

Oregon
Senior Community Service
Employment Program (SCSEP)
State Plan

July 1, 2016 – June 30, 2020



Prepared by the State Unit on Aging
Under Title V of the Older Americans Act

- I. Economic Projections and Impact. States must:**
- A. Discuss long-term projections for jobs in industries and occupations in the State that may provide employment opportunities for older workers. (20 CFR 641.302(d)). Alternately, States may discuss this in the economic analysis section of strategic plan, if submitting a Combined State Plan.**

Workers age 55 and older made up twenty three percent of Oregon's workforce in 2014 (Table 1). The Health Care and Social Assistance field currently employs the greatest number of older workers (60,434) in Oregon, and that industry is expected to need the most replacement workers as these employees exit the workforce. With thirty four percent of all employees age 55 or older, mining is the industry that now employs the greatest share of Oregon's older workers. However, mining jobs account for a relatively small share of overall workers, with only 1,578 out of more than 1.6 million in total.

According to projections by the Oregon Employment Department, the industries expected to have the highest number of openings by 2022 are Leisure and Hospitality (87,905), Professional and Business Services (87,499) Government (87,135), and Health Care and Social Assistance (86,414). Together these four industries are projected to have nearly 350,000, or more than half of the total, job openings between 2012 and 2022.

Table 1

Mining Has the Highest Share of Workers 55 and Over, Health Care and Social Assistance Will Need the Most Replacement Workers			
	Workers Age All Ages	Workers Ages 55 and Over	Percent of Ages 55 and Over
All Industries	1,677,485	390,882	23%
Mining	1,578	535	34%
Utilities	7,192	2,348	33%
Agriculture, Forestry, Fishing and Hunting	45,675	13,734	30%
Real Estate and Rental and Leasing	25,328	7,487	30%
Educational Services	144,878	42,747	30%
Public Administration	70,765	20,426	29%
Transportation and Warehousing	54,559	15,630	29%
Other Services (except Public Administration)	61,398	16,589	27%
Health Care and Social Assistance	241,704	60,434	25%
Wholesale Trade	71,636	17,773	25%
Manufacturing	177,190	42,712	24%
Finance and Insurance	56,869	12,850	23%
Professional, Scientific, and Technical Services	85,236	19,056	22%
Construction	84,460	18,263	22%
Management of Companies	41,947	8,932	21%
Administrative and Support and Waste Services	95,430	19,142	20%
Arts, Entertainment, and Recreation	28,005	5,587	20%
Information	34,509	6,880	20%
Retail Trade	188,462	37,089	20%
Accommodation and Food Services	160,668	22,669	14%

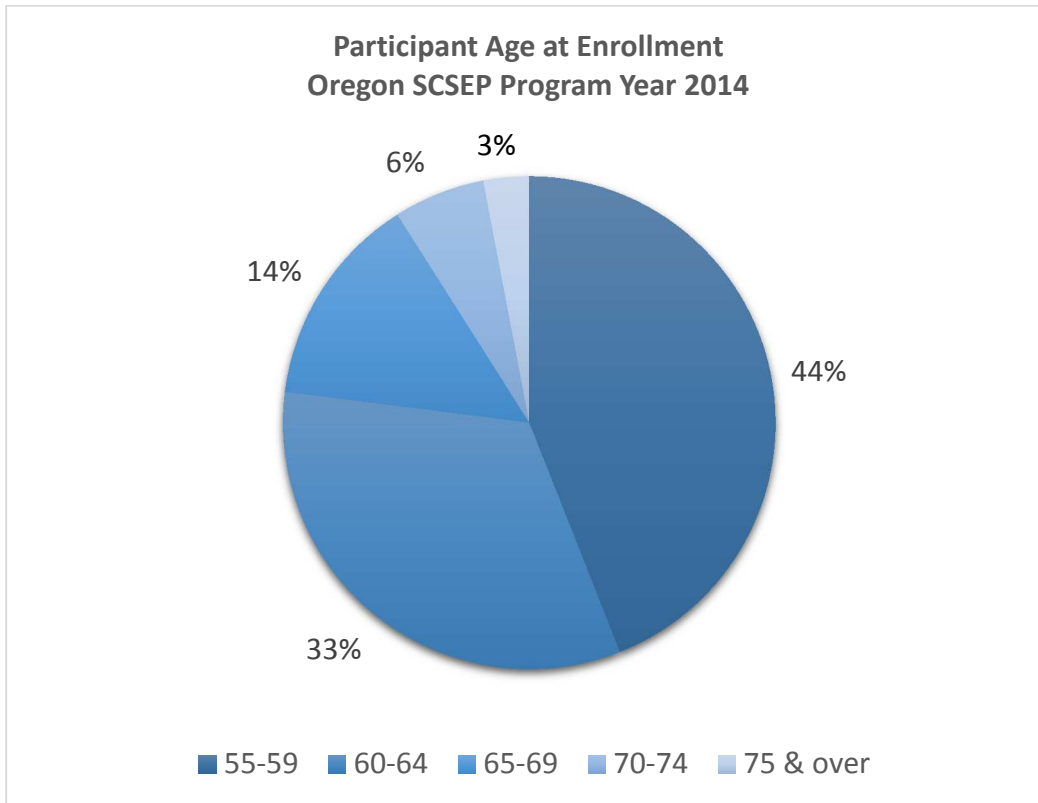
Private and public average employment for 1st Quarter 2015 and prior three quarters.

Source: U.S. Census Bureau, Local Employment Dynamics

B. Describe how the long-term job projections discussed in the economic analysis section of strategic plan relate to the types of unsubsidized jobs for which SCSEP participants will be trained and the types of skills training to be provided. (20 CFR 641.302(d))

Older workers accounted for only ten percent of Oregon’s workforce in 1992. That figure has increased significantly over the last twenty years to reach nearly one in four by 2014. Baby Boomers have undoubtedly played a role in this shift, but the Great Recession also hit aging workers hard, leading many to work beyond the traditional retirement age of 65. Twenty three percent of Oregon SCSEP participants in PY 2014 were 65 or older (Table 2).

Table 2



SCSEP participants benefit from training they receive at community service assignments like Area Agency on Aging (AAA) offices, senior centers, Centers for Independent Living (CILs), governmental offices, hospitals, schools and libraries. Over the course of this four year plan, SCSEP grantees will continue to build and maintain relationships with host agencies and other partners in the high growth fields identified above. Under the Oregon Workforce Investment Board (OWIB) Strategic Plan, Local Workforce Investment Boards (LWIBs) are tasked with implementing sector strategies to address the needs of key industries. Sector strategies are public/private partnerships designed to meet the needs of critical industry sectors within the regional labor markets. The partnerships are intended to facilitate communication and eliminate barriers that slow the process of recruiting, hiring, training and advancing workers within an industry. LWIBs will develop or expand partnerships in key industries for a more highly-skilled workforce. LWIBS will determine which sectors to prioritize in their region, but some examples include clean technology, natural resource industries, health services, and business services. Sector strategies are expected to create opportunities for SCSEP enrollees as well as participants in other workforce programs to engage with local employers and identify new placement opportunities.

SCSEP participants have access to free training on a variety of topics including computers, reading and math skills. Host agency sites offer participants the chance to become familiar with common office equipment and procedures such as word processing software, computer-based scheduling programs, email etiquette and

customer service skills. SCSEP participants are encouraged to take advantage of these opportunities to enhance their competitive edge in today's highly competitive job market.

C. Discuss current and projected employment opportunities in the State (such as by providing information available under §15 of the Wagner-Peyser Act (29 U.S.C. 491-2) by occupation), and the types of skills possessed by eligible individuals. (20 CFR 641.325(c)).

Workers age 55 and older make up approximately 23% of Oregon's total workforce. Nearly half of those individuals are currently employed in Health Care and Social Assistance (60,434), Educational Services (42,747), Manufacturing (42,712) and Retail Trade (Table 1). Looking ahead to 2020, the Oregon Employment Department projects that most new openings will be in Leisure and Hospitality (87,905), Professional and Business Services (87,499) Government (87,135) and Health Care and Social Assistance (86,414). These projections are encouraging for SCSEP because many of the sectors with high projected openings align with the skills and occupations held by many older workers.

Many SCSEP applicants have been out of the workforce for an extended period of time and they may lack the computer skills demanded by many employers. The Oregon SCSEP provides basic and advanced computer skills training to all participants, depending on their needs, helping them develop the necessary skills to secure meaningful employment. Basic computer skills courses include general computer skills and Windows basics. Participants may advance to learn intermediate skills in Microsoft Word, Excel, and PowerPoint. SCSEP participants also take part in Job Club, which is designed to help them develop skills to maximize their job search efforts and secure unsubsidized employment.

To ensure that community service assignments provide training that meets the needs of participants, all SCSEP participants complete an assessment and enter it in iMatch Skills before being assigned. iMatch Skills identifies the types of job openings in the community that most closely match the participant's assessment. Once a participant has indicated the type of job they wish to train for, SCSEP staff searches for a community service assignment that offers appropriate training to the participant.

II. Service Delivery and Coordination. States must:

A. Provide a detailed description of what actions will be taken to coordinate SCSEP with other programs. Alternately, States may discuss this in the State strategies section of the strategic plan, but regardless of its placement in document, this section must include plans for:

- 1. Actions to coordinate activities of SCSEP grantees with WIOA Title I programs, including plans for using the WIOA one-stop delivery system and its partners to serve individuals aged 55 and older. (20 CFR 641.302(g), 641.325(e))**

SCSEP participants are enrolled with the American Job Centers (known in Oregon as WorkSource offices), through which WIOA Title I services are available. These services include, among others, assistance with job search and job placement, individual employment plan development, counseling and career planning services.

Oregon SCSEP projects have negotiated collaborative agreements with WorkSource Oregon offices and share resources to increase employment outcomes for older workers. Several SCSEP local offices have staff stationed in the WorkSource offices, which increases program visibility and streamlines access to SCSEP services. Some WorkSource offices also serve as SCSEP host agency sites. The staff at WorkSource offices is more likely to promote SCSEP and refer qualified individuals for eligibility screening when they are familiar with the program.

- 2. Actions to coordinate activities of SCSEP grantees with the activities to be carried out in the State under the other titles of the Older Americans Act (OAA). (20 CFR 641.302(h))**

The Oregon SCSEP sub-grantee and national grantees maintain relationships with the local AAAs to coordinate services and make appropriate referrals to one another. SCSEP participants have access to other Older Americans Act programs offered through the AAAs, including case management, nutrition, transportation and housing services. AAAs refer individuals who may be eligible for SCSEP to the local projects for eligibility screening. This relationship benefits both SCSEP and AAAs by assisting older individuals maintain their independence as long as possible.

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

SCSEP projects work with government programs such as the Office of Vocational Rehabilitation (OVR) and Veterans Services to provide additional resources for participants with unique needs. OVR provides individualized services that assist

people with disabilities find and keep a job. Twenty four percent of SCSEP participants in Program Year 2014 were individuals with disabilities.

Grantees partner with non-profit organizations in their communities that provide services to older Americans as host agency training sites. Some successful partnerships in Oregon include St. Vincent de Paul, Habitat for Humanity and Salvation Army. These arrangements help foster economic self-sufficiency for SCSEP participants while also providing much needed support to community organizations. SCSEP grantees will continue to use their community connections to identify and develop partnerships with organizations that serve older Oregonians.

4. Actions to coordinate SCSEP with other labor market and job training initiatives. (20 CFR 641.302(j))

Several SCSEP projects in Oregon already have joined forces with the LWIBs and WorkSource offices in their areas to share resources and strengthen communication between workforce programs. LWIB meetings provide opportunities for SCSEP staff to network with local business leaders, address the needs of older workers and identify potential resources in their service areas. Partnerships between SCSEP and the LWIBs are mutually beneficial for both programs involved and their continued utilization will be encouraged in the future.

5. Actions the State will take to ensure that SCSEP is an active partner in the one-stop delivery system and the steps the State will take to encourage and improve coordination with the one-stop delivery system. (20 CFR 641.335)

SCSEP projects work closely with the local WorkSource offices in their daily operations. In many cases the SCSEP office is located in the WorkSource office along with other employment programs. This relationship allows local SCSEP staff to stay informed of changing labor market trends in their region and encourages open communication and resource sharing between SCSEP and other employment-related programs.

The state SCSEP office encourages local SCSEP projects to continuously develop relationships with LWIBs to represent the needs of SCSEP participants.

6. Efforts the State will make to work with local economic development offices in rural locations.

Of Oregon's 36 counties, 15 met the SCSEP definition of persistent unemployment when the 2011-2013 tables were released in 2015. Those counties are: Baker, Coos, Crook, Curry, Deschutes, Douglas, Grant, Harney, Jackson, Jefferson, Josephine, Klamath, Lake, Linn and Wallowa. The Oregon SCSEP will conduct outreach to local economic development offices in these counties. Table 5 shows all Oregon counties with the 13 urban counties highlighted in dark blue.

Experience Works collaborates with four economic development offices: Central Oregon Intergovernmental Council (COIC), CCD Business Development Corporation (CCD), Southern Oregon Regional Economic Development Inc. (SORED) and Lane County Economic Development Division (LCEDD). COIC and CCD serve rural counties while SORED and LCEDD serve primarily urban areas. Experience Works is actively pursuing partnerships with other economic development offices in Oregon to promote the benefits of hiring older workers and to learn about upcoming opportunities for SCSEP participants.

B. Describe the long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment. (20 CFR 641.302(e)) (Alternately, the State may discuss this in the State strategies section of strategic plan if submitting a Combined Plan.)

Local SCSEP projects maintain relationships with the employers in their service areas. They continuously seek new host agencies and potential employers in their communities as resources for SCSEP participants. SCSEP projects maintain strong relationships with local employers and LWIBs to enhance collaboration with workforce partners and promote employment opportunities for older workers.

Easter Seals Oregon has been collocated in the Clackamas and Salem WorkSource offices since 2006. They have also had Memorandums of Understanding (MOUs) with Work Systems, Inc., Clackamas Workforce Partnership, and In-Cite, the three WIBs in their service area, since 2010. Easter Seals has a successful relationship with Work Systems Inc. in Multnomah County, in which the liaison visits SCSEP twice a week to work with Employment Specialists and SCSEP participants. The collocation and liaison relationships have been instrumental in the success of the Easter Seals Oregon program. Being located directly in the WorkSource offices has made available numerous resources to SCSEP participants and staff. Easter Seals supports the WorkSource system by requiring all participants to enroll in the WorkSource system and work cooperatively with WorkSource staff.

Experience Works currently has in place MOUs and resource sharing agreements with AAAs, senior centers and local WorkSource offices. These relationships help the projects remain informed of changes in the local workforce and allow them to quickly notify participants of potential employment opportunities. SCSEP projects engage with LWIBs to ensure sector partnerships in their regions include opportunities for older workers.

C. Describe the long-term strategy for serving minority older individuals under SCSEP. (20 CFR 641.302 (c))

The Charter Oak Group's Analysis of Service to Minority Individuals, PY 2013 concluded that Oregon's SCSEP served minority individuals in relative proportion to the

eligible population. During Program Year 2013, 18.6% of the participants in Oregon's SCSEP project were minority individuals. Census data adjusted for the eligible population show that minorities 55 and older make up 18.5% of the state's population.

The report identified Oregon as one of twenty two SCSEP grantees that served less than 80% of the proportion of Hispanic older adults in the population. 3.8 percent of SCSEP participants in Program Year 2013 were Hispanic, but Census data indicate that Oregon's Hispanic population was 6.9% during that period. Oregon SCSEP grantees will continue to develop connections within their service areas to engage Hispanic older workers and increase their rate of participation SCSEP.

Local projects conduct ongoing outreach to assure that eligible individuals are aware of SCSEP and have opportunities to participate in the program. Some examples of outreach include distributing fliers with information in Spanish, classified advertisements in minority-focused newspapers and posters that depict minority individuals.

D. Provide a list of community services needed and the exact places where these services are most needed. Specifically, the plan must address the needs and location(s) of those individuals most in need of community services and the groups working to meet their needs. (20 CFR 641.330)

As of December 2015, The Oregon Employment Department reports that more than sixty percent of Oregon's 36 counties have seasonally adjusted unemployment rates higher than the state average (5.4%). Table 3 identifies those counties where Title V services are most needed based on the unemployment rate relative to the rest of the state. Those 22 counties have the greatest need for services that assist unemployed individuals find work.

One quarter of SCSEP participants in PY 2015 reported having a disability. The Oregon SCSEP works with OVRS to connect participants with comprehensive services to help them succeed in the job market. Also in Program Year 2015, more than 90% of participants had income at or below the poverty level and 78% received some form of public assistance. These statistics indicate that organizations serving Oregonians who experience disabilities, those with low income and individuals receiving public assistance are well positioned to coordinate with SCSEP. Oregon will continue to work with groups including the Oregon Employment Department, the Department of Human Services and a variety of other public and private community service programs to identify, recruit and train eligible older workers.

Table 3

County	December 2015 Seasonally Adjusted Unemployment Rate
Grant	8.3
Curry	8.1
Crook	8.0
Klamath	7.9
Lake	7.6
Wallowa	7.6
Jefferson	7.3
Coos	7.1
Douglas	7.1
Baker	7.0
Harney	7.0
Columbia	6.8
<i>Gilliam</i>	6.6
Lincoln	6.3
Umatilla	6.2
Union	6.2
Malheur	6.0
Marion	6.0
Polk	5.8
<i>Sherman</i>	5.7
Morrow	5.6
Tillamook	5.6
Oregon	5.4
Clatsop	5.3
Wasco	5.2
Yamhill	5.0
Clackamas	4.9
Multnomah	4.7
Hood	4.6
Washington	4.5
Wheeler	4.4

*(LAUS) Multiple Area & Time Report
Source: Oregon Employment Department
Qualityinfo.org*

While Gilliam and Sherman counties have higher unemployment rates than the state average, there are no DOL-authorized positions in those counties due to low population

size. For that reason there are no active SCSEP projects operating in either of those two counties.

E. Describe the long-term strategy to improve SCSEP services, including planned long-term changes to the design of the program within the State, and planned changes in the use of SCSEP grantees and program operators to better achieve the goals of the program. This may include recommendations to the Department as appropriate. (20 CFR 641.302(k))

The Oregon Department of Human Services has spent several years developing the Aging and Disability Resource Connection (ADRC) of Oregon. The ADRC of Oregon has trained professional staff to help consumers find resources to address immediate and future needs. ADRC is a statewide resource and its services are available to all individuals without regard for their income. ADRC is a valuable resource to assist SCSEP applicants locate and obtain supportive services in their communities. SCSEP is included in the ADRC database to ensure that older workers seeking assistance through the ADRC will be connected with SCSEP.

F. Describe a strategy for continuous improvement in the level of performance for SCSEP participants' entry into unsubsidized employment, and to achieve, at a minimum, the levels specified in OAA Section 513(a)(2)(E)(ii). (20 CFR 641.302(f))

Oregon's SCSEP projects strive to help participants find appropriate unsubsidized employment before the end of their 48 month individual durational limit. The Entered Employment goal for Oregon's state SCSEP grant in Program Year 2014 was 40.7% and the actual rate for that period was 38%. To ensure that Oregon achieves the Entered Employment goal in future Program Years, Oregon SCSEP projects will focus on engaging potential employers and helping participants tailor and effectively market their skills.

**III. Location and Population Served, including Equitable Distribution.
States must:**

A. Describe the localities and populations for which projects of the type authorized by Title V are most needed. (20 CFR 641.325 (d))

The program serves unemployed, low-income (no greater than 125% of the Federal Poverty Level) older workers (55 and older) who reside in Oregon. The Oregon state SCSEP grant serves 19 counties statewide. Easter Seals is a national SCSEP grantee that serves Marion, Polk, Clackamas and Multnomah Counties. Experience Works serves all other counties in Oregon with the exception of Sherman and Gilliam counties, which are not allocated SCSEP slots through Equitable Distribution. In general, Easter

Seals covers the urban counties of Oregon and Experience Works provides SCSEP services in primarily rural areas.

In PY 2015, 92% of Oregon SCSEP participants had income at or below the poverty level, 78% received public assistance, 62% were homeless or at risk of becoming homeless, 44% lived in rural locations and 25% experienced a disability. To address the needs of these populations, Oregon will continue to collaborate with agencies such as Self-Sufficiency and Vocational Rehabilitation in addition to private social services programs.

B. List the cities and counties where the SCSEP project will take place. Include the number of SCSEP authorized positions and indicate if and where the positions changed from the prior year.

Table 4 identifies the number of Program Year 2015 authorized positions in Oregon by county:

Table 4

County	State Grantee	National Grantees	All Grantees
Baker	3	2	5
Benton	0	9	9
Clackamas	13	31	44
Clatsop	0	8	8
Columbia	0	7	7
Coos	0	17	17
Crook	1	3	4
Curry	0	7	7
Deschutes	11	11	22
Douglas	0	29	29
Gilliam	0	0	0
Grant	1	2	3
Harney	2	0	2
Hood River	1	3	4
Jackson	0	43	43
Jefferson	3	1	4
Josephine	0	26	26
Klamath	11	5	16
Lake	1	1	2
Lane	0	66	66
Lincoln	0	14	14
Linn	0	21	21
Malheur	8	0	8

Marion	0	46	46
Morrow	2	0	2
Multnomah	32	88	120
Polk	0	11	11
Sherman	0	0	0
Tillamook	0	8	8
Umatilla	9	4	13
Union	3	3	6
Wallowa	1	1	2
Wasco	4	2	6
Washington	24	28	52
Wheeler	1	0	1
Yamhill	0	15	15
Total	131	512	643

C. Describe any current slot imbalances and proposed steps to correct inequities to achieve equitable distribution.

No slot imbalances currently exist in the distribution of Oregon’s authorized SCSEP positions. Individual counties that experience ongoing slot imbalances are addressed during the annual Equitable Distribution process with all Oregon SCSEP grantees.

D. Explain the State’s long-term strategy for achieving an equitable distribution of SCSEP positions within the State that:

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

State and national grantees work collaboratively to identify areas of the state where over-enrollment or under-enrollment exists. The state SCSEP coordinator arranges a meeting or phone conference with the national grantees and mutual agreement is required before any positions may be exchanged. The existing distribution of positions between counties is compared with the number shown in the ED Report to identify any areas of over- or under-enrollment in the state. Participants may not be terminated from the program because of the equitable distribution requirement, so grantees rely on attrition to correct areas of over-enrollment.

2. Equitably serves both rural and urban areas.

The definition of Rural as outlined in statute at 20 CFR 641.140 is:

An area not designated as a metropolitan statistical area by the Census Bureau; segments within metropolitan counties identified by codes 4 through 10 in the Rural Urban Commuting Area (RUCA) system; and RUCA codes 2 and 3 for

census tracts that are larger than 400 square miles and have population density of less than 30 people per square mile.

Approximately 25 percent of Oregonians live in rural areas of the state. Employment opportunities and community resources are often more difficult to obtain in rural counties than in metropolitan areas. According to the Program Year 2014 Quarterly Progress Report (QPR), 70 of the 180 participants served by Oregon's state SCSEP grant during Program Year 2014 lived in areas identified as rural. Experience Works has offices in ten rural counties that provide direct services. Additionally, staff travels to eight other rural counties as often as needed to meet with participants and host agencies. Experience Works publicizes their statewide toll-free phone number so that applicants and partners may easily contact their state office, no matter where they live. The Experience Works web site also refers Oregon SCSEP applicants directly to the state office to streamline the application process.

Individuals living in urban areas have greater access to resources such as transportation, health services and educational opportunities than Oregonians living in less populated regions. Computer literacy has become increasingly important for SCSEP participants, as most employment opportunities now require basic computer skills at a minimum. All SCSEP participants are required to register with iMatch Skills, the state's computerized labor exchange system that matches employers with qualified candidates based on their skills and work experience.

Advances in technology continue to lower the cost of accessing the Internet, creating new opportunities for rural Oregonians that were not possible in the recent past. Experience Works and Easter Seals offer computer literacy and higher-level computer skills training to SCSEP participants to help improve their employment prospects. Experience Works also uses a computerized system called JobReady that allows SCSEP participants to review their Individual Employment Plan (IEP) online any time they wish. SCSEP participants also use JobReady to complete online training courses at their own pace and earn Job Skill Certificates that can be presented to potential employers. Furthermore, participants are encouraged to access the National Career Readiness Certificate through WorkSource Oregon to demonstrate skill competency.

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

When recruiting and selecting participants for SCSEP, priority is given to individuals who have one or more of the following priority of service characteristics:

- Are covered persons in accordance with the Jobs for Veterans Act (covered persons – veterans and eligible spouses, including widows and widowers – who are eligible for SCSEP must receive services instead of, or before, non-covered persons);
- Are 65 years or older;
- Have a disability;

- Have limited English proficiency;
- Have low literacy skills;
- Reside in a rural area;
- Have low employment prospects;
- Have failed to find employment after utilizing services provided through the One-Stop Delivery System;
- Are homeless or are at risk for homelessness

The priority of service requirements are included in the state SCSEP contract and are adhered to by all SCSEP grantees in Oregon. Local project staff uses their connections with other programs, such as and OVRs counselors and Veterans Representatives at the WorkSource offices, to promote SCSEP and identify individuals who may meet the priority of service and eligibility requirements. Grantees partner with organizations that serve hard to reach populations, such as those experiencing geographic or social isolation and those whose primary language is not English. Those organizations include the Northwest Seasonal Worker Association and several federally recognized tribes of Oregon.

Participants with the greatest economic need are provided supportive services, both direct and indirect. Direct services may include a gas card or a bus pass to accommodate transportation to and from their host agency assignment until they receive a paycheck. SCSEP staff utilizes resource guides, including the ADRC, to identify supportive services, such as assistance with shelter, utilities, clothing and food, which may be available to participants. Many times those resources are provided at no cost to SCSEP or the participant.

Those with the greatest social needs are assigned to training sites that can provide a highly supportive environment. These sites may already serve clients facing similar barriers as the participants, providing a more comfortable environment for the SCSEP participant. The first training assignment for individuals with the greatest social need is limited in duration so SCSEP staff can monitor them closely and interact more often.

E. Provide the ratio of eligible individuals in each service area to the total eligible population in the State. (20 CFR 641.325(a))

Table 5 shows the ratio of SCSEP-eligible Oregonians to the state’s population, the number of individuals with the Greatest Economic Need (55 and older with income below Federal Poverty Level (FPL)), and Greatest Social Need (65 and older with a disability and income below FPL).

Table 5

County	Ratio of SCSEP-Eligible Population	Greatest Economic Need	Greatest Social Need*
All	4%	152,119	24,648
Baker	6%	977	183
Benton	3%	2,497	256

Clackamas	3%	11,198	1,861
Clatsop	5%	1,743	240
Columbia	4%	1,831	286
Coos	7%	4,236	781
Crook	7%	1,367	203
Curry	8%	1,844	305
Deschutes	4%	6,873	1,083
Douglas	6%	6,424	1,171
Gilliam	6%	119	24
Grant	7%	531	74
Harney	7%	478	20
Hood River	3%	580	75
Jackson	5%	9,685	1,310
Jefferson	3%	614	119
Josephine	7%	5,843	629
Klamath	5%	3,215	537
Lake	8%	601	66
Lane	5%	16,264	2,498
Lincoln	7%	3,070	470
Linn	4%	5,098	799
Malheur	6%	1,554	391
Marion	3%	10,446	1,790
Morrow	3%	301	75
Multnomah	4%	28,682	4,880
Polk	4%	2,748	571
Sherman	7%	118	29
Tillamook	7%	1,660	182
Umatilla	4%	2,598	429
Union	5%	1,158	228
Wallowa	7%	467	49
Wasco	5%	1,284	252
Washington	2%	12,831	2,234
Wheeler	11%	149	30
Yamhill	3%	3,035	518

Urban	4%	101,368	16,283
Rural	5%	50,751	8,365

Source: U.S. Census Bureau, American Community Survey, 2010-2014 5-year estimates

*Source: 2010-2014 American Community Survey

These estimates are subject to a margin of error, which can be large for small populations and less populated counties.

F. Provide the relative distribution of eligible individuals who:

1. Reside in urban and rural areas within the State

Sixty-one percent of Oregon SCSEP participants in Program Year 2014 lived in urban areas, while 39% resided in rural Oregon. Urban counties are highlighted in dark blue in Table 5.

2. Have the greatest economic need

See Table 5

3. Are minorities

Table 6

Race and Ethnicity	Total Population	Population 55+ Income < FPL
All	3,823,874	105,442
Hispanic, Latino or Spanish origin	463,483	6,519
American Indian or Alaska Native	45,485	1,741
Asian	148,819	4,244
Black or African American	67,393	2,624
Native Hawaiian or Pacific Islander	14,033	348
Two or More Races	148,547	2,763

Source: U.S. Census Bureau, American Community Survey, 2010-2014 5-year estimates

These estimates are subject to a margin of error, and margins of error can be large for small populations and less populated counties.

4. Are limited English proficient.

Table 7

Income Below Poverty Status in the Past 12 Months by Language Spoken at Home, 18+

	All Languages	English	Spanish	Other Indo-European languages	Asian and Pacific Island languages	Other languages
Oregon	425,383	362,787	5,651	11,507	16,629	4,809

Source: U.S. Census Bureau, American Community Survey, 2010-2014 5-year estimates

These estimates are subject to a margin of error, and margins of error can be large for small populations and less populated counties.

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

See Table 5

G. Describe the steps taken to avoid disruptions to service for participants to the greatest extent possible, when positions are redistributed, as provided in 20 CFR 641.365; when new Census or other reliable data becomes available; or when there is over-enrollment for any other reason. (20 CFR 641.325(i), 641.302(b))

To avoid service disruptions for participants, SCSEP follows guidance from the US DOL to correct discrepancies in enrollment levels. The strategies recommended by the US DOL to manage over-enrollment include stopping new enrollments and reducing hours for current participants.