



State Plan

Senior Community Service Employment Program



July 1, 2012 to June 30, 2016

Nevada Aging and Disability Services Division

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STATE PLAN

Section 1. Purpose of the State Plan

The State of Nevada Senior Community Service Employment Program (SCSEP) State Plan is required per: the enactment of Section 503 of the 2006 OAA Amendments, Pub. L. 109-365, October 17, 2006, 20 CFR Part 641, SCSEP Performance Accountability Interim Rule, 72 Fed. Reg. 35831 (June 29, 2007); 20 CFR Part 641 SCSEP Final Rule (September 1, 2010); and the Training and Employment Guidance Letter (TEGL) 21-11, March 27, 2012. The Nevada Governor has charged the Department of Health and Human Services, Aging and Disability Services Division to coordinate, write and submit the Plan (Appendix A). The plan describes how SCSEP and its partners meet the skills training, supportive services and unsubsidized employment needs of eligible seniors age 55 and older. In addition, it explains the role of the SCSEP and its partners in Nevada's workforce development system, relevant to community service and private employment. The Plan covers from July 1, 2012 to June 30, 2016.

Section 2. Involvement of Organizations and Individuals

Nevada's Senior Community Service Employment Program (SCSEP) State Plan was developed by a workgroup comprised of representatives from: the AARP Foundation – SCSEP; Catholic Charities of Southern Nevada (CCSN) SCSEP; and the Nevada State Aging and Disability Services Division (ADSD).

Section 3. Solicitation and Collection of Public Comment

The Program Year (PY) 2012 State of Nevada SCSEP Four Year State Plan was posted for solicitation of public comment on August 13, 2012, on the State of Nevada Aging and Disability Services Division' Website, www.nvaging.net. A request for public comment was published in the *Las Vegas Review Journal*, *Las Vegas Sun*, *Reno Gazette Journal* and *Elko Daily Free Press* newspapers on August 13, 2012. A Public Hearing was held on September 5, 2012, during the Commission on Aging meeting in Las Vegas, NV. Public comment was due by September 5, 2012 (See Appendix B). The request for public comment was emailed to the local Workforce Investment Boards, the Governor's Workforce Investment Board, the Economic Development Board, ADSD's Title IIIB, C, D, E and Independent Living Grant sub grantees, SCSEP participants and host site agencies.

Section 4. Long-term Projections for Jobs in Industries and Occupations in the State

Table 1 shows the long term expectations for job growth in Nevada. Through 2018, all but five of the 20 major industry groups expect employment increase, with six being more than a 10 percent increase. Nevada’s growth is expected to lag behind the national growth rate in the short term and exceed it in the long term. With the value of gold at an all time high, the mining sector expects to show the largest growth rate in the long term. The projected employment growth from 2008-2018 is 20.62 percent.

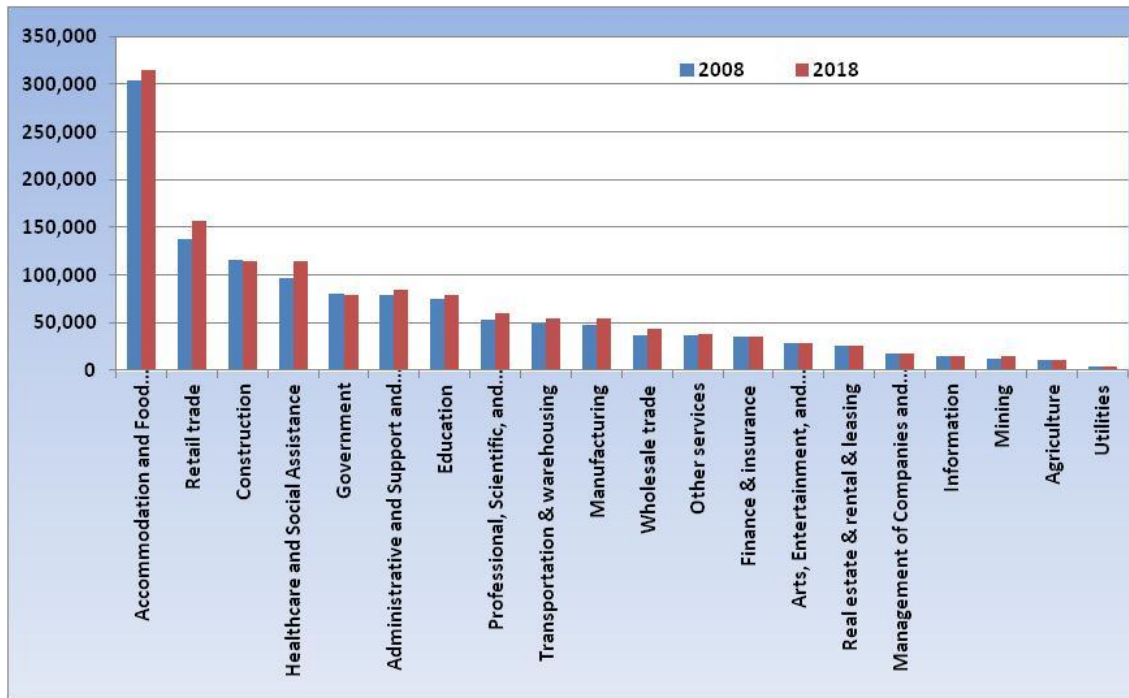
Nevada’s dominant industries are projected to provide the largest number of jobs through 2018. This includes: Retail (13 percent job gain over the period), healthcare and social assistance (19 percent), accommodation and food services (4 percent), professional, scientific and technical services (13 percent), manufacturing (13 percent), and wholesale trade (15 percent).

Five industries are predicted to have a negative growth rate. These are: Construction (-2 percent), government (-1 percent), information (-3 percent), art, entertainment and recreation (-0.5 percent), and utilities (-2 percent). Real estate, rental, and leasing are predicted to have a slight growth in the long term (1 percent). *State of Nevada Integrated Workforce Plan for Title I of the Workforce Investment Act of 1998, Wagner Peyser Act and Agricultural Outreach For Period of July 1, 2012 – June 30, 2016, pg. 13-14.*

Table 1. Nevada Employment Gains and % of Growth by Industry (2008-2018)

Industry	2008	2018	New Jobs	% Growth
Mining	12,116	14,614	2,498	20.62%
Healthcare and Social Assistance	96,115	114,214	18,099	18.83%
Wholesale trade	37,343	43,128	5,785	15.49%
Professional, Scientific, and Technical Services	52,980	60,101	7,121	13.44%
Retail trade	138,316	156,808	18,492	13.37%
Manufacturing	48,116	54,184	6,068	12.61%
Transportation & warehousing	49,322	53,852	4,530	9.18%
Agriculture	10,223	11,010	787	7.70%
Administrative and Support and Waste Management and Remediation Services	78,508	84,292	5,784	7.37%
Other services	36,091	38,564	2,472	6.85%
Education	75,563	79,613	4,050	5.36%
Accommodation and Food Services	303,459	315,466	12,007	3.96%
Management of Companies and Enterprises	17,715	18,199	484	2.73%
Real estate & rental & leasing	26,058	26,294	236	0.91%
Finance & insurance	35,134	35,414	280	0.80%
Arts, Entertainment, and Recreation	29,060	28,908	-152	-0.52%
Government	80,013	79,204	-809	-1.01%
Construction	115,929	114,021	-1,908	-1.65%
Utilities	4,584	4,488	-96	-2.09%
Information	14,919	14,447	-472	-3.16%
Total	1,261,564	1,346,821	85,257	

Chart 1. Nevada Employment Gains and % of Growth by Industry (2008-2018)



Section 5. Long-term Projections for Jobs and How They Relate to Unsubsidized Jobs for SCSEP Participants

The Occupational of the Employed Civilian Population 55 Years and Over by Sex and Age, 2010 compiled by the U.S. Census Bureau (Appendix F) indicates that the most prevalent job markets for those ages 55 and older are in the managerial/professional area and related occupations, service occupations and sales.

This is consistent with industry growth projections for the next 10 years according to the *State of Nevada Integrated Workforce Plan for Title I of the Workforce Investment Act of 1998, Wagner-Peyser Act and Agricultural Outreach for the Period of July 1, 2012 to June 30, 2016*. Dominate industries will include healthcare, retail trade, professional scientific technical support and accommodation & food services. (Table 1)

In addition, the *Nevada Workforce Informer, Data Analysis, 10 Year Occupational Employment Projections*, indicate that the occupations projected to have the most employment growth are

food preparation and serving, sales and related occupations, office and administrative support, food and beverage serving workers and retail sales workers. (Appendix G)

In order to maximize SCSEP participant placement in unsubsidized employment in these high demand job areas, Nevada SCSEP grantees will focus their community service host site training agency recruitment upon agencies that can provide training in food preparation and serving, retail sales, healthcare services and professional technical support occupations.

Section 6. Current and Projected Employment Opportunities in the State

Occupational growth in the short term will remain sluggish while long term projections show it will pick up again by 2018. The largest number of available jobs will continue to be found in the low- and semi-skilled occupations required by employers in the leisure and hospitality and retail trade industries. These occupations include jobs such as cashier, waiter/waitress, retail sales, gaming dealer, bartender, food server, office clerks, account clerks, hotel desk clerks and laborers.

Some of the fastest growing occupations are not in the two largest industries. Many of these occupations would provide new jobs that require a higher level of preparation and would be higher paying. Although not providing the greatest number of new jobs, these occupations provide new opportunities. They include educators (special education teachers, postsecondary vocational education, teachers, adult literacy teachers), health care workers (pharmacists, respiratory therapist, pharmacy technicians, medical assistants), and computer-related occupations (network and data communications analysts, network administrators, computer software engineers, computer specialists, computer systems and information managers, computer system analysts). *State of Nevada Integrated Workforce Plan for Title I of the Workforce Investment Act of 1998, Wagner Peyser Act and Agricultural Outreach For Period of July 1, 2012 – June 30, 2016, pg. 15.*

Table 2.**Nevada Total Annual Openings by Occupation 2008-2018**

Occupation	2008 Emp	2018 Emp	Total Annual Openings	Average Annual Growth	2011 Average Hourly Wage
Food Preparation and Serving Related Occupations	167,532	178,383	7,724	6.50%	\$11.77
Sales and Related Occupations	139,571	154,281	6,188	10.50%	\$15.59
Office and Administrative Support Occupations	213,512	212,738	5,854	-0.40%	\$16.09
Food and Beverage Serving Workers	85,827	91,028	4,631	6.70%	\$10.60
Retail Sales Worker	84,267	93,383	4,446	10.80%	\$11.70
Transportation and Material Moving Occupations	94,352	101,276	2,880	7.30%	\$16.52
Construction and Extraction Occupations	114,675	116,976	2,736	2.00%	\$25.43
Personal Care and Service occupations	77,607	82,447	2,602	6.20%	\$12.24
Retail Salespersons	43,198	50,273	2,278	16.40%	\$12.22
Management Occupations	76,795	84,692	2,224	10.30%	\$45.27
Waiters and Waitresses	39,264	40,301	2,214	2.60%	\$10.70
Building and Grounds Cleaning and Maintenance occupations	75,969	79,420	1,874	4.50%	\$13.10
Construction Trades Workers	85,125	86,492	1,810	1.60%	\$24.84
Cashiers	33,007	34,869	1,792	5.60%	\$10.58
Healthcare Practitioners and Technical Occupations	46,577	55,853	1,785	19.90%	\$39.67
Installation, Maintenance, and Repair Occupations	53,148	58,207	1,737	9.50%	\$22.28
Information and Record Clerks	51,338	53,807	1,607	4.80%	\$14.82
Production Occupations	46,018	50,624	1,615	10.00%	\$16.24
Combined Food Preparation and Serving Workers, Including Fast food	27,382	31,343	1,583	14.50%	\$9.63
Cooks and Food Preparation Workers	37,208	40,722	1,544	9.50%	\$12.50
Education, Training, and Library Occupations	52,914	56,871	1,485	7.50%	\$22.55
Material Moving Workers	41,548	43,698	1,453	5.20%	\$13.83
Entertainment Attendants and Related	35,878	37,420	1,370	4.30%	\$9.27
Building Cleaning and Pest Control Workers	57,333	59,641	1,366	4.00%	\$12.65
Health Diagnosing and Treating Practitioners	30,007	36,028	1,181	20.10%	\$48.29
Business and Financial Operations Occupations	39,191	43,839	1,176	11.90%	\$29.99
Protective Service Occupations	39,755	39,226	1,145	-1.30%	\$19.74
Material Recording, Scheduling, Dispatching and Distribution	36,749	34,932	1,140	-4.90%	\$15.03
Financial Clerks	40,356	41,051	1,137	1.70%	\$16.27
Other Food Preparation and Serving Related Workers	32,392	32,931	1,124	1.70%	\$11.48

Source: **State of Nevada Integrated Workforce Plan for Title I of the Workforce Investment Act of 1998, Wagner Pevser Act and Agricultural Outreach For Period of July 1, 2012 – June 30, 2016**

Section 7. Coordination with Other Programs, Initiatives and Entities

The Department of Health and Human Services (DHHS) Director, Michael J. Willden, represents SCSEP on the Governor's Workforce Investment Board (WIB).

Nevada has two local Workforce Investment Boards: Nevada Works in Northern Nevada and the Southern Nevada Workforce Investment Board. Shirley Chantrill, Nevada Aging and Disability Services Division Resource Development Specialist, represents SCSEP on the Nevada Works board.

SCSEP grantee participants currently receive community service training at Clark County, Carson City, Lyon County and Washoe County "One Stop" Centers. AARP Foundation provides in-kind financial contributions to a One-Stop operational budget.

AARP Foundation coordinates with other WIA programs to provide classroom-training opportunities to build participant skills in the areas of computer training, and ESL training. AARP Foundation also utilizes its Job Search Workshops, which help to prepare participants for independent job searches.

Individuals age 55 and older who seek SCSEP services are referred by Nevada's One Stop Centers to the appropriate SCSEP provider in their area. SCSEP participants are required to co-enroll with local WIA providers. In addition, according to the Nevada Department of Employment, Training and Rehabilitation (DETR) Research and Analysis Bureau 34,216 individuals age 55 years and older obtained 128,283 services at Nevada's One Stop Centers in fiscal year 2010 (July 1, 2010 to June 30, 2011).

Nevada SCSEP providers are listed in Nevada's Aging and Disability Resource Center (ADRC) website and Nevada's 2-1-1 resource guide.

Nevada SCSEP participants fill community service training positions at a multitude of programs funded through Title IIIB and Title IIIC of the Older American's Act. Food Preparers are currently placed at the Blind Center of Nevada and Catholic Charities of Southern Nevada. In addition, office and administrative workers train at Alzheimer's Association, the Blind Center of

Nevada, Clark County Whitney Senior Center, Las Vegas Urban League – MLK Senior Center and the Jude-22 Senior Nutrition Program.

The SCSEP grantee refer participants to state Vocational Rehabilitation, Adult Basic Education, English as A Second Language and training through the UCCSN, when relevant needs are identified on the individual participant’s Individual Employment Plan (IEP). Upon request, UCCSN provides Adult Basic Education and English as a Second Language classes to participants at no charge.

Computer training provided by The Learning Center during PY 2011 was funded from SCSEP supportive services.

AARP Foundation works with training providers such as the Washoe County School District, Child and Family Services, A Brighter Day Family Services, Nevada Partners and various host agencies, for training in basic computer literacy.

Non-federal match requirements are supportable and reasonable (29 CFR 97.24(b)(6)) and met through cash/in-kind contributions reported by Community Service host site training supervisors and subprojects. The State of Nevada, Aging and Disability Services Division provides cash match.

SCSEP is a vital resource for Nevada’s economic development. Nevada SCSEP grantees provide community service and skills-based training to seniors so they can fill the employment needs of Nevada employers.

Section 8. Supporting Employment Opportunities for Participants

Nevada’s top occupations projected to have the most job openings during the next 10 years according to the *Nevada Workforce Informer, Data Analysis* are food preparation and serving, sales and related occupations, office and administrative support occupations, food and beverage serving workers and retail sales workers. (Appendix G)

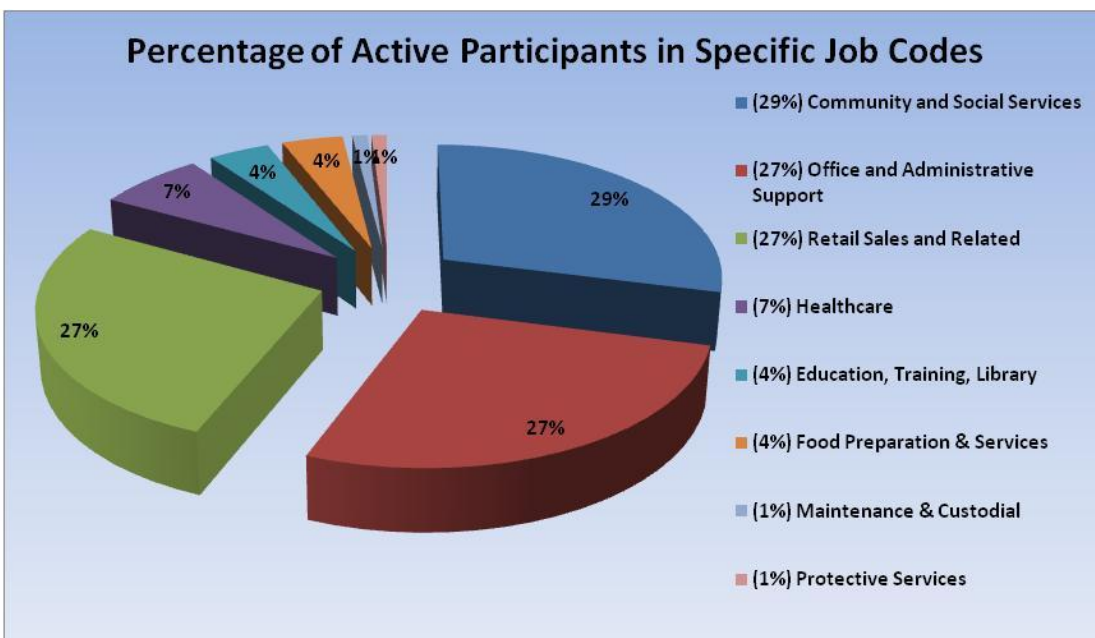
In order to maximize SCSEP participant placement in unsubsidized employment in these high demand jobs, the Nevada’s SCSEP grantee will focus its community service host site training

agency recruitment upon agencies that can provide training in food preparation and serving, sales and related occupations, professional technical support occupations, food and beverage serving and retail sales. The applicability of this approach is illustrated in Chart 2.

SCSEP participant recruitment is accomplished by advertising the SCSEP to participants throughout the local community at One-Stop Centers, employment agencies and senior service centers, in addition to sites of other senior programs in the service areas. SCSEP distributes public service announcements, brochures and other materials relating to the program.

Each participant is offered the opportunity to train between 15 and 20 hours a week. If it is agreeable to the participant, the community service host site and the project, a participant may work fewer or more hours each week. Participants are encouraged to work their full available hours on a consistent basis. Based on the participant needs, AARP Foundation will work with them on any needed exceptions.

Chart 2: Percentage of Active PY 2011 Community Service Host Agency Training Assignments as of March 31, 2012, by Job Code:



Each SCSEP participant is assessed and completes an Individual Employment Plan (IEP) that identifies existing skills, skills to be learned, goals to achieve and timelines to be met in order to obtain unsubsidized employment. The participant is matched with a community service host site training assignment based on the individual's IEP. The community service host site agency, the participant and the SCSEP grantee sign an agreement in support of the participant's training.

Active SCSEP participants may receive the following supportive services on an as-needed basis:

- Bus passes (if no other form of transportation is available)
- Specialized Work Apparel (if required by the community service host site agency)
- Eye glasses
- Dental Repair
- Health Cards
- Other supportive services as identified

The project may identify service providers within its communities, who may offer these services at a reduced cost or no cost to the participant.

The community service host site agency training assignment may be supplemented by general or specialized skill training in keyboarding, using the computer, computer software, customer service or other skills to make the participant more employable.

Partnership training with the University and Community College System of Nevada (UCCSN), Workforce Investment Act (WIA) providers, English as a Second Language (ESL) and Adult Basic Education (ABE) providers has been developed and is used when need is identified in an IEP.

Section 9. Equitable Distribution of SCSEP Positions

a. Location of Positions

Positions are defined as the number of Department of Labor (DOL)/Employment and Training Administration (ETA) grant funded community service authorized training positions in the state. Nevada was funded for a total of 226 positions in PY 2011 and 225 positions in PY 2012. Nevada has two DOL grantees, with positions funded as follows: the Nevada Aging and Disability Services Division were funded for 49 positions and AARP Foundation, the national grantee, was funded for 176 positions. In PY 2012, after a

competitive State application process, the State of Nevada SCSEP positions will be managed by the AARP Foundation. Nevada's national SCSEP positions will also be managed by AARP Foundation.

Equitable distribution of Nevada's SCSEP positions has been achieved in, Churchill, Elko, Esmeralda, Eureka, Lander, Lincoln and Storey Counties.

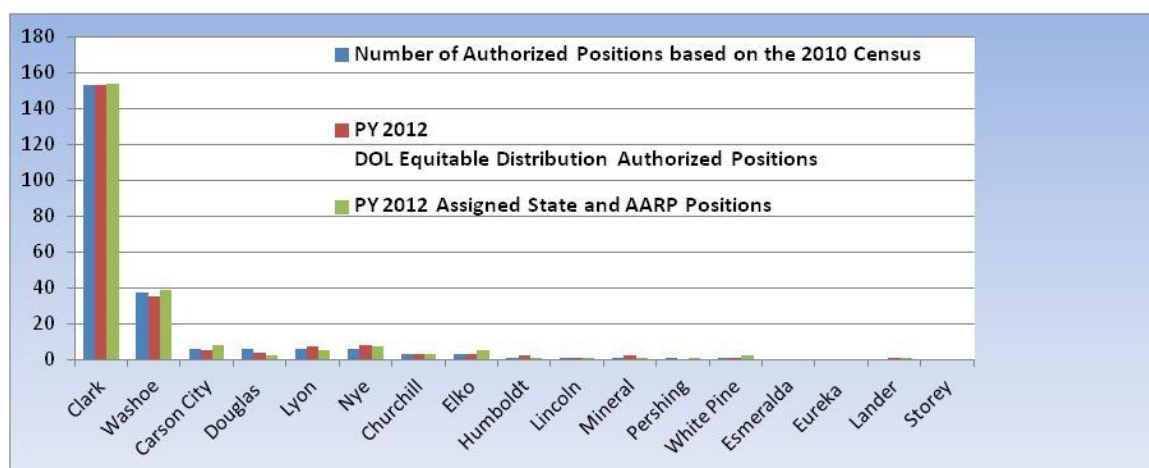
However, Carson City, Clark, Elko, Pershing, Washoe and White Pine Counties are over-served areas, while Douglas, Humboldt, Lyon, Mineral and Nye Counties are under-served.

Table 3 compares the number of potentially eligible individuals in each Nevada County according to 2010 Census data (Appendix C) vs. the US Department of Labor (DOL) /Employment Training Administration (ETA) *Program Year 2012 Equitable Distribution Report* authorized positions. It also lists DOL/ETA distribution of authorized positions according to the PY 2012 *Equitable Distribution Report* vs. currently assigned AARP Foundation and State positions and the difference.

Table 3.

County	Eligible Individuals (55+) 2010 Census	Number of Eligible in State (55+) 2010 Census	Percentage by County	Number of Authorized Positions based on the 2010 Census	PY 2012 DOL Equitable Distribution Authorized Positions	PY 2012 Assigned State and AARP Positions	Difference In	
							No.	% Of Total Positions
Carson City	16,738	639,858	2.62%	6	5	8	3	1%
Churchill	7,011	639,858	1.10%	3	3	3	0	0%
Clark	435,707	639,858	68.09%	153	153	154	1	.004%
Douglas	17,478	639,858	2.73%	6	4	2	-2	-.008%
Elko	9,731	639,858	1.52%	3	3	5	2	.008%
Esmeralda	360	639,858	.05%	0	0	0	0	0%
Eureka	558	639,858	.08%	0	0	0	0	0%
Humboldt	3,804	639,858	.59%	1	2	1	-1	-.004%
Lander	1,421	639,858	.22%	0	1	1	0	0%
Lincoln	1,692	639,858	.26%	1	1	1	0	0%
Lyon	15,599	639,858	2.44%	6	7	5	-2	-.008%
Mineral	1,901	639,858	.30%	1	2	1	-1	-.004%
Nye	17,465	639,858	2.73%	6	8	7	-1	-.004%
Pershing	1,696	639,858	.27%	1	0	1	1	.004%
Storey	1,602	639,858	.25%	0	0	0	0	0%
Washoe	104,198	639,858	16.28%	37	35	39	4	2%
White Pine	2,897	639,858	.45%	1	1	2	1	.004%
Totals	639,858	639,858	100%	225	225	230	5	2%

Chart 3.



b. Rural and Urban Populations

According to the *Equitable Distribution Report*, 84 percent or 188 SCSEP positions are allocated to Nevada’s two largest urban counties. Sixteen percent or 37 of the remaining SCSEP positions are distributed equitably in the remaining 15 rural counties.

c. Specific Population Groups

Recruitment and Community Outreach

The purpose of recruitment is to maximize the number of eligible older individuals who will have an opportunity for SCSEP participation. The SCSEP grantee will make efforts to provide equitable services among the population segments eligible for SCSEP participation. These efforts include outreach to broaden the applicant composition pool to ensure inclusion of individuals that match the following priority criteria: age 65 years or older; individuals with disability; limited English proficiency or low literacy skills; rural area residents; veterans or spouses of veterans; individuals with low employment prospects; those who have failed to find employment after utilizing services provided under Title I of WIA; or those who are homeless or at risk for homelessness.

Recruitment activities are ongoing and include:

- Establishing collaborative relationships with agencies providing services to older persons, persons with low incomes, the disabled, veterans and to persons of various race/ethnic

backgrounds.

- Notifying the State employment security agency/Job Service and/or One-Stop Career Center when vacancies exist.
- Placing of flyers, brochures, posters and other advertisements in public places and at One-Stop Centers where older individuals tend to congregate.
- Using low or no cost media advertising, such as public service announcements on radio and TV, community service announcements and human interest articles in local newspapers.
- Making presentations to groups of older persons and the general public to spread the word about opportunities available through the program; and
- Developing close working relationships with other employment and training programs, such as State and local programs under the Workforce Investment Act (WIA), the Carl D. Perkins vocational education programs, dislocated worker programs and adult education programs.

“Greatest economic need” means a person with income at or below the poverty level established by the Department of Health and Human Services and approved by the Office of Management and Budget.

SCSEP served 376 unduplicated seniors in Nevada in the first nine months of PY 2011 (July 1 2011 – March 31, 2012). Of those, 337 or 89 percent were classified as having the greatest economic need. This number is in stark contrast to the potential population that could be helped in this category. For example, of the 639,858 Nevadans age 55 and older an estimated 5.7 percent or 36,561 were at or below poverty level. In addition, of the 122,717 Nevadans for whom poverty status has been determined, 30% are seniors age 55 or older. (Appendix D).

“Minorities” means American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino American and Native Hawaiian or Other Pacific Islanders.

The Census tables in Appendix E provide information on the distribution of minorities by age. Approximately 21 percent or 134,531 Nevadans age 55 and older are classified as

minorities. Of the 376 seniors served by SCSEP grantees in the first nine months of the program year, approximately 186 or 49 percent of participants were classified as minorities.

“Greatest social need” means needs caused by non-economic factors. It includes persons with physical and mental disabilities; language barriers; and cultural, social or geographic isolation, including isolation brought about by racial or ethnic status.

Of the 376 unduplicated seniors served by SCSEP grantees in the first nine months of PY 2011, approximately 175 or 47 percent of those persons served in the first nine months of the program year were classified as having the greatest social need. This included those with disabilities, language barriers (limited English proficiency), low literacy skills and those with cultural, social or geographic isolation (rural).

Rural Areas

With the movement of additional positions to Nevada’s urban areas because of the 2010 Census, it has become more challenging for SCSEP grantees to provide adequate amounts of staff and travel dollars to serve the more rural counties in Nevada.

Four of Nevada’s most rural counties, Eureka, Esmeralda, Pershing and Storey, together comprising a 14,057 square mile area, are without any SCSEP participants. Lander County, Lincoln County and White Pine County each have one SCSEP participant, which represent three (3) SCSEP participants in a 24,999 square mile area.

Nevada’s rural counties, comprising an area of 95,447 square miles, share only 37 (16.4 percent) of the allocated 225 Nevada SCSEP positions.

Veterans and qualified spouse of Veterans

Of the 376 unduplicated participants served in the first nine months of the program year, 56 or 15 percent of those served are classified as a veteran or qualifying spouse of a veteran.

Individuals Eligible for SCSEP

Candidates matching the following criteria will be accepted for participation in SCSEP:

(1) age 55 or older; (2) a resident of Nevada; and (3) a member of a family, including a

family of one, which during the preceding 12 month period, or at the option of the project, an annualized six month period, had an annualized income that did not exceed 125 percent of the Federal Poverty Level as established by the U.S. Office of Management and Budget. Participants are required to disclose family income and sign a statement affirming truth of the disclosure. Income is verified through proper interview techniques and documentation received from participants.

To the extent possible, priority for filling authorized slots will be according to the following criteria:

- Individuals 65 and older and/or:
- Has a Disability
- Has limited English proficiency or low literacy skills
- Resides in a rural area
- Is a veteran or spouse of a veteran
- Has low employment prospects
- Has failed to find employment through WIA Title I services
- Is homeless or at risk of homelessness

In addition:

- Meets the eligibility requirements related to age for, but does not receive benefits under Title II of the Social Security Act (42 U.S. C. 401 *et seq.*)
- Has a severe disability

SCSEP grantees work closely with the staff of senior services programs to assure information regarding SCSEP is readily available to all individuals. This is accomplished through presentations, distribution of brochures and media advertisement of the program.

Section 10. Community Service Needs

Nevada's top occupations projected to have the most job openings during the next ten years according to the *Nevada Workforce Informer, Data Analysis* are sales and related occupations,

food preparation and serving, retail sales workers, healthcare practitioners and technical occupations and managerial occupations. (Appendix G)

Retail sales, technical occupations, managerial occupations, food preparation and healthcare total 66 percent of the subsidized community service placements in Nevada in PY 2011. These subsidized placements significantly correlate to Nevada’s top occupations projected to have the most job openings during the next ten years.

Table 4. Number of active PY 2011 Community Service Host Agency training assignments as of March 31, 2012 by Job Code:

Job Code	Community Service Host Agency Job Code Description	PY 2011 AARP Active Position Placement	PY 2011 CCSN Active Position Placement	Percentage of Active Participants in Specific Job Codes
1	Art, Design, Entertainment, Sports Media	0	1	0%
3	Community and Social Services	48	13	29%
5	Construction, Installation and Repair	0	0	0
6	Education, Training, Library	9	0	4%
7	Farming, Fishing and Forestry	0	0	0
8	Food Preparation & Services	0	8	4%
9	Healthcare	5	9	7%
11	Maintenance & Custodial	3	0	1%
13	Office and Administrative Support	40	17	27%
14	Personal Care & Services	0	1	0
15	Production, Assembly and Light Industrial	0	0	0
16	Protective Services	0	3	1%
17	Retail Sales and Related	54	2	27%
19	Transportation & Material Moving	0	1	0
	Total	159	46	

Recruitment of community service host site agencies is the responsibility of the SCSEP Project Manager and is ongoing. Presentations and SCSEP community outreach contacts have been made at: local job fairs, health fairs, senior centers, the Social Security Administration, to state and county employers, and by registering SCSEP with Nevada’s Aging and Disability Resource Center and Nevada’s 2-1-1 for information and resource referrals.

In order to expand employment opportunities for SCSEP participants in Nevada, plans for training expansion are underway. AARP Foundation has established an MOU relationship with Boyd Gaming and will be exploring the job market demand for commercial drivers in Nevada, which would evidence a need for commercial driver license training in Nevada. They are

working to add more community service training sites for Protective Services to fill security guard job openings. In addition, AARP Foundation will begin working closely with the Las Vegas Chamber of Commerce Networking Events to assist with recruitment and potential job openings.

Section 11. Increasing Participant Placement in Unsubsidized Employment and Employer Outreach

To increase participant placement in unsubsidized employment, the Nevada SCSEP grantee is focusing efforts on recruiting community service host site agencies and skills training based on the top occupations projected to have the most job openings during the next six years according to the *Nevada Workforce Informer, Data Analysis* (Appendix G). These are food preparation and serving related occupations, sales and related occupations, office and administrative support occupations, food and beverage serving workers, and retail sales workers.

The AARP Foundation is partnering for training opportunities with NV Partners and local Job Connect offices. The Reno office has worked with Truckee Meadows Community College and utilized it as a community service host site agency. AARP Foundation also uses outside training vendors such as New Horizons to assist with computer training for participants.

Table 5 illustrates that 85 percent of Nevada participants placed in unsubsidized employment in PY 2011 were placed in occupations requiring computer literacy. The Job Codes include Business and Financial Operations, Community and Social Services, Computer and Mathematical, Education, Training and Library, Food Preparation and Service, Legal, Management, Office and Administrative Support, Protective Services and Retail.

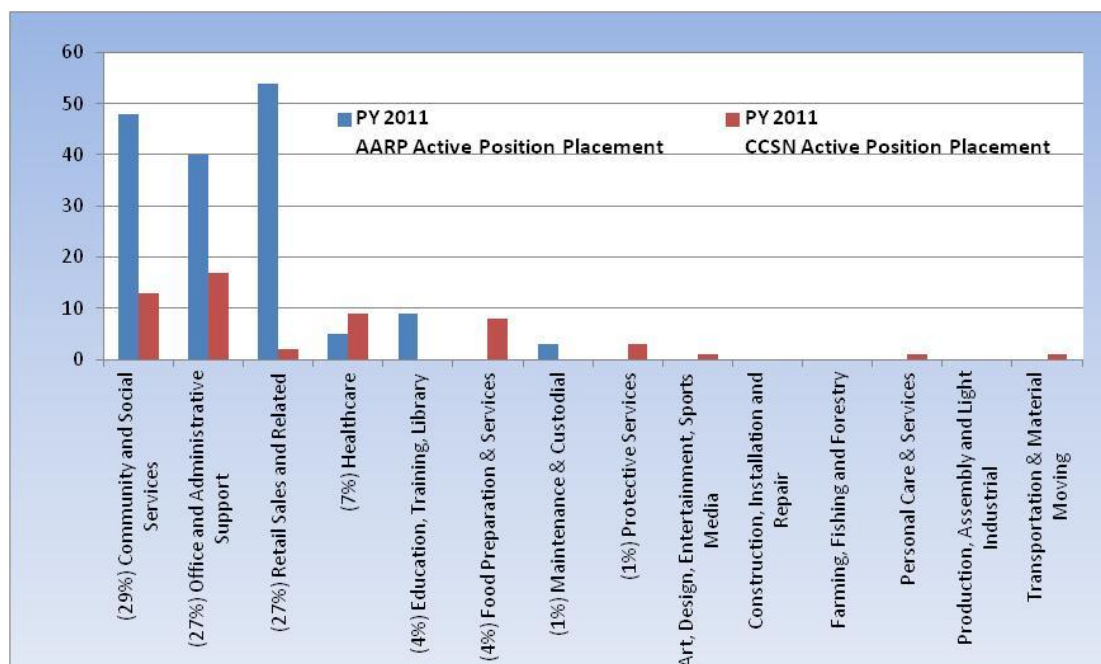
AARP Foundation and the Nevada state sub-grantee met all negotiated goals for PY 2008, PY 2009 and PY 2010 with a score of 80 percent or above. In order to continue to meet negotiated goals, SCSEP in Nevada will continue to: recruit community service host site agencies that train participants in food preparation and serving, sales and related occupations, office and administrative support and retail sales; provide relevant skills training in computers and customer service; and offer participants access to job search tools, so they may obtain information about available jobs and meet the employment needs of their community. Recruitment for community

service host site agencies that provide training in protective services will be ongoing, as this has proven to be a high demand job for seniors in Nevada.

Table 5. Unsubsidized Employment Placements by Job Code as March 31, 2012.

Job Code	Job Description	Number of AARP Participants placed in Unsubsidized Employment As of 3/31/12	Number of CCSN Participants placed in Unsubsidized Employment As of 3/31/12	Percentage of Participants in Unsubsidized Employment by Job Codes As of 3/31/12
1	Art, Design, Entertainment, Sports Media	0	0	0
2	Business and Financial Operations	2	0	6%
3	Community and Social Services	10	2	15%
4	Computer and Mathematical	0	1	1%
5	Construction, Installation and Repair	0	0	0
6	Education, Training and Library	4	1	6%
7	Farming, Fishing and Forestry	0	0	0
8	Food Preparation and Service	2	1	4%
9	Health Care	0	0	0
10	Legal	1	0	1%
11	Maintenance & Custodial	3	1	5%
12	Management	1	0	1%
13	Office and Administrative Support	17	0	22%
14	Personal Care and Services	4	0	5%
15	Production, Assembly and Light Industrial	2	0	3%
16	Protective Services	2	2	5%
17	Retail	17	3	26%
18	Self Employment	0	0	0
19	Transportation and Material Moving	0	0	0
	Total	65	11	

Chart 4.



Section 12. Avoidance of Disruption of Service

No plan exists to move authorized positions at this time. Less than 2 percent of the authorized county positions vs. the total DOL/ETA authorized positions is under or over-served in Nevada. In the event that the number of authorized positions in any county varies by more than 3 percent when compared to the total number of statewide-authorized positions, the SCSEP grantee will request redistribution of positions from the SCSEP State Director at the Aging and Disability Services Division. The Aging and Disability Services Division will submit a request for movement of a position to the Department of Labor/ETA Federal Project Officer. Positions will be moved as positions become vacant in the over-served area.

If SCSEP grantees lose positions due to a reduction in Title V SCSEP funding, positions will be reduced through attrition or a reduction in training hours.

Section 13. Improvement of SCSEP Services

Program Design

The State of Nevada currently has two SCSEP grantees, the Aging and Disability Services Division and AARP Foundation.

In PY 2012 the State of Nevada SCSEP grant was opened for competition. AARP Foundation has been selected as the Aging and Disability Services Division sub-grantee, beginning July 1, 2012. In addition, AARP Foundation received the national PY 2012 SCSEP award.

The selection of AARP Foundation as the state SCSEP provider will reduce overall administrative costs and allow for a cohesiveness to occur between the national and state SCSEP projects.

AARP Foundation and the State of Nevada ADSD will work together to satisfy the community service training and the unsubsidized employment needs of seniors age 55 and older in Nevada. This will occur through recruitment of community service host site agencies that can train participants for employment in four of the top five occupations projected to be hiring the most employees in the next six years according to the *Nevada Workforce Informer, Data Analysis*.

Through use of the SCSEP Performance & Results Quarterly Performance Report System (SPARQ), the grantee will track community service assignments and unsubsidized employment placement in order to verify participants are being trained and placed in high employment areas.

SCSEP Performance & Results Quarterly Performance Report System (SPARQ)

The State of Nevada currently has a 0 percent SPARQ records rejection rate for records submitted. AARP's SPARQ record rejection rate is also 0 percent.

The goal has and will be to maintain the records rejection rate at less than 2.5% of all records submitted.

Collaboration

Nevada SCSEP grantee staff will communicate through emails, meetings and teleconferences as needed during the grant year. Equitable distribution of positions will be accomplished through teleconference and emails. State planning is accomplished through teleconferences or face-to-face meetings.

The SCSEP grantee has and will develop partnerships with community service host site agencies, and will sign agreements with those that agree to provide training to participants. Host Agency Training Site Agreements have been signed with 146 non profit or state agencies.

Grantees have also developed working relationships with local employers. AARP Foundation has developed a partnership with Allied Baron TJX Companies Securitas, HR Plus and Allestra Recruiting where qualified applicants are referred to fill its job openings. AARP Foundation continues to utilize its new Work Search Assessment tool to help determine participant job readiness skills and then match those skills to job openings with national and local market employers.

The State of Nevada, Aging and Disability Services Division, through its sub-grantee has developed relationships with employers in Clark County, where qualified applicants are referred to fill job openings. These employers include: Blind Center of Nevada, Carnival Warehouse, Catholic Charities of Southern Nevada, Clark County Parks and Recreation, Cops Security, Dillars-Meadows Mall, Goodwill Industries, Help USA, Mermaid Casino, Nevada Optical,

Shade Tree, State Health Insurance Assistance Program, The Cosmopolitan of Las Vegas, The Yarco Company, Inc. and United Methodist Social Ministries.

The State of Nevada grantee will request from DOL/ETA a special condition to provide On-the-Job Employment (OJE) training opportunities to state SCSEP participants to complement the OJE services now offered to national participants by AARP Foundation. AARP Foundation has OJE agreements in place with Nevada employers.

A Memorandum of Understandings (MOUs) has been developed with the Department of Employment, Training and Rehabilitation (DETR) to place participants in One-Stop Centers. Workforce Connections, the Southern Nevada Workforce Investment Board administrator, is an SCSEP host site agency. ADSD/AARP Foundation SCSEP are applying to become an Affiliate Member of the new Southern Nevada One-Stop that will open in October 2012.

Nevada's SCSEP grantees will work to increase knowledge about SCSEP among Nevada's non-profit, public and private businesses to promote older-worker-friendly skills training and work environments among Nevada's employers through presentations, public service announcements, good customer service, brochures, warm calls and SCSEP posters.

Section 14. Appendices

Appendix A: Governor's delegation letter

Appendix B: Plan Comments

Appendix C: Census Information – Age/Population by State and County

Appendix D: Census Information – Below Poverty Level

Appendix E: Census Information - Minorities

Appendix F: Occupation of the Civilian Employed Population 55 Years and over 2 010

Appendix G: Nevada Workforce Informer, Data Analysis