

- **SCSEP**: *States that include SCSEP in the Integrated Workforce Plan must include:*

The purpose of the SCSEP section of the Department’s Integrated Workforce Plan is to give direction and assure coordination among organizations engaged in supportive services that will result in training and employment for older workers. This plan identifies and communicates strategies to be pursued by the Department of Workforce Services, Wyoming SCSEP, Experience Works, Inc. and all other partners.

- *Long-term projections for jobs in industries and occupations in the state that may provide employment opportunities for older workers (may alternatively be discussed in the economic analysis section of the strategic plan) [20 CFR 641.302(d)].*

The DWS Research and Planning Division forecasts that across industries, a net growth of 35,842 jobs is projected over the 2012-2022 time period. Mining is expected to remain a primary economic driver in the Wyoming economy. As of 2012, the mining sector provided 37.2% of Wyoming’s total gross state product (U.S. Bureau of Economic Analysis) and 9.9% of total employment. Employment in this industry is expected to increase 4.0% (1,114 jobs).

In terms of total job growth, health care and social assistance is expected to experience the highest growth (7,207 jobs), followed by construction (4,966), accommodation and food services (3,802), and educational services (3,046). In terms of percentage growth, the highest growth industries are expected to be real estate, rental, and leasing (31.0%) followed by professional, scientific, and technical services (24.8%) and management of companies and enterprises (24.2%).

Much of the projected growth in educational services is attributed to rapid economic growth between 2005 and 2008. During the recent economic downturn, private industry responded by reducing their number of employees. State and local government are more sluggish in response to the economic conditions and typically respond by lowering employment through attrition due to retirements or persons leaving positions that are not filled. It is not anticipated that education services will continue to grow as projected.

Operating engineer jobs in the mining industry do not require education beyond a high school diploma or Graduate Equivalency Degree (GED). However, there is opportunity to serve Wyoming workers and subsequently, employers, by training workers with basic skills deficiencies, so they can be ready for these positions.

Employers in health care and social assistance will need to replace baby-boom workers who retire. There will also be significant need for workers to fill new positions as well, considering that projections estimate the addition of more than 3,500 new jobs per year in these sectors. Unfortunately, four of the top five positions projected for increased demand pay barely or less than livable wages. Registered nurses, the remaining in-demand position, do earn a livable wage.

Employers in other industries will have comparatively less need for workers. An important role for the workforce system will be to seek out available jobs that enable employees to live unsubsidized through its relationships with employers, and match workers with those opportunities.

As of 2010, Research and Planning data indicated there were 144,167 people in the state who are 55 years old or older. However, Experience Works only has funding to serve 40 to 60 program

enrollments at any given time. It is a priority of the SCSEP Program to focus on transitioning participants in and out of the program as efficiently as possible. The goal is to have a 20 percent placement rate of participants into employment every year, approximately 10 participants per year. Of course, not all of the 144,167 people in that age range will need employment services provided by Experience Works and the SCSEP program. However, we expect participants will enter into employment in “high demand” industries, such as, Construction, Health Care, Hospitality, Retail, Information Technology, and/or Transportation.

- ***A discussion of how the long-term job projections presented in the economic analysis section of the strategic plan relate to the types of unsubsidized jobs for which SCSEP participants will be trained and the types of skill training to be provided [20 CFR 641.302(d)].***

Coordination will occur between program management, R&P, community sources, and the sub-grantee, as utilized, to identify training opportunities and unsubsidized employment. Research indicates that opportunities will involve clerical-type jobs, or other office jobs, particularly in the technology sector. The department’s priority will be to identify other opportunities in emerging businesses linked to health care and education. The department and its partners will rely on local resources to identify employment and training opportunities, even outside of those targeted through LMI. Areas served by Wyoming SCSEP are mostly rural, which dictates a different approach using local investment and awareness of opportunities.

Secondly, Experience Works aims to place program participants in long-term, economically stable employment. Experience Works endeavors to find full-time employment for at least 20 to 25 percent of its participants every quarter. Having partnered with Experience Works for the last three years, it will be a priority of the SCSEP and DWS to support this vision of long-term employment for seniors.

- ***A discussion of current and projected employment opportunities in the state (like providing information available under §15 of the Wagner-Peyser Act (29 U.S.C. 491-2) by occupation), and the types of skills possessed by eligible individuals [20 CFR 641.325(c)].***

The Wyoming SCSEP Program is housed in the Employment and Training Division of the Department of Workforce Services. This division also encompasses the administrative offices of the Workforce Investment Act Title I-B, Wagner-Peyser Act, Veterans Employment Services Trade Adjustment Assistance, Temporary Assistance to Needy Families – Personal Opportunities With Employment Responsibilities, Supplemental Nutrition and Assistance Program - Employment and Training, Families Becoming Independent, DADS Making A Difference, Migrant and Seasonal Farmworkers, Foreign Labor Certification, Work Opportunity Tax Credits, Federal Bonding, and Wyoming Quality Counts!, which are administered through the division's 20 American Job Centers (AJC) throughout Wyoming. The Workforce Investment Act was reauthorized in 2014 as the Workforce Innovation and Opportunity Act, which will also be administered through the AJCs. These administrative offices will coordinate and execute the Wyoming Workforce Employment Service Delivery Model. Alignment of SCSEP Program performance with current and projected employment and training opportunities will occur as the Wyoming Workforce Employment Service Delivery Model is duly executed.

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

SCSEP State Title V funds are used to provide job training to qualified applicants. State Title V funding in Wyoming is focused in Natrona, Fremont, Hot Springs, and Washakie counties. The

heaviest funding concentrations are currently in Fremont and Natrona Counties because of their relatively high population.

Natrona County includes the city of Casper (population of 59,628), the town of Midwest (population of 404) and other smaller nearby towns.

Fremont County includes the city of Riverton (population 10,990), the town of Lander (population 7,732), the town of Dubois (population 971), the town of Ethete (population 1,553), the town of Fort Washakie (population 1,759), the town of Arapahoe (population 1,656), and the town of Hudson (population 458).

Hot Springs County has the town of Thermopolis (population 3,009).

Washakie County has the town of Worland (population 5,456).

The partnerships among and between the Department of Workforce Services Employment and Training Program Staff, American Job Center (AJC) Managers, Research and Planning and Experience Works, Inc. will ensure compliance.

Typical applicants for the SCSEP in Wyoming have the following skill levels and employment history:

- Multiple barriers to employment (age, and often disability on top of the obvious economic need that must be there to qualify for enrollment, homelessness, low-literacy, displaced homemakers, etc.)
- Low levels of education (completed from 8th grade to high school)
- Have a gap from the time they were last employed and the time they seek help from SCSEP to re-enter the workforce.
- Low skill levels or skills that were acquired many years ago before the technological changes. Many older workers not only need to learn a skill but also learn to assimilate to a workplace setting and expectations.
- Seniors who experience cultural, social or geographic isolation
- Seniors with poor employment history or prospects
- People who are receiving public assistance.
- Older workers with limited language skills-possibly immigrants who never learned to read or write in their native language so training in English as a Second Language (ESL) is very challenging
- Some past employment experience in service-type fields such as cooking, janitorial, manual labor, bookkeeping (from many years ago doing manual ledgers) and basic clerical or retail experience.

The development of all community service assignments, the recruitment of potential employers and the working with participants for a successful transition to unsubsidized employment will be addressed in the services developed for SCSEP.

Work interests for SCSEP participants are determined through JobReady. It is understood there is a segment of the SCSEP participants with barriers to employment not allowing them to do some of the jobs this program identifies. The sub-grantee will provide assistance and training to aid the participant to become more realistic in the manner questions are answered in consideration of the types of jobs they can perform now. Past reported experience in the area of participant skills assessment seems to indicate more individuals enrolling in SCSEP are in need of a higher level of soft skills training such as proper hygiene, proper work attire suitable for the workplace, and the

use of proper communication skills. The sub-grantee will assist the SCSEP participant to be job-ready by monitoring with the participant, creating individual employment plans, skills testing and training, and the continued feedback from participants regarding employment referrals.

- *A description of actions to coordinate SCSEP with other programs (may alternatively be discussed in the state strategies section of the strategic plan).*

1. *Planned actions to coordinate activities of SCSEP grantees with WIA title I programs, including plans for using the WIA One-Stop delivery system and its partners to serve individuals aged 55 and older [20 CFR 641.302(g), 641.325(e)].*

The Wyoming SCSEP Program is newly housed in the Employment and Training Division of the Department of Workforce Services. This division also encompasses the administration offices for the Workforce Investment Act, the Wagner-Peyser Act, Employment and Training for Self Sufficiency, Veterans Assistance, Workforce Placement, and Unemployment Insurance. These offices will coordinate and execute the Wyoming Workforce/Employment Service Delivery Model.

Alignment of SCSEP performance with current and projected employment and training opportunities will occur as the Wyoming Workforce/Employment Service Delivery Model is duly executed. The SCSEP program manager provides updates the Employment and Training Programs Team and the Employment and Training Team, which include other federal and state program managers and AJC managers, who engage with seniors on a regular basis. Efforts are already underway to co-locate many employment services/programs in Wyoming Workforce Services buildings. Seamless provision of services is a priority of the Governor and the directors of the Wyoming health and human services agencies.

Currently, Wyoming State SCSEP participants do benefit from AJC services including support in writing effective resumes, job counseling, job interview techniques and skill building, literacy testing, and other, related activities.

As a required partner of the workforce investment system, SCSEP grantee and sub-grantee coordinate with the AJCs and programs under WIA. SCSEP sub-grantee will work closely with AJCs to ensure older individuals are receiving services. Staff in the AJCs provide a greater opportunity for older individuals to explore the many options available to them including core services or referral to employment opportunities or other services such as intensive and training services offered through WIA Title I programs.

The SCSEP sub-grantee will utilize the One-Stop system for outreach to ensure older individuals entering the AJCs are not automatically referred to the SCSEP program because they are 55 years of age or older. The individual will have the opportunity to receive core and intensive services as well as training services as appropriate. The individual may also be co-enrolled and may benefit from the opportunity to receive older worker and WIA services.

Wyoming is a single state local workforce investment area in which the Wyoming Workforce Development Council serves as the state and local workforce investment board as outlined in the WIA. As the local workforce investment board, the Council takes the lead in developing the One-Stop Delivery System MOU based on the services and strategies included in the WIA 5-Year Strategic Plan. MOU impasse situations, which cannot be resolved between the Workforce Development Council and required Partner(s) will be forwarded to the Governor for resolution. If the impasse continues, the situation will be reported to the United States

Secretary of Labor and to the head of any other Federal agency with responsibility for oversight of a partner's program.

The types of relationships established between partners in the One-Stop delivery system vary by customer service needs that are being addressed. The foundation for all relationships is electronic. The SCSEP sub-grantee will partner with Workforce Services for office space, referrals, training, computer access, and Job Fairs and other services provided by WIA.

2. *Planned actions to coordinate the activities of SCSEP grantees with the activities carried out under the other titles of the Older Americans Act (OAA) [20 CFR 641.302(h)].*

DWS has established a relationship with Experience Works and will expand upon this relationship and partner with other public, private and faith-based organizations to enhance workforce training opportunities for senior citizens.

Wyoming SCSEP will continue to coordinate services with Wyoming Aging Division, as the Aging Division continues working on their strategic planning. On occasion, Wyoming SCSEP has assigned state participants to training at the Wyoming Department of Health Aging Division, as well as other agency departments. WY State SCSEP coordinates for sliding scale medical benefits, dental benefits and other services. The State subgrantee will coordinate with all Wyoming Senior Centers, within the towns and populations served.

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

DWS plans to partner with other public, private and faith-based organizations in designated locations/counties to enhance workforce training opportunities for senior citizens. DWS is coordinating with Experience Works to identify other possible partners who can assist older workers.

Planned actions to coordinate SCSEP activities with private and public entities include Lutheran Social Services, Catholic Social Services, and organizations serving pocket ethnic groups. On the Shoshoni and Arapaho reservation, these organizations include, but are not limited to: tribal elderly feeding programs, clothing vouchers, housing support, a variety of aging issues support, and overall financial support and counseling.

Wyoming State SCSEP territory office in Casper, WY works with Mr. Jim Kauffman, SCSEP Coordinator for that organization. As recent as approximately six (6) months ago the Wyoming Senior Citizens organization served as a Host Agency for WY State SCSEP participants. They also provide assistance to seniors regarding Medicare, Medicaid, Blue Cross supplemental insurance information and other services. WSCI also provides office space for the field activity in Fremont County.

A new partnership with Wyoming 2-1-1 adds the statewide Experience Works programs to the 2-1-1 database. Callers eligible for SCSEP who are looking for job training or employment opportunities are referred to their local Experience Works office. SCSEP participants can also call 2-1-1 to be connected to local community service organizations that can assist them with such things as rent/utility assistance, food banks, health clinics and other senior services. The phone call to 2-1-1 is free of charge, and confidential.

Following is a list of those agencies and organizations:

Name of Org	Located in	Contact	Service(s) provided to our participants
Wyoming 2-1-1	Cheyenne	Sara Loken	Statewide Information and Referral for health and human services including, food, shelter, energy assistance, employment and more.
Cent\$ible Nutrition	Casper	Karla Case	Nutritional guidance, prep meals, frugal shopping, Job Training for SCSEP participants
Central WY Sr. Citizens Center	Casper	Wayne Clements	Meals to seniors, free tax prep, Job Training for SCSEP participants
Dept. of Family Services	Casper	Kristen Carlson	Food stamps, welfare, housing, Low Income Energy Assistance Program, Job Training for SCSEP participants, Medicaid application assistance
Five Trails Adult Daycare	Casper	Andrea Eason	Provide adult day care for elderly, meals, Job Training for SCSEP participants
Habitat for Humanity	Casper	Amy Butler	Job Training for SCSEP participants, reduced pricing on light bulbs, fixtures, home repair items.
Healthcare for the Homeless	Casper	Rosie Cardenas	Job Training for SCSEP participants, grants for auto repair,
Interfaith of Natrona County	Casper	Marilyn Diamond	Provide funds for homeless, food, transportation, Job Training for SCSEP participants
Joshua's Storehouse	Casper	Bill Scheik	Provide free commodities to seniors and Job Training for SCSEP participants
Salvation Army	Casper	Tracy Israel	Job training, clothing, temp shelter, meals for SCSEP participants
St Vincent DePaul	Casper	Amanda Barker	Job training for SCSEP participants, clothing, thrift store operation
Workforce Services	Casper	Connie Summers	Job coaching, resume prep, employment referrals for SCSEP participants
WY Food Bank of the Rockies	Mills	Jason Howell	Job training for SCSEP participant, food commodities distribution to area food banks
WY Independent Living Rehab	Casper	Peggy Burtgett	Job Training for SCSEP participants, help with walkers, wheelchairs, ramp building for home access
WY Senior Citizens, Inc.	Casper	Jim Kauffman	Job Training for SCSEP participants, Medicaid assistance, tax prep, co-insurance for seniors
WY Veterans	Casper	Dean	Assistance with glasses, homelessness,

Commission		Mahaffey	housing, dentures, hearing aids, job training for SCSEP participants
Eastern Shoshone Commodity	Ft. Washakie	Betty Hill	Job training for SCSEP participants, commodity distribution to those in need
Ethete Senior Center	Ft. Washakie	Tara Coffee	Job training for SCSEP participants, adult feeding program, transportation for medical care
Indian Health Services	Ft. Washakie	Michelle Antone	Job training for SCSEP participants, free health care for Native Americans
Lander Senior Center	Lander	Jane Nolde	Job training for SCSEP participants, adult feeding program, transportation for medical care
North Arapaho Black Coal Senior Center	Ft. Washakie	Georgie Crawford	Job training for SCSEP participants, adult feeding program, transportation for medical care
Riverton Senior Center	Riverton	Tina Saunders	Job training for SCSEP participants, adult feeding program, transp. for medical care

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

The Wyoming SCSEP Program is newly housed in the Employment and Training Division of the Department of Workforce Services, which also encompasses the administrative offices for the Workforce Investment Act, the Wagner-Peyser Act, Employment and Training for Self Sufficiency, Veterans Assistance, Workforce Placement, and Unemployment Insurance. These offices will coordinate and execute the Wyoming Workforce/Employment Service Delivery Model.

Alignment of SCSEP Program performance with current and projected employment and training opportunities will occur as the Wyoming Workforce/Employment Service Delivery Model is implemented. The SCSEP program manager sits on the Employment and Training Programs Team and the Employment and Training Team, which include other federal and state program managers and AJC managers, who engage with seniors on a regular basis. Efforts are already underway to co-locate many employment services/programs in Wyoming Workforce Services buildings. Seamless provision of services is a priority of the Governor and the directors of the Wyoming health and human services agencies.

DWS has established a relationship with Experience Works. The department will expand upon this relationship and partner with other public, private and faith based organizations in designated locations/counties, to enhance workforce training opportunities for senior citizens.

Planned actions include collaborative activities with nutrition, aging, transportation and housing organizations that have an active presence in the counties and communities we serve through the Wyoming State SCSEP grant.

SCSEP Program Manager will work closely with DWS AJC/Field Staff managers to meet labor market needs and involve seniors and Experience Works in training initiatives

5. *Actions to ensure that SCSEP is an active partner in the One Stop delivery system and the steps the state will take to encourage and improve coordination with the One Stop delivery system [20 CFR 641.335].*

Experience Works is located in the Casper AJC and also maintains designated spaces in AJCs, throughout the state, and administrative offices located in multiple Wyoming communities. All AJCs refer to Experience Works. Program management will present to the state AJC managers throughout the year to keep the managers informed on SCSEP updates and collect feedback on the program.

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

The SCSEP Program Manager will coordinate outreach regarding the scope and service of the program through the new agency business liaison and distribute materials in coordination with agency mailings. Considering the SCSEP's limited funding, all advertising will be targeted to areas and populations most in need.

Wyoming State SCSEP program targets most in need populations including Veterans, Native Americans, and other specific groups. They work with those aged 75 and over, those with limited or no prior employment history, the homeless and/or those at serious risk of becoming homeless, and those with physical, mental, or combined physical/mental barriers. These most in need groups are served throughout all counties in which the Wyoming State SCSEP operates. Wyoming State SCSEP applicants are enrolled exclusively, regardless of geographic or grant specifics, according to USDOL mandates. The Wyoming State SCSEP accepts and processes applications from those aged 55 and older who meet the income guidelines and want or need to re-enter the workforce. Suitability is determined exclusively based on the applicants desire to become employed. No other criterion for enrollment is used.

The SCSEP sub-grantee will strive to serve these populations at least in proportion to their percentage of the population. Sub-grantee staff will review SCSEP participant characteristics on a regular basis to ensure targeted populations are being served. Program activities will be provided to ensure successful participation of these groups. Each applicant's eligibility will be determined by an interview and will be documented on an intake form. To be eligible for SCSEP an applicant must be:

- At least 55 years of age;
- A resident of Wyoming;
- A member of a family whose includable annual income does not exceed 125% of applicable poverty guidelines;
- Eligible to work in accordance with the Immigration Reform Control Act of 1986; and
- Unemployed as defined by the OAA.

- ***The state's long-term strategy for achieving an equitable distribution of SCSEP positions within the state that:***

1. *Moves positions from over-served to underserved locations within the state in compliance with 20 CFR 641.365.*

Experience Works provides input regarding distribution of workers served by the program and the potential for service in other communities. Program management makes all decisions regarding the movement of positions. This happened in 2011 in Worland.

2. *Equitably serves rural and urban areas.*

Areas served by the Department of Workforce Services are consistent. One-Stop and other AJCs are located all over the state and each county has a designated DWS facility. By being located in every community in some form, DWS ensures that program services are equally distributed.

Experience Works also has field offices located throughout the state to ensure quality of services and to maintain equity.

3. *Serves individuals afforded priority for service under 20 CFR 641.520 (20 CFR 641.302(a), 641.365, 641.520).*

Priorities of service within Wyoming State SCSEP include:

- a. Are 65 years of age or older
- b. Have a disability
- c. Have limited English proficiency or low literacy skills
- d. Reside in a rural area
- e. Are a Veteran or eligible spouse of a Veteran
- f. Have low employment prospects
- g. Have failed to find jobs after using intensive case management services provided by WIA Title I
- h. Who are at risk of homelessness
- i. Are minority older adults

The SCSEP sub-grantee will strive to serve these populations at least in proportion to their percentage of the population. Sub-grantee staff will review SCSEP participant characteristics on a regular basis to ensure targeted populations are being served. Program activities will be provided to ensure successful participation of these groups. Each applicant's eligibility will be determined by an interview and will be documented on an intake form.

○ ***The ratio of eligible individuals in each service area to the total eligible population in the state [20 CFR 641.325(a)].***

The State of Wyoming, Workforce Services Department will use the Equitable Distribution (ED) plan as provided by U. S. Department of Labor as the basis for assuring a ratio of eligible individuals in each service area (county) to the total eligible population in the state. Any new data that would require some changes in positions per county based on previous year's ED figures will be reviewed and coordinated with the designated representative of the designated national grantee providing SCSEP services in the state. Any changes either with state slots or national grantee slots will be addressed through attrition or transfer of participants to reach desired goal. No participant will be terminated due to ED; and any position no longer authorized by ED will be left unfilled.

Currently, the authorized slots per county in Wyoming match the number of slots provided by U.S Department of Labor.

Wyoming 2014-2015			
County	Wyoming State	EW Federal	EW Totals
Albany County, WY	9	0	9
Big Horn County, WY	7	0	7
Campbell County, WY	6	0	6
Carbon County, WY	8	0	8
Converse County, WY	5	0	5
Crook County, WY	4	20	24
Fremont County, WY	2	0	2
Goshen County, WY	7	3	10
Hot Springs County, WY	2	0	2
Johnson County, WY	8	0	8
Laramie County, WY	28	0	28
Lincoln County, WY	7	20	27
Natrona County, WY	8	0	8
Niobrara County, WY	2	0	2
Park County, WY	14	0	14
Platte County, WY	7	0	7
Sheridan County, WY	13	0	13
Sublette County, WY	1	0	1
Sweetwater County, WY	11	0	11
Teton County, WY	5	0	5
Uinta County, WY	8	0	8
Washakie County, WY	2	4	6
Weston County, WY	4	0	4
TOTALS:	168	47	215

Work opportunities are distributed as fairly as possible on the basis of county populations and eligibility criteria. DWS tries to distribute across four to five counties.

- *The relative distribution of eligible individuals who:*

1. *Reside in urban and rural areas within the state.*

Priority of service requirements, coupled with limited funding, dictates the distribution of most individuals who are served, rather than consideration of urban versus rural placement. Also, Wyoming is primarily rural in nature. Placement of services in Fremont County, due to proximity to the reservation, is designed to address the needs of the highly

concentrated American Indian population in that area. DWS staff aims to provide access to other social service programs, based on need, in all areas served through SCSEP.

2. *Have the greatest economic need.*

Priority of service requirements, coupled with limited funding, dictates the distribution of most individuals who are served in Wyoming counties. DWS staff aims to identify Wyoming communities that not only contain a significant number of senior citizens in need of assistance, but also have emerging economic opportunities and infrastructure that can ensure long-term employment is available to program participants. While enrolled in the program, Wyoming SCSEP will provide access to other social service programs, based on need. Participants with significant barriers to success will continue to be served in ways that meet their short- and long-term employment needs and goals.

3. *Are minorities.*

Part of the mission of the Wyoming SCSEP is to serve ethnic minorities, immigrants, and refugees. Outreach activities including forming and maintaining strong relationships with organizations such as Lutheran Social Services (LSS) help us connect with a portion of these populations. The primary Wyoming Lutheran Social Services office is located in Billings. Additional offices are located throughout Wyoming through Lutheran Churches. Part of LSS' immigrant/refugee mission "includes assistance with obtaining living arrangements, health referrals, obtaining household items and clothing and finding employment" As an employment training organization, the Wyoming State SCSEP helps serve the senior immigrant/refugee populations within the Lutheran Social Services organization.

Because of the relatively small population of minorities in Wyoming there is a lack of cultural centers or societies serving these ethnic populations. The Wyoming State SCSEP overcomes this by maintaining partnerships with the Wyoming AJCs located throughout the state, Salvation Army offices and operations throughout the state, St Vincent DePaul offices and operations throughout the state, and city/town and county government agencies who know and/or can identify emerging ethnic populations and immigrants. Building, maintaining, and strengthening relationships with the above organizations and entities and others who are similar help us identify and serve ethnic minorities, immigrants, and refugees.

Finally, through constant and ongoing personal networking, representatives of the Wyoming State SCSEP learn, through our community networking conversations, of those who are new to communities and may be in need of our job training and community service opportunities. The personal contact outreach of our Wyoming State SCSEP representatives allow us to be proactive and identify those within these minorities who may be in need of and benefit from the job training and community service opportunities we offer.

The Wyoming State SCSEP works with Native American tribal councils, tribal elders, and tribal organizations within the Wyoming Native American reservation as those positions are available through the apportionment of our Wyoming State SCSEP Equitable Distribution guidelines. The Wyoming State SCSEP representatives have ongoing and mutually beneficial relationships with the Native American's we serve, and work to actively serve all tribes within the scope of the SCSEP mission.

Approximately 70+% of Wyoming State SCSEP participants are Native American. We expect this percentage to remain within this range into the forecasted future.

In the 2012 census the combined Wyoming Population of age 18 and older Black or African American, American Indian or Alaskan Native, Asian, Native Hawaiian and Other Pacific, and Hispanic or Latino made up 15.1 percent of the population, or 67,308 people. Those who are over 54 are not known.

4. *Are limited English proficient.*

Wyoming has a small population of Migrant and Seasonal Farmworkers (MSFW). Only a few dozen are estimated to be in the state per quarter. As of 2013, 9.7 percent, or 56,517 Hispanic or Latino citizens were identified as being in the state, with an unknown proportion ages 55 or older. The Spanish-speaking population appears to be growing. American Indians speak English. However other recognized barriers do exist with this population, such as lack of communication devices and consistent housing, alcoholism, high unemployment, etc. The program addresses these and coordinates with other programs to benefit clients.

The foreign-born population of Wyoming increased by 77.8 percent between 2000 and 2013. In 2013, the immigrants represented 3.2 percent of Wyoming's total population.

The largest share of immigrants in Wyoming were from Latin America. The top three countries of birth of the foreign born in Wyoming were Mexico, Philippines, and Canada.

In Wyoming, 40.7 percent of the foreign born were US citizens in 2010. Of the immigrant population, 51 percent were female in 2010 and 40 percent male. Of the immigrant population in Wyoming, 20.5 percent were 55 years of age and older.

In Wyoming, 17 percent of the immigrants are Asian and 61.9 percent are white. Of the immigrants in Wyoming, 56.2 percent reported Hispanic or Latino origins.

In the Wyoming workforce, the number of immigrant workers grew by 37 percent between 2000 and 2010 and represented 3 percent of Wyoming's civilian employed workforce.

In 2010, 1.6 percent of civilian employed workers in Wyoming were limited English proficient. In Wyoming, 69 percent of those who spoke only English were in the labor force compared to 74.1 percent of those who spoke Spanish at home and 77.6 percent of those who spoke Asian and Pacific Island languages at home.

The grantee for SCSEP in Wyoming has a long history of working with the tribal entities in the state. The Health & Human Services Division works with Lutheran Social Services New Americans Program and provides funding for its Senior Companion Program. This State Plan for Wyoming outlines its compliance with the requirement for coordination between Title III and Title VI of the Older Americans Act through the following efforts: set aside funding for OAA services on the reservations; funding factors of minority and low-income are included in the funding plan; programs under Title III and Title VI are coordinated to maximize service provision and avoid duplication; Title VI projects are included in informational mailings; staff are invited to serve on planning committees; and staff are invited to participate in sponsored trainings.

The sub-grantee will be required to continue recruitment, develop community service assignments and seek unsubsidized employment for minority older individuals in SCSEP. This will include use of recruitment and training materials to target minority groups.

5. Have the greatest social need [20 CFR 641.325(b)].

DWS staff aims to identify Wyoming communities that not only contain a significant number of senior citizens in need of assistance, but also have emerging economic opportunities that can ensure long-term employment is available to program participants. The ability for SCSEP participants to acquire gainful employment after completing a training cycle improves the communities and economies therein. With Experience Works, we have identified many ways to support community projects and services while also providing training and resources to seniors seeking economic stability.

- ***A description of the steps taken to avoid disruptions to the greatest extent possible, when positions are redistributed, as provided in 20 CFR 641.365; when new census or other reliable data become available; or when there is over-enrollment for any other reason [20 CFR 641.325(i), 641.302(b)].***

The Wyoming SCSEP Program and its partner Experience Works rarely allow position redistributions unless the need for the redistribution is dire or reliable data mandate the change. SCSEP and Experience Works jointly aim to keep positions assigned to their current areas and focus on regularly transitioning seniors through the program. Redistributions, when they take place, will be appropriately assessed by the SCSEP Program Manager at the Department of Workforce Services with his/her supervisor and partners sharing in administration of the Wyoming Workforce/Employment Service Delivery Model.

- ***The state's long-term strategy for serving minority older individuals under SCSEP [20 CFR 641.302 (c)].***

The program implemented in Fremont County addresses the needs of American Indians. Other minority groups are served as opportunity arises, individually, through priority of service. Wyoming will serve these minority participants in all counties. The best opportunity for such service exists in Natrona County.

- ***A list of community services that are needed and the places where these services are most needed. Specifically, the plan must address the needs and location of those individuals most in need of community services and the groups working to meet their needs [20 CFR 641.330].***

Experience Works and the AJCs maintain directories of community resources, to which individuals are referred. This includes services for housing, food banks, transportation providers, medical clinics, state agencies/government programs, and assistance for individuals with disabilities. Wyoming's priority will be to coordinate with community leaders and other partners to assure that the services are available and in sufficient supply, particularly housing and medical services. Also, the Employment and Training Team (EATT) will be tasked with identifying gaps in community services and resources, and identifying progress in this area. Following are the necessary services and planned organizations that provide those services.

The list of services and the places where these services are most needed was compiled from a record of services that have been provided to SCSEP customers in Wyoming. The services are also listed in ***“Planned actions to coordinate SCSEP with other private and public entities and programs that provide services to older Americans.”*** They are:

Located	Service(s) provided to our participants
---------	---

in	
Casper	Nutritional guidance, prepared meals, frugal shopping, job training for SCSEP participants, meals to seniors, free tax preparation, Food Stamps, welfare, housing, Low Income Energy Assistance Program, Medicaid application assistance, provide adult day care for elderly, meals, reduced pricing on light bulbs, fixtures, home repair items, grants for auto repair, Provide funds for homeless, transportation, provide free commodities to seniors, clothing, temporary shelter, meals for SCSEP participants, thrift store operation, job coaching, resume prep, help with walkers, wheelchair ramps, co-insurance for seniors building for home access, assistance with glasses, dentures, and hearing aids.
Mills	Job training for SCSEP participant, food commodities distribution to area food banks
Ft. Washakie	Job training for SCSEP participants, commodity distribution to those in need, adult feeding program, transportation for medical care, free health care for Native Americans,
Lander	Job training for SCSEP participants, adult feeding program, transportation for medical care

- ***The state’s long-term strategy to improve SCSEP services, including planned longer-term changes to the design of the program within the state, and planned changes in the use of SCSEP grantees and program operators to better achieve the goals of the program. This may include recommendations to the department as appropriate [20 CFR 641.302(k)].***

The merger of the Department of Employment (which included Research and Planning) and DWS in 2011, along with SCSEP becoming part of the Employment and Training Division (E&T), has enabled SCSEP to enhance communication within DWS and coordination of services and responsiveness to community needs. Before, the program was housed internally in a division of DWS; however interaction with other programs was limited. Now the SCSEP Program Manager is part of the same team as program managers over other programs, including WIA, Wagner-Peyser, Veterans Programs, TAA, MSFW, Foreign Labor Certification, WOTC, Federal Bonding, etc. This team meets regularly to discuss common issues and needs. Enhanced coordination needs to occur, and will be pursued, regarding the identification and needs of older workers, available service partners and funding, opportunities for employment and training, best practices for serving clients, and other important considerations.

The competitive RFP process where applications are rated by a team of reviewers will continue to be the process for which subrecipients are selected to ensure the best SCSEP services.

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

Wyoming SCSEP acknowledges that participant challenges and barriers must be thoroughly addressed with proper case management in order to ensure success in job placement. Given the rural nature of Wyoming, participants in workforce programs perform best when they can access support services in their local community. This was a prominent reason why Wyoming SCSEP

decided to contract for services offered by Experience Works, Inc., an experienced organization that nationally adheres to the rules and regulations stipulated by the Older Americans Act.

Our contract with Experience Works, Inc. allows SCSEP participants to access multiple resources in their own community. Primarily, initial case management services by Experience Works staff and volunteers. Secondly, participants will be able to access resources and services through their local AJC. The goal of Wyoming SCSEP is to first address immediate needs of participants in terms of food, shelter, and transportation. These needs will continue to be met by each participant's case manager through Experience Works through community partnerships, resources and referrals. After any immediate needs are addressed, participants will be assessed to determine areas of professional growth and/or remediation. Per assessment, participants can access several classes, seminars, and tutorials to better prepare them for the workplace. These tools can be accessed directly through Experience Works but can also be found at their local AJCs and community college.

Once in a place of work for training or volunteer experience, the SCSEP participant is closely monitored and evaluated by Experience Works staff. Experience Works case managers make certain that the participant is prepared for success and meeting goals. Should any needs arise, the Experience Works case manager can work directly with the participant and his/her training program to address these needs. Once ready for placement into full or part time unsubsidized employment, the local DWS AJC can assist participants in finding current and reliable job openings, applying for job openings through our Wyoming at Work statewide system, writing a resume (if not already done), practicing interviews, and negotiating salary and benefits.

On a state level, our contract with Experience Works, Inc. allows for and has simplified the transfer of positions from one location to another. This allows for some flexibility with shifting economic demands. This also allows for statewide collaboration to continue improving employment opportunities, assistance programs and services for older workers. Should Experience Works no longer contract with DWS as a sub-grantee, transfers would be facilitated by the SCSEP program manager in partnership with local AJC staff and local business owners. Fortunately, positions are low in number, ranging from 40 to 60 statewide, and host agencies/businesses are reliable.

- ***Soliciting and Collecting Public Comment [(20 CFR 641.350)].***

The Wyoming Department of Workforce Services will publish the SCSEP State Plan on the WFS public notice webpage for a period of 2 weeks to allow for public comment.