

# **STATE OF NEVADA**

## **SENIOR COMMUNITY SERVICES EMPLOYMENT PROGRAM (SCSEP)**

**Four-Year Stand-Alone State Plan  
Program Years 2024–2027**

**Aging and Disability Services Division  
Department of Health and Human Services**

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## Office of the Governor

March 21, 2024

Senior Community Service Employment Program  
Employment and Training Administration  
U.S. Department of Labor

Attention: Byron Kline, SCSEP National Office Liaison, Region VI  
Karen Ware, SCSEP Federal Project Officer, Region VI

### RE: 2024 - 2027 Senior Community Service Employment Program Four Year State Plan

Dear Mr. Kline and Ms. Ware:

Section 503(a) of the Older American Act (OAA) requires the Governor or Governor's designee to submit a Senior Community Service Employment Program (SCSEP) Four Year State Plan. The purpose of the Plan is to encourage coordination among SCSEP grantees and assist stakeholders in working together in furtherance of SCSEP goals.

In accordance with Training and Employment Guidance Letter No. 09-23, issued February 13, 2024, the Governor must submit a letter to the U.S. Department of Labor, Employment and Training Administration to delegate responsibility for completion of the plan. This letter will serve that purpose.

As Governor of the State of Nevada, it is my pleasure to delegate responsibility for developing and submitting the State of Nevada Senior Community Service Employment Program (SCSEP) Four-Year State Plan to the Department of Health and Human Services (DHHS), Aging and Disability Services Division (ADSD).

Questions related to development of the Plan should be directed to Katrina Fowler, SCSEP State Project Director. She can be reached at 702-486-3518 or [klfowler@adsd.nv.gov](mailto:klfowler@adsd.nv.gov).

By our signatures below delegation of authority is so granted.

JOE LOMBARDO  
Governor

RICHARD WHITLEY  
Director, Department of Health and Human Services

A handwritten signature in blue ink, appearing to read "Joe Lombardo", written over a horizontal line.

Signature

3/21/24 Date

Signature

Date



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## Introduction

The State of Nevada Aging and Disability Services Division (ADSD) within the Nevada Department of Health and Human Services (DHHS) is the designated state unit on aging and disabilities. The mission of ADSD is “to ensure the provision of effective supports and services to meet the needs of individuals and families, helping them lead independent, meaningful, and dignified lives.” (*Nevada State Plan for Aging Services 2021-2024*) The Senior Community Service Employment Program (SCSEP) is under the responsibility of the Office of Community Living (OCL) and services provided align with ADSD’s vision that “Nevadans, regardless of age or ability will enjoy a meaningful life led with dignity and self-determination.” (Aging and Disability Services Division webpage)

The Senior Community Service Employment Program (SCSEP) provides community service and work-based job training for low-income, older adults, aged 55 and older. The program facilitates opportunities for enrolled participants to obtain training and skills development in preparation of gaining unsubsidized employment in public or private businesses and industries. These opportunities are Community Service Assignments (CSA) in non-profit organizations, government agencies, and public facilities such as schools, hospitals, and job centers.

Enrolled individuals participate in a person-centered process of identifying their interests and current skills, barriers to employment including basic living needs, and set goals for skill development and obtaining unsubsidized employment. The program offers connections to community support services to eliminate or reduce barriers to employment that are identified, such as access to bus passes, food pantries, and work clothing.

In the assigned CSA, participants train 20 hours per week and are paid Nevada’s minimum wage. The current minimum wage that was increased on July 1, 2023, is \$11.25 per hour but will increase to \$12.00 per hour on July 1, 2024. (*State of Nevada Minimum Wage 2023 Annual Bulletin*) The maximum period an individual can participate in the program is 48 months and the months do not have to be sequential.

Under Title V of the Older Americans Act (OAA), SCSEP funds are dispersed to national and state grantees by the U.S. Department of Labor (DOL), Employment and Training Administration (ETA). In Nevada, ADSD is the state grantee receiving funding for positions in Clark County. The current subrecipient providing direct services for ADSD is Equus Workforce Solutions. Equus was selected through a competitive application process and began providing services July 1, 2021. The AARP Foundation is the national grantee receiving funding for positions in 12 of the state’s 17 counties.

## Development of the SCSEP State Plan

The Governor of the State of Nevada has delegated to Aging and Disability Services Division (ADSD) the facilitation, development, and submission of Nevada’s Stand-Alone, Four-Year SCSEP State Plan as required in Title V of the Older Americans Act (OAA). In Nevada, the workforce development system has opted to create a unified Workforce Innovation and Opportunity Act (WIOA) State Plan that includes SCSEP as a partner.

Nevada's SCSEP State Plan for Program Years (PY) 2024-2027 describes the collective efforts of ADSD, Equus Workforce Solutions, AARP Foundation, and other partners and stakeholders to support training and employment of older adults in Nevada. Specifically, the plan addresses how the state will meet the skills training, supportive services, and unsubsidized employment needs of the participants.

The development of the plan was informed through a review of the Nevada Workforce Innovation and Opportunity Act (WIOA) State Plan Program Years (PY) 2024-2027, resources from the Governor's Office of Workforce Innovation (GOWINN), resources from the Nevada Department of Employment, Training, and Rehabilitation (DETR), and additional data research. See **Appendix A** for a list of references utilized in the state plan development.

Nevada's State Plan for Aging Services 2021–2024 “outlines Nevada's efforts, in line with the Older Americans Act priorities, to ensure the effective provisions of supports and services to older Nevadans.” (*Executive Summary*) Although SCSEP is included in the programs the State Plan on Aging encompasses, the SCSEP State Plan will specifically guide the state, providers, partners, and stakeholders in a four-year strategic process of developing the program in direct relation with the jobs and industry market in Nevada.

After an initial review of TEGL 09-23: Requirements, Priorities, and Technical Assistance for Senior Community Service Employment program (SCSEP) Stand-Alone State Plans for Program Years (PYs) 2024-2027 for States, Territories, and Outlying Areas released on February 13, 2024, ADSD began to develop a timeline for completion of the stand-alone State Plan. As a state agency, this timeline must include a period for review by department leadership and the document must be remediated prior to soliciting public comment.

The state plan development process began with discussion and input from the state's SCSEP providers, Equus Workforce Solutions and AARP Foundation. As direct providers of SCSEP services, their recommendations were key to understanding the front-line atmosphere of older adults in the workplace. In addition, the SCSEP providers offered necessary and innovative plans for improvement of service delivery.

Input was also solicited from ADSD's Community Services Leadership in the Office of Community Living (OCL), where the state SCSEP grant is housed. Leadership in OCL gave input on the program that aligned the SCSEP state plan with other state plans and initiatives, such as Nevada's State Plan for Aging Services 2021–2024 and the State of Nevada Aging and Disability Services Olmstead Plan 2023-2028.

On March 29, 2024, the draft of the state plan was submitted to the Department of Health and Human Services Director's Office for review and approval. This process adheres to state requirements prior to posting documents for public review. After the completion of the Director's review, revisions and feedback were incorporated into the final draft of the state plan. The final draft of the SCSEP State Plan was then remediated to ensure accessibility and posted on the ADSD website for public comment on April 16, 2024.

## Summary of Public Comment

Solicitation for public comment was shared with SCSEP partners and stakeholders, WIOA partners, the ADSD funded partner network, and advisory councils. The State Plan was open for public comment from April 16, 2024, to April 29, 2024. **Appendix B** contains a list of organizations and individuals with expertise in older worker issues that were given the opportunity to provide public comment. The appendix also includes a list of comments received.

In summary, (add after public comment period)

## Nevada's Workforce Development System

The Governor's Office of Workforce Innovation (GOWINN) is the leading state agency for workforce development efforts in Nevada. "They help drive a skilled, diverse, and aligned workforce in the State of Nevada by promoting cooperation and collaboration among all entities focused on workforce development." (*2023 Annual Report & Strategic Plan*, Governor's Office of Workforce Innovation) The Governor's Workforce Development Board (GWDB) takes the lead on workforce policy in the state and is responsible for creating the unified WIOA Four-Year State Plan.

Within the GWDB, there are two subcommittees that focus on (1) strategic planning, and (2) barriers and underserved populations. In addition, the Childcare Working Group was created in December 2022 to examine how the lack of childcare impacts labor force participation and to discuss employer-driven solutions.

There are two Local Workforce Development Boards (LWDB) that support regional industry sectors:

- Workforce Connections in Southern Nevada: Clark, Esmeralda, Lincoln, and Nye counties; and Boulder City, City of Henderson, City of Las Vegas, and the City of North Las Vegas.
  - Regional industry sector councils and partnerships launched in 2022 are in the following industries: healthcare services, general and advanced manufacturing, information and communication technologies, transportation and logistics technologies, clean technologies, business and financial services, and creative industries.
- Nevadaworks in Northern Nevada: Carson City, Churchill, Douglas, Elko, Eureka, Humboldt, Lander, Lyon, Mineral, Pershing, Storey, Washoe, and White Pine counties.
  - Currently working toward establishing four regional industry sector partnerships.

The LWDBs also oversee the state's one-stop delivery system. In Nevada, American Job Centers are branded as EmployNV Career Hubs. There are 15 hubs, or sites, across the state. "EmployNV provides basic career services, customizable initial intake, assessment and triage and a customizable template for developing individual employment plans." (*PYS 2024-2027 Nevada WIOA State Plan*)

Other programs, state agencies, and state partners that support workforce development planning and activities include:

- Governor’s Office of Science, Innovation, and Technology;
- Governor’s Office of Economic Development;
- Office of the Labor Commissioner, State Apprenticeship Council;
- Nevada Department of Employment, Training, and Rehabilitation – WIOA Title I Adult, Dislocation Workers, Youth; WIOA Title III Employment Services and Labor Ex; and WIOA Title IV Vocational Rehabilitation;
- Nevada Department of Education – WIOA Title II Adult Education and Literacy;
- Nevada System of Higher Education;
- Nevada Department of Corrections – Reentry Program;
- Nevada Division of Welfare and Supportive Services – TANF branded locally as New Employees of Nevada and SNAP Employment and Training;
- Nevada Aging and Disability Services Division – SCSEP;
- Nevada Department of Business and Industry;
- Attorney General’s Office;
- Regional Chambers of Commerce;
- Regional Economic Development Authorities;
- Non-profit organizations;
- National Governor’s Association;
- National Skills Coalition; and
- Nevada’s employees and employers.

Finally, GOWINN manages the Nevada P-20 to Workforce Research Data System designed to inform education and workforce policies and initiatives in Nevada. This state-of-the-art technological tool is a statewide collaboration with an established Advisory Committee. The Governor’s Office of Workforce Innovation is committed to leading the state in data driven solutions to Nevada’s workforce development system. (*2023 Annual Report & Strategic Plan*, Governor’s Office of Workforce Innovation)

## Section 1: Economic Projections and Impact

### Long-Term Projections for Jobs in Nevada

According to the research presented in the PYS 2024-2027 Nevada WIOA State Plan, major sectors and most industries in Nevada recovered from the COVID-19 pandemic in 2022.



Overall, the state is 8% above pre-pandemic employment levels. In the two most populous cities in the state, it is predicted that Las Vegas (Southern Nevada) will experience employment growth of 9.5% and Reno (Northern Nevada) of 11.6% between 2023 and 2027. (*2023 Annual Report & Strategic Plan*, Governor’s Office of Workforce Innovation) Based on the Long-Term Industry Projections, 2018-2028, researched by the Department of Employment, Training, and Rehabilitation (DETR), the long-term projections for the Las Vegas and Reno urban areas are very similar and consistent with GOWINN’s research.

In reference to Table 1 and Table 2 below, the primary industry cluster with the most projected growth in the two largest metropolitan areas by 2028 is that of service-providing industries, 85% in Las Vegas and 76% in Reno. The leisure and hospitality industry, specifically accommodation and food services, is projected to grow 24% in Las Vegas and 12% in Reno. The trade, transportation, and utility industries are projected to grow 21% in Reno and 16% in Las Vegas. One more industry to note with up to 10% projected growth in both metropolitan areas is that of education and health services, specifically health care and social assistance.

*Table 1: Long-Term Industry Projections, 2018-2028 in Las Vegas Metropolitan.*

<b>Industry Type</b>	<b>Industry Title</b>	<b>Employment in 2028</b>	<b>Percent of All Industries in the Industry Type in 2028</b>
Cluster	Service-Providing	1,082,629	84.94%
Super Sector	Leisure and Hospitality	337,967	26.51%
Sector	*Accommodation and Food Services	308,595	24.21% (of Leisure and Hospitality)
Super Sector	Trade, Transportation, and Utilities	209,616	16.45%
Super Sector	Professional and Business Services	192,946	15.14%
Super Sector	Education and Health Services	191,731	15.04%
Sector	*Health Care and Social Assistance	122,220	9.59% (of Education and Health Services)

*2023 Annual Report & Strategic Plan*, Governor’s Office of Workforce Innovation.

*Table 2: Long-Term Industry Projections, 2018-2028 in Reno/Sparks Metropolitan.*

Industry Type	Industry Title	Employment in 2028	Percent of All Industries in the Industry Type in 2028
Cluster	Service-Providing	220,926	76.47%
Super Sector	Trade, Transportation, and Utilities	60,661	21.00%
Super Sector	Education and Health Services	51,606	17.86%
Sector	*Health Care and social Assistance	29,602	10.25% (of Education and Health Services)
Super Sector	Leisure and Hospitality	39,736	13.75%
Sector	*Accommodation and Food Services	33,658	11.65% (of Leisure and Hospitality)

*2023 Annual Report & Strategic Plan, Governor's Office of Workforce Innovation.*

## Relationship of Jobs to Participant Skills Training

Based on the Governor's Office of Workforce Innovation (GOWINN) 2023 Annual Report & Strategic Plan long-term industry projections, the ADSD and the SCSEP providers will develop a plan to increase the Community Service Assignment (CSA) opportunities for participants to increase skill levels in the industry sectors of: Accommodation and Food Service (Leisure and Hospitality, super sector); Trade, Transportation, and Utilities (super sector); and Health Care and Social Assistance (Education and Health Services, super sector). These three industry sectors are the top growing sectors in both Southern and Northern Nevada in the metropolitan areas.

The SCSEP providers have current partnerships with public health care facilities but will plan to increase the CSA opportunities based on the state's trajectory of growth in the health care industry. Current partnerships with health care facilities include University Medical Center and Southern Nevada Health District in Las Vegas. The SCSEP providers will work with health care agencies to define additional skills training that can be developed for the older worker. Currently, most participants placed in health care CSAs train as receptionists, customer services representatives, hospital or clinic guides, and administrative assistants.

The SCSEP providers will also build partnerships with training organizations in the industry of Leisure and Hospitality, such as the University of Nevada, Las Vegas (UNLV) College of Hospitality, University of Nevada, Reno, National Technical Institute in Las Vegas, and available virtual platforms. Prior to the COVID-19 pandemic, Nevada's SCSEP providers actively worked with the leisure and hospitality industry on The Las Vegas Strip. Since Nevada's economy and employment rates have returned to pre-pandemic rates and are growing, SCSEP providers will work toward developing new partnerships with businesses in the leisure and hospitality industry.

It is important to note that these industry sectors may not be the need in rural Nevada which is most of the state. Nevada's population of 3.1 million is concentrated in three urban counties: Clark (Las Vegas, Southern Nevada), Washoe (Reno, Northern Nevada) counties, and Carson City (Northern Nevada, State Capitol). The remaining 14 counties are classified as rural or frontier counties, most of which are in Northern Nevada. "Frontier counties are different from rural counties by being more remote in terms of travel time and distance from the nearest population centers." (*Nevada Rural and Frontier Health Data Book*, 10<sup>th</sup> Edition, February 2021)

The SCSEP providers will work toward the development and/or strengthening of partnerships in nine rural and frontier counties that have positions allocated by DOL ETA. Partnerships with city or county leadership, city chambers of commerce, and the two Local Workforce Development Boards will be key to communication and engagement in these counties. This plan allows for a direct pulse on the rural and frontier counties where participants have not yet been placed in CSAs, causing under-enrollment when examining equitable distribution. This outreach plan will demonstrate equitable outreach efforts and ensure the training opportunities developed are focused on the needs of employers in the rural and frontier areas of the state.

**Appendix C** is a list of host agency training partners that have worked with Nevada's SCSEP programs in PY22 and PY23. Included in the list is a description of the type of positions the CSA was developed for, and the skills development needed for that placement.

## Current and Projected Employment

In the two most populous cities in the state, the Governor's Office of Workforce Innovation (GOWINN) 2023 Annual Report & Strategic Plan has identified the top growing occupations that have increased in number between 2017 and 2022. The current employment needs align with the long-term projected landscape of jobs in Nevada by 2028. (*2023 Annual Report & Strategic Plan*, Governor's Office of Workforce Innovation)

In Las Vegas, occupations in (1) management; (2) life, physical, and social sciences; (3) legal; (4) community and social service; and (5) business and financial operations have grown 21% or more in the past five years (2017-2022). Management occupations grew the most at 44%. Although there was only a 4% growth rate for office and administrative support occupations, it continues to be the largest occupation of employed individuals (145,922) in Southern Nevada. Based on examples in the Governor's Office of Workforce Innovation (GOWINN), this occupation can be found in numerous industries (i.e. a concierge at a hotel and a receptionist at a dental office are both reported under the office and administrative support occupation. Transportation and material moving occupations come in second with 103,418 employed individuals. It is important to note that the type of occupation is not necessarily indicative of a specific industry. Leisure and hospitality is the main industry in Southern Nevada, comprising 26% of total employment as of January 2023. (*2023 Annual Report & Strategic Plan*, Governor's Office of Workforce Innovation)

In Reno, occupations in (1) farming and fishing; (2) management; (3) architecture and engineering; (4) business and financial operations; and (5) computer and mathematical operations have grown 21% or more in the past five years (2017-2022). Management occupations showed the second highest growth rate at 57%. As with Southern Nevada, there

was only a 3% growth rate for office and administrative support occupations, but it continues to be the largest occupation (not industry) of employed individuals (33,697) in Northern Nevada. Transportation and material moving occupations also come in second with 32,102 employed individuals. Trade, transportation, and utilities is the main industry in Reno-Sparks, accounting for 22% of total employment in January 2023. (*2023 Annual Report & Strategic Plan, Governor's Office of Workforce Innovation*)

For many years, SCSEP participants have been placed mostly in CSAs that offer opportunities to gain or refresh skills in the office and administrative support occupations. Not only do SCSEP providers find that this occupation is preferred consistently by participants, but this occupation also continues to be the largest occupation of employed individuals in the state. This occupation has been the highest need of employers in most industry sectors since 2018. (*2023 Annual Report & Strategic Plan, Governor's Office of Workforce Innovation*)

The SCSEP providers in the state will continue to develop skills training in office and administrative support occupations by ensuring there are adequate host agencies that can offer this occupational training to participants across the state. General skills needed in these occupations may include utilizing office devices (printers, calculators, phones, headsets), computers and keyboarding, data entry, basic office software, internet usage, inventory control, phone etiquette, and customer service.

Additional current employment opportunities in Nevada and Reno are reported to be in the industry of leisure and hospitality according to the Nevada Statewide & Metro Area Labor Market Overview, January 2024, published by the Nevada Department of Employment, Training, and Rehabilitation (DETR). Again, this current industry aligns with the long-term projections of the leisure and hospitality industry. Development of skills training and CSAs in this industry will begin in PY2024 and will be a long-term project to rebuild partnerships that were robust prior to the COVID-19 pandemic.

Finally, to be successful in the workplace, participants in the program are offered numerous monthly opportunities to obtain a wide variety of basic professional skills, including soft skills, or "interpersonal skills" such as organization and time management, problem-solving, written, and verbal communication, confidentiality, customer service, and teamwork. The SCSEP providers are committed to coaching participants through obtaining these skills or developing them for the first time. These workplace skills must be practiced, and Community Service Assignments (CSA) provide the environment for participants to comfortably practice and sharpen these professional skills. The obtainment of these skills puts participants in a favorable position while seeking permanent unsubsidized employment.

**Appendix D** is a list of employers that hired participants in PY22 and PY23. Included in the list is a description of what type of position the participant was hired for and what skills were needed to perform tasks and duties in that position.

## Section 2: Service Delivery and Coordination

Although training opportunities in CSAs are guided by the current and projected industry trends in the state, individual participant interests and goals are key to the CSA placement. Using a variety of software for participants to identify their interests, current skills, and skills training desired, the SCSEP providers ensure facilitation of person-centered practice in the development of the Individual Employment Plan (IEP).

Most of the software utilized are web-based career development platforms that include assessment of skills and abilities, virtual learning to address deficits in education and training, and career search tools. Participants access these assessment tools at the SCSEP provider's primary location where there is availability of technology and internet services. SCSEP providers can also meet participants at one of 15 one-stop sites so they may access technology and internet services.

ADSD and SCSEP providers are committed to eliminating administrative barriers that might be created when participants do not have technology or internet services at home. Participants can be lost if SCSEP providers do not create innovative opportunities to meet participants in locations they can get to. Access to services is a primary aspect of service delivery for ADSD programs and guidance is in place to create a No Wrong Door pathway to all services.

Virtual and paper assessment tools can assist the participant in identifying where barriers lie in their attempts to gain employment. Identified barriers or difficulties that are consistently identified are low levels of education and literacy, limited English proficiency, homelessness, lack of transportation, low food security, lack of work clothes or shoes, and physical limitations, such as standing, walking, lifting 25 lbs. or more, or fast-paced work. ADSD will continue to promote the importance of identifying and eliminating barriers to employment and connect SCSEP providers to ADSD funded partners and other community agencies.

### Actions to Coordinate with Other Programs

#### WIOA Title I Programs

The Workforce Innovation and Opportunity Act (WIOA), signed into law on July 22, 2014, "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." (*Workforce Innovation and Opportunity Act (WIOA)*, U.S. Department of Labor, Employment and Training Administration) WIOA Title I programs in Nevada are coordinated and implemented under the Department of Employment, Training, and Rehabilitation (DETR).

The SCSEP providers will continue to build current partnerships with WIOA business services teams within the EmployNV Career Hubs (one-stop delivery system) to diversify training and skill building opportunities, and to widen employer and community connections. Procedures and policies have been developed to co-enroll job-ready individuals into WIOA training programs which leverage different funding streams. Another outcome of this current

partnership is the ability to access and utilize the Labor Market Information (LMI) and industry information to follow employment trends and in-demand occupations in service areas.

Actions the Nevada SCSEP team will take to coordinate activities:

- The SCSEP providers will actively build and/or strengthen current partnerships with the WIOA Title I Adult and Dislocated Workers programs to learn about and exchange information on the eligibility requirements and benefits so that each partner can refer potential candidates to the appropriate program.
- Initiate active involvement with the two Local Workforce Development Boards as board members or members, if possible. Maintain communication and attend meetings as partner representatives of SCSEP.
- Initiate contact with the 15 EmployNV hubs (one-stop sites), especially in the rural and frontier counties or cities that are under-enrolled. Explore options for CSAs and skills development. Communicate with the hubs quarterly to maintain visibility and partnership.
- Distribute SCSEP information to one-stop sites quarterly for posting and distribution to their partners and participants.

## Older Americans Act Programs

Aging and Disability Services Division (ADSD) is responsible for the administration and oversight of subawards to community partners for services that support older adults, people with disabilities, and caregivers. In State Fiscal Year 2023 (SFY23), ADSD obligated approximately \$32 million to community partners across the state from multiple funding sources, federal and state. Specifically, ADSD obligated approximately \$11 million in OAA funds. (Annual Subaward Report, State Fiscal Year 2023)

In general, older adults must be aged 60 or older to receive services under the OAA with some exceptions. The following services are specifically funded from the Older Americans Act (OAA) of 1965, 2020 Reauthorization (*SFY23 ADSD Subaward Report, Appendix B – Funding Sources*):

- **OAA Title III-B – Services and Supports:** funding for ADSD designated core services and supports, such as transportation, in-home services (homemaker, home safety, modification, and repair, Personal Emergency Response Systems (PERS), representative payee, and senior companion), food security, legal assistance, and access to services.
- **OAA Title III-C – Nutrition Services:** funds are allocated to provide meals to older adults in congregate settings, such as senior centers, libraries, or churches. Funds are also allocated to deliver meals to individuals who are homebound due to illness, disability, or geographic isolation and who cannot attend a congregate meal site.
- **OAA Title III-D – Disease Prevention and Health Promotion Services:** funding for evidence-based health promotion and disease prevention programs. These programs are interventions that educate participants about their health conditions, how to manage them, and ways to adopt healthy behaviors to enhance their overall quality of life.



- **OAA Title III-E – National Family Caregiver Support Program:** funding for family caregiver supportive services, which are a cluster of services intended specifically for informal caregivers of any age who care for adults age 60 and older, or a person of any age living with Alzheimer’s disease or related dementia; and/or grandparents or other relatives, age 55 or older, caring for a child who is age 18 or younger, or an adult child with a disability who is between the ages of 19 and 59. Caregiver support services may include respite care, adult day care, counseling, support groups, and caregiver training.
- **OAA Nutrition Services Incentive Program:** supports congregate and home-delivered nutrition programs by providing an incentive to serve more meals.
- **OAA Title V – Senior Community Service Employment Program (SCSEP)**

Over many years, participants have been assigned CSAs at numerous non-profit organizations and public agencies that are sub-awarded OAA funds. In PY22 and PY23, participants trained at Alzheimer’s Association, Catholic Charities of Northern Nevada, Catholic Charities of Southern Nevada, Helping Hands of Vegas Valley, Inc., Lutheran Social Services of Nevada, and Nevada Senior Services, Inc. (see Appendix C).

ADSD recognizes that their funded partner network is vast and services for older adults are provided in every county. It is vital that ADSD facilitate the connection between the SCSEP providers and the funded partner network to increase CSA opportunities, gain potential employers, and for participants to access supportive services that may reduce or eliminate identified barriers to employment.

Actions the Nevada SCSEP team will take to coordinate activities:

- ADSD will survey all funded partners biannually to assess the employment needs partners have and the skills needed for those position types. A document will be created to be accessible to SCSEP providers in the development of training opportunities.
- Using ADSD’s list of funded partners each state fiscal year, SCSEP providers will develop a recruitment plan for potential host agencies, especially in rural and frontier areas of the state that are historically under-enrolled.
- ADSD will provide a quarterly overview of funded partner supportive services offered that eligible SCSEP participants may be able to access. Funded partners may be selected to share their service information to enrolled participants and SCSEP providers directly via in-person or virtual quarterly meetings.
- Distribute SCSEP information to rural and frontier partners quarterly for posting within their buildings or to send to their consumers.

## Other Private and Public Entities

Currently, ADSD and the SCSEP providers have strong partnerships with numerous private and public entities and programs across the state that provide services to older adults, including some faith-based organizations. SCSEP providers will take steps to strengthen the current partnerships but also to assess the lack of partnerships in the rural and frontier areas of the state. Private and public entities, such as senior centers, small-town businesses, hotels and

restaurants, health care facilities, and clinics will be engaged more in the areas of the state where equitable distribution is not met due to under-enrollment.

ADSD and SCSEP providers will develop an outreach plan that includes organizations, programs, and advisory councils that work with older adults with disabilities, veterans, and formerly incarcerated SCSEP eligible individuals. SCSEP providers may have some partnerships with these service groups, but an overall statewide outreach plan is needed.

Actions the Nevada SCSEP team will take to coordinate activities:

- ADSD will initiate contact with other state agencies and explore opportunities to develop awareness, referral system, and/or CSA assignments and skills development.
- Initiate contact with community and faith-based organizations, private and public entities, and health care facilities and clinics, especially in the rural and frontier counties or cities that are under-enrolled. Explore options for CSAs and skills development. Communicate with the partners quarterly to maintain visibility and partnership.
- Distribute SCSEP information to partners quarterly for posting and distribution to their partners and participants.

### Other Labor Market and Job Training Initiatives

ADSD and the SCSEP providers recognize the leadership of the Governor's Office of Workforce Innovation (GOWINN) and the Nevada Department of Employment, Training, and Rehabilitation (DETR) in the state's workforce development system. To coordinate services with other labor markets and job training initiatives, Nevada's SCSEP team must learn about current initiatives first to determine whether they are an appropriate fit for the older worker.

To demonstrate this, Reno had the largest increase in employment from 2017–2022 in the industry of farming and fishing, within the industry super sector of agriculture, forestry, fishing, hunting, and mining. (*2023 Annual Report & Strategic Plan, Governor's Office of Workforce Innovation*) The SCSEP providers would need to learn about the industry and availability of jobs in that industry that are a good fit for older workers before a training plan could be developed.

Actions the Nevada SCSEP team will take to coordinate activities:

- Initiate contact and engage in communication with other labor markets and job training initiatives to learn about the initiatives and determine if SCSEP participants fit in the intent of the initiative.
- Participate in meetings or events facilitated by the state's workforce development system to remain visible and represent SCSEP.

### One-Stop Delivery System

Currently, the SCSEP providers have strong partnerships with EmployNV Career Hubs (one-stop sites). More so, Equus Workforce Solutions is housed inside a career hub in Las Vegas which facilitates efficient communication and coordination with the WIOA business team and other programs and services. Potential candidates for SCSEP are immediately referred to the



SCSEP Case Coordinator which eliminates administrative barriers that can be caused if the SCSEP program was located at a different location. Working directly with the WIOA business team also gives the SCSEP providers the ability to refer job-ready candidates to established employers within the one-stop delivery system when participants are prepared to gain unsubsidized employment.

Because of these active partnerships, the SCSEP providers can easily tap into general job-skills training provided at the one-stop sites, such as for resume development, online job search, online job applications, and interviewing skills. In some cases, in-depth computer training and English as a Second Language (ESL) classes are needed and are available in-person and/or through virtual training modules. Services provided in the one-stop sites that are most utilized by SCSEP participants are employment services, career exploration, education and training, and veteran services.

ADSD will strengthen the partnership with the state's one-stop delivery system in the following ways:

- Initiate contact with the Governor's Office of Workforce Innovation (GOWINN) and explore opportunities to become involved in meetings or initiatives. Maintain communication and attend meetings as a partner representative of SCSEP.
- Initiate contact with the two Local Workforce Development Boards and become actively involved as a board member or member. Maintain communication and attend meetings as a partner representative of SCSEP.
- Initiate contact with Nevada's Department of Employment, Training, and Rehabilitation (DETR) and explore opportunities to become involved in meetings or initiatives. Maintain communication and attend meetings as a partner representative of SCSEP.
- Develop an overall outreach and referral plan for all 15 one-stop sites to learn about the SCSEP program, eligibility requirements, and how to refer interested individuals to the appropriate SCSEP program based on the potential candidate's location in the state.
- Continue to explore the opportunity to be included in the WIOA State Plan, as a combined plan.

## Long-Term Strategy for Engaging Employers

The SCSEP providers will continue to strengthen their partnerships with WIOA business services and utilize their internal employer relationships to refer participants who are job-ready to the employer pool. SCSEP providers will also continue to engage with local employers during job fairs, hiring events, and community festivals to develop working relationships, promoting the opportunities available to the employers through the SCSEP program and sharing the benefits of hiring older workers.

In addition, both the state and national SCSEP grantees will continue to provide On-the-Job Employment (OJE) training opportunities to SCSEP participants, as an optional request of their grants from the Department of Labor, Employment and Training Administration (DOL/ETA).

These OJE opportunities are intended to help SCSEP providers promote the SCSEP program to potential employers, giving employers an incentive to hire participants.

Partnering employers would commit to hiring a participant after one month of participating in intense on-the-job training at the employment location. SCSEP may pay participant wages and other costs directly or would reimburse the employer for expenses up to 50%. Employers are assured that the skills they need in an employee are in the training plan for development prior to hiring the participant.

Although this training option is available, it is not utilized as much as originally expected. ADSD and the SCSEP providers will take the following steps to improve this optional service:

- ADSD will educate their funded partner network about the OJE opportunity and facilitate connection to the SCSEP providers.
- The SCSEP providers will work with committed employers to develop a written agreement and identify the professional skills needed to fulfill the requirements of the position the participant will be hired in.
- SCSEP providers will work towards enrolling three participants per year in an OJE agreement.

## Long-Term Strategy for Serving Minorities

According to the 2022 American Community Survey 49% of Nevada's population is made up of people of color, or minority groups. In most counties, the population of people of color averages between 25-30% except for Clark County which has a 56% population of people of color.

The SCSEP providers will continue to strengthen current partnerships with organizations that serve people of color such as Chicanos Por La Causa, Hispanic Chamber of Commerce in Reno, and Nevada Hispanic Services. New partnerships will be identified for SCSEP providers to develop with the communities of Black or African Americans, Native Hawaiian or other Pacific Islanders, Asians, and American Indians and Alaska Natives.

The SCSEP providers will also continue to participate in opportunities for engaging communities of color, such as festivals and cultural events, to ensure SCSEP is visible and has an awareness of community issues or barriers to employment. It is important to learn about a community of color and expectations of the older adult in their culture. For instance, a Native American elder may not have the need to work because the cultural responsibility is for the adult children and grandchildren to care for all the needs of the elder. This kind of knowledge of cultural expectations can guide the SCSEP recruitment process. In this example, it may be that SCSEP providers then may focus recruitment efforts on the "younger" older adult, 55 - 59.

SCSEP providers currently have Spanish-speaking interpreters to facilitate communication. Outreach materials are vetted for cultural sensitivity and made available in English and Spanish. With the use of technology, other languages can be translated by communication applications on cell phones.

## Community Services Needed

Lack of transportation services continues to be greatly needed in the entire state for the older adult, especially for those with disabilities. ADSD funded 28 subrecipients in SFY23 to provide transportation services in the amount of \$2,110,184. These subrecipients were non-profit organizations, public transit systems, cities, and counties. Most of the transportation services picked up the older adult at their door and took them to medical appointments, specialist visits, dialysis, grocery stores, and pharmacies. In rural and frontier Nevada, medical and specialty appointments are generally long-distance drives due to the lack of local medical care available. Even in the two metropolitan areas of the state, door-to-door transportation is difficult for public transportation to provide due to constraints of funding.

Nutrition and access to food is also a statewide social service need of the older adult. ADSD funded 27 subrecipients in SFY23 to provide congregate and home-delivered meals across the state in the amount of \$9,960,623. These subrecipients were non-profit organizations, senior centers, foundations, cities, and counties.

One of ADSDs funded partners for food security in Southern Nevada is Three Square Food Bank. For all ages, Three Square reports that 12% of the population in Clark County is food insecure. In the other three counties that are included in Southern Nevada (Esmeralda, Lincoln, and Nye), the food insecurity rates are 8.8-13.9%. These percentages equate to 1 in 8 individuals that are food insecure, or 274,430 people who do not know where their next meal is coming from. (Three Square website)

Since the impact of the COVID-19 pandemic, affordable housing is becoming a social service need that SCSEP providers are seeing more and more with candidates for SCSEP. This is partly due to the rise in the cost of living and the increased number of older adults moving to Nevada from other states with higher costs of living, such as California. The availability of affordable housing is limited, and construction and funding are not keeping up with older adult population growth. In Las Vegas, the SCSEP providers are working with the Nevada Housing Authority and Silver State Housing to assist participants in finding a place to live. In many instances, this process is very lengthy, causing participants to exit the program or delay enrolling into the program.

## Long-Term Strategy to Improve SCSEP Services

To improve SCSEP services, Nevada's long-term strategy is to increase CSA opportunities that align with the projected growth of occupations and industries in the state. Even though the current CSAs successfully develop skills in the office and administrative support occupations, the SCSEP providers need to evaluate the growing industries and modify training plans with the assistance of workforce development partners. The Nevada SCSEP team needs to be at the table with Nevada's workforce initiatives.

Over the past four years, the SCSEP providers were focused on keeping programs afloat during and after the COVID-19 pandemic. Now that Nevada has recovered from the economic impact of the pandemic, the SCSEP providers will focus on engaging the rural and frontier counties as outlined in this state plan and the development of new partnerships with Nevada's workforce development system.

## Strategy to Improve Level of Performance for Participants' Entry into Unsubsidized Employment

Nevada's SCSEP team will focus on the continuous improvement of participant training options and opportunities. On-the-Job Employment (OJE) opportunities will be expanded and more potential employers will be recruited and engaged over the next four years. The Nevada SCSEP team will set a goal of enrolling three participants per year in OJE with committed employers. Rotation policies will be evaluated, and adjustments will be made to improve the quality of skills development.

In addition, ADSD will include an Additional Training and Supportive Services (ATSS) Request in the DOL ETA PY24 SCSEP state application. ADSD and the SCSEP providers will explore and develop short-term training options that may accelerate the process of preparing participants for unsubsidized employment. Other training options for specific skills development will be explored for in-demand occupations to increase successful transition to unsubsidized employment.

## Section 3: Location and Population Served, including Equitable Distribution

### Localities and Populations Most in Need

Nevada's population reported in the 2020 Census data is 3,104,614. Seventy-three percent (73%) of Nevada's population lives in Clark County alone, the most populated urban county in the state. When the three urban counties are combined (Clark in Southern Nevada, and Washoe and Carson City in Northern Nevada), this statistic increases to 91% of the population. This equates to only 9% of the population living in 14 rural and frontier counties, covering 87% of the total square miles of the state. (U.S. Census Bureau, 2020)

In addition, 29% of Nevada's population is aged 55 and older. This equates to one third of Nevada's population that is age eligible for SCSEP. Of those individuals in this age group, 779,342 live in the three urban counties and 109,459 live in rural and frontier Nevada. Lastly, 1.3% of Nevada's total population aged 65 years and older live in poverty as defined by the federal low-income guidelines. This age group represents 15.3% of Nevada's total population and is equally distributed across the state. (*Nevada Rural and Frontier Health Data Book*, 10<sup>th</sup> Edition, February 2021) See Table 3 below.

**Table 3: Most in Need in rural/frontier and urban Nevada**

<b>Specific geographical area</b>	<b>Percent of Nevada's total population</b>	<b>Percent of older adults, aged 55+ (age eligible for SCSEP)</b>	<b>Percent of low-income older adults, aged 65+</b>
Clark County (largest urban county)	73% 2,265,461	27% 613,844	1.5% 32,942
Clark and Washoe Counties, Carson City (3 urban counties)	<b>91%</b> 2,810,592	28% 779,342	1.4% 38,124
14 other rural and frontier counties	<b>9%</b> 294,022	37% 109,459	1.2% 3,555
<b>TOTAL</b>	<b>3,104,614</b>	<b>888,801</b>	<b>41,679</b>

U.S Census Bureau (2020)

## Cities and Counties Served

The Department of Labor (DOL) Employment and Training Administration (ETA) authorizes the number of SCSEP positions in the state by utilizing a census-based formula. The number of allocated positions can be modified based on state-specific information or changes, such as the increase in minimum wage that Nevada experienced on July 1, 2023. Currently in Program Year (PY) 2023, Nevada was allocated a total of 129 modified positions as follows:

- ADSD, State grantee, 28 modified positions; and
- AARP Foundation, National grantee, 101 modified positions

Table 4 shows the number of allocated modified positions in each of the 12 counties served in PY22 and PY23. Also identified in the table is the classification of each county as to whether they are urban, rural, or frontier. There was an overall decrease in 10 positions through Nevada's service area. Specifically, Clark County had a reduction of 7 positions, Washoe County had 2, and Nye County had 1 position reduction. Five rural and frontier counties are not allocated SCSEP positions: Esmeralda, Eureka, Lander, Lincoln, and Storey counties.

**Table 4: PY22 and PY23 Number of Modified Positions in Nevada**

<b>County</b>	<b>County classification</b>	<b>PY23 Number of Modified Positions</b>	<b>PY 22 Number of Modified Positions</b>	<b>Difference</b>
Carson City	Urban	3	3	0
Churchill County	Frontier	1	1	0
Clark County <i>*Primarily the City of Las Vegas</i>	Urban	92	99	-7
Douglas County	Rural	2	2	0
Elko County	Frontier	1	1	0
Humboldt County	Frontier	1	1	0

Lyon County	Rural	3	3	0
Mineral County	Frontier	1	1	0
Nye County	Frontier	4	5	-1
Pershing County	Frontier	1	1	0
Washoe County <i>*Primarily the City of Reno</i>	Urban	19	21	-2
White Pine County	Frontier	1	1	0
<b>TOTAL</b>		<b>129</b>	<b>139</b>	<b>-10</b>

Department of Labor (DOL), Employment, Training and Administration (ETA)

### Slot Imbalances and Proposed Steps to Correct Inequities

Finding potential participants and host agencies in rural and frontier Nevada has shown to be historically difficult. Of the nine rural and frontier counties with allocated positions, six of the counties are classified as “frontier” counties (Churchill, Elko, Humboldt, Mineral, Nye, Pershing, and White Pine) See Table 4 above. “Frontier” describes counties with a population density of six or less persons per square mile. (*Nevada Rural and Frontier Health Data Book*, 10<sup>th</sup> Edition, February 2021)

Nevada was unable to fill six positions in five rural and frontier counties in PY23 Quarter 1: Churchill (1), Douglas (2), Elko (1), Mineral, (1), and Pershing counties (1). A few of the identified reasons for under-enrollment were that there were no host agency options and a general lack of awareness of SCSEP in the community. AARP Foundation, Nevada’s national grantee serving the northern region of the state, has expressed the difficulty in providing direct SCSEP coordination and support from their northern office in Reno. There are not enough funds to allow for travel to some of these remote areas of the state to support and monitor CSAs and recruitment efforts.

To assist with this difficulty, ADSD will access their funded partner network and identify engaged partners in those counties to facilitate connection to the national SCSEP provider. ADSD’s funded partners are very engaged in communication by Microsoft Teams, ZOOM, email, and telephone which may reduce the difficulty of remote communication and support. Interested partners will be educated about the SCSEP program, the benefits to older adults and the community, and the opportunity to become a host agency.

In addition, Clark County has also been under-enrolled since Program Year (PY) 2021, not only because of the impact of the COVID-19 pandemic, but due to ADSD acquiring a new subrecipient to provide SCSEP services in Clark County. Through a competitive application process in the Spring of 2021, Equus Workforce Solutions was selected as ADSD’s new subrecipient. Program transition between the former and new SCSEP subrecipients in PY21 saw unexpected challenges arising from the restructuring of the subrecipient’s management team. ADSD has provided guidance and support to the subrecipient in the development of the SCSEP program and is currently at full enrollment.

SCSEP providers will increase recruitment activities efforts in underserved areas of the state by:

- Establishing collaborative relationships with agencies providing services to low-income older adults, those with disabilities, veterans, and individuals of various race/ethnic backgrounds;
- Making presentations to groups of older adults and the public to spread the word about opportunities available through the program;
- Developing close working relationships with other employment and training programs, such as state and local programs under WIOA; and
- Notifying the EmployNV Career Hubs and WIOA business teams when position vacancies exist.

## Long-Term Strategies for Achieving Equitable Distribution

To obtain equitable distribution statewide, SCSEP providers will implement identified actions in this plan to recruit partners and participants in the rural and frontier counties where, historically, positions are consistently not filled. Nevada's SCSEP team will then evaluate outcomes of the increased recruitment efforts after the first two years of this state plan.

Currently, positions are over-enrolled in the urban areas of the state to ensure all modified positions are filled. As a position becomes vacant in the over-enrolled counties, they will be moved to one of the underserved rural and frontier counties that is ready and prepared to take on the commitment of a CSA.

In the third year of this plan, SCSEP providers will re-evaluate all efforts to obtain equitable distribution. If needed, the state and/or national SCSEP grantees will make recommendations to DOL ETA for redistribution of positions if equitable distribution still cannot be met.

### Ensuring equitability in both rural and urban areas

After the first two years of this plan, if equitable distribution cannot be obtained in the underserved rural and frontier counties, vacant positions will be moved first to another rural or frontier county that has host agency options before consideration of moving the position to an urban county. All efforts will be made to keep the position in rural and frontier Nevada.

### Ensuring enrollment of individuals afforded priority

If there is a need to over-enroll in any county, SCSEP providers will ensure enrollment is for those individuals with priority who:

- Are covered persons in accordance with the Veterans Opportunity to Work (VOW) (covered persons who are SCSEP-eligible must receive services instead of or before all noncovered 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 under Title I of the Workforce Innovation and Opportunity Act (WIOA);
- Are homeless or at risk of homelessness; and/or
- Are formerly incarcerated or on supervision from release from prison or jail within five years of the date of initial eligibility determination.

## Ratio of Eligible Individuals to Total Eligible Population

The ratios of eligible individuals to total eligible individuals in each of the service areas are listed below.

**Table 4:** Nevada’s Population Age Eligible for SCSEP, aged 55 and older

County (service area)	Population aged 55 and older – age eligible	Percentage of total state population of 55 and older – age eligible	Ratio
Carson City	20,340	2.29%	229:10,000
Churchill County	8,381	0.94%	47:5,000
Clark County	613,844	69.06%	3,453:5,000
Douglas County	23,852	2.68%	67:2,500
Elko County	13,146	1.48%	37:2,500
Humboldt County	4,732	0.53%	53:10,000
Lyon County	21,286	2.39%	239:10,000
Mineral County	1,793	0.20%	1:500
Nye County	24,585	2.77%	277:10,000
Pershing County	2,008	0.23%	23:10,000
Washoe County	145,158	16.33%	40,825:250,000
White Pine County	3,019	0.34%	17:5,000
<b>TOTAL</b>	<b>888,801</b>		

U.S. Census Bureau, 2020



## Relative Distribution of Eligible Individuals

### Those who reside in rural and urban areas within the state

29% of Nevada's population is aged 55 and older. This equates to roughly one third of Nevada's population that is age eligible for SCSEP. Of those individuals in this age group, 779,342 live in the three urban counties and 109,459 live in rural and frontier Nevada. See Table 3.

### Those who have the greatest economic need

1.3% of Nevada's total population aged 65 years and older live in poverty as defined by the federal low-income guidelines. This age group represents 15.3% of Nevada's total population and is equally distributed across the state. (See Table 3) Social Security Benefits provide at least 90% of the income for one in four older adults and the average payment is \$1,422 per month. (*Elders Count Nevada 2023*)

### Those who are minorities

According to the 2022 American Community Survey 49% of Nevada's population is made up of people of color, or other minority groups. In most counties, the population of people of color averages between 25-30% except for Clark County which has a 56% population of people of color.

Of the age eligible individuals in Nevada (55 years and older), 13% are Hispanic or Latino, 9% are Asian, 7% are Black or African American, 1% are Native American and Alaska Native, and less than 1% are Native Hawaiian and Other Pacific Islander. (*Elders Count Nevada 2023*)

### Those who are limited English proficient

In Southern Nevada, 6.74% of all households have limited English spoken at home. This rate is higher than the national rate of 5.62%. In Northern Nevada, 3.22% of households have limited English spoken at home. Of great concern, limited English-speaking individuals have a greater challenge in accessing information and services they need for health care and other social services. (*Elders Count Nevada 2023*)

### Those with the greatest social need

The most common social issues are discussed in Section 2. Community Services Needed and community organizations and groups that are working in those areas are identified. In addition to those social issues, there are a few more to note here.

According to the Elders Count Nevada 2023 report, 14.22% of the people who live alone are aged 65 and older. In this same age group 30 in every 10,000 people are homeless and 24 in every 10,000 people are on the verge of becoming homeless. Homelessness is an increasing social issue in the whole state.

Also, suicide is a high risk in Nevada for adults in the 55-64 age group and the risk elevates for people 85 and older. (*Elders Count Nevada 2023*) Another social issue of great concern is the instances of elder abuse, neglect, and exploitation. The Elders Count Nevada 2023 report

identified that in 2021, the largest group of victims were in the age group of 75-84 years old. The type of abuse most substantiated was self-neglect, 40.1%. Isolation cases tripled since 2019.

### Those formerly incarcerated

Data is not readily available for formerly incarcerated individuals that are aged 55 and older in Nevada. In January 2019, the Nevada Advisory Commission on the Administration of Justice released a final report on the Justice Reinvestment Initiative. This initiative developed 25 policy recommendations to “improve public safety by holding offenders accountable, reducing recidivism, and increasing the resources available to combat the state’s behavioral health crisis.” (*Nevada Advisory Commission on the Administration of Justice – Justice Reinvestment Initiative, Final Report, January 2019*)

It was reported in this document that the population of Nevada inmates aged 55-and-older increased 70% from 2009 to 2017. Of interest, one of the recommended policies is to implement a specialty parole option for long-term geriatric inmates. If passed, this could mean more older adults being released from prison. The Nevada SCSEP team will need to work with workforce development partners to increase services and skill development plans for this priority population. (*Nevada Advisory Commission on the Administration of Justice – Justice Reinvestment Initiative, Final Report, January 2019*)

Finally, ADSD subawards Older Americans Act (OAA) Title III-B funding to community partners throughout Nevada to provide a variety of legal services to older adults. One of the services offered is helping individuals with the sealing of their criminal records. This can increase employment opportunities, and it could be a potential partnership to begin strengthening to help increase access to employment for those previously incarcerated.

### Steps Taken to Avoid Disruptions to Service

If Nevada experiences a reduction in SCSEP allocated positions and/or modified positions based on redistribution, enrolled positions will be reduced through attrition based on the remaining durational limit of those positions. ADSD and Nevada’s SCSEP providers are committed to ensuring services are not disrupted for those participants affected by such a reduction. Participants rely on receiving their wages consistently and on time.

When there is over-enrollment and as a position becomes vacant in the over-enrolled counties, the position will be moved to one of the underserved rural or frontier counties that is ready and prepared after increased recruitment efforts of the SCSEP providers.

ADSD and the SCSEP providers will explore and develop policies and procedures to accelerate a participant’s training plan when individuals are identified as being job-ready and have a goal to pursue unsubsidized employment. Short-term training options will be developed based on industry projections in Nevada. Lastly, OJE opportunities will be expanded as identified in this state plan.

## Conclusion

Nevada's Aging and Disability Services Division (ADSD) and the Nevada SCSEP providers will meet quarterly to discuss progress toward the goals in this state plan. Virtual meetings will continue to be the primary meeting method, allowing SCSEP providers across the state to participate. When possible, meetings will be held in person. Hybrid meetings will also be offered as an option, when possible, allowing for Las Vegas providers to participate in person, with a virtual option for providers in other areas to be able to participate. Nevada's SCSEP providers both have leadership located on the East Coast. Virtual meetings are often needed to engage the full statewide SCSEP team.

Nevada's SCSEP team will prepare and publish an annual summary report highlighting major accomplishments for the prior program year. Workforce development data will be incorporated to ensure SCSEP activities are in alignment with other workforce development initiatives in the state. Adjustments to this plan will be made as needed and will be reported in the PY26 Two-Year State Plan Modification.

## Appendix A - References

*2023 Annual Report and Strategic Plan – Governor’s Office of Workforce Innovation (GOWINN).* [2023 GOWINN Annual Report & Strategic Plan \(nv.gov\)](#)

Aging and Disability Services Division webpage. [Mission Statement \(nv.gov\)](#)

*Annual Subaward Report, State Fiscal year 2023 (July 1, 2022 – June 30, 2023).* Office of Community Living, Aging and Disability Service Division, Nevada Department of Health and Human Services. [SFY23 ADSD Subaward Report \(nv.gov\)](#)

*Elders Count 2023.* Aging and Disability Services Division. Nevada Department of Health and Human Services. [Elders Count Nevada 2023 \(nv.gov\)](#)

*Guidance Overview: Reducing Administrative Barriers to Improve Customer Experience.* WorkforceGPS (Webinar). [WorkforceGPS - Guidance Overview: Reducing Administrative Barriers to Improve Customer Experience \(workforcegps.org\)](#)

*Long-Term Industry Projections, 2018-2028 – Nevada Labor Market Information.* Department of Employment, Training, and Rehabilitation. [Projections \(nevadaworkforce.com\)](#)

*Nevada Advisory Commission on the Administration of Justice – Justice Reinvestment Initiative, Final Report,* January 2019. [Justice Reinvestment Initiative Final Report \(nv.gov\)](#)

*Nevada Rural and Frontier Health Data Book,* 10<sup>th</sup> Edition, February 2021, University of Nevada, Reno, School of Medicine, Office of Statewide Initiatives. [Nevada Rural and Frontier Health Data Book, 10th Edition \(unr.edu\)](#)

*Nevada State Plan for Aging Services 2021 – 2024 (effective October 1, 2021, to September 30, 2024).* Aging and Disability Services Division, Department of Health and Human Services. [State Plan for Aging Services \(nv.gov\)](#)

*Nevada Statewide & Metro Area Labor Market Overview, January 2024,* published by the Nevada Department of Employment, Training and Rehabilitation. [Nevada Statewide & Metro Area Labor Market Overview \(nv.gov\)](#)

*PYS 2024 – 2027 Nevada WIOA State Plan.* [PYS-2024-2027-Nevada-WIOA-State-Plan.FINAL .3-5-2024.pdf \(nv.gov\)](#)

*State of Nevada Aging and Disability Services Olmstead Plan 2023 – 2028.* ADSD is in the process of publishing this document on the ADSD website, [ADSD \(nv.gov\)](#)

*State of Nevada Minimum Wage 2023 Annual Bulletin.* Office of the Labor Commissioner, Department of Business and Industry. [Microsoft Word - 2023 Minimum Wage Bulletin \(nv.gov\)](#)

Three Square Food Bank. [Three Square – Hunger in Southern Nevada \(threesquare.org\)](#)

*Workforce Innovation and Opportunity Act (WIOA).* U.S. Department of Labor, Employment and Training Administration (ETA). [Workforce Innovation and Opportunity Act | U.S. Department of Labor \(dol.gov\)](#)

## Appendix B - Public Comment

Solicitation for public comment was shared with the following individuals, groups, and organizations:

- Aging and Disability Services Division (ADSD) Leadership, Regional Coordinators, Division staff;
- ADSD Aging Partner Network and Listserv;
- ADSD Advisory Bodies;
- Nevada Department of Health and Human Services, Tribal Liaison team for the Director's Office.
- ADSD Subaward Recipient Organizations, including recipients of Title III funds of the Older Americans Act;
- The Governor's Office of Workforce Innovation and the Governor's Workforce Development Board;
- Nevada's two Local Workforce Development Boards: Workforce Connections and Nevadaworks;
- Nevada Department of Employment, Training, and Rehabilitation, EmployNV Career Hubs, and WIOA program providers;
- SCSEP providers Equus Workforce Solutions and AARP Foundation;
- SCSEP Host Agencies and enrolled participants;
- Nevada community members (employed and unemployed) via ADSD website and social media posting.

## Appendix C - Host Agency Training Partners

Program Years (PYs) 2022 and 2023 Community Service Assignments by occupation, position title, skills development, and name of host agency (training partner).

**Office and Administrative Support:** Office Assistant, Administrative Assistant, Receptionist, Clerical Receptionist, Clerical Representative.

➤ Skills development: Computers, Word and Excel software, office devices, clerical, detail oriented, organization, time management, problem-solving, written and verbal communication, proper phone etiquette, and customer service.

- Catholic Charities of Northern Nevada
- Family Solutions, Inc. (Las Vegas)
- Good Shepherd's Clothes Closet (Sparks)
- Great Basin Internet Services (Reno)
- Hispanic Chamber of Commerce of Northern Nevada
- Holy Cow Thrift and Beyond (Reno)
- Job Corps, Sierra Nevada (Las Vegas)
- Justice Law Center (Las Vegas)
- Morris Hotel (Reno)
- Natural Resources Conservation Services. U.S. Department of Agriculture (statewide)
- Nevada Division of Child and Family Services, Department of Health and Human Services (statewide)
- Nevada Division of Welfare and Supportive Services Division, Department of Health and Human Services (statewide)
- Nevada Empowered Women's Project (Reno)
- Nevada Hispanic Services (Reno)
- Nevada Humane Society (Reno)
- Nevada Network Against Domestic Violence (Reno)
- Nevada Partners (Las Vegas)
- Nevada Society for the Prevention of Cruelty to Animals, Animal Shelter and Thrift Store (Las Vegas)
- New American Mortgage Co. (statewide)
- Professional Institute of Technology (Las Vegas)
- Records Bureau, Nevada State Police Records, Communication and Compliance Division (statewide)
- Reno Center of Influence (Food Pantry), Pacific Union Conference, Seventh-Day Adventist Church

- Reno Vet Center (Reno)
- Renown Regional Medical Center (formerly Washoe Medical Center) Auxiliary (Reno)
- Salvation Army (statewide)
- Sierra Safari Zoo (Reno)
- Silver State Housing (Las Vegas)
- Southern Nevada Regional Housing Authority
- Stor-Tyme Self Storage (Reno)
- Supreme Plumbing (Sparks)
- Truckee Meadows Community College (Reno)
- Truckee Meadows Habitat for Humanity (Sparks)
- Truckee Meadows Water Authority (Reno)
- United Cerebral Palsy Thrift Store (Sparks)
- United Way (statewide)
- U.S. Probation Office, District of Nevada (Las Vegas)
- U.S. Small Business Administration, Nevada District (statewide)
- U.S. Social Security Administration (statewide)
- Victims of Crime Program, Nevada Department of Health and Human Services (statewide)
- Wanda's Baby Closet of Casa de Vida (Reno)
- Washoe Ability Resource Center (Reno)
- Washoe County Department of Juvenile Services (Reno)
- Washoe County Library (Reno)
- Washoe County School District (Reno)
- Washoe County Senior Center (Reno)
- Washoe County Sheriff's Department (Reno)
- Washoe County Legal Services (Reno)
- YMCA (statewide)

**Office and Administrative Support:** Member Records and Services Administrator, Resource Center Representative, Administrative Specialist, Administrative Support Hero.

- Skills development: Leadership, adaptability, self-motivation, organization, time management, interpersonal skills, written and verbal communication, clerical, and critical thinking.

- Chicanos Por La Causa (Las Vegas)
- Employ NV Career Hubs, Nevada Department of Employment, Training, and Rehabilitation (statewide)
- Friends of Parkinson's (Las Vegas)
- Helping Hands of Vegas Valley, Inc. (North Las Vegas)

**Food Pantry / Senior Meal Program:** Senior Meals Assistant, Service Ambassador, Pantry Ambassador, Pantry Hero.

Skills development: Computers, excel use, processing, data entry, organization and time management skills, detail oriented, multitasking, effective communication, customer service, stock and inventory control, and teamwork.

- Lutheran Social Services of Nevada (Las Vegas)
- Helping Hands of Vegas Valley, Inc. (North Las Vegas)
- National Sales, Inc. (Las Vegas)

**Retail:** Sales Associate.

➤ Skills development: Sales, customer service, stock and inventory control, cash register, calculator, and computers.

- Catholic Charities of Northern Nevada – St. Vincent's Super Thrift Store (Reno)

**Building and Grounds Maintenance:** Janitor, Porter, Grounds Keeper.

➤ Skills development: Organization, time management, effective communication, customer service, detail oriented, critical thinking, initiative, and independence.

- Southern Nevada Regional Housing Authority
- Nevada Partners (Las Vegas)

**Adult Day Care:** Senior Companion Representative.

➤ Skills development: Planning and coaching, engagement and motivation, social skills, organization, time management, and teamwork.

- Nevada Senior Services, Inc.

**Health Care:** Concierge Assistant, Pediatric Supportive Representative.

➤ Skills development: Computers, effective communication, basic medical terminology, and customer service.

- University Medical Center (Las Vegas)
- Alzheimer's Association (statewide)
- Delta Delta Delta Sorority (Reno)
- Wells Ave. Health Center – Dental (Reno)
- VA Sierra Nevada Health Care System (Reno)



# Appendix D - Employers

Program Years 2022 and 2023 - Employers who have hired participants in unsubsidized employment and the skills required for the position.

## **Office and Administrative Support:** Administrative Assistant.

➤ Skills needed for employment: Basic computer skills Word and Excel software; basic knowledge of office devices, calculators, and printers; organization and time management skills; ability to problem-solving, critical thinking skills; effective written and verbal communication skills, proper phone etiquette; customer service oriented; ability to work in teams with coworkers and supervisors; and ability to work independently.

- Downtown Senior Center, City of Henderson
- Department of Highway Safety Motor Vehicle Department, Florida (outside Nevada)
- Housing Authority of Wilmington (outside Nevada)
- Clark County School District (Southern Nevada)
- Budget Watchers (Las Vegas)
- PF Law Firm (Las Vegas)
- Nye County Sheriff's Office

## **Retail:** Sales Associate.

➤ Skills needed for employment: Basic computer skills, use of cash register and Point of Sale (POS) software; Basic math, reading, understanding, and carrying out instructions; ability to write and complete requested paperwork; retail sales on floor and inventory; ability to work in teams with coworkers and supervisors; and ability to work independently.

- Goodwill Industries International, Inc.
- Sprouts Farmer's Market
- Computer Corps
- The Home Depot

## **Self-employment:** Graphic Design Independent Contractor.

➤ Skills needed for employment: Advanced computer skills; computer software installation skills; software development skills, digital graphic design skills; knowledge of business management; and ability to work independently.

- Tanger Outlets (web-based retailer)