non-profits and government agencies. Another strategy that Easter Seals-Goodwill SCSEP hopes to develop is offering virtual training to participants in rural areas. Training will be provided by agencies in urban areas through remote connections. Valuable computer training will result if this type of training can be launched.

- **The state's long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment. (20 CFR 641.302(e).) (May alternatively be discussed in the state strategies section of the strategic plan.)**

    - **ESGW-NRM (Northern Rocky Mountain)** ESGW's SCSEP Employment Specialists have a dual role as job developers, fostering continuity as participants interact with the same staff for programmatic and employment functions. Job leads are shared by Employment Specialists throughout the state in weekly team meetings. Specialists target employers that match the participant's skills and interest and inform them of tax incentives and other benefits of hiring mature workers. On-The-Job Employment is used successfully as an incentive for employers to hire SCSEP participants. ESGW is a member of the Davis and Weber Chambers of Commerce and participates annually at the Weber Chamber's Women in Business Conference. Chamber membership has proved extremely effective in both opening up employment opportunities as well as securing new host agency sites. In other counties, Employment Specialists meet regularly with community groups such as the Five County Association of Governments and the Washington County Area Human Services Council to ensure community organizations are aware of the SCSEP.

- **Describe the long-term strategy for serving minorities under SCSEP. (20 CFR 641.302 (c))**
    - **ESGW-NRM (Northern Rocky Mountain)** Currently 16 percent of participants enrolled in ESGW SCSEP are non-white minorities. This is comparable to Utah's minority population of 18.4 percent. The SCSEP will continue to partner with local agencies serving minorities by ensuring a strong representation on state committees that focus on working with minority and older individuals as well as partnering with all the grass roots and non-profit organizations in the communities that the SCSEP serves. The Easter Seals-Goodwill SCSEP will continue to provide waivers to the 48-

month lifetime program limit for people 75 and older who do not receive Social Security Retirement benefits, and to those individuals classified as severely disabled. For those who qualify for Durational Limit waivers, their lifetime program limit will be extended by 12 months.

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

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

Bear River Area Agency on Aging
Box Elder, Cache, Rich Counties
Michelle Benson, Aging Svcs Dir
170 North Main
Logan, UT 84321
Phone: 435-752-7242 or
1-877-772-7242
Website: www.brag.utah.gov

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

Five-County Area Agency on Aging
Beaver, Garfield, Iron, Kane, Washington Counties
Carrie Schonlaw, Director (PSA 05)

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

Mountainland Dept. of Aging and Family Services
Summit, Utah, Wasatch Counties
Heidi DeMarco, Director
586 East 800 North
Orem, UT 84097-4146
Phone: 801-229-3800
Website: www.mountainland.org

Salt Lake County Aging Services
Salt Lake County
Paul Leggett, Director
2001 South State, #S1500
Salt Lake City, UT 84190-2300
Phone: 385-468-3200
Website: www.aging.slco.org

San Juan County Area Agency on Aging
San Juan County
Tammy Gallegos, Director
117 South Main (PO Box 9)
Monticello, UT 84535-0009
Phone: 435-587-3225
Website: http://www.sanjuancounty.org/aging.htm

Six-County Area Agency on Aging
Juab, Millard, Piute, Sanpete, Sevier, Wayne Counties
Scott Christensen, Director
250 North Main
(PO Box 820)
Richfield, UT 84701
Phone: 435-893-0700
Toll free: 1-888-899-4447
Email: schristensen5@sixcounty.com

Southeastern Utah AAA
Carbon, Emery, Grand Counties
Shawna Horrocks, Director
Phone: 435-637-4268 x 412
Technical Assistance Center

375 South Carbon Avenue
(PO Box 1106)
Price, UT 84501
Phone: 435-637-4268

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

Uintah Basin Area Agency on Aging
Daggett, Duchesne Counties
Sandy Whalin, Director
330 East 100 South
Roosevelt, UT 84066
Phone: 435-722-4518

Council on Aging - Golden Age Center – (Uintah County PSA)
Uintah County
LouAnn Young, Director
330 South Aggie Blvd
Vernal, UT 84078
Phone: 435-789-2169

Weber Area Agency on Aging
Morgan, Weber Counties
Paula Price, Director
237 26th Street, Suite 320
Ogden, UT 84401
Phone: 801-625-3770

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

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

Modification 2018

Utah 2018 Host Agencies

American Cancer Society

HA ID: 1612852
HA Address: 375 East 100 South, Salt Lake City, UT 84111
Type: Not-for-profit
Active: Y
Available: Y
Date of Host Agency Agreement: 07/01/2017
Number of Current Participants: 1
Total Number of Participants: 3
Length of Time as Host Agency: 1331

Catholic Community Services - SLC

HA ID: 1335221
HA Address: 745 E. 300 S., Salt Lake City, UT 84102
Type: Not-for-profit
Active: Y
Available: Y
Date of Host Agency Agreement:
Number of Current Participants: 6
Total Number of Participants: 71
Length of Time as Host Agency: 5131

Columbus Senior Center

HA ID: 1441981
HA Address: 2531 S. 400 E., Salt Lake City, UT 84115
Type: Government
Active: Y
Available:
Date of Host Agency Agreement:

Number of Current Participants: 1
Total Number of Participants: 2
Length of Time as Host Agency: 3101

Community Nursing Services

HA ID: 1335289
HA Address: 2830 South Redwood Road, Suite A, West Valley City, UT 84119
Type: Not-for-profit
Active: Y
Available: Y

Date of Host Agency Agreement: 06/25/2017
Number of Current Participants: 4
Total Number of Participants: 43
Length of Time as Host Agency: 4664

Discovery Gateway

HA ID: 1467049
HA Address: 444 W 100 S, Salt Lake City, UT 84101
Type: Not-for-profit
Active: Y
Available:

Date of Host Agency Agreement:
Number of Current Participants: 1
Total Number of Participants: 2
Length of Time as Host Agency: 3763

Friendly Neighborhood Senior Center

HA ID: 1659631
HA Address: 1992 South 200 East, Salt Lake City, UT 84115
Type: Not-for-profit
Active: Y
Available: Y

Date of Host Agency Agreement: 11/14/2017
Number of Current Participants: 1
Total Number of Participants: 2
Length of Time as Host Agency: 105

Refugee & Immigrant Center Asian Association of Utah

HA ID: 1335244
HA Address: 155 South 300 West, Salt Lake City, UT 84101
Type: Not-for-profit
Active: Y
Available: Y

Date of Host Agency Agreement: 08/17/2015
Number of Current Participants: 1
Total Number of Participants: 29

Length of Time as Host Agency: 5115

Salt Lake City Library

HA ID: 1659384
HA Address: 210 E 400 S., Salt Lake City, UT 84111
Type: Not-for-profit
Active: Y
Available: N
Date of Host Agency Agreement: 07/01/2017
Number of Current Participants: 1
Total Number of Participants: 1
Length of Time as Host Agency: 113

Salt Lake Community Action Program CAP

HA ID: 1335241
HA Address: 764 S 200 W, Salt Lake City , UT 84101
Type: Not-for-profit
Active: Y
Available: Y
Date of Host Agency Agreement: 01/19/2016
Number of Current Participants: 4
Total Number of Participants: 47
Length of Time as Host Agency: 5157

Salt Lake County

HA ID: 1335257
HA Address: 2001 South State Street, Salt Lake City, UT 84114-4575
Type: Government
Active: Y
Available: Y
Date of Host Agency Agreement:
Number of Current Participants: 20
Total Number of Participants: 385
Length of Time as Host Agency: 6915

State Street Boxing

HA ID: 1662634
HA Address: 700 S. State Street, Salt Lake City, UT 84111
Type: Not-for-profit
Active: Y
Available: Y
Date of Host Agency Agreement: 02/09/2018
Number of Current Participants: 1
Total Number of Participants: 1
Length of Time as Host Agency: 14

The Sarah Daft Home

HA ID: 1662613
HA Address: 737 South 1300 East, Salt Lake City, UT 84102
Type: Not-for-profit
Active: Y
Available:
Date of Host Agency Agreement:
Number of Current Participants: 1
Total Number of Participants: 1
Length of Time as Host Agency: 5

Veterans Administration Hospital

HA ID: 1335292
HA Address: 500 Foothill Drive, Salt Lake City, UT 84148
Type: Government
Active: Y
Available: Y
Date of Host Agency Agreement: 06/09/2017
Number of Current Participants: 3
Total Number of Participants: 15
Length of Time as Host Agency: 4604

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

2018

The Utah SCSEP Program is focused on our participant enrollments and staffing issues as our strategies for the new performance measures. We understand the changes to performance measures and the new proposed goals, but we are not at this current time achieving Enter Employment, Community Service or Entered Employment.

E. CORE PERFORMANCE MEASURES					
MEASURE	DESCRIPTION	GOAL	Q RATE	YTD RATE	L4Q RATE
1. Community	The number of hours of community service in the reporting	80.0%	71.3%	62.3%	

Service	period divided by the number of hours of community service funded by the grant minus the number of paid training hours in the reporting period		N = 10,710 D = 15,015	N = 28,075 D = 45,045	
2. Common Measures Entered Employment	Of those not employed at the time of participation, the number of participants employed in the first quarter after the exit quarter divided by the number of participants who exit during the quarter	58.0%	0.0% N = 0 D = 5	16.7% N = 2 D = 12	27.3% N = 6 D = 22
3. Common Measures Employment Retention	Of those participants who are employed in the first quarter after the exit quarter, the number employed in both the second and third quarters after the exit quarter divided by the number of participants who exit during the quarter	80.0%	25.0% N = 1 D = 4	63.6% N = 7 D = 11	69.2% N = 9 D = 13
4. Common Measures Average Earnings	Of those participants who are employed in the first, second, and third quarters after the quarter of program exit, total earnings in the second and third quarters after the exit quarter, divided by the number of exiters during the period	7519	8704 N = 8,704 D = 1	7615 N = 53,306 D = 7	7300 N = 65,702 D = 9
5. Service Level	The number of participants who are active on the last day of the reporting period or who exited during the reporting period divided by the number of modified community service positions	157.5%	109.1% N = 60 D = 55	136.4% N = 75 D = 55	
6. Service to Most in Need	Average number of barriers per participant. The total number of the following characteristics: severe disability, frail; age 75 or older, old enough for but not receiving SS Title II, severely limited employment prospects and living in an area of persistent unemployment, limited English proficiency, low literacy skills, disability, rural, veterans, low employment prospects, failed to find employment after using WIA Title I, and homeless or at risk of homelessness divided by the number of participants who are active on the last day of the reporting period or who exited during the reporting period	2.65	2.58 N = 155 D = 60	2.55 N = 191 D = 75	2.51 N = 201 D = 80

We believe we will achieve success in the following PM's; 2018 / 2019 Median Earnings , 2018/2019 Service Level, 2018/2019 Community Service, and Satisfaction results based on prior years results (FY14-FY17 Q3). We are close to the 2018/2019 Most in Need proposed goal as we currently stand at 2.55. However, we are working hard to achieve the 2018/2019 Q2 Employment, and 2018/2019 Q4 Employment. We will welcome feedback during the next two FY years.

Grantee	2018 Q2 Employment Proposed Goal	2019 Q2 Employment Proposed Goal	2018 Median Earnings Proposed Goal	2019 Median Earnings Proposed Goal	2018 Q4 Employment Proposed Goal	2019 Q4 Employment Proposed Goal
Utah	51.7%	52.7%	$2,849	$2,992	47.9%	48.9%

Grantee	2018 Service Level Proposed Goal	2019 Service Level Proposed Goal	2018 Community Service Proposed Goal	2019 Community Service Proposed Goal	2018 Most in Need Proposed Goal	2019 Most in Need Proposed Goal	2018 Customer Satisfaction--Participant	2018 Customer Satisfaction--Host Agency
Utah	153.1%	156.1%	75.0%	76.0%	2.86	2.86	79.8	80.4

Grantee	2018 Customer Satisfaction--Employer	2019 Customer Satisfaction--Participant	2019 Customer Satisfaction--Host Agency	2019 Customer Satisfaction--Employer	Rejected records %
Utah		80.8	81.4		**0.0%**

Effective July 2018, the Utah SCSEP program adopted the new Performance Measures;

(b)*Core measures.* Section 513(b)(1) of the OAA establishes the following core measures of performance:

(1) Hours (in the aggregate) of community service employment;

(2) The percentage of project participants who are in unsubsidized employment during the second quarter after exit from the project;

(3) The percentage of project participants who are in unsubsidized employment during the fourth quarter after exit from the project;

(4) The median earnings of project participants who are in unsubsidized employment during the second quarter after exit from the project;

(5) Indicators of effectiveness in serving employers, host agencies, and project participants;

(6) The number of eligible individuals served; and

(7) The number of most-in-need individuals served (the number of participating individuals described in OAA sec. 518(a)(3)(B)(ii) or (b)(2)).

2016

- **The Utah SCSEP program has worked with the Utah Division of Aging and Adult Services (DAAS) for over eleven year make sure the SCSEP program adapts and changes with the clients we serve. DAAS contracts with the twelve AAA to provide services to clients 55 and over. At each of these AAAs, has trained professional staff to help clients find resources to address immediate and future needs. The AAAs is a statewide resource and its services are available to all individuals without regard for their income. AAAs is a valuable resource to assist SCSEP applicants locate and obtain supportive services in their communities. The Utah SCSEP program will continue to work with DAAS as the recently updated and approved Older Americans Act is rolled to make sure the SCSEP clients are receiving the required services.**

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

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

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

- **ESGW-NRM (Northern Rocky Mountain)** ESGW SCSEP recommends the following changes to the Department: 1) Recognize that multiple barriers to employment require more intensive case management than the general population. The SCSEP's budgetary structure does not allow for staffing levels to appropriately case manage SCSEP participants. A more robust program would enable staff to devote the time necessary to assist the neediest participants prepare for and enter employment. Under the current design, those who most need the program do not receive the full support required for them to succeed. This results in not only their dissatisfaction with the program but also decreased morale as staff recognize they cannot provide needed services due to the demands of the many participants they are serving. 2) Recognize that participants who have been justice-involved are among the hardest individuals to place in employment. Criminal History and/or prior felony convictions should be considered a most-in-need factor based on the significant barriers they present to employment. 3) Recognize the value of sustaining seniors who will most likely not find employment. The SCSEP should have a two-track approach: one for mature workers who are definitely seeking employment and another for those who need the income support and wish to stay engaged in their communities, but for whom a successful outcome would not necessarily include employment. Those on the "Community Service" track would be limited to no more than 10 percent of the total grant, however, the needs of the most impoverished seniors could be met while the community would benefit from their experience and energy. 4) Increase funding to those projects tasked with serving large geographical and remote areas. In order to best serve rural counties, travel sometimes including overnight stays in remote locations is required. Under current guidelines, there is not sufficient funding to support required travel for recruitment and program functions. Easter Seals-Goodwill also encourages the Department of Labor to continue to have service provision provided through both National and State agencies.

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

    - ***ESGW-NRM (Northern Rocky Mountain)*** -Goodwill SCSEP has been continuously improving placement percentages over the past four years, increasing Entered Employment from 33.3 percent in PY2012 to 52.9 percent in PY2014. This improvement is a result of several factors: a reduction in the number of participants

enrolled enabled Employment Specialists to work more closely with participants to improve their application, resume development and interviewing skills. An increased focus on training has enabled participants to develop more of the technology skills required for success in the modern workplace. More time is devoted to assessment during program orientation, which allows participants to set clearer employment related goals. As the overall economy has improved, the unemployment rate has dropped and employers are more open to hiring people from the SCSEP demographic. We will maintain these strategies to the extent possible, however, because we will no longer have dedicated Training and Supportive Service funds, the resources we have been able to allocate to training will no longer be available.

Location and Population Served, including Equitable Distribution

Modification for 2018:

The Utah SCSEP program had two major changes in service providers in 2017.

The National Grantee providers changed from Easter Seals Goodwill Northern Rocky Mountain (ESGW-NRM) and National Indian Council on Aging to just one provider ESGW-NRM. ESGW-NRM is the sole provider of National Grantee services for 215 participant slots.

Responses from NICOA have been removed from prior Strategic Plan

The Utah SCSEP State Grantee changed sub-grantees. The prior sub-grantee was Salt Lake County Aging Services with 60 participant slots. This provider has provided SCSEP services for the State Grantee from the beginning of the Utah SCSEP program. The Utah SCSEP program contracted with Easter Seals Goodwill Northern Rocky Mountain to provide SCSEP services to the State grantee 55 participant slots in Salt Lake County.

Responses from SLC AAA have been removed from prior Strategic Plan

ESGW-NRM has determined their prior submitted Strategic Plan Goals will be incorporated into the new Salt Lake County participant slots. The State of Utah approved this determination since the National Grant already had 45 participant slots in Salt Lake County. Thus the additional Utah SCSEP 55 participant slots did not alter the prior strategic plan.

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

- **For 2018 the Utah SCSEP program covers the largest need in the State of Utah with ESGW-NRM. Combined we cover 103 slots. The remaining 164 slots are distributed in the 28 Counties. In the attached chart, Population size for each county is given; Population 65 and older (only concrete age specific information we could find). We understand the SCSEP is 55 and older, but there is no data available to show that population number; and the population age 65 and older that is below the 150 % of the Federal Poverty Level. This is the original chart submitted with 2016 data. The Utah SCSEP program was unable to get an updated chart from the Department of Labor for the 2018 modification.**

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

29	Daggett County	1,109	214	16

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

- **ESGW-NRM (Northern Rocky Mountain) –** Goodwill covers the entire state of Utah as the National grantee. Goodwill has 212 slots for 2018.

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

The Utah SCSEP program specific cities are bolded and underlined and covered by ESGW-NRM as the State sub grantee. The remaining cities are covered by ESGW-NRM

2018

The Utah SCSEP program is only in Salt Lake County;

FIPS	County	SG PY16 AP	SG PY17 AP	SG Variance	ES PY16 AP	ES PY17 AP	ES Variance	NICOA (S) PY16 AP	NICOA (S) PY17 AP	NICOA (S) Variance
49001	Beaver				2		-2			
49003	Box Elder				5	5	0			
49005	Cache				9	7	-2			
49007	Carbon				6	4	-2			
49009	Daggett						0			
49011	Davis				20	20	0			
49013	Duchesne				3	3	0			
49015	Emery				2	0	-2			
49017	Garfield				2		-2			
49019	Grand				3	3	0			
49021	Iron				7	6	-1			
49023	Juab				2	0	-2			
49025	Kane				2	1	-1			
49027	Millard				3	2	-1			
49029	Morgan					1	1			
49031	Piute				1	2	1			
49033	Rich					1	1			
49035	Salt Lake	60	55	-5	60	48	-12			
49037	San Juan				5	5	0	7	0	-7
49039	Sanpete				5	3	-2			
49041	Sevier				4	5	1			
49043	Summit				3	3	0			

49045	Tooele				4	5	1			
49047	Uintah				4	4	0			
49049	Utah				31	31	0			
49051	Wasatch				2	2	0			
49053	Washington				19	22	3			
49055	Wayne				1	2	1			
49057	Weber				27	27	0			
	Total	60	55	-5	232	212	-20	7	0	-7

Map of Salt Lake County municipalities and CDPs

2018 - Salt lake County is the only county that the Utah SCSEP State Grantee is located in. The Authorized Slot count for FY17 was 55, in FY18 the slots will be 55. No changes in authorized slot counts. The cities in Salt Lake County are; Bluffdale ,Cottonwood Heights,Draper, Herriman,Holladay, Midvale, Millcreek, Murray, Riverton, Salt Lake City, Sandy, South Jordan, South Salt Lake, Taylorsville, West Jordan, West Valley City

2016

All Utah Cities/Towns Listed Alphabetically by County		All Utah Cities/Towns Listed Alphabetically by County	
County	City/Town	County	City/Town
Beaver County	Beaver City	San Juan County	Blanding
Beaver County	Beaver County	San Juan County	Monticello
Beaver County	Milford	San Juan County	San Juan County
Beaver County	Minersville	Sanpete County	Centerfield
Box Elder County	Bear River	Sanpete County	Ephraim
Box Elder County	Brigham	Sanpete County	Fairview
Box Elder County	Corinne	Sanpete County	Fayette
Box Elder County	Deweyville	Sanpete County	Fountain Green
Box Elder County	Elwood	Sanpete County	Gunnison
Box Elder County	Fielding	Sanpete County	Manti
Box Elder County	Garland	Sanpete County	Mayfield
Box Elder County	Honeyville	Sanpete County	Moroni
Box Elder County	Howell	Sanpete County	Mt. Pleasant
Box Elder County	Mantua	Sanpete County	Sanpete County
Box Elder County	Perry	Sanpete County	Spring City
Box Elder County	Plymouth	Sanpete County	Sterling
Box Elder County	Portage	Sanpete County	Wales

Box Elder County	Snowville	Sevier County	Annabella
Box Elder County	Tremonton	Sevier County	Aurora
Box Elder County	Willard	Sevier County	Central Valley
Cache County	Amalga	Sevier County	Elsinore
Cache County	Cache County	Sevier County	Glenwood
Cache County	Clarkston	Sevier County	Joseph
Cache County	Cornish	Sevier County	Koosharem
Cache County	Hyde Park	Sevier County	Monroe
Cache County	Hyrum	Sevier County	Redmond
Cache County	Lewiston	Sevier County	Richfield
Cache County	Logan	Sevier County	Salina
Cache County	Mendon	Sevier County	Sevier County
Cache County	Millville	Sevier County	Sigurd
Cache County	Newton	Summit County	Coalville
Cache County	Nibley	Summit County	Francis
Cache County	North Logan	Summit County	Henefer
Cache County	Paradise	Summit County	Kamas
Cache County	Providence	Summit County	Oakley
Cache County	Richmond	Summit County	Park City
Cache County	River Heights	Summit County	Snyderville Basin Tr Dist
Cache County	Smithfield	Summit County	Summit County
Cache County	Trenton	Tooele County	Erda
Cache County	Wellsville	Tooele County	Grantsville
Carbon County	Carbon County	Tooele County	Lakepoint
Carbon County	East Carbon	Tooele County	Lincoln
Carbon County	Helper	Tooele County	Ophir
Carbon County	Price	Tooele County	Rush Valley
Carbon County	Scofield	Tooele County	Stansbury Park
Carbon County	Wellington	Tooele County	Stockton
Daggett County	Dutch John	Tooele County	Tooele City
Daggett County	Manila	Tooele County	Tooele County
Davis County	Bountiful	Tooele County	Vernon
Davis County	Centerville	Tooele County	Wendover
Davis County	Clearfield	Uintah County	Ballard
Davis County	Clinton	Uintah County	Naples
Davis County	Davis County	Uintah County	Uintah County
Davis County	Falcon Hill Clearfield	Uintah County	Vernal
Davis County	Falcon Hill Davis	Utah County	Alpine
Davis County	Falcon Hill Sunset	Utah County	American Fork
Davis County	Farmington	Utah County	Bluffdale South

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

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

Millard County	Millard County	Weber County	Pleasant View
Millard County	Oak City	Weber County	Riverdale
Millard County	Scipio	Weber County	Roy
Morgan County	Morgan City	Weber County	South Ogden
Morgan County	Morgan County	Weber County	Uintah
Piute County	Circleville	Weber County	Washington Terrace
Piute County	Junction	Weber County	Weber County
Piute County	Kingston	Weber County	West Haven
Piute County	Marysvale		
Piute County	Piute County		
Rich County	Garden City		
Rich County	Laketown		
Rich County	Randolph		
Rich County	Rich County		
Rich County	Woodruff		
Salt Lake County	**Alta**		
Salt Lake County	**Bluffdale**		
Salt Lake County	**Cottonwood Heights**		
Salt Lake County	**Draper**		
Salt Lake County	**Herriman**		
Salt Lake County	**Holladay**		
Salt Lake County	**Midvale**		
Salt Lake County	**Murray**		
Salt Lake County	**Riverton**		
Salt Lake County	**Salt Lake City**		
Salt Lake County	**Salt Lake County**		
Salt Lake County	**Sandy**		
Salt Lake County	**South Jordan**		
Salt Lake County	**South Salt Lake**		
Salt Lake County	**Taylorsville**		
Salt Lake County	**Utah Data Center SL Co**		
Salt Lake County	**West Jordan**		
Salt Lake County	**West Valley City**		

Utah SCSEP program Participant Counties with respective slot totals and changes since FY18

- **ESGW-NRM (Northern Rocky Mountain) –** Goodwill covers the entire state of Utah as the National grantee. Goodwill has 215 slots.

- **ESGW- NRM / Salt Lake County (Utah SCSEP sub-grantee) –** covers Salt Lake County with 55 slots.

- **Describe any current slot imbalances and proposed steps to correct inequities to achieve equitable distribution.**
  - **The Utah SCSEP program has not had a slot imbalance for years since the last 2010 Census (when DOL closed the Utah SCSEP programs Davis and Weber County). The Utah SCSEP program only covers Salt Lake County. ESGW-NRM submits its slot imbalance proposal through their National Office to the DOL. As of this report, all inequities have been addressed.**
    Utah SCSEP program Participant Counties with respective slot totals and changes since FY15

2018 - The Utah SCSEP program is under enrolled at this current time (53 out of 55 slots in Salt Lake County). Over the last three quarters we have enrolled 30 participants but have had 22 exit (8 for other reasons). We have had two issues. One, participants have been leaving for other reasons or exclusion reason, (6) over the last quarter and Two, staff issues at the sub-grantee level. Employees have left for other positions and one died unexpectedly. Staff hiring take away from recruiting efforts. Currently, our plan for the Utah SCSEP program is to hire the current number of staff and continue the focus of participant enrollment. The Utah SCSEP sub-grantee is using these recruiting strategies this quarter;

Recruiting strategies:

- **Co-location in the AJC allows for a natural referral pathway with other agencies providing resources to mutual customers**
- **Partnerships with Senior Centers who serve as Host Agencies also provide a referral source**
- **Other Host Agency partners who serve the senior population refer potential participants. Some examples include Catholic Community Services (St Vincent de Paul/Weigand Center); Salvation Army; YWCA; Crossroads Urban Center**
- **We often get referrals from Deseret Industries missionary arm of the LDS church**
- **Word of mouth from seniors participating in the program**
- **We have in the past had an outreach teaching computer skills at Senior Centers, however, we do not have enough staff at this time to continue this effort**

FIPS	County	SG PY17 Q3 AP	SG PY17 Q3 E	SG PY17 Q3 V	ES PY17 Q3 AP	ES PY17 Q3 E	ES PY17 Q3 V
49001	Beaver						
49003	Box Elder				5	0	-5
49005	Cache				7	5	-2

49007	Carbon				4	10	6
49009	Daggett						
49011	Davis				20	21	1
49013	Duchesne				3	0	-3
49015	Emery				0	1	1
49017	Garfield						
49019	Grand				3	2	-1
49021	Iron				6	7	1
49023	Juab				0	1	1
49025	Kane				1	0	-1
49027	Millard				2	0	-2
49029	Morgan				1	0	-1
49031	Piute				2	0	-2
49033	Rich				1	0	-1
49035	Salt Lake	55	53	-2	48	47	-1
49037	San Juan				5	6	1
49039	Sanpete				3	5	2
49041	Sevier				5	2	-3
49043	Summit				3	0	-3
49045	Tooele				5	4	-1
49047	Uintah				4	4	0
49049	Utah				31	35	4
49051	Wasatch				2	0	-2
49053	Washington				22	22	0
49055	Wayne				2	0	-2
49057	Weber				27	40	13

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

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

The Utah SCSEP Programs County and respective slot number

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

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

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

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

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

- **Equitably serves both rural and urban areas.**

  - **ESGW-NRM (Northern Rocky Mountain)**-Goodwill SCSEP has slots throughout the state of Utah. Most of the participants currently being

served reside in urban areas, as these areas provide ample support for recruitment efforts as well as the most opportunities for employment. Limited funds available to support travel into rural areas seriously curtails efforts to recruit, as well as to serve individuals residing in isolated areas. The state of Utah is an area of nearly 85,000 square miles; much of it is rugged terrain with isolated populated areas. Although Easter Seals-Goodwill SCSEP has staff in seven locations throughout the state, often there is a long distance to the nearest office serving SCSEP participants. Coordination with area Agencies on Aging has met with some success, but what is really required to serve these areas properly is additional funds to either staff offices within reasonable traveling distance or funds to allow for regular travel into the rural areas by SCSEP staff.

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

- **Salt Lake County (UTAH SCSEP sub-grantee) – ESGW-NRM only has one county and it is in an urban area.**

- **Serves individuals afforded priority for service under 20 CFR 641.520. (20 CFR 641.302(a), 641.365, 641.520.)**
  - **The Utah SCSEP Program when recruiting and selecting participants for SCSEP, priority is given to individuals who have one or more of the following priority of service characteristics:**
    - **Are covered persons in accordance with the Jobs for Veterans Act (covered persons – veterans and eligible spouses, including widows and widowers – who are eligible for SCSEP must receive services instead of, or before, non-covered persons);**
    - **Are 65 years or older;**
    - **Have a disability;**
    - **Have limited English proficiency;**
    - **Have low literacy skills;**
    - **Reside in a rural area;**

- **Have low employment prospects;**
- **Have failed to find employment after utilizing services provided through the One-Stop Delivery System;**
- **Are homeless or are at risk for homelessness**

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

- **ESGW-NRM (Northern Rocky Mountain)** ESGW SCSEP uses an intake form with descriptions that help Employment Specialists to identify Most In Need factors per the Department of Labor. Applicants are prioritized according to their barriers to employment. Veterans receive first priority to enter the program. Employment Specialists also attend conferences and job fairs that attract the most in need. For example, senior center fairs, Choose to Work job fairs, Refugee Cultural Celebrations and Veteran's conferences. The program manager is bi-lingual English/Spanish, so we are able to accommodate Spanish-speaking participants. Over the past four years, ESGW SCSEP has consistently met goals for Service to Most In Need and Service Level, demonstrating the ability of the program to serve the greatest number of eligible participants. We believe this is due in large part to the co-location of ESGW SCSEP offices within the American Job Centers. Utah also has a large presence of veterans with a Veterans Hospital and Air Force, Army and National Guard bases. The SCSEP has a continuing partnership with the Veterans Administration through host agency agreements and sharing employment activities. A mutually beneficial partnership has developed with the Homeless and Justice Clinical Recovery Program, as veterans referred by the Employment Coordinator are enrolled immediately. Through this partnership in PY14 and so far in PY15, we enrolled eight veterans and were able to successfully place four into unsubsidized employment. Although there are still some rural counties that are not fully served according to the equitable distribution chart, plans to expand Easter Seals-Goodwill presence in these areas are underway.

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

  - **ESGW-NRM (Northern Rocky Mountain)** The total population of Utah is approaching 3 million. An estimated 12.7 percent of the total population is at or below poverty level, and 10 percent of the total population is aged 65

or older. If one of every ten Utahans at poverty level is over 65 then approximately 38,100 seniors are income eligible statewide. ESGW SCSEP has 232 authorized positions throughout the state.

- **Provide the relative distribution of eligible individuals who:**
    - **reside in urban and rural areas within the State**

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

Salt Lake County Urban information (Utah SCSEP program base)

County population in 2012: 1,063,842 (99% urban, 1% rural); it was 898,387 in 2000
Read more: http://www.city-data.com/county/Salt_Lake_County-UT.html#ixzz49b6HTvXu

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

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

- **Salt Lake County (UTAH SCSEP sub-grantee) – ESGW-NRM only has one county and it is in an urban area.**

- **Have the greatest economic need** means the need resulting from an income level at or below the poverty guidelines established by the Department of Health and Human Services and approved by the Office of Management and Budget (OMB). (42 U.S.C. 3002(23).)

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

Salt Lake County Poverty information (Utah SCSEP program base)

Percentage of residents living in poverty in 2013: 12.6%
(8.1% **for White Non-Hispanic residents**, 25.3% **for Black residents**, 25.8% **for Hispanic or Latino**

residents, 35.2% **for American Indian residents**, 25.1% **for Native Hawaiian and other Pacific Islander residents**, 31.0% **for other race residents**, 20.1% **for two or more races residents**)

Percentage of residents living in poverty in 2013: 12.6%
Salt Lake County: 12.6%
Utah: 12.7%
(8.1% for White Non-Hispanic residents, 35.7% for Black residents, 25.8% for Hispanic or Latino residents, 32.2% for American Indian residents, 25.1% for Native Hawaiian and other Pacific Islander residents, 31.0% for other race residents, 20.1% for two or more races residents)

Supplemental Security Income (SSI) in 2006:

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

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

- **ESGW-NRM (Northern Rocky Mountain)** In the current program year (PY15), 91 percent of participants served by ESGW SCSEP are at or below 100 percent of the Federal Poverty Level. For those participants facing the greatest economic need, Easter Seals-Goodwill SCSEP's partnership with local homeless shelters, food banks and other community agencies serving economically depressed mature individuals allows participants greater access to needed resources. ESGW SCSEP reaches out to local minority communities through churches, schools and community networking to provide services to and engagement of disparate groups in all local service areas. Employment Specialists are trained to identify and prioritize enrollment for those most in need.

  - **Are minorities**

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

Salt Lake County Race information (Utah SCSEP program base)

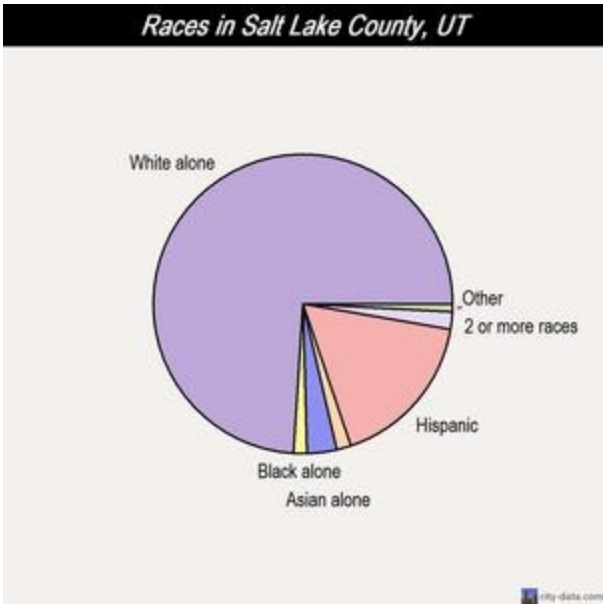
Modification 2018

SPARQ Utah Final FY2016

D. PARTICIPANT CHARACTERISTICS		Q No.	Q %	YTD No.	YTD %	L4Q No.	L4Q %
Gender	**1.** Male			36	47		
	2. Female			41	53		
Age at Enrollment	**3.** 55-59			13	17		
	4. 60-64			22	29		
	5. 65-69			26	34		
	6. 70-74			11	14		
	7. 75 & over			5	6		
Ethnicity	**8.** Hispanic, Latino or Spanish origin			12	16		
Race	**9.** American Indian or Alaska Native			6	8		
	10. Asian			3	4		
	11. Black or African American			11	14		

	12. Native Hawaiian or Pacific Islander			3	4		
	13. White			49	64		
	14. Two or More Races			1	1		
Education	**15.** 8th grade & under			3	4		
	16. 9th grade – 11th grade			10	13		
	17. High School diploma or equivalent			25	32		
	18. 1 – 3 years college			19	25		
	19. Post-secondary certificate			1	1		
	20. Associate's degree			5	6		
	21. Bachelor's degree or equivalent			11	14		
	22. Some graduate school			0	0		
	23. Master's degree			3	4		
	24. Doctoral degree			0	0		
Additional Measures	**25.** Family income at or below the poverty level			65	84		
	26. Individuals with disabilities			9	12		
	27. Individuals with limited English proficiency			19	25		
	28. Individuals with low literacy skills			4	5		
	29. Individuals residing in rural areas			0	0		
	30. Individuals with low employment prospects			60	78		
	31. Individuals who failed to find employment after using WIA Title I			55	71		
	32. Individuals age 75 and over at date of report			6	8		
	33. Individuals who are homeless or at risk of homelessness			20	26		
	34. Displaced homemakers			1	1		
	35. Veterans (or eligible spouse of veteran)			9	12		
	Post-9/11 era veterans			0	0		
	36. Individuals receiving public assistance			46	60		
	37. Individuals with severe disability			1	1		
	38. Individuals who are frail			0	0		

	39. Individuals old enough for but not receiving SS Title II			0	0		
	40. Individuals with severely limited employment prospects in areas of persistent unemployment			0	0		



Races in Salt Lake County, Utah:

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

Median resident age: 30.0 years
Utah median age: 29.0 years
Males: 517,881 (44.0%)
Females: 511,774 (56.0%)
Read more: http://www.city-data.com/county/Salt_Lake_County-UT.html#ixzz49b6HTvXu

- **ESGW-NRM (Northern Rocky Mountain)** Participants representing seven different language groups from around the world are served statewide.

Thirteen percent of total participants enrolled speak English as a second language. Sixteen percent of participants are races other than Caucasian.

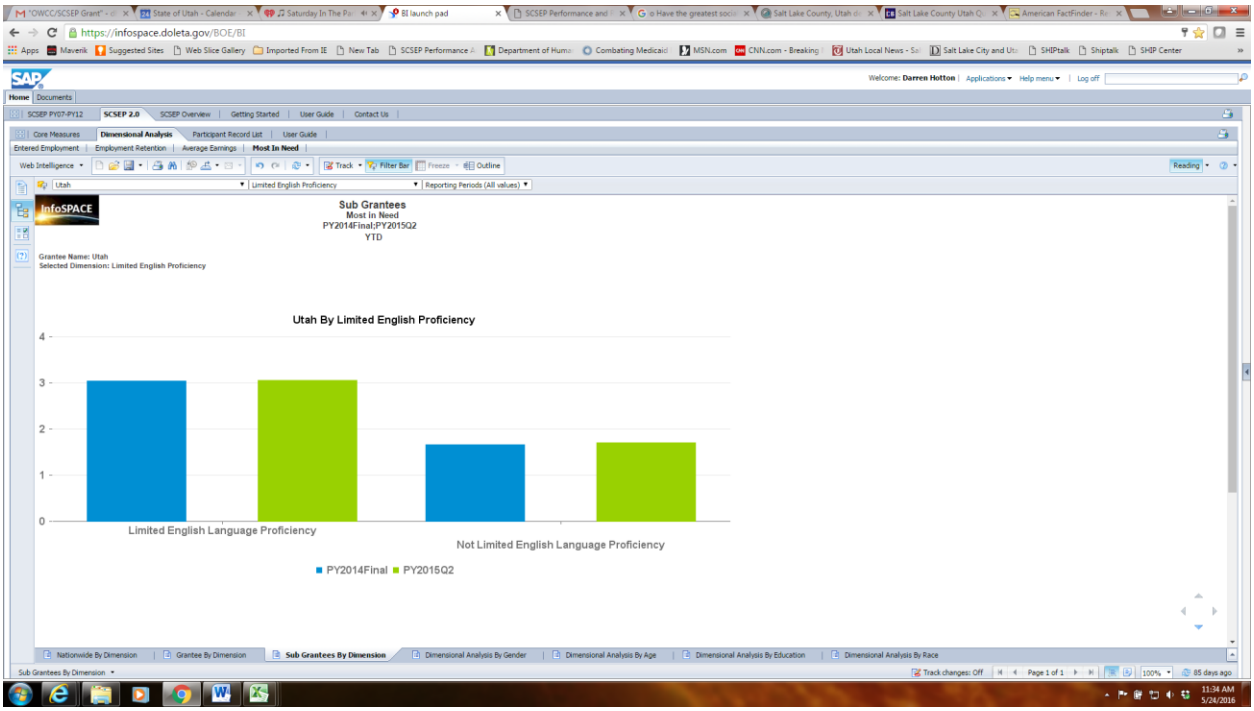
- **Are limited English proficient**

Utah Social Statistics

LANGUAGE SPOKEN AT HOME		
Population 5 years and over	**2,023,875**	**100.0**
English only	1,770,626	87.5
Language other than English	253,249	12.5
Speak English less than 'very well	105,691	5.2
Spanish	150,244	7.4
Speak English less than "very well"	71,405	3.5
Other Indo-European languages	49,865	2.5
Speak English less than "very well"	13,156	0.7
Asian and Pacific Island languages	37,805	1.9
Speak English less than "very well"	16,310	0.8

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

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



PY2014Final;PY2015Q2

Most in Need

YTD

	Limited English Proficiency				
Utah		**82**	**2.00**	**67**	**2.04**
_retired_PY12_May_Weber/Morgan Aging	**Not Limited English Language Proficiency**	**N/A**	**N/A**	**N/A**	**N/A**
Salt Lake County Aging	**Limited English Language Proficiency**	**20**	**3.05**	**17**	**3.06**
	Not Limited English Language Proficiency	**62**	**1.66**	**50**	**1.70**
State Grantees	**Overall:**	**13,854**	**2.41**	**10,631**	**2.40**
Nationwide	**Overall:**	**66,784**	**2.78**	**50,877**	**2.76**

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

LANGUAGE SPOKEN AT HOME	Salt Lake County	
Population 5 years and over	974,377	974,377

English only	778,418	79.90%
Language other than English	195,959	20.10%
Speak English less than "very well"	73,562	7.50%
Spanish	127,200	13.10%
Speak English less than "very well"	49,421	5.10%
Other Indo-European languages	27,735	2.80%
Speak English less than "very well"	7,975	0.80%
Asian and Pacific Islander languages	33,275	3.40%
Speak English less than "very well"	13,817	1.40%
Other languages	7,749	0.80%
Speak English less than "very well"	2,349	0.20%

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

- **ESGW-NRM (Northern Rocky Mountain)** Salt Lake County has the greatest number of limited English proficient participants due to the high number of refugees served in the county. ESGW SCSEP provides ESL instruction in partnership with Horizonte Instruction and Training Center, the Refugee Center of Salt Lake, the Somali Community Agency, Catholic Community Services and Vietnamese Community Agency. Participants speak such disparate languages as Arabic, Bhutanese, Burmese, Russian, Somali, Spanish and Vietnamese.

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

		Total Population	Rural or Urban	Population Eligible for SCSEP	Population at 150% of FPL	PY 16 Total ED Based on Census	PY 16 State Allocations	PY 16 National Grantee Slots Available	PY15-PY16 Change
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49035	Salt Lake County, Utah	1,107,314	U	125,667	**33,002**	112	60	52	-8
49037	San Juan County, Utah	15,772	R	1,871	**847**	5	0	5	0
49039	Sanpete County, Utah	28,778	R	4,163	**1,493**	3	0	3	-2
49041	Sevier County, Utah	20,984	R	3,746	**1,027**	6	0	6	2
49043	Summit County, Utah	39,633	R	4,639	**614**	3	0	3	0
49045	Tooele County, Utah	62,952	R	6,563	**1,130**	5	0	5	1
49047	Uintah County, Utah	37,928	R	3,693	**1,205**	4	0	4	0
49049	Utah County, Utah	575,205	U	47,481	**9,194**	34	0	34	3
49051	Wasatch County, Utah	29,161	R	3,074	**244**	2	0	2	0
49053	Washington County, Utah	155,602	U	30,633	**6,217**	24	0	24	5
49055	Wayne County, Utah	2,692	R	562	**151**	2	0	2	1
49057	Weber County, Utah	243,645	U	32,300	**7,653**	29	0	29	2

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

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

Percentage of residents living in poverty in 2013: 12.6%
Salt Lake County: 12.6%
Utah: 12.7%
(8.1% **for White Non-Hispanic residents**, 35.7% **for Black residents**, 25.8% **for Hispanic or Latino residents**, 32.2% **for American Indian residents**, 25.1% **for Native Hawaiian and other Pacific Islander residents**, 31.0% **for other race residents**, 20.1% **for two or more races residents**)
Read more: http://www.city-data.com/county/Salt_Lake_County-UT.html#ixzz49b6HTvXu

DISABILITY STATUS OF THE CIVILIAN NONINSTITUTIONALIZED POPULATION	Salt Lake County	

Total Civilian Noninstitutionalized Population	1,055,210	1,055,210
With a disability	93,648	8.90%
Under 18 years	304,655	304,655
With a disability	9,513	3.10%
18 to 64 years	655,308	655,308
With a disability	51,210	7.80%
65 years and over	95,247	95,247
With a disability	32,925	34.60%

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

- **ESGW-NRM (Northern Rocky Mountain)** In Salt Lake City host agency agreements with the Road Home and Salt Lake City Housing Authority provide a natural pathway for referrals of homeless participants. Agreements with other helping agencies that provide food, clothing and other necessities to those in need also encourages referrals for recipients potentially eligible for SCSEP. Employment Specialists in all areas of the state reach out to churches and schools and engage in community networking to ensure that all potentially eligible participants have the opportunity to apply for the program.

- **Describe the steps taken to avoid disruptions to service for participants to the greatest extent possible, when positions are redistributed, as provided in 20 CFR 641.365; when new Census or other reliable data becomes available; or when there is over-enrollment for any other reason. (20 CFR 641.325(i), 641.302(b))**
  - **The Utah SCSEP program experienced a major change to the program during the last census. This experience will help this program if there is any disruption to the SCSEP program. The Utah SCSEP program has experience with working with the DOL to close out areas, expand areas, and the movement of National programs. Steps taken prior;**
    - **Discussion with effected areas and sub-contracts**
    - **Discussion with the DOL on timelines to open, realign, close areas**
    - **Discussion with National Grantees if slots are transferred to their program**
    - **Visitation with clients and grantees for introductions**
    - **Start client transitions**
    - **Handle complaints and issues**

        - **Close out files / SPARQ / handle data issues**
    - **The Utah SCSEP program has steps in place if the program needs to move out of DAAS to DWS. The program management in place at both agencies understands what is needed to move a program and the processes that need to take place to ensure clients move over with a little disruption as possible. The Utah SCSEP program has a process in place if we need to change out sub-grantees.**

SCSEP Operations

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