The Alabama Senior Community Service Employment Program (SCSEP) State Plan modification for 2014 is now available for review and comments.

Comments will be accepted until Monday, November 24, 2014.

Please send your comments or questions to:
michael.malandro@adss.alabama.gov

ALABAMA SCSEP STATE PLAN

Program Years 2012-2015

2014 MODIFICATION

Alabama Department of Senior Services
201 Monroe Street
RSA Tower, Suite 350
Montgomery, Alabama 36104

PURPOSE OF THE STATE PLAN MODIFICATION

In August 2012, Governor Robert Bentley delegated responsibility of developing the Alabama State Plan to the Alabama Department of Senior Services (ADSS).

As the agency responsible for administering the state's Senior Community Service Employment Program (SCSEP), ADSS is taking the lead role to complete a SCSEP State Plan Modification. SCSEP regulations require the official review and submission of an update to the State Plan every two years. The Department of Labor's Training and Employment Guidance Letter 8-14 issued October 1, 2014 provides guidance to SCSEP grantees for modifying State Plans that were approved in 2012. As required by DOL, the State Plan modification was developed by ADSS in conjunction with national grantees Senior Service America and Easter Seals.

In response to Training and Employment Guidance Letter No. 8-14, ADSS submits the following modification to the SCSEP State Plan.

Sections of the original plan that have had no substantive changes since 2012 are not addressed in this modification.

This modification will be posted for public comments on the ADSS website at www.alabamaageline.gov.

Changes in long term industry or occupational outlook that affect employment opportunities for older workers (20 CFR 641.302(d)).

South Alabama

In April 2013, Airbus began construction of a $600 million dollar facility in Mobile to assemble the A320 family of jetliners. Production is scheduled to begin in 2015, with the first delivery targeted for 2016. This investment by Airbus in south Alabama is history-making, and will change the Gulf Coast employment outlook in Alabama, Florida, and Mississippi for years to come. Numerous suppliers will locate in Alabama and surrounding states to feed the assembly plant in Mobile, which will create thousands of job opportunities for all age groups, including seniors. Some of the basic positions will require welding skills, and training will be available at our Career Centers (American Job Centers) in the form of On-the-Job Training (OJT). Other positions in demand at the assembly plant include service technicians, inspectors, and high-tech engineering jobs. AIDT, the state workforce agency that is a recruiting and training partner for many industries seeking to locate in Alabama, is building several facilities in the Mobile area to assist Airbus.

North Alabama

In February 2014, Remington Outdoor Company, which produces guns and ammunition, announced they will be moving production facilities from New York to Huntsville, in Madison County. The move is expected to bring over 2,000 jobs at an average wage of $40,000 annually. The company is expected to begin operations by the summer of 2015. Job training for these positions will be available through AIDT. Seniors may be a good fit for basic production and line jobs that will be needed in the next several years.

Changes in long-term employment projections that affect the types of unsubsidized jobs available for SCSEP participants, and the types of skill training they receive. (20 CFR 641.302(d)).

The top ten training occupations in the state as of May 31, 2013, as reported by the Alabama Workforce Investment Area:

1. Truck Driver
2. Registered Nurse
3. Licensed Practical Nurse

4. Certified Nursing Assistant/ Health Aide
5. Office Administration
6. Welding
7. Medical Assistant
8. Aviation Maintenance
9. Computer Technology
10. Electrical Technology

Due to the decrease in the number of young people entering the workforce, jobs will be available for older Alabamians, especially in the health/medical field, where four of the top ten occupations will need workers.

Changes in current or projected employment opportunities in the state, and the types of skills possessed by eligible individuals (20 CFR 641.325(c))

Since January 2013, the Alabama unemployment rate has dropped from 7.7% to 6.7%. *(September 2014 preliminary report, Alabama Department of Labor). The national unemployment rate is 5.9% currently, and 4.4% for the workforce aged 55 and older. (AARP Public Policy Institute, June 2014 "Employment Situation."*

"The number of jobs employers reported in September 2014 is the highest since December 2008, and that is thanks to the strong economic development efforts we have put in place to create jobs."- Governor Robert Bentley, October 17 press release.

Changes in how SCSEP coordinates with other programs: Planned actions to coordinate activities of SCSEP grantees with WIA Title I programs, including plans for using the WIA One Stop delivery system to serve individuals aged 55 and older. (20 CFR 641.302 (g), 641.325(e)).

With the passing of the new Workforce Innovation Opportunity Act (WIOA), which replaces WIA in 2015, ADSS will continue efforts to partner with state workforce boards and our state workforce agency. We have forged

relationships with the Alabama Career Centers (American Job Centers), and will continue to partner with our centers to train and promote unsubsidized employment for our older workers. New memos of understanding (MOUs) will be developed with the workforce boards prior to the implementation of WIOA in July 2015.

Planned actions to coordinate SCSEP with other private and public entities and programs that serve older Americans. (20 CFR 641.302(i)).

As of 2014, all Alabama Area Agencies on Aging (which house SCSEP programs as well as other AOA programs serving our senior population), are now fully functioning Aging and Disability Resource Centers (ADRCs) serving as the one call, no wrong door contact for aging populations.

In program year 2013-14, DOL has approved an On-the-Job Experience (OJE) program that will allow ADSS and our sub-grantees to partner with for-profit businesses and provide 100% paid training up to 4 weeks for a participant, with the requirement that the trainee be hired after the training period. OJE will be another tool to help find unsubsidized employment for SCSEP participants.

Long-term strategy for achieving an Equitable Distribution of SCSEP positions within the state.

After convening a conference call with national grantees Senior Service America and Easter Seals, ADSS submitted the Equitable Distribution (ED) Report for 2014 on October 21 of this year. There have been no changes in grantees or sub-grantees providing SCSEP since the 2012 plan submission. A plan was put into place to address over and under enrollment in all counties that were not at ED. Specifics of the plan include discontinuing enrollments for those counties that are over-enrolled as well as enrolling in counties that are under-enrolled. Attrition through placements and durational limit exits will move those over-enrolled counties to ED. Additionally, ADSS will convene periodic conference calls with the national grantees to monitor progress in moving towards Equitable Distribution.

Changes in any of the requirements listed in 20 CFR 641.345(b), such as changes in Federal law or policy that affect the state plan's function.

On July 22, 2014 President Obama signed the Workforce Innovation and Opportunity Act (WIOA) into law. WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy.

This is the first legislative reform of the public workforce system in more than 15 years, and replaces the Workforce Investment Act (WIA) of 1998. Moving into 2015 and beyond, ADSS will work to partner the SCSEP program with other workforce programs in the state.

Anthony R. Sarmiento
President and Executive Director

November 10, 2014

Michael Malandro
Alabama Dept. of Senior Services
201 Monroe Street
RSA Tower, Suite 350
P.O. Box 301851
Montgomery, AL 36130-1851

Dear Mike,

Thank you for inviting Senior Service America (SSAI) to participate in the process to modify the 2012 Alabama SCSEP State Plan.

Your updates to the State Plan center around labor market and job outlook information, of which the outlook of both appear to be positive for SCSEP participants. As the SCSEP national grantee that provides services in the Huntsville area, we too feel that the relocation of Remington Outdoor Company could lead to unsubsidized placement opportunities for SCSEP participants.

Additionally, like the Alabama Department of Senior Services (ADSS), SSAI will continue to partner with the workforce boards and American Job Centers in Alabama to ensure high levels of coordination and collaboration that benefit SCSEP participants.

Finally, SSAI looks forward to participating in the conference calls that ADSS will convene to monitor progress of equitable distribution. From its earliest years as a program serving older displaced farmers and their families, SCSEP has been committed to serving low-income older Americans in rural counties with less economic opportunity. Current Gerontological research has documented the negative impact of isolation on the health and well-being of older adults. Such research reaffirms the wisdom of SCSEP's original design nearly 50 years ago. Implementing Equitable Distribution of authorized positions provides the foundation to ensure that vulnerable older adults in the most rural counties are not bypassed.

Sincerely,

Anthony R. Sarmiento
President & Executive Director

Cc: Marta Ames, Deputy Director
Chris Garland, National SCSEP Director

Easter Seals

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November 10, 2014

Michael Malandro
Alabama Dept. of Senior Services
201 Monroe Street
RSA Tower, Suite 350
P.O. Box 301851
Montgomery, AL 36130-1851

Dear Michael Malandro

I have received the draft of Alabama's SCSEP State Plan and have reviewed to in its entirety. Easter Seals Central Alabama, Goodwill Easter Seals of the Gulf Coast along with national headquarters staff have had ample opportunity to provide input, comments and recommendations through a variety of formats, including the website, emails and telephone conversations.

I feel the plan is extremely well researched and written, and currently includes the entirety of our input and I agree with all phases of the State Plan. Easter Seals remains committed to the progress and success of the Title V program on all levels, and will collaborate with the state, local and national providers to the best of our ability. We coordinate with you as we to promote equitable distribution throughout the state of Alabama.

Thank you for your time and consideration in working with Easter Seals, a dedicated SCSEP service provider in this territory. We value the opportunity to collaborate and coordinate with you and your agency. If you have any questions, feel free to contact me at 443-968-1734.

Sincerely,

Carol A Salter

Carol A. Salter
Assistant Vice President Workforce Development
National Director, SCSEP
Easter Seals, Inc.

OFFICE OF THE GOVERNOR

ROBERT BENTLEY
GOVERNOR

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STATE OF ALABAMA

August 2, 2012

Ms. Kimberly Vitelli
Division of National Programs,
Tools & Technical Assistance
Employment & Training Division
U.S. Department of Labor
200 Constitution Ave., NW, Room S-4209
Washington, DC 20210

Dear Ms. Vitelli:

As Governor of the State of Alabama, I hereby designate the responsibility of developing and submitting the Alabama State Plan (formerly known as the State Senior Employment Services Coordination Plan) to the Alabama Department of Senior Services, as specified by the U.S. Department of Labor.

If you have questions regarding this delegation, please do not hesitate to contact my office.

Sincerely,

Robert Bentley
Governor

RB/lf

cc: Commissioner Neal Morrison, Department of Senior Services