

O k l a h o m a
2006 Coordination Plan

SCSEP

Senior Community Service Employment Program



Brad Henry
Office of the Governor
State of Oklahoma

June 12, 2006

Mr. Gale B. Gibson
Older Worker and Disability Unit
U.S. Department of Labor/ETA
200 Constitution Ave., N.W.
Room S-4206
Washington, D.C. 20210

Dear Mr. Gibson:

As Governor of Oklahoma and with my responsibility for developing and submitting the State Plan to your office, I hereby designate the Oklahoma Employment Security Commission as the organization that will submit Oklahoma's State Senior Employment Services Plan on my behalf for PY2006.

Sincerely,

A handwritten signature in black ink that reads "Brad Henry".

Brad Henry
Governor

A handwritten signature in black ink that reads "Jon Brock".

Jon Brock, Executive Director, OESC

Cc: Norma Noble, Deputy Secretary for Workforce Development
Jon Brock, Executive Director, OESC
Richard Gilbertson, Director, Workforce Integrated Programs
Johnny Surles, Program Coordinator

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Introduction

The Older Worker Employment and Training Coordination Plan is to enhance older worker employment services by improving coordination among organizations engaged in older worker activities. This plan is to be used as a guide for Senior Community Service Employment Program (SCSEP) providers as they plan for activities within the state.

The coordination plan is under the direction of the Governor, with an objective of developing a program delivery mechanism that builds on the One-Stop Workforce Center System, mandated under the federal Workforce Investment Act (WIA). The One-Stop system provides a detailed set of employment services to help individuals become economically and socially self-sufficient. This coordination plan involves service providers in the workforce Center system to meet the employment and training needs of Oklahoma's older residents.

The SCSEP provides employment services to adults age 55 and older who:

- a. Have Income below 125% of the federal poverty level
- b. Are Unemployed
- c. Are Resident of Oklahoma
- d. Are Poor employment prospects
- e.

The employment services include comprehensive training, case management and a part-time community service placement. The goal of the program is to transition participants into unsubsidized employment earning a self-sufficient wage.

Oklahoma provides SCSEP services through Oklahoma Employment Security Commission (OESC) by the US. Department of Labor as the State Grantee; seven sub-grantees and four national entities, AARP (American Association of Retired Persons), Experience Works, NICOA (National Indian Council on Aging, Inc.) and US Forest Service. Service areas for each grantee are split by county. See Appendix I for a complete list of State and National grantee contacts.

Oklahoma Senior Employment Services Coordination Plan

Section 1. Plan Participation

The state SCSEP grantee was designated the responsibility of developing the state's Senior Employment Services Coordination Plan. The state SCSEP grantee initiated the process through the formation of a work group comprised of multiple SCSEP grantees, which included state and national sponsors in order to insure an even greater coordination of SCSEP activities in Oklahoma among state and program resources. The lead agency charged with the plan development obtained advice and input from the WIA Local Workforce Investment Board; the WIA State Workforce Investment Board (now the Government Council for Workforce Economic Development), and the WIA Implementation Task Force. A broad array of partners and stakeholders provided input that encouraged utilizing collaboration toward increased service integration. These partners in the plan development included: The Oklahoma Department of Human Services Aging Services Division and the eleven Area Aging Agencies; the State Employment Service; the AFL-CIO Rapid Response Coordinator; and the Oklahoma Migrant/Seasonal Farm Worker Grantee. Interviews, comments, and electronic means all provided and facilitated broad participation. The annual Equitable Distribution meeting served to enhance the plan development process.

In order to ensure greater coordination of SCSEP activities within the state, we began with the multiple SCSEP grantees, both state and national, that provide the older worker services throughout Oklahoma. These organizations included:

- AARP;
- Experience Works, Inc.;
- National Indian Council on Aging;
- State of Oklahoma Grantee; and the
- U.S. Forest Service.

These entities have shown a keen collaborative willingness over the years in serving the older worker population in Oklahoma and have been among the best performers in the delivery of services. They have met the challenges of WIA legislation through a strong involvement in the mandatory One-Stop System from the beginning. This was done before SCSEP became a mandated partner. This full integration of SCSEP, with other partner agencies, into the Workforce Oklahoma One-Stop Centers, further ensures and solidifies that older individuals have full access to all the services available through the One-Stop Center Systems. The program's linkage, via the Memorandum of Understanding, minimizes duplication of services and expands services to this exploding population, regardless of whether participants meet the eligibility requirements for SCSEP. The multiple SCSEP grantees not only coordinate referrals, but also complement each other on Local Workforce Investment Boards. These SCSEP grantees have provided state plan information, insight and expertise in the development of this state plan.

Section 2. Organizational Involvement

We have, also received input from the Oklahoma Department of Human Services State Aging Services Division and area agencies on aging throughout the State. The State Aging Agency provided valuable information through their community involvement and knowledge of local needs. They also shared their State Plan on Aging, which shows their administration of programs providing nutrition services, in-home and supportive services and promotes the development of a comprehensive service system.

Oklahoma has a strong Workforce Investment System that provides universal services to all applicants as well as those that are uniquely diverse. The Governor insists that the Workforce Investment vision be state-based with local stakeholder input on design of delivery as well as private sector leadership and direct involvement at all levels. The Strategic 2 year State Workforce Investment Plan focuses on the many new partners brought into the mix toward providing universal services to all client groups, including older workers and those with low income backgrounds.

Section 3. Comments

As required in sections 503 (a) (3) of the OAA Amendments, OESC procedures and timeline for ensuring an open and inclusive planning process that provided a meaningful opportunity for public comment included:

- ✚ An email to representatives of a diverse group of public and private agencies giving notification of the availability and time period for public comment;
- ✚ Placing a draft copy of the Oklahoma State Senior Employment Coordination Plan on the OESC website;
- ✚ A one week time frame, from June 12, 2006 through June 18, 2006

See Appendix II

Section 4. Plan Provisions

A. Basic Distribution of SCSEP Positions

The Equitable Distribution Report provides the basic information needed to assess the location of the eligible population and the current distribution of much needed employment. Aging Services are concerned about all aging issues and appreciate any assistance provided to our senior population. The ED report provides a basis to determine the collective progress made by sponsors toward an equitable distribution of program positions. The report underscores the excellent planning and coordination toward the position balance existing throughout the state. The Oklahoma SCSEP sponsors have made tremendous progress over the years with the distribution of resources throughout the state. The ED Report reflects this team effort. (Appendix III)

B. Special Populations:

The participants in the development of this plan have decided this information would be provided on a statewide basis.

1. **Greatest economic need:** The Oklahoma Statistical Comparison on the following chart reflects census data to current Title V enrollment. Based on this analysis, 69.28% are below poverty level based census information. The Title V current enrollment reflects 88 which reflect 11% are below poverty.
2. **Minorities:** Based on the same report data, minorities totaled 19.7% of the population using census information, whereas, 22.7% of the minority population is being served according to current enrollment.
3. **Greatest Social Need:** These non-economic factors are not reported in the current process or system. These items are based on each SCSEP's local priorities and the community needs as provided to them. The SCSEP partners will focus on this area more in the coming year in order to ascertain the best process and system toward the identification of and prioritizing of their community service needs. The OA amendments will serve to drive this process. The SCSEP grantees and their local projects will focus on "Greatest Social Need" factors and seek to incorporate them, along with data collection in next years plan development.

C. Type of Skills.

Older workers represent a more diverse group than any other. Their work histories and employment interests vary as widely. There are midlife career changers who have a strong need to work and a chance to develop new skills. There are displaced younger workers, younger than 62, who usually have recent work experience but have been told their skills are obsolete and their work experience irrelevant to available jobs. Then others have been out of the workforce long enough to think that employers are not interested in them, their skills are obsolete and they cannot compete with younger workers. Some have health conditions that affect their job performance.

Given these diverse needs and capabilities, the SCSEP grantees have always focused on comprehensive participant assessments. There is a tremendous need for the development of a reliable source that lists the skills of the Title V eligible population. The census occupational data can serve to address and provide viable skill information that will assist the Title V population skill levels. Currently, two workforce center groups have implemented skill assessment efforts utilizing the ONET system and are incorporating work done in Minnesota with the skills analysis process. The SCSEP partners will be involved in the results of this model and continue to identify, gather, and report the skills of the Title V population, along with the DOL developed systems.

D. Community Service Needs

Oklahoma is a state with two major urban centers, with the balance being rural. The smallest numbers of Title V positions are being allocated in the rural counties with the highest number in the counties where the largest cities are located. There is a wide diversity in community service needs. In some of the very rural areas of the state, some services might not be as available without Title V participants. In the more populated areas, Title V enhances and expands existing services to inter-city or more remote parts in those critical service areas. Currently, workforce partners, including elected officials and other stakeholders, serve to help identify local community needs.

During the next planning year, the multiple SCSEP partners will sponsor work groups that will address this and work toward the formulation of a new systematic process that better identifies community needs. Through community hearings, surveys, and other means the strategy will be to not only identify needs in an improved way but to expand our capability through the improvement of linkages and collaboration of the community partners.

E. Coordination with the Workforce Investment Act

The State of Oklahoma Strategic Two year Plan for Title I of WIA 1998 and the Wagner Peysner Act notes Oklahoma's Workforce Investment System is responsible for serving diverse population of customers. The special needs of each targeted group including individuals with multiple barriers to employment (older workers, persons with limited English—speaking ability and people with disabilities will be met.)

Many partners have been brought into the mix to develop a system that is streamlined and provides universal access. As mentioned earlier, the multiple SCSEP grantees have been partnering with One-Stops (Oklahoma Workforce Centers) for some time. The connections between SCSEP and WIA have been strengthened by the OAA Amendments. The multiple SCSEP grantees are members of the business led workforce boards. The Local Workforce Investment Boards have designed their programs around the full spectrum of WIA employment and training services and utilize these resources in filling gaps in existing services to adults and dislocated workers. The Memorandums of Understanding that have been consummated serve to strengthen collaboration and reduce service duplication.

Local workforce investment boards design their programs around the full spectrum of WIA employment training services and utilization of WIA resources to fill gaps in existing services. Through their Memorandums of Understanding, they have added SCSEP partners and thus strengthened connections between Title V and WIA in order to provide older individuals with easier access to appropriate services while minimizing service duplication.

Section 5. Plan Recommendations

Collaborative strategies should be fostered among service system providers, including all workforce partners to implement strategic planning to serve the increasing aging population. During the next plan year, the multiple SCSEP sponsors and workforce partners will be interfacing and designing programs that will further enhance older disadvantaged worker services. There are older worker specialists in the Workforce Centers. The ED Report was submitted in May and will continue to guide SCSEP planning and coordination (Appendix II). The SCSEP partners will continue to focus on the fine-tuning of Equitable Distribution of positions throughout the State.

The goal of Oklahoma's Title V providers will continue to be 140% of the assigned positions while continuing to place minimum 20% into unsubsidized employment.

Experience Works has suggested that a study or review of services to older workers be undertaken when information becomes available to determine the numbers of people being served compared to previous periods.

The State of Oklahoma SCSEP grantee and the national sponsor partners have a tremendous working relationship. The annual State Community Service Employment Plan development will further enhance communications and collaboration between the stakeholders that will further enhance services to the older worker population of Oklahoma.

Appendix I

SCSEP Contact List

Oklahoma State Grantee - **Larry Carothers**, State Coordinator
2401 N. Lincoln (WRB) Oklahoma City, OK 73105 - (405) 962-7562 - larry.carothers@oesc.state.ok.us

State Sub-Grantee

Association South Central Oklahoma Governments (ASCOG) - **Ray Friedl**, Executive Director
802 Main Duncan, OK 73534 - (580) 252-0595 - frie_ra@ascog.org

Cleveland County Career Center - **Joan Barker**, Director
1141 F. Main Norman, OK 73071 - (405) 701-2000 - joan.barker@oesc.state.ok.us

North Oklahoma Development Authority (NODA) - **Mike Bostic**, Director
2901 N. Van Buren Enid, OK 73703 - (580) 237-4810 - oedaxdir@ptsi.net

Job Training Northeast - **Jim Craun**, Director
104 Hester Place Chelsea, OK 73703 - (918) 789-5566 - jtne_chelsea@yahoo.com

Oklahoma Economic Development Authority (OEDA) - **Mike Bostic**, Director
P.O. Box 668 Beaver, OK 73932 - (580) 625-4531 - oedaxdir@ptsi.net

South Western Oklahoma Development Authority - **Kathie Price**, Director
P.O. Box 569 Bums Flat, OK 73624 - (580) 562-4882 - kathie@swoda.org

City of Tulsa, Tulsa Area of Aging - **Clark Miller**, Director
2 North Elgin Tulsa, OK 74120 - (580) 596-7688 - cmiller@cityoftulsa.org

Nationals

AARP - **Rosemary Isom**, Project Director
2200 N. Classen Blvd. Oklahoma City, OK 73106 - (405) 525-8144 - scriisom@aol.com

Experience Works - **Becky Scott**, Director
936 Front Street, slot 4 Cottonport, LA 71327 - (318) 876-3954 - becky_scott@experienceworks.org

Experience Works – **Vickie Kinsey**, Local Liaison
7401 N.E. 23rd Oklahoma City, OK 73141 - (405)713-6502 - vickie_kinsey@experienceworks.org

NICOA - **Maudean Hardin**, Director
5350 S. Western Oklahoma City, OK 73109 - (405)632-7786 - maudean@nicoa.org

US Forest Service – **Brenda Moore**, Director
P.O. Box 1270 Hot Springs, AR - (501) 321-5340 - bkmoore@fs.fed.us

Appendix II

Public Comments:

Appendix III

SECTION 3 – GEOGRAPHIC AREAS TO BE SERVED

SLOT ALLOCATIONS FOR PY 2006

COUNTY	SLOTS	COUNTY	SLOTS
Alfalfa	2	Kingfisher	2
Beaver	2	Kiowa	6
Beckham	9	Major	3
Blaine	2	McClain	5
Cimarron	1	Noble	2
Cleveland	11	Osage	14
Cotton	3	Roger Mills	2
Custer	9	Rogers	14
Dewey	2	Stephens	4
Ellis	2	Texas	4
Garfield	17	Tillman	5
Grant	2	Tulsa	7
Greer	2	Washington	13
Harmon	2	Washita	6
Harper	1	Woods	4
Jackson	10	Woodward	5
Jefferson	4		
Kay	16	GRAND TOTAL	194

***PY 05 Slot Allocations**

- Alfalfa = 3
- Blaine = 5
- Cleveland = 12
- Cotton = 4
- Custer = 7
- Dewey = 3
- Garfield = 16
- Greer = 5
- Harmon = 3
- Jackson = 8
- Jefferson = 5
- Kay = 14
- Kingfisher = 3
- Kiowa = 7
- Major = 2
- McClain = 4
- Stephens = 3
- Washita = 5

Appendix IV

Memorandum of Understanding (MOU Checklist)

Local Area	Grantee(s) in Local Area	Existing MOU? Yes or No	** If MOU Does not exist, Timeline for accomplishing MOU	MOU Type: Single or Blanket	List Grantee and MOU Partners
South Central	ASCOG Association of South Central Oklahoma Governments	YES		Blanket	OESC Department of Human Service Department of Rehabilitation Adult Basic Education Delta Community Action Canadian Valley Technology Caddo-Kiowa Technology South Central WIB
Cleveland County	Cleveland	YES		Blanket	OESC Department of Human Service Department of Rehabilitation Moore/Norman Technology Norman Housing Authority Central Oklahoma Community Svc. Citizens Pottawatomie Nation
North Central	NODA North Central Oklahoma Development Authority	YES		Blanket	OESC Department of Human Service Department of Rehabilitation Oklahoma Community Action Stillwater Housing Authority Gateway Foundation/Stillwater School District North Central WIB
Tulsa	Job Training Northeast	YES		Blanket	OESC Department of Human Service Department of Rehabilitation Adult Basic Education Experience Works
Southern	OEDA Oklahoma Economic Development Authority	YES		Blanket	OESC Department of Human Service Department of Rehabilitation Adult Basic Education Northwest Workforce Board
Southwest	SWODA Southwest Oklahoma Development Authority	YES		Blanket	OESC Department of Human Service Department of Rehabilitation Elk City Adult Learning Ctr. ORO Development Corp. Western Technology Ctr. Southwest Workforce Board

Tulsa	Tulsa Agency of Aging	Yes		Blanket	OESC Department of Human Service Community Action City Of Tulsa Tulsa Career Technology Canadian Valley Technology Mid-America Technology Caddo-Kiowa Technology
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** If individual grantees or subgrantees within the State have not yet consummated MOUs with some or all of their Local Boards, the Governor or his/her designee must submit to the Department a timeline for completion of all outstanding MOUs for affected parties.