State of Indiana

Senior Community Service Employment Program State Plan

For Program Years 2012 – 2015

For the Period

July 1, 2012 – June 30, 2016

STATE OF INDIANA
OFFICE OF THE GOVERNOR
State House, Second Floor
Indianapolis, Indiana 46204

Mitchell E. Daniels, Jr.
Governor

August 28, 2012

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

Dear Ms. Vitelli,

As Governor of the State of Indiana, I have designated the Family and Social Services
Administration, Division of Aging to be the agency responsible for administering the Title V, Senior
Community Service Employment Program (SCSEP) and submitting the 2012-2015 SCSEP State
Plan.

Sincerely,

M E Daniels, Jr.

Purpose of the State Plan

The Indiana Family and Social Service Administration-Division of Aging ("the Division" from this point forward) refers to 20 C.F.R. 641.120 as guidance in implementing the Senior Community Service Employment Program throughout the state.

20 C.F.R. 641.120 states;

"The purposes of the SCSEP are to foster and promote useful part-time opportunities in community service activities for unemployed low-income persons who are 55 years of age or older and who have poor employment prospects; to foster individual economic self-sufficiency; and to increase the number of older persons who may enjoy the benefits of unsubsidized employment in both the public and private sectors."

http://law.justia.com/cfr/title20/20-3.0.2.1.25.html

Indiana Governor Mitch Daniels has designated the Family and Social Services Administration (FSSA) Division of Aging (DA) as the State's Grantee for SCSEP. In 2006, the Division of Aging contracted with National Able Network to facilitate SCSEP for the state. Prior to National Able Network administering the program, the sixteen Area Agencies on Aging (now known as Aging and Disability Resource Centers, or ADRC's) facilitated SCSEP in their own regions throughout Indiana.

The Division decided in Program Year 2011 to continue with National Able as its sole vendor for SCSEP for the next two years with the possibility of their contract being extended for another two years. This decision was reached following a one-year extension with National Able due to the uncertainty of program specifics.

Currently the State Partners in Indiana are;

- AARP Foundation

- The Division of Aging (The State Grantee)

- Experience Works

- Goodwill Industries International

- Senior Service America, Inc.

- National Able Network (State Sub Grantee)

The goals of the Indiana SCSEP State Plan are to:

- nurture the growth of a long-term strategic plan for mature workers and collaboration among State Partners;
- increase public and employer awareness about SCSEP, the benefits of hiring older workers, and senior-friendly policies and practices;
- continue to provide quality training and skill development;
- provide priority of service to areas and individuals most in need, particularly rural areas;
- increase assistance and participation in getting participants into successful unsubsidized employment;
- assist participants who are beginning to transition out of SCSEP with continued job training and/or service referrals so that they may continue to have their needs met after leaving SCSEP.

The SCSEP State Plan was posted on the Division of Aging website with an opportunity for members of the public to respond with questions or comments either through e-mail or the US postal service. The Division posted the State Plan on its website for one month, per Indiana Family and Social Service Administration policy.

Current and Long Term Employment Projections for Indiana

The charts in this section show current job listing along with job projections of key industries in 2018 that older adults are most likely to be employed by. Unfortunately, the majority of the industries that are projected to grow often require a degree or other specialized training involving the use of computers. This can be problematic to older adults who have a limited skill base and limited fiscal restraints.

The State Partners have responded to this trend by seeking out specific host agency assignments. These assignments will help participants to familiarize themselves with computers as well as provide them training in specific computer software. It has been reported by at least one State Partner that more than half of their participants receive computer training. The State's Sub Grantee has placed 20% of their participants in assignments which give computer training (this does not include the other opportunities of computer training listed on pages 11-12).

According to the job projections table, occupations which support transportation activities are set to grow by 1,633 jobs (or a 21.8% increase). This is very promising news as State Partners have also done extensive work with nonprofit organizations who offer transportation services to put SCSEP participants in non-driving support roles to assist their organizations.

A positive aspect that should be noted is the ingenuity of the current pool of SCSEP participants throughout Indiana. For example, one State Partner reports that there are participants who have entrepreneurial skills, traits that often conflict with the stereotypical ideals of what roles older workers should fill. This State Partner has also sought out host agencies whose training assignments will continue to nurture these specific job skills.

The job projection chart shows there are negative aspects that will undoubtedly affect older Hoosiers in the coming years as well. Most notably the trend of manufacturing positions, a staple in Indiana, is continuing a significant downturn. State SCSEP Partners will continue to use this information to understand what skills gaps there are when assisting future displaced workers.

Current Employment Statistics (Seasonally Adjusted) can be found at;
http://www.hoosierdata.in.gov/dpage.asp?id=52&view_number=3&menu_level=smenu1&panel_number=2

Year	Month	BLS Industry Code	Employment
2012	June	Total Nonfarm	2,875,300
2012	June	Natural Resources & Mining	6,700
2012	June	Construction	125,000
2012	June	Manufacturing	487,600
2012	June	Durable Goods	353,900
2012	June	Non-Durable Goods	133,700
2012	June	Trade, Transportation & Utilities	552,000
2012	June	Wholesale Trade	120,600
2012	June	Retail Trade	298,600

2012	June	Transportation,Warehousing & Utilities	132,800
2012	June	Information	34,000
2012	June	Financial Activities	131,500
2012	June	Finance and Insurance	98,400
2012	June	Real Estate and Rental & Leasing	33,100
2012	June	Professional & Business Services	300,600
2012	June	Professional, Scientific & Technical Services	96,200
2012	June	Management of Companies & Enterprises	29,900

2012	June	Admin. & Support & Waste Mgmt & Remediation	174,500
2012	June	Private Educational & Health Services	429,200
2012	June	Private Educational Services	67,600
2012	June	Health Care & Social Assistance	361,600
2012	June	Leisure and Hospitality	287,200
2012	June	Arts, Entertainment & Recreation	44,700
2012	June	Accommodation & Food Services	242,500
2012	June	Other Services	107,700

2012		June	Government (Includes Public Schools & Hospitals)		413,800
2012		June	Federal Government		37,400
2012		June	State Government (Includes Public Schools & Hospitals)		107,200
2012		June	Local Government (Includes Public Schools & Hospitals)		269,200

http://www.hoosierdata.in.gov/dpage.asp?id=52&view_number=3&menu_level=smenu1&panel_number=2

Job Projections, full report found at

http://www.hoosierdata.in.gov/dpage.asp?id=57&view_number=2&menu_level=&panel_number=2);

Industry	Base Year Emp.	Projected Year Emp.	Percent Change	Numeric Change
Total Employment, All Jobs	3,096,546	3,362,953	8.60%	266,407
Goods-Producing	684,275	678,954	-0.80%	-5,321
Manufacturing	520,901	487,711	-6.40%	-33,190
Services-Providing	2,194,433	2,450,808	11.70%	256,375
Information	39,589	40,193	1.50%	604
Education and Health Services	617,071	730,690	18.40%	113,619
Leisure and Hospitality	284,697	308,857	8.50%	24,160
Utilities	15,011	13,427	-10.60%	-1,584
Manufacturing	520,901	487,711	-6.40%	-33,190
Food Manufacturing	33,464	34,526	3.20%	1,062
Beverage and Tobacco Product Manufacturing	3,534	3,437	-2.70%	-97
Wood Product Manufacturing	15,430	14,164	-8.20%	-1,266
Paper Manufacturing	10,974	8,324	-24.10%	-2,650
Printing and Related Support Activities	18,601	15,669	-15.80%	-2,932
Chemical Manufacturing	30,884	30,409	-1.50%	-475
Plastics and Rubber Products Manufacturing	37,338	34,460	-7.70%	-2,878
Nonmetallic Mineral Product Manufacturing	13,552	13,841	2.10%	289

Indiana State SCSEP Plan Program Year 2012 - 2015

Industry	Base Year Emp.	Projected Year Emp.	Percent Change	Numeric Change
Primary Metal Manufacturing	45,611	41,022	-10.10%	-4,589
Fabricated Metal Product Manufacturing	57,071	52,111	-8.70%	-4,960
Machinery Manufacturing	44,384	40,707	-8.30%	-3,677
Computer and Electronic Product Manufacturing	20,334	16,214	-20.30%	-4,120
Electrical Equipment, Appliance, and Component Manufacturing	10,192	7,933	-22.20%	-2,259
Transportation Equipment Manufacturing	114,628	103,702	-9.50%	-10,926
Furniture and Related Product Manufacturing	24,610	26,291	6.80%	1,681
Miscellaneous Manufacturing	31,303	37,989	21.40%	6,686
Wholesale Trade	124,848	127,256	1.90%	2,408
Merchant Wholesalers, Durable Goods	77,678	76,852	-1.10%	-826
Merchant Wholesalers, Nondurable Goods	39,461	40,710	3.20%	1,249
Wholesale Electronic Markets and Agents and Brokers	7,709	9,694	25.70%	1,985
Retail Trade	322,302	335,003	3.90%	12,701
Furniture and Home Furnishings Stores	9,822	10,289	4.80%	467
Electronics and Appliance Stores	9,778	9,511	-2.70%	-267
Building Material and Garden Equipment and Supplies Dealers	29,745	31,314	5.30%	1,569
Food and Beverage Stores	48,529	47,873	-1.40%	-656

Indiana State SCSEP Plan Program Year 2012 - 2015

Industry	Base Year Emp.	Projected Year Emp.	Percent Change	Numeric Change
Clothing and Clothing Accessories Stores	24,399	25,292	3.70%	893
Sporting Goods, Hobby, Book, and Music Stores	13,267	13,900	4.80%	633
General Merchandise Stores	75,303	85,866	14.00%	10,563
Miscellaneous Store Retailers	19,243	19,013	-1.20%	-230
Support Activities for Transportation	7,500	9,133	21.80%	1,633
Postal Service	15,106	13,148	-13.00%	-1,958
Educational Services	251,411	282,684	12.40%	31,273
Health Care and Social Assistance	365,660	448,006	22.50%	82,346
Museums, Historical Sites, and Similar Institution	2,070	2,521	21.80%	451
Amusement, Gambling, and Recreation Industries	33,249	38,191	14.90%	4,942
Accommodation and Food Services	241,110	258,612	7.30%	17,502
Accommodation	21,761	22,901	5.20%	1,140
Food Services and Drinking Places	219,349	235,711	7.50%	16,362
Other Services (Except Government)	84,138	90,437	7.50%	6,299
Personal and Laundry Services	26,309	28,788	9.40%	2,479
Internet Service Providers, Web Search Portals, and Data Pro	1,632	2,484	52.20%	852
Other Information Services	721	945	31.10%	224

Indiana State SCSEP Plan Program Year 2012 - 2015

Industry	Base Year Emp.	Projected Year Emp.	Percent Change	Numeric Change
Warehousing and Storage	21,873	28,108	28.50%	6,235
Administrative and Support (Waste Management and Remediat)	150,446	176,985	17.60%	26,539

http://www.hoosierdata.in.gov/dpage.asp?id=57&view_number=2&menu_level=&panel_number=2

Indiana State SCSEP Plan Program Year 2012 - 2015

The most prevalent skill sets that the SCSEP Partners' host agencies enhance/include are; Administrative (basic clerical, receptionist, etc.), Customer Service, Health Aide-Companion Services, Child Care and Custodial work. Another skill set that host agencies are assisting older adults in attaining is computer literacy. This is very important because the employment landscape will be leaning heavily on jobs revolving around information technology in the future. The State SCSEP Partners make computer training available to their participants outside of the host agencies as well. This training is done either through the SCSEP Partner or another community partner (library, college/university, senior center, etc.).

Due to the fact that SCSEP providers are active in the community they have a distinct understanding of what types of training opportunities are needed in their area. According to the partners the most needed areas for SCSEP involvement include hospitals and home care (health services), recreation and senior centers. Other fields that the majority of partners feel are needed for SCSEP to continue involvement with include; education, project administration, employment assistance, outreach and referral, parks and recreation, nutrition programs, and transportation. State Partners will continue to reach out to local nonprofit/government organizations that answer specific community needs.

In order to continue to meet the technological needs of prospective employers the State Grantee will continue to offer its participants computer training. Recent computer trainings that the State's Sub Grantee has undertaken include;

- Element K (online training for Microsoft Programs)

- DePauw University/Tech Reconnect training

- GCF online training (Goodwill Community Foundation classes on various topics)

Another exciting venture that the State' Sub Grantee has done is to invest in long-distance training technology that allows a head trainer to conduct personalized sessions over the internet to SCSEP participants throughout Indiana who are seeking unsubsidized employment. Topics in these training sessions include (but are not limited to);

- Developing a job search plan

- Writing a résumé and cover letter

- Preparing for an interview

- Introduction to social media (including how to use social media for a job search)

- Take part in a mock interview

Although this training is still in its infancy the State's Sub Grantee reports that during PY 2011 there were 17 sessions held with a total of 83 participants in attendance. It is important to note that with the exception of SCSEP funds for participant wages (and any admin costs used for upkeep of the computers, etc.) no other State funds were used to provide this training for the participants. The State's Sub Grantee has reported that these training opportunities will continue as long as there are no drastic funding cuts.

Localities and Populations that Need SCSEP Services

2010 Indiana Census Data Concerning Special Populations	
* Total population is 6,483,802	
* Age	1,610,251 Indiana residents are 55+
** Rural	13.5% of those 65 years and older live in a rural setting
*** Disabled	295,141 residents 65 and older are disabled
• Poverty	120,243 residents 55 and older are below the poverty level
# Minority Poverty	22,924 minority residents 55 and older are below the poverty level

* http://www.census.gov/popest/data/state/asrh/2011/SC-EST2011-02.html
** Go to the link
http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_10_1YR_GCT0103.ST26&prodType=table choose "Indiana"
Below sources can be found at http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml by identifying the specified table number and the state "Indiana' in the required fields. When given the option click on "2010 ACS 1-year estimates"

*** Chart #: B18101

• Chart #: B17001
To reach older adult minority poverty figure subtract "Poverty" total (120,243) by spreadsheet B17001H ("White Alone," 97,319 residents).

IN Population Projection by Age (2020)*		
	Total	Total
Ethnicity	55-59	60+
White	393,954	1,367,231
Black	35,466	99,085
Asian	6,316	15,378
American Indian	1,584	4,368
Two or More Races	2,723	8,224
Hispanic or Latino	19,290	38,230
Total	459,333	1,532,516

* http://www.stats.indiana.edu/topic/projections.asp
(to see complete excel sheet go to link "By Race and Hispanic Origin for Indiana and Selected Counties, 2005-2040 - State Data by Age, Race and Hispanic Origin" then click on the "2020" tab found at the bottom of the page)

All SCSEP partners (including the State) continue to be diligent in using their resources appropriately not only in urban areas but also for harder to reach populations including rural areas. For instance; in the last few years the State has continued to limit multiple SCSEP providers in counties with only 2-3 slots. In doing this there is less confusion among the public on who serves their area and also allows grantees to be more effective with their resources. Because of this focus there are far fewer over/under enrolled areas in Indiana currently than there were five years ago. In the future the State will continue to limit the number of multiple SCSEP Providers in counties with 2-3 slots.

A copy of the 2010 and 2012 (7/1 – 9/30/12) Program Year Equitable Distribution Reports can be found in Appendix I. Due to the competition for national grantees DOL did not require an Equitable Distribution Report for Program Year 2011. The Department of Labor will also issue another Equitable Distribution Report after all the participant transfers have occurred. There are two SCSEP providers per county in Indiana. When the Department of Labor instituted a new policy for States to organize slots (having the State total and grantee total for every county fixed) for Program Year 2012 this did not allow the State SCSEP Director to reorganize county's' distribution for the PY 2012 chart.

All Indiana SCSEP Partners strive to provide SCSEP services to the most in need throughout the State. By doing this they make services available to eligible residents who are at risk of homelessness, have a disability, are frail, homeless, have limited English proficiency, those with language barriers, low employment prospects, low literacy skills, are in an area of persistent unemployment, rural, severe disability, severely limited employment prospects, and /or is a

veteran. All SCSEP Partners also follow the policies of priority of service given to veterans and their spouses.

The State continues to follow all policies and regulations in regards to equitable distribution including; serving those in both rural and urban areas, moving positions from over-served to under-served, and serving those who affected by priority of service rights. By doing this all SCSEP Partners have developed strategies that better serve eligible Indiana residents who live in urban and rural settings, have the greatest economic need, are minorities, have limited English proficiency, and have the greatest social need. All Partners' policies follow all SCSEP federal policies and regulations.

Indiana is largely a rural state with only a handful of urban or metropolitan areas. Although transportation is often a concern for all older adults the need is often magnified when living in a rural area. Options for transportation for participants who are unable to drive (or have difficulty driving long distances) in rural settings can include; friends/relatives, ADRC providers, and Senior Centers. The SCSEP Partners coordinate transportation with their participants; however, the best situation for the participant is if they live in close proximity to the host agency.

Approximately 36% of the participants who are part of the Sub Grantee's Program live in a rural setting. The Sub Grantee performs outreach to these rural areas by placing SCSEP information in religious organizations, ADRCs, The Department of Workforce Development, and other businesses.

The State Partners realize that the main source of information or positive feedback among older adults remains by word of mouth, especially in rural areas where local assistance offices might be far away but friends and neighbors who are knowledgeable of the program are nearby. As a whole, each State Partner understands that the best way to increase enrollment in rural areas is to effectively run the program so that participants will discuss their good experiences with other eligible individuals.

State Partners continue to be diligent in reaching out to those at or below the poverty line. For example, the State's Sub Grantee reaches out to older adults in need at homeless shelters, transitional housing organizations and other agencies that assist the poor, while other State Partners perform outreach to this population at Trustees' offices, Division of Family Resource offices and human service organizations. State Partners also strategically locates offices in neighborhoods with a high percentage of low income older adults.

State Partners reach out to the minority populations by staying in constant communication with Minority Health Coalitions, the Urban League, religious organizations and other agencies

that assist minorities. Also, the State's Sub Grantee continues to seek bilingual case managers to ensure they are reaching out to the Hispanic populations as effectively as possible.

Finally, other participant groups have also benefitted from SCSEP outreach. State Partners work closely with The Department of Workforce Development Veteran Specialists and Vocational Rehabilitation employees so that they are aware of a resource when they have low-income older adults needing job training. Another State Partner completes a special assessment on each participant that allows them to connect the participant to community resources that will remediate barriers such as medical, vision, dental, clothing, money management skills, and housing, food, and language/literacy difficulties.

Through extensive interviewing and matching participants with host agencies State Partners also find that displaced homemakers (with education levels below the 11th grade) bring with them unique struggles. This group is difficult to serve because they are unable to "think outside the box" concerning training opportunities, which makes finding the best host agency site or a suitable unsubsidized employment position problematic.

Coordinating SCSEP with Other Programs

The Division of Aging serves as Indiana's State Unit on Aging and facilitates the development of the SCSEP State Plan. During the creation of the State Plan the Division emailed surveys to the SCSEP State Partners requesting information to help develop the plan. Topics of the survey included; statistics regarding their participants, skills their participants had attained, relationships they had with their workforce partners, and On-The-Job Experience (OJE).

The State Partners strive to maintain good working relationships with The Department of Workforce Development. Interaction with The Department of Workforce Development and their staff are crucial to successful training and placement of participants. All the State Partners understand that in order to continue to successfully provide SCSEP services, a working relationship with The Department of Workforce Development needs to continue and be developed to a greater extent.

Governor Daniels and The Indiana Department of Workforce Development have launched several initiatives to assess the needs of the workforce in Indiana and grow skill sets for Hoosier workers. One of these initiatives is a "Career Pathways" which details how specific jobs can be attained by adults who find themselves both in traditional and nontraditional settings (ex: high school graduate, high school dropout). These pathways show how a person in an entry level position can navigate the waters of specialization to attain a job they are interested in while progressively acquiring higher skills.

The "Career Pathways" the Department of Workforce Development has developed are;

- Administrative Assistant
- Automotive Service Technician
- Bookkeeper
- Certified Nurse Assistant (CNA)
- CNC Operator
- Computer Support Specialist
- Emergency Medical Technician (EMT)
- Electronic Installer or Repairer
- Material Handler
- Medical Coder
- Pharmacy Technician
- Production Worker
- Tax Preparer
- Truck Driver
- Welder

A few careers from the above list that match the interest/skill level of older adults in SCSEP include; Administrative Assistant, Computer Support Specialist, and Medical Coder. Although the Medical Coder position has not been mentioned previously, many older adults take courses and examinations during their time in SCSEP so that they can become certified in this occupation.

To further cement the relationship between The Department of Workforce Development (DWD) and SCSEP services DWD has noted the need for collaboration in its most recent strategic plan (modification # 6) for the Workforce Investment and Wagner-Peyser Act Programs. The report states that The Department of Workforce Developments will serve as an access point to all partner services, including SCSEP.

Many of the SCSEP State Partners have developed a Memorandum of Understanding with at least a few of The Department of Workforce Development offices in their service area. Regardless if the individual State Partners have a Memorandum of Understanding with specific Department of Workforce Development offices there is a great amount of collaboration between the two entities.

Examples of this collaboration include;

- The majority of The Department of Workforce Development's have either; served as host agencies for SCSEP participants, hired participants to work in their office on a part-time/full-time basis, and/or allowed office space to be used for Program Monitors (those SCSEP participants who do not have a physical office),

- In 2008 the State Grantee and the State's SCSEP Sub Grantee met with Department of Workforce Development executives who oversee operations at all The Department of Workforce Developments across the state. This meeting was meant to give a brief overview of SCSEP however, upon suggestion by the executives the meeting culminated in giving a small presentation to all The Department of Workforce Development Directors later that year.

The meeting with the Department of Workforce Development Directors allowed the State Grantee and Sub Grantee to discuss the benefits of SCSEP and how participants can specifically assist them in the day to day aspects of their office. This meeting allowed the Workforce Development Directors to get a better understanding of SCSEP and also give any feedback regarding the implementation of the program to the State Grantee. After the meeting the State Grantee reached out to State SCSEP Partners regarding the feedback received.

- A SCSEP presence is noticed on Regional Workforce Boards/Regional Workforce Investment Boards. SCSEP State Partners assist the boards in understanding the positive resource available to the workforce community that is found in mature workers.

State SCSEP Partners will continue to develop relationships with government workforce partners as this allows the best possible solution for SCSEP participants to transition into unsubsidized employment as smoothly as possible.

As mentioned previously the Division of Aging is the State Unit of Aging for Indiana. The partnership between the Division and the sixteen Aging and Disability Resource Centers (ADRC's) spread across Indiana can best be captured in the 2011 - 2014 State Plan on Aging that the Division submitted to the Administration on Aging (AoA). In the plan the Division summarizes the goals the State will pursue so that older adults can be as independent as possible.

These goals are;

1) Empower older Hoosiers, their families, and consumers to make informed decisions about their existing health and long–term care options;
2) Establish easy accessibility to existing health and long-term care options;

3) Enable seniors to remain in their own homes with high quality of life for as long as possible through the provision of home and community-based services (HCBS), including supports for family caregivers;
4) Empower older individuals to stay active and healthy through the Older Americans Act (OAA) services and the new prevention benefits under Medicare;
5) Ensure the rights of older individuals and prevent abuse, neglect, and exploitation.

These goals give Hoosiers an idea of how the State plans to implement the Older Americans Act and also gives a brief glimpse of how SCSEP participants will be assisted as well. For example, the fourth goal addresses the health of older Hoosiers. One program that the Division operates, the Chronic Disease Self Management Program, teaches older adults who suffer from chronic diseases how to make healthy lifestyle choices. One SCSEP participant, while training through her ADRC, was able to co-lead workshops which not only assisted her peers but also taught her valuable health information as well.

In order for the Division to have a correct understanding of the issues facing older adults in the near future the Division commissioned a survey in 2008 through an AoA Planning Grant. The "Indiana Advantage" survey was completed through a partnership with Indiana University and conducted by International Communication Research (ICR) and was featured in the State Plan on Aging. The telephone survey sample consisted of 4,968 respondents age 60 and older for the survey.

Data collected from the respondents included;
- 61% of respondents want to remain in their current residence and are very confident that they will be able to do so;
- 2% of respondents report that they cut or skip meals due to the lack of money;
- 33% of respondents age 69+ report that they do not participant in a "regular leisure time activity;"
- 5% of respondents had problems paying for medical care and/or prescription drugs;
- 9% of respondents had problems paying for dental care or eyeglasses;
- 19% of respondents who report being in fair/poor health;
- 37% of respondents who had 1 or more unhealthy days in the past month;
- 26% of respondents who had a hearing test in the past year;
(The State Plan on Aging can be found at http://www.in.gov/fssa/files/Division_of_Aging_State_Plan_Fiscal_Years_2011-2014_FINAL_07-30-2010.pdf)

Many of these topics also speak to the needs of SCSEP participants. For instance, many SCSEP participants are worried that they will be unable to live in their own home for as long as they want. The SCSEP State Partners and the Aging and Disability Resource Centers will continue to be in constant communication with each other, not only to ensure SCSEP participants are getting

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the best possible training opportunity at the ADRC but also to assist the SCSEP participant with any services they might need that falls into the ADRC's jurisdiction.

The ADRC's role of providing other services or referrals has been especially vital as the State has issued durational limits in the past year and has released many participants from the program without unsubsidized employment. The fact that ADRCs can assist the exited participants in a smooth transition to the "retired life" is a great tool that the State Partners will continue to use.

Four Year Strategy

The State SCSEP Partners will continue offer the program to all low income older adults in an effective manner that properly uses resources that, at times, are in short supply. State Partners will implement SCSEP by following the regulations set forth by the SCSEP governing body and their own organization's policies. Partners will also continue to adhere to equitable distribution while also not causing a disruption of services to SCSEP participants.

The State Partners will also work together to avoid disruptions of services. One possibility of a disruption in services for SCSEP participants occurs when slot allocations are changed or there are shifts in the census. The State Partners work to best serve under-enrolled counties and reduce over-enrollment in the least disruptive way to participants and host agencies. The State Grantee and all the SCSEP State Partners will continue to follow all policies and regulations regarding avoiding disruption of services.

One policy that will continue to be watched closely is Durational Limits. Although discussed for years, Durational Limits is a fairly new procedure that allows grantees to bring new SCSEP participants into the program while ushering out participants that have been in the program for at least four years. While Durational Limits can bring a hardship upon those leaving SCSEP it is important at this time for each grantee to introduce exited participants to other service organizations (ex; Aging and Disability Resource Centers [ADRC's], Veteran's Administration) that can assist them so that their needs are met.

State Partners will also continue to ensure that low income minority older adults continue to have SCSEP services available to them. State Partners will continue to reach out to organizations which focus on minority populations. They will also continue to review management reports to see where they are in reaching various minorities during the upcoming program years. State Partners will also view census trends to understand which minority populations are growing and how best to assist those older adults.

As it has done in the past the State will continue to follow all policies and regulations in regards to equitable distribution including; serving those in both rural and urban areas, moving positions from over-served to under-served, and serving those who affected by priority of service rights.

Over the next four years all SCSEP Partners will continue to develop strategies that better serve eligible Indiana residents who live in urban and rural settings, have the greatest economic need, are minorities, have limited English proficiency, and have the greatest social need. They will serve these populations as they closely adhere to all federal policies and regulations.

One important piece that State Partners will rely on in the next four years is to encourage current host agencies to employ participants into their organizations. Host agency hires are often State Partner's best practice in finding SCSEP participants unsubsidized employment positions.

State Partners also instruct their participants to register with "IndianaCareerConnect.com" which allows local employers the ability to see prospective employee's skill level and professional interests. This is a vital resource for all unemployed Hoosiers developed and maintained by The Department of Workforce Development. This website also posts available employment positions across the state as well.

Another State Partner plans to work with their local Workforce Board to understand where high growth industries in their area are. Over the past five years, EmployIndy (Workforce Board #12) has prepared seven labor market reports covering 10 industries that are important to Central Indiana. These reports provide expert projections of growth (or contraction) of broad industries, sectors within the industries and occupations. The State Partner will continue to utilize these reports to identify high growth employers and industries.

Also, In the middle of Program Year 2011 the same State Partner hired a Job Developer to increase the number of participants placed in unsubsidized employment. The State Partner goes on further to report that this new hire has brought on an increased understanding by participants and staff of the importance of finding unsubsidized positions.

The Job Developer will also continue to conduct "Job Clubs" with individuals who are deemed job ready but are in need of marketing skills. During these Job Clubs, the Job Developer will invite employers to speak to the group about their expectations before and after an interview and after a position is offered. This activity gives the participants a better idea of what positions are available as well as providing the employer the opportunity to meet with the participants and staff.

Most State Partners will also continue to use On-The-Job Experience (OJE) in the future. When surveyed most partners feel that OJE is underutilized but in the coming years will make it a key

tool to better prepare well trained participants for unsubsidized employment. One State Partner even goes as far to call OJE a seamless path to employment that is a win-win situation for both the participant and the employer.

The State's Sub Grantee is also planning a more involved role with OJE. They are currently planning a major effort to promote OJEs across the state. This will include major pushes from the Sub Grantee State Director and also his staff to garner interest from prospective employers that are interested in employing an experienced worker while at the same time getting temporary fiscal and occupational assistance with the new hire. If utilized correctly OJE will have a profound future impact for all State Partners as they link their participants to employment in a more efficient manner.

The State's Sub Grantee will also continue the practice of using host agencies as future employers for SCSEP participants. They report that one danger of the host agency-participant relationship is that the host agency will become overly-dependent on a specific participant. Although host agencies might not be willing to hire participants for open positions sometimes discussing with them the possibility of participants being transferred to other host agencies (in order to gain new skills) will help them evaluate more closely the positive attributes a participant brings to their organization and the person will be hired soon after.

The State's Sub Grantee will also be continuing to use their Participant Advisory Council to understand their participant's needs while at the same time also creating an Employer Advisory Council which will garner additional employment opportunities for participants. They are also beginning to investigate the feasibility of setting up a senior-focused employment event.

Another State Partner lists networking options with prospective employers to include;

- attending and participating in Job Fairs;
- attending, and making presentations at Chamber of Commerce functions in local communities;
- attending and working closely with Economic Development Industries;
- word of mouth;
- giving presentations to local social clubs such as Kiwanis; Lions; Sertoma; Rotary;
- continuing to provide packets of information to employers on benefits of hiring SCSEP participants;
- reaching out to prospective employers through cold calling and other communications;
- emphasizing the type of training participants receive and assistance in obtaining additional training for those participants to prospective employers.

Another State Partner receives assistance from their National Grantee Office which has developed and fostered formal hiring partnerships with top corporations from a wide variety of industries, including: retail, transportation, information technology, health, finance, security and staffing. They will continue to enhance this comprehensive approach to meeting business needs through an agency employment team which includes partnerships with 41 national and large regional corporations from a variety of industries.

In the next four years another State Partner plans to continue to utilize its local project directors to network with employers, business organizations, and community groups. The State Partner will continue to work closely with its project directors to assist employers in finding and hiring older workers with the skills and qualities the employer needs. They will use opportunities with employers to promote the qualities possessed by many older job seekers: dependability, loyalty, strong work ethic, desire to learn and contribute, mature perspective, conflict resolution skills, and transferable workplace skills, to name a few.

Additionally, this State Partner will continue to work with its staff to;

- Pursue partnerships with employers that:
    - are host agencies that may have job openings for individuals with the same or similar skill requirements;
    - have successfully employed participants;
    - are interested in hiring older workers, based on the local knowledge of their Boards of Directors, business organizations, and others in the community; and/or are identified in online labor market information as major employers in local targeted industries.

- Attend Chamber Of Commerce meetings, local community group meetings, and meetings of other economic development organizations (such as Workforce Development offices) when possible to:
    - expand their employer networks;
    - find out which employers are hiring; and
    - contact employers to find out the skills and qualities needed to be successful in these jobs.

Finally, to ensure that all State Partners implement SCSEP in a uniform manner, partners will continue to be meet via telephone conference to discuss SCSEP matters every quarter. Topics during these conference calls can include; SCSEP best practices, how to avoid disruption of services, relationships with other workforce partners, etc. These calls will assist all SCSEP Partners efforts in effectively offering SCSEP to all eligible individuals, host agencies, and employers across the state.

Appendix I

Senior Community Service Employment Program

Indiana State Plan

(Program Years 2012 – 2015)

Kristin Brand
Assistant Director
Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street
Rm. W454, PO Box 7083, MS 21
Indianapolis, IN 46207

Dear Ms. Brand;

AARP Foundation has received the 2012-2015 Senior Community Service Employment Program
(SCSEP) State Plan. We have been given the opportunity to review the plan and make
comments. As an SCSEP Provider we are committed to serving the older adult population and
providing support to others working with this population.

Sincerely,

Earnest L. Chisholm, Senior Area Manager

August 24, 2012

Kristin Brand, Asst. Director
Division of Aging
Indiana Family & Social Services Admin.
402 W. Washington Street
Rm. W454, P.O. Box 7083, MS21
Indianapolis, IN 46207

Dear Ms Brand:

Experience Works, Inc. has received the 2012-20145 Senior Community
Service Employment Program (SCSEP) State Plan.   We have been given the
opportunity to review the plan and make comments.

As a SCSEP Provider, we are committed to serving the older adult
population and providing support to other working with this population.

Sincerely,

Pam Fox, Director
Experience Works, Inc.

**Goodwill Industries
of Central Indiana, Inc.**

1635 W. Michigan St.
Indianapolis, IN 46222
317-524-4313
Fax 317-524-4336
www.goodwill-indy.org

Kristin Brand
Assistant Director
Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street
Rm. W454, PO Box 7083, MS 21
Indianapolis, IN 46207

Dear Ms. Brand;

Goodwill Industries of Central Indiana has received the 2012-2015 Senior Community Service
Employment Program (SCSEP) State Plan. We have been given the opportunity to review the
plan and make comments. As an SCSEP provider, we are committed to serving the older adult
population and providing support to others working with this population.

Sincerely,

Charlene Williams
Director of Employment Services
Goodwill Industries of Central Indiana
1635 W. Michigan Street
Indianapolis, Indiana 46222

Kristin Brand
Assistant Director
Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street
Rm. W454, PO Box 7083, MS 21
Indianapolis, IN 46207

Dear Ms. Brand;

National Able Network has received the 2012-2015 Senior Community Service Employment
Program (SCSEP) State Plan. We have been given the opportunity to review the plan and make
comments. As a SCSEP Provider we are committed to serving the older adult population and
providing support to others working with this population.

Sincerely,

Kurt Kegerreis
State Director, Indiana SCSEP
National Able Network
kkegerreis@nationalable.org
(317) 396-7805

Gene Crucean	Karen Isle	John O'Connor
Assistant Director & Area I	Area II Program Manager	Area III Program Manager
Valparaiso, IN	Fort Wayne, IN	Terre Haute, IN
(219) 510-2529	(260) 241-8497	(812) 514-7689

August 24, 2012

Kristin Brand
Assistant Director
Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street
Rm. W454, PO Box 7083, MS 21
Indianapolis, IN 46207

Dear Ms. Brand:

Senior Service America, Inc. (SSAI) has received the Indiana 2012-2015 Senior Community Service Employment Program (SCSEP) State Plan. We have been given the opportunity to review the plan and make comments. As a SCSEP national grantee, SSAI and our subgrantees, are committed to serving the older adult population and providing support to others working with this population.

Sincerely,

MartaAmes

Deputy Director

Cc: Chris Garland, National SCSEP Director

September 13, 2012

Ms. Kristin Brand, Assistant Director
Division of Aging
Indiana Family & Social Services Administration
402 West Washington Street, Room W454
P.O. Box 7083, MS 21
Indianapolis, IN 46207

Dear Ms. Brand,

The Indiana Region 4 Workforce Board has received the 2012-2015 Senior Community Service
Employment Program (SCSEP) State Plan. We have been given the opportunity to review the
plan and make comments. As a Workforce Partner, we are committed to serving the older adult
population and providing support to others working with population.

Sincerely,

Roger L. Feldhaus
Executive Director

Kristin Brand
Assistant Director
Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street
Rm. W454, PO Box 7083, MS 21
Indianapolis, IN 46207

Dear Ms. Brand;

Northwest Indiana Community Action has received the 2012-2015 Senior Community Service
Employment Program (SCSEP) State Plan. We have been given the opportunity to review the
plan and make comments. As an Aging and Disability Resource Center, we are committed to
serving the older adult population and providing support to others working with this population.

Sincerely,

Gary Olund
NWICA President/CEO

5240 Fountain Drive
Crown Point, IN 46307

www.nwi-ca.com
www.nwi211.com

dial 1-800-826-7871
219-794-1829 or 2-1-1

REAL SERVICES, INC.
A NOT-FOR-PROFIT CORPORATION

AREA 2 AGENCY ON AGING – Elkhart, Kosciusko, LaPorte, Marshall and St. Joseph Counties
COMMUNITY ACTION AGENCY – Elkhart, Fulton, Kosciusko, Marshall and St. Joseph Counties

Ms. Kristin Brand
Assistant Director
Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street
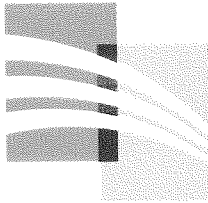Rm. W454, PO Box 7083, MS 21
Indianapolis, IN 46207

Dear Ms. Brand;

The Area 2 Agency on Aging / REAL Services, has received the 2012-2015 Senior Community Service Employment Program (SCSEP) State Plan. We have been given the opportunity to review the plan and make comments. As an Aging and Disability Resource Center, we are committed to serving the older adult population and providing support to others working with this population.

Thank you for the opportunity to have input and to continue working with the Division of Aging on serving older adults.

Sincerely,

Joan Cuson, Director
Area 2 Agency on Aging / REAL Services, Inc.

August 23, 2012

Kristin Brand
Assistant Director
Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street
Rm. W454, PO Box 7083, MS 21
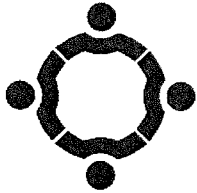Indianapolis, IN 46207

Dear Ms. Brand:

Aging & In-Home Services of Northeast Indiana, Inc. has received the 2012-2015 Senior Community Service Employment Program (SCSEP) State Plan. We have been given the opportunity to review the plan and make comments. As an Aging and Disability Resource Center, we are committed to serving the older adult population and providing support to others working with this population.

Sincerely,

Connie Benton Wolfe
President & CEO

clb

AREA IV
AGENCY ON AGING AND COMMUNITY ACTION PROGRAMS, INC.

Serving Benton, Carroll, Clinton, Fountain, Montgomery, Tippecanoe, Warren and White Counties

Kristin Brand
Assistant Director
Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street
Rm. W454, PO Box 7083, MS 21
Indianapolis, IN 46207

Dear Ms. Brand;

Area IV Agency on Aging & Community Action program   has received the 2012-2015 Senior
Community Service Employment Program (SCSEP) State Plan. We have been given the
opportunity to review the plan and make comments. As an (SCSEP Provider, Workforce
Partner, Aging and Disability Resource Center, etc.), we are committed to serving the older adult
population and providing support to others working with this population.

Sincerely,

Joe Hemersbach,
Deputy Director
Area IV Agency on Aging & Community Action Programs
Lafayette, Indiana

EQUAL HOUSING
OPPORTUNITY

AREA FIVE

Kristin Brand
Assistant Director
Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street
Rm. W454, PO Box 7083, MS 21
Indianapolis, IN 46207

Dear Ms. Brand;

The _Area Five Agency on Aging and Community Services has received the 2012-2015
Senior Community Service Employment Program (SCSEP) State Plan.
 We have been given the opportunity to review the plan and make comments.
 As an Workforce Partner, and Aging and Disability Resource Center we are committed to
serving the older adult population and providing support to others working with this population.

Sincerely,

Cindy Wagoner
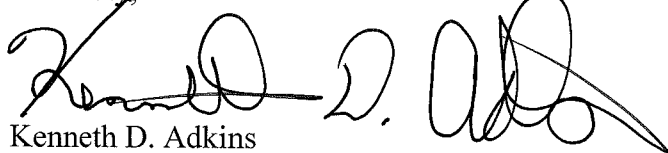Aging Services Supervisor

LifeStream.

Life. On your terms.

Kristin Brand
Assistant Director
Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street
Rm. W454, PO Box 7083, MS 21
Indianapolis, IN 46207

August 28, 2012

Dear Ms. Brand;

The Area 6 Agency on Aging (LifeStream Services, Inc.) has received the 2012-2015 Senior Community Service Employment Program (SCSEP) State Plan. We have been given the opportunity to review the plan and make comments. As an (SCSEP Provider, Workforce Partner, Aging and Disability Resource Center, etc.), we are committed to serving the older adult population and providing support to others working with this population.

Sincerely,

Kenneth D. Adkins
President / CEO
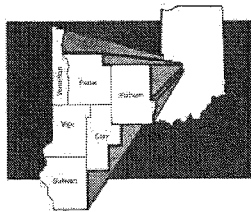
WEST CENTRAL INDIANA
ECONOMIC DEVELOPMENT DISTRICT, INC.

Economic Development, Area 7 Programs on Aging and Disabled,
Transportation Planning
E-mail address: westcentralin.com

*An Equal Opportunity
Employer*

Michael Costello, Pres.
Vermillion County

Jinsie Bingham, Treas.
Putnam County

Judy Harris, Sec.
Sullivan County

John McCammon, V.P.
Sullivan County

Duke Bennett, V.P.
Vigo County

Judy Anderson, V.P.
Vigo County

Charlie Brown, V.P.
Clay County

Larry Moss, V.P.
Clay County

Larry Gambaiani, V.P.
Parke County

Greg Harbison, V.P.
Parke County

Darrel Thomas, V.P.
Putnam County

Jack Gilfoy, V.P.
Vermillion County

Merv Nolot
Executive Director

Kristin Brand
Assistant Director
Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street
Rm. W454, PO Box 7083, MS 21
Indianapolis, IN 46207

Dear Ms. Brand;

The Area 7 Agency on Aging and Disabled, a division of West Central
Indiana Economic Development District, Inc., has received the 2012-
2015 Senior Community Service Employment Program (SCSEP) State
Plan. We have been given the opportunity to review the plan and make
comments. As an (SCSEP Provider, Workforce Partner, Aging and
Disability Resource Center, etc.), we are committed to serving the older
adult population and providing support to others working with this
population.

Sincerely,

Mervin Nolot
Executive Director

September 13, 2012

Kristin Brand
Assistant Director
Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street
Rm. W454, PO Box 7083, MS 21
Indianapolis, IN 46207

Dear Ms. Brand:

CICOA Aging & In-Home Solutions has received the 2012-2015 Senior Community Service
Employment Program (SCSEP) State Plan. We have been given the opportunity to review the
plan and make comments. As the Area Agency on Aging and the Aging and Disability Resource
Center for Central Indiana, we are committed to serving the older adult population and providing
support to others working with this population.

Sincerely,

Orion H. Bell IV
President and CEO

Richmond Office

520 South 9th Street
Richmond, IN 47374
765-966-1795
800-458-9345
Fax: 765-962-1190 (Main)
Fax: 765-935-2437 (PAS)

Connersville Office

715 West 21st Street
Connersville, IN 47331
765-827-1502
800-458-9344
Fax: 765-827-4859

Email Address
area9@iue.edu

Web Site Address
area9agency.org

August 23, 2012

Kristin Brand, Assistant Director
Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street
Room W454, P.O. Box 7083, MS 21
Indianapolis, IN 46207

Dear Ms. Brand:

I am writing in support of the Indiana Family and Social Services Administration – Division of Aging's four (4) year State Plan proposal for the Senior Community Employment Program. The staff of the Area 9 In-Home and Community Services Agency has received the 2012-2015 Senior Community Service Employment Program (SCSEP) State Plan. We have been given the opportunity to review the plan and make comments. As an Aging and Disability Resource Center, we are committed to serving the older adult population and providing support to others working with this population.

Thank you for your consideration of this proposal.

Sincerely,

Tony Shepherd
Executive Director

TS/jf

Kristin Brand
Assistant Director, Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street, Rm. W454
PO Box 7083, MS 21
Indianapolis, IN 46207

Dear Ms. Brand;

The Area 10 Agency on Aging has received the 2012-2015 Senior Community Service Employment Program (SCSEP) State Plan. We have been given the opportunity to review the plan and make comments. As an Aging and Disability Resource Center, we are committed to serving the older adult population and providing support to others working with this population.
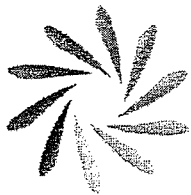
Sincerely,

Kerry Conway
Executive Director

Kristin Brand
Assistant Director
Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street
Rm. W454, PO Box 7083, MS 21
Indianapolis, IN 46207

Dear Ms. Brand;

The Area XI Agency on Aging (Aging & Community Services of South Central Indiana) has received the 2012-2015 Senior Community Service Employment Program (SCSEP) State Plan. We have been given the opportunity to review the plan and make comments. As a Workforce Partner, we are committed to serving the older adult population and providing support to others working with this population.

We work with John O'Connor, Area III Program Manager from the Terre Haute office. Our agency has served as a SCSEP worksite for many years. We are pleased to be a part of this fine program, and certainly appreciate the participants who have worked with us.

Sincerely,

Cheryl Kenyon
Public Services Director
Aging & Community Services of South Central Indiana

ckenyon@areaxi.org   812-372-6918

*Life*Time
R E S O U R C E S

"Helping You Today, Improving Your Tomorrow"

13091 Benedict Drive
Dillsboro, IN 47018

www.lifetime-resources.org

August 27, 2012

Kristin Brand
Assistant Director
Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street
Rm. W454, PO Box 7083, MS 21
Indianapolis, IN 46207

Dear Ms. Brand;
*Life*Time Resources, Inc, has received the 2012-2015 Senior Community Service Employment
Program (SCSEP) State Plan. We have been given the opportunity to review the plan and make
comments. As an Aging and Disability Resource Center, we are committed to serving the older
adult population and providing support to others working with this population.

Sincerely,

Sally Beckley
Executive Director

Generations

RESOURCES FOR AN IMPROVED QUALITY OF LIFE

1019 North 4th Street
P.O. Box 314, Vincennes, IN 47591
(812) 888-5880 • Fax (812) 889-4566
E-mail: generations@vinu.edu
HELPLINE: 1-800-742-9002

August 23, 2012

Kristin Brand
Assistant Director, Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street
Rm. W454, PO Box 7083, MS 21
Indianapolis, IN 46207

Dear Ms. Brand:

Generations, Area 13 Agency on Aging, has received the 2012-2015
Senior Community Service Employment Program (SCSEP) State Plan. We
have been given the opportunity to review the plan and make comments.

As an Aging and Disability Resource Center, we are committed to serving
the older adult population and providing support to others working with
this population.

Sincerely,

Laura Holscher Smith
Assistant Vice-President
Generations/Vincennes University

Area 13 Agency on Aging for Daviess, Dubois, Greene, Knox, Martin and Pike Counties
Please remember Generations in your giving plans this year

VINCENNES
UNIVERSITY
www.vinu.edu

August 23, 2012

Kristin Brand
Assistant Director
Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street
Rm. W454, PO Box 7083, MS 21
Indianapolis, IN 46207

Dear Ms. Brand;

LifeSpan Resources has received the 2012-2015 Senior Community Service Employment Program (SCSEP) State Plan. We have been given the opportunity to review the plan and make comments. As an Aging and Disability Resource Center, we are committed to serving the older adult population and providing support to others working with this population.

Sincerely,

Keith E. Stormes
Executive Director

33 State Street, 3rd Floor, P.O. Box 995, New Albany, Indiana 47151-0995
(812) 948-8330   (888) 948-8330   Fax (812) 948-0147
www.lifespanresources.org

Metro United Way
United Way of Scott County

Area Agency On Aging
Clark, Floyd, Harrison, Scott Counties

Hoosier Uplands
Area XV Agency on Aging
Aging & Disability Resource Center
521 W. Main Street • Mitchell, IN 47446
812-849-4457 or 1-800-333-2451
Fax 812-849-4467
www.hoosieruplands.org

LINK-AGE™

Kristin Brand
Assistant Director
Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street
Rm. W454, PO Box 7083, MS 21
Indianapolis, IN 46207

Dear Ms. Brand;
Hoosier Uplands/Area XV Agency on Aging has received the 2012-2015 Senior Community
Service Employment Program (SCSEP) State Plan. We have been given the opportunity to
review the plan and make comments. As an (SCSEP Provider, Workforce Partner, Aging and
Disability Resource Center, etc.), we are committed to serving the older adult population and
providing support to others working with this population.

Sincerely,

Barbara K. Tarr
Director of Aging and Disability Services

Kristin Brand
Assistant Director
Division of Aging
Indiana Family & Social Services Administration
402 W. Washington Street
Rm. W454, PO Box 7083, MS 21
Indianapolis, IN 46207

Dear Ms. Brand;

The Southwest Indiana Regional Council on Aging, SWIRCA & More has received the 2012-2015 Senior Community Service Employment Program (SCSEP) State Plan. We have been given the opportunity to review the plan and make comments. As an Aging and Disability Resource Center, we are committed to serving the older adult and disabled population and providing support to others working with this population.

Positively,

Rhonda J. Zuber
Chief Executive Officer
SWIRCA & More

SCSEP Equitable Distribution Report

Please fill in the number of PY 2010 regular grant authorized positions by county for Indiana and for each national grantee within the state. Totals and differences will calculate automatically. Save the file and return a copy by e-mail to hostetter.phil@dol.gov no later than October 1, 2010.

County	Distribution Factor	Equitable Share	State	AARP	Experience Works	Goodwill Industries	SSA	Totals	Difference
Adams County, IN	0.0054	8	4	0	0	0	6	10	2
Allen County, IN	0.0440	69	9	0	0	0	64	73	4
Bartholomew County, IN	0.0111	18	7	0	0	11	0	18	0
Benton County, IN	0.0014	2	0	0	2	0	0	2	0
Blackford County, IN	0.0032	5	0	0	0	0	4	4	-1
Boone County, IN	0.0087	14	6	0	8	0	0	14	0
Brown County, IN	0.0034	5	2	0	4	0	0	6	1
Carroll County, IN	0.0032	5	3	0	2	0	0	5	0
Cass County, IN	0.0072	11	6	0	5	0	0	11	0
Clark County, IN	0.0165	26	8	0	18	0	0	26	0
Clay County, IN	0.0069	11	2	9	0	0	0	11	0
Clinton County, IN	0.0080	13	1	0	10	0	0	11	-2
Crawford County, IN	0.0037	6	0	0	5	0	0	5	-1
Daviess County, IN	0.0087	14	0	14	0	0	0	14	0
Dearborn County, IN	0.0066	10	0	0	8	0	0	8	-2
Decatur County, IN	0.0046	7	0	0	6	0	0	6	-1
DeKalb County, IN	0.0058	9	5	0	0	0	6	11	2
Delaware County, IN	0.0233	37	10	0	0	0	26	36	-1
Dubois County, IN	0.0073	12	0	0	11	0	0	11	-1
Elkhart County, IN	0.0209	33	12	0	0	0	22	34	1
Fayette County, IN	0.0061	10	6	0	4	0	0	10	0
Floyd County, IN	0.0118	19	10	0	11	0	0	21	2
Fountain County, IN	0.0041	6	3	0	5	0	0	8	2
Franklin County, IN	0.0047	7	0	0	5	0	0	5	-2
Fulton County, IN	0.0036	6	2	0	4	0	0	6	0
Gibson County, IN	0.0069	11	0	11	0	0	0	11	0
Grant County, IN	0.0152	24	5	0	0	0	19	24	0
Greene County, IN	0.0079	12	0	12	0	0	0	12	0
Hamilton County, IN	0.0109	17	8	0	0	9	0	17	0
Hancock County, IN	0.0064	10	2	0	0	6	0	8	-2
Harrison County, IN	0.0058	9	0	0	9	0	0	9	0
Hendricks County, IN	0.0134	21	6	0	0	13	0	19	-2
Henry County, IN	0.0099	16	3	0	12	0	0	15	-1
Howard County, IN	0.0129	20	6	0	16	0	0	22	2
Huntington County, IN	0.0066	10	4	0	0	0	7	11	1
Jackson County, IN	0.0082	13	0	0	10	0	0	10	-3
Jasper County, IN	0.0042	7	0	0	6	0	0	6	-1
Jay County, IN	0.0039	6	2	0	0	0	5	7	1
Jefferson County, IN	0.0066	10	0	0	10	0	0	10	0
Jennings County, IN	0.0050	8	0	0	7	0	0	7	-1
Johnson County, IN	0.0161	25	7	0	0	18	0	25	0
Knox County, IN	0.0109	17	0	16	0	0	0	16	-1
Kosciusko County, IN	0.0111	18	4	0	0	0	13	17	-1
LaPorte County, IN	0.0197	31	13	0	19	0	0	32	1
LaGrange County, IN	0.0043	7	5	0	0	0	2	7	0
Lake County, IN	0.0818	129	20	109	0	0	0	129	0

County	Distribution Factor	Equitable Share	State	AARP	Experience Works	Goodwill Industries	SSA	Totals	Difference
Lawrence County, IN	0.0113	18	0	0	17	0	0	17	-1
Madison County, IN	0.0261	41	7	0	0	0	34	41	0
Marion County, IN	0.1312	207	14	0	0	200	0	214	7
Marshall County, IN	0.0067	11	4	0	0	0	7	11	0
Martin County, IN	0.0029	5	0	5	0	0	0	5	0
Miami County, IN	0.0059	9	3	0	6	0	0	9	0
Monroe County, IN	0.0129	20	5	0	16	0	0	21	1
Montgomery County, IN	0.0073	12	2	0	9	0	0	11	-1
Morgan County, IN	0.0128	20	9	0	0	11	0	20	0
Newton County, IN	0.0031	5	0	0	5	0	0	5	0
Noble County, IN	0.0063	10	6	0	0	0	3	9	-1
Ohio County, IN	0.0014	2	0	0	1	0	0	1	-1
Orange County, IN	0.0054	9	0	0	7	0	0	7	-2
Owen County, IN	0.0047	7	4	0	5	0	0	9	2
Parke County, IN	0.0040	6	0	0	7	0	0	7	1
Perry County, IN	0.0042	7	0	7	0	0	0	7	0
Pike County, IN	0.0033	5	0	5	0	0	0	5	0
Porter County, IN	0.0157	25	11	0	14	0	0	25	0
Posey County, IN	0.0048	7	0	7	0	0	0	7	0
Pulaski County, IN	0.0028	4	0	0	4	0	0	4	0
Putnam County, IN	0.0068	11	0	0	8	0	0	8	-3
Randolph County, IN	0.0056	9	0	0	8	0	0	8	-1
Ripley County, IN	0.0055	9	0	0	7	0	0	7	-2
Rush County, IN	0.0046	7	4	0	3	0	0	7	0
Scott County, IN	0.0050	8	2	0	6	0	0	8	0
Shelby County, IN	0.0062	10	0	0	0	9	0	9	-1
Spencer County, IN	0.0037	6	0	6	0	0	0	6	0
St. Joseph County, IN	0.0412	65	9	0	0	0	60	69	4
Starke County, IN	0.0048	8	0	0	6	0	0	6	-2
Steuben County, IN	0.0047	7	6	0	0	0	1	7	0
Sullivan County, IN	0.0055	9	0	9	0	0	0	9	0
Switzerland County, IN	0.0023	4	1	0	2	0	0	3	-1
Tippecanoe County, IN	0.0142	22	14	0	8	0	0	22	0
Tipton County, IN	0.0030	5	1	0	4	0	0	5	0
Union County, IN	0.0012	2	0	0	1	0	0	1	-1
Vanderburgh County, IN	0.0349	55	1	55	0	0	0	56	1
Vermillion County, IN	0.0051	8	3	0	6	0	0	9	1
Vigo County, IN	0.0228	36	3	36	0	0	0	39	3
Wabash County, IN	0.0069	11	6	0	0	0	5	11	0
Warren County, IN	0.0017	3	0	0	3	0	0	3	0
Warrick County, IN	0.0076	12	0	12	0	0	0	12	0
Washington County, IN	0.0059	9	4	0	5	0	0	9	0
Wayne County, IN	0.0169	27	13	0	15	0	0	28	1
Wells County, IN	0.0048	7	4	0	0	0	3	7	0
White County, IN	0.0047	7	3	0	4	0	0	7	0
Whitley County, IN	0.0039	6	3	0	0	0	3	6	0
TOTALS:	1.0000	1577	323	313	374	277	290	1577	0

SCSEP Equitable Distribution Report

Please fill in the number of PY 2012 (7/1 - 9/30/12) authorized positions by county for Indiana and for each national grantee within the state. Totals and differences will calculate automatically. Save the file and return a copy by e-mail to Phil Hostetter.

County	Equitable Share	State	AARP	Experience Works	Goodwill Industries	SSA	Totals	Difference
Adams County, IN	6	2	0	0	0	4	6	0
Allen County, IN	51	7	0	0	0	44	51	0
Bartholomew County, IN	11	4	0	0	7	0	11	0
Benton County, IN	2	0	0	2	0	0	2	0
Blackford County, IN	4	0	0	0	0	4	4	0
Boone County, IN	8	3	0	5	0	0	8	0
Brown County, IN	3	1	0	2	0	0	3	0
Carroll County, IN	4	2	0	2	0	0	4	0
Cass County, IN	8	4	0	4	0	0	8	0
Clark County, IN	20	8	0	12	0	0	20	0
Clay County, IN	5	1	4	0	0	0	5	0
Clinton County, IN	6	1	0	5	0	0	6	0
Crawford County, IN	6	0	0	6	0	0	6	0
Daviess County, IN	7	0	7	0	0	0	7	0
Dearborn County, IN	8	0	0	8	0	0	8	0
Decatur County, IN	5	0	0	5	0	0	5	0
DeKalb County, IN	7	3	0	0	0	4	7	0
Delaware County, IN	22	6	0	0	0	16	22	0
Dubois County, IN	8	0	0	8	0	0	8	0
Elkhart County, IN	30	10	0	0	0	20	30	0
Fayette County, IN	6	3	0	3	0	0	6	0
Floyd County, IN	12	6	0	6	0	0	12	0
Fountain County, IN	5	2	0	3	0	0	5	0
Franklin County, IN	6	0	0	6	0	0	6	0
Fulton County, IN	5	1	0	4	0	0	5	0
Gibson County, IN	7	0	7	0	0	0	7	0
Grant County, IN	19	4	0	0	0	15	19	0
Greene County, IN	10	0	10	0	0	0	10	0
Hamilton County, IN	17	8	0	0	9	0	17	0
Hancock County, IN	10	2	0	0	8	0	10	0
Harrison County, IN	6	0	0	6	0	0	6	0
Hendricks County, IN	12	3	0	0	9	0	12	0
Henry County, IN	14	3	0	11	0	0	14	0
Howard County, IN	14	4	0	10	0	0	14	0
Huntington County, IN	10	4	0	0	0	6	10	0
Jackson County, IN	9	0	0	9	0	0	9	0
Jasper County, IN	5	0	0	5	0	0	5	0
Jay County, IN	5	1	0	0	0	4	5	0
Jefferson County, IN	9	0	0	9	0	0	9	0
Jennings County, IN	7	0	0	7	0	0	7	0
Johnson County, IN	15	4	0	0	11	0	15	0
Knox County, IN	12	0	12	0	0	0	12	0
Kosciusko County, IN	10	2	0	0	0	8	10	0
LaPorte County, IN	19	8	0	11	0	0	19	0
LaGrange County, IN	9	6	0	0	0	3	9	0
Lake County, IN	102	16	86	0	0	0	102	0

County	Equitable Share	State	AARP	Experience Works	Goodwill Industries	SSA	Totals	Difference
Lawrence County, IN	13	0	0	13	0	0	13	0
Madison County, IN	27	4	0	0	0	23	27	0
Marion County, IN	160	10	0	0	150	0	160	0
Marshall County, IN	10	4	0	0	0	6	10	0
Martin County, IN	2	0	2	0	0	0	2	0
Miami County, IN	8	3	0	5	0	0	8	0
Monroe County, IN	20	6	0	14	0	0	20	0
Montgomery County, IN	6	1	0	5	0	0	6	0
Morgan County, IN	10	5	0	0	5	0	10	0
Newton County, IN	3	0	0	3	0	0	3	0
Noble County, IN	8	5	0	0	0	3	8	0
Ohio County, IN	1	0	0	1	0	0	1	0
Orange County, IN	9	0	0	9	0	0	9	0
Owen County, IN	6	3	0	3	0	0	6	0
Parke County, IN	5	0	0	5	0	0	5	0
Perry County, IN	5	0	5	0	0	0	5	0
Pike County, IN	4	0	4	0	0	0	4	0
Porter County, IN	21	9	0	12	0	0	21	0
Posey County, IN	4	0	4	0	0	0	4	0
Pulaski County, IN	3	0	0	3	0	0	3	0
Putnam County, IN	7	0	0	7	0	0	7	0
Randolph County, IN	8	0	0	8	0	0	8	0
Ripley County, IN	6	0	0	6	0	0	6	0
Rush County, IN	3	3	0	0	0	0	3	0
Scott County, IN	7	2	0	5	0	0	7	0
Shelby County, IN	10	0	0	0	10	0	10	0
Spencer County, IN	6	0	6	0	0	0	6	0
St. Joseph County, IN	52	7	0	0	0	45	52	0
Starke County, IN	7	0	0	7	0	0	7	0
Steuben County, IN	4	4	0	0	0	0	4	0
Sullivan County, IN	6	0	6	0	0	0	6	0
Switzerland County, IN	3	3	0	0	0	0	3	0
Tippecanoe County, IN	18	9	0	9	0	0	18	0
Tipton County, IN	2	1	0	1	0	0	2	0
Union County, IN	2	0	0	2	0	0	2	0
Vanderburgh County, IN	41	2	39	0	0	0	41	0
Vermillion County, IN	6	2	0	4	0	0	6	0
Vigo County, IN	28	2	26	0	0	0	28	0
Wabash County, IN	8	4	0	0	0	4	8	0
Warren County, IN	2	0	0	2	0	0	2	0
Warrick County, IN	7	0	7	0	0	0	7	0
Washington County, IN	8	3	0	5	0	0	8	0
Wayne County, IN	19	10	0	9	0	0	19	0
Wells County, IN	4	4	0	0	0	0	4	0
White County, IN	6	2	0	4	0	0	6	0
Whitley County, IN	6	3	0	0	0	3	6	0
TOTALS:	1177	240	225	291	209	212	1177	0

From:	Christine Garland [cgarland@ssa-i.org]
Sent:	Thursday, September 13, 2012 1:49 PM
To:	Charlene Williams; Naikelis, Matt
Cc:	Charlene Williams
Subject:	RE: 2012 Equitable Distribution Chart

Yes, that works for SSAI.

Chris

Christine "Chris" Garland, MSW
National SCSEP Director
Phone: 301-578-8932

From: Charlene Williams [mailto:cwilliams@goodwillindy.org]
Sent: Thursday, September 13, 2012 12:38 PM
To: Naikelis, Matt
Cc: Charlene Williams; Christine Garland
Subject: Re: 2012 Equitable Distribution Chart

Good Afternoon!

Yes, I think that would be acceptable.

Thank you
Charlene

On Thu, Sep 13, 2012 at 12:36 PM, Naikelis, Matt <Matt.Naikelis@fssa.in.gov> wrote:

Good afternoon!

Earlier today I asked Phil H. a question about equitable distribution and the 2012 chart (10/1) and he told me that after all the smoke clears from the transfers they would issue another EQD chart. Because of this would both of you be accepting if I wrote in the 4 Year State Plan (to summarize) that the newest chart has yet to be released because of the transfers and therefore it is NOT included the 10/1-6/30 chart?

Just tell me what you think!

Respectfully,

Matt Naikelis

Program Director

Division of Aging

Indiana Family and Social Services Administration

402 W. Washington St., Rm. W454, P.O. Box 7083, MS21

Indianapolis, IN 46207-7083

(317)234-6348

matt.naikelis@fssa.in.gov

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Charlene Williams
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(317) 771-4135 cell
Website: *http://www.goodwillindy.org/*
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Never fear shadows. They simply mean there's a light shining somewhere nearby.

From:	Kurt Kegerreis [kkegerreis@nationalable.org]
Sent:	Friday, September 07, 2012 9:42 AM
To:	Naikelis, Matt
Subject:	State Plan Feedback and Support Letter
Attachments:	Able State Plan Support Letter.pdf

Matt,

I've reviewed the state plan and did not have any objections or amendments to suggest. Our support letter is attached.

Thanks,

Kurt Kegerreis
State Director, Indiana SCSEP
National Able Network
Office (317) 396-7805
Fax (317) 396-7801
kkegerreis@nationalable.org
www.nationalable.org

From:	Christine Garland [cgarland@ssa-i.org]
Sent:	Friday, August 24, 2012 12:51 PM
To:	Naikelis, Matt
Cc:	mames@ssa-i.org
Subject:	RE: SSAI input state plan

Hi Matt,

I expect that SSAI will be submitting our letter of support today or Monday.   I've reviewed the plan on the website – great work.

A couple of edits:

- There are some typos on page 11. In the second paragraph on this page, the second sentence should read, "According to the partners…." Then in the following sentence, .."Other fields that the majority of partners feel are_ needed (instead of is)

- On page 13 – The first paragraph… "…diligent in using their resources appropriately not only in urban areas but also for …" Also, did you want to mention on page 13 that the SGA is now complete and that PY2012 chart is complete?

Thanks,
Chris

Christine "Chris" Garland, MSW
National SCSEP Director
Phone: 301-578-8932

From: Naikelis, Matt [mailto:Matt.Naikelis@fssa.IN.gov]
Sent: Wednesday, August 22, 2012 3:27 PM
To: bstreet@asgcorp.org; rfeldhaus@tap.lafayette.in.us; Klinck, Nate; klaeace@iaaaa.org; Malone, Jennifer; Joan Cuson; RuthRatzlaff; Wood, Sharon; Ellen Zimmerman; Jim Allbaugh; mnolot@westcentralin.com; Boyle, Laura; Shepherd, Tony; Kerry Conway; mlindenlaub@areaxi.org; Beckley, Sally; Holscher Smith, Laura; Keith Stormes; Barbara Tarr; rzuber@swirca.org; pwilkins@nationalable.org; Brand, Kristin K; Charlene Williams; Christine Garland; Earnest Chisholm; Kela Johnson-Guy; Kurt Kegerreis; Pam Fox; Sonya Weatherspoon; Zaida Monell
Subject: CORRECTION RE: Indiana SCSEP State Plan (4 year)

Good afternoon.

Please use the attached template when sending the Division your letter of support. I made a mistake earlier by including FSSA's letterhead on the original letter of support. If you choose you may cut and paste the attached text to your agency's letterhead. Also, please note that the template also gives you an option of what best categorizes your agency (ex; SCSEP Provider, Workforce Partner, etc.).

I apologize for any inconvenience this has caused. Please send me the letter at your earliest convenience so that the Division receives it no later than September 10th.

Thank you for your assistance!

Respectfully,

Matt Naikelis
Program Director
Division of Aging
Indiana Family and Social Services Administration
402 W. Washington St., Rm. W454, P.O. Box 7083, MS21
Indianapolis, IN 46207-7083
(317)234-6348
matt.naikelis@fssa.in.gov

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From: Naikelis, Matt
Sent: Friday, August 17, 2012 7:58 AM
To: 'bstreet@asgcorp.org'; 'rfeldhaus@tap.lafayette.in.us'; 'nklinck@dwd.in.gov'; 'klaeace@iaaaa.org'; Malone, Jennifer; 'Joan Cuson'; 'RuthRatzlaff'; Wood, Sharon; Ellen Zimmerman; 'Jim Allbaugh'; mnolot@westcentralin.com; 'Boyle, Laura'; Shepherd, Tony; 'Kerry Conway'; 'mlindenlaub@areaxi.org'; Beckley, Sally; Holscher Smith, Laura; 'Keith Stormes'; 'Barbara Tarr'; 'rzuber@swirca.org'; 'pwilkins@nationalable.org'; Brand, Kristin K; 'Charlene Williams'; 'Chris Garland'; 'Earnest Chisholm'; 'Kela Johnson-Guy'; 'Kurt Kegerreis'; 'Pam Fox'; 'Sonya Weatherspoon'; 'Zaida Monell'
Subject: Indiana SCSEP State Plan (4 year)

Good afternoon. To review Indiana's Senior Community Service Employment Program (SCSEP) State Plan please go to the link; http://www.in.gov/fssa/da/4606.htm

In the link you will also find a comment page. Please also review the attachment for the template for the Letter of Support. Letters of Support need to be received by the Division no later than September 10th. If the letter is sent electronically please also send the original letter in the mail as well.

Respectfully,

Matt Naikelis
Program Director
Division of Aging
Indiana Family and Social Services Administration
402 W. Washington St., Rm. W454, P.O. Box 7083, MS21
Indianapolis, IN 46207-7083
(317)234-6348
matt.naikelis@fssa.in.gov

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www.LTCOPTIONS.in.gov

From:	Charlene Williams [cwilliams@goodwillindy.org]
Sent:	Tuesday, August 21, 2012 4:41 PM
To:	FSSA DAComments
Subject:	SCSEP State Plan Comments

Agency/Organization Name; **Goodwill Industries of Central Indiana (SCSEP)**

SCSEP STATE PLAN COMMENT:

We wanted to ensure that the most updated Equitable Distribution List would be utilized for the State Plan. Goodwill International was awarded 5 additional counties and the SCSEP Equitable Distribution Report Appendix I, does not reflect that change. The five counties awarded were Wayne, Fayette, Randolph, Union and Henry.

Thank you
Charlene
--
Charlene Williams
Director of Employment Services
Goodwill Industries of Central Indiana
1635 W. Michigan Street
Indianapolis, Indiana 46222
Email: Cwilliams@goodwillindy.org
(317) 524-4369 office
(317) 524-4357 fax
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