



**State of Connecticut**  
**Senior Community Service Employment Program**  
**State Plan Program Year 2020 through 2023**  
**July 1, 2021 through June 30, 2024**

Ned Lamont  
Governor

Amy Porter  
Commissioner

The State Unit on Aging (SUA), which is housed within ADS, coordinates the Senior Community Service Employment Program (SCSEP). ADS is the state grantee for SCSEP and there is one national grantee, The WorkPlace. These two grantees serve the entire state. SCSEP provides subsidized on-the-job skills training, classroom training, supportive services and job development for program participants who are 55 years and older, at or below 125 percent of the federal poverty level and unemployed. SCSEP is funded by the U. S. Department of Labor.

**(1) Economic Projections and Impact including a review of Long Term Projections and employment and training opportunities for older workers in the Senior Community Service Employment Program**

The State of Connecticut is seeing an improving economy with unemployment rates decreasing. In 2016, the unemployment rate averaged 5.1 percent and in 2018 that rate dropped to 4.1 percent. At the same time, jobs continue to grow. The following is a list of the fastest growing job opportunities in Connecticut based on the “State of Connecticut Occupational Projections: 2016 – 2026”.

| <b>Fastest Growing Job Opportunities in Connecticut</b><br>Data from the State of Connecticut Department of Labor, Office of Research |  |
|---|--|
| <b>Occupational Title</b>   | <b>Anticipated increase of opportunities 2016 - 2026</b> |
| Home Health Aides   | 34.0%  |
| Computers Numerically Controlled Machine Tool Programmers, Metal and Plastic  | 33.5%  |
| Operations research Analysts  | 29.6%  |
| Software Developers, Applications   | 29.3%  |
| Nurse Practitioners   | 28.5%  |
| Physicians Assistants   | 28.4%  |
| Earth Drillers, Except Oil and Gas  | 28.3%  |
| Boilermakers  | 26.7%  |
| Personal Care Aides   | 25.1%  |
| Medical Engineering Technicians   | 24.0%  |
| Massage Therapists  | 23.4%  |
| Physical Therapist Assistants   | 22.2%  |
| Market Research Analysis and Marketing Specialists  | 21.9%  |
| Non-Farm Animal Caretakers  | 21.1%  |
| Medical Assistants  | 20.8%  |
| Painters, Transportation Equipment  | 20.8%  |
| Tool Grinders, Filers and Sharpeners  | 20.5%  |
| Aerospace Engineers   | 20.1%  |

As job opportunities grow, Connecticut’s population and workforce ages at the same time. Below is a breakdown of the population, age 55 and older. This information is based on the “Estimate for the Population of Connecticut by Age Group, Sex, race and Hispanic Ethnicity” for 2016, 2017 and 2018.

| <b>Age Range</b> | <b>2016</b> | <b>2017</b> | <b>2018</b> |
|------------------|-------------|-------------|-------------|
| 55-59            | 273,130     | 272,267     | 269,497     |
| 60-64            | 231,425     | 238,252     | 242,338     |
| 65-69            | 188,340     | 188,250     | 190,320     |
| 70-74            | 135,628     | 150,013     | 153,250     |
| 75-79            | 93,443      | 100,084     | 107,386     |
| 80-84            | 70,064      | 71,408      | 72,294      |
| 85+              | 89,928      | 92,655      | 91871       |

The Connecticut Business and Industry Association (CBIA) reported in their July 11, 2019 “State’s Aging Workforce Challenges Employers Across Industries” report that 27 percent of the state’s workforce is ages 55 or older.

To appropriately determine the jobs SCSEP participants are best suited for and the training that is needed to prepare for jobs in the state, it is necessary to understand today’s SCSEP participant. The following information for both SCSEP grantees is taken from the SCSEP Performance and Results Quarterly Progress Report System maintained by the U.S. Department of Labor.

**SCSEP Participant Age (July 1, 2018 – June 30, 2019)**

| <b>Age</b>   | <b>Total Number Participants</b> |
|--------------|----------------------------------|
| 55-59        | 232                              |
| 60-64        | 127                              |
| 65-69        | 76                               |
| 70-74        | 20                               |
| 75 and older | 15                               |

**SCSEP Participant Education Levels (July 1, 2018 – June 30, 2019)**

| <b>Education Level</b>                   | <b>Total Number Participants</b> |
|--|----------------------------------|
| 8 <sup>th</sup> grade and under          | 22                               |
| 9 <sup>th</sup> – 11 <sup>th</sup> grade | 62                               |
| High school diploma or equivalent        | 198                              |
| 1 – 3 years college                      | 93                               |
| Post-secondary certificate               | 10                               |
| Associate’s degree                       | 13                               |
| Bachelor’s degree                        | 50                               |
| Some graduate school                     | 8                                |
| Master’s degree                          | 14                               |

In review, SCSEP participants are in the youngest category of eligible older workers and 60 percent have a high school diploma or less in education. The program will be mindful of this information and plan services and supports accordingly when providing job training and ultimately, unsubsidized employment.

While, as previously illustrated, a significant number of jobs anticipated to have growth in Connecticut require some post-secondary education, for the purposes of this plan, the state will focus on jobs that are suitable and attainable for the older worker while enrolled in SCSEP. These jobs require low-to moderate skill levels that can be obtained in a classroom and on-the-job. The following chart captures the top projections for jobs attainable for most SCSEP participants based on skill level, required education, and training.

| <b>Education and Skill Requirements for Low to Moderate Skills Jobs in Growing Labor Markets</b> |                                   |                       |   |
|--|-----------------------------------|-----------------------|---|
| Information from onetonline.org  |                                   |                       |   |
| <b>Occupational Title</b>  | <b>Education</b>                  | <b>Job Training</b>   | <b>Skills Needed</b>  |
| Bus Drivers, Transit & Inner City  | High School Diploma or equivalent | Driving and Licensure | Operation and Control<br>Operation Monitoring<br>Active Listening<br>Critical Thinking<br>Service Orientation |
| Combined Food Preparation & Serving Workers  | Less than High School             | Short-Term on the Job | Active Listening<br>Service Orientation<br>Speaking<br>Coordination<br>Monitoring                             |

|  |                                   |  |   |
|--|-----------------------------------|--|---|
| Home Health Aides                                | Less than High School             | Short-Term on the Job                  | Active Listening<br>Critical Thinking<br>Complex Problem Solving<br>Judgement & Decision Making<br>Social Perceptiveness                  |
| Non-Farm Animal Caretakers                       | High School Diploma or equivalent | Moderate on the job                    | Active Listening<br>Coordination<br>Monitoring<br>Reading Comprehension<br>Judgement and Decision Making                                  |
| Occupational Therapy Aides                       | High School Diploma or equivalent | Short-Term to Moderate-Term on the Job | Reading Comprehension<br>Critical Thinking<br>Learning Strategies<br>Instructing<br>Persuasion  |
| Personal Care Workers                            | High School Diploma or equivalent | Short-Term on the Job                  | Service Orientation<br>Social Perceptiveness<br>Active Listening<br>Speaking<br>Monitoring  |
| Substance Abuse & Behavioral Disorder Counselors | High School Diploma or Equivalent | Moderate -Term on the Job              | Knowledge of Therapy & Counseling<br>Monitoring<br>Coordination<br>Judgement & Decision Making<br>Learning Strategies<br>Active Listening |

Based on the education and skills needed to secure employment in these fields, SCSEP will develop Individual Employment Plans to place participants in paid on-the-job training opportunities with local non-profit agencies to develop the skills needed. This plan will outline additional training opportunities needed, such as food safety courses, CDL licensing and CPR classes. Educational services, including GED classes and English as a Second Language, may also be included in these plans to meet the educational requirements of the job market.

- (2) Service Delivery and Coordination – a detailed description of what actions will be taken to coordinate SCSEP with other programs.

**A. Provide a detailed description of what actions will be taken to coordinate SCSEP with other programs.**

1. *Actions to coordinate activities of SCSEP grantees with WIOA Title I programs, including plans for using WIOA one-stop delivery system and its partners to serve individuals aged 55 and older.*

SCSEP participants are encouraged to enroll with the local American Job Centers (AJC). In previous years, participants enrolled in many of the numerous workshops including resume writing, computer training, and online job application assistance. Connecticut will continue to coordinate SCSEP and programs with the American Job Centers to provide ongoing services to older workers.

The first visit to the AJC can often be a confusing experience for the older worker who has been out of the labor market for any length of time. Actions outlined in this plan are designed to ensure increased enrollment and facilitate ongoing and regular successful use of the AJC versus intermittent, marginal access. As a required WIOA partner, both the state and national SCSEP grantees maintain Memorandums of Understanding and Infrastructure Funding Agreements (IFA) with the local Workforce Development Boards. In three counties these IFAs allow SCSEP staff use weekly cubicle and monthly meeting space at the local AJCs. In the remaining service areas, SCSEP is part of the Workforce Development Board and already co-located. These arrangements facilitate increased communication between AJC and SCSEP staff and provide the program with valuable meeting space. More importantly, SCSEP participants can meet their program coordinators at the AJC as well as attend monthly job club meetings at the center. As a result, the participant becomes familiar with the AJC and its staff.

However, this is only on a part time basis and program participants often need to access services on different days and times. The second action to improve participant enrollment with the American Job Centers is a single point of entry for SCSEP's older workers at the AJC. This AJC staff member would guide the participant through the enrollment process at the AJC. This single point of entry will increase participant enrollment at the American Job Center and sustain ongoing and regular successful use of the AJC.

The Connecticut Department of Labor maintains a centralized website consolidating statewide job listings as jobs are listed with each Workforce Development Board. As a program strategy, SCSEP participants will be required to register with CT Hires as part of their transition plan towards unsubsidized employment.

2. *Actions to coordinate activities of SCSEP grantees with the activities to be carried out in the State under the other titles of the OAA.*

SCSEP grantees and sub-grantees will provide information to all participants about the local Area Agencies on Aging and Older Americans Act (OAA) programs through job club meetings, emails and during orientation. This information will include, but is not limited to, nutritional

assistance, caregiver programs, including Grandparents as Parents, and healthy aging programs. As the state grantee for SCSEP as well as the designated State Unit on Aging, this dual role easily creates ready-made opportunities for coordination between SCSEP and the OAA programs.

- 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.*

SCSEP relies on multiple public and private agencies to provide training and supportive services. The grantees will continue to support these partnerships. SCSEP will partner with training organizations such as Goodwill Industries and the Urban League for job search skills. The program will access opportunities for skill development, such as computer and financial management classes, at local libraries and non-profits organizations. Additionally, referrals will be made to Community Action Agencies, Area Agencies on Aging, and faith-based organizations (Salvation Army, Jewish Family Services, etc.) to meet participant's basic needs, including but not limited to food, housing and energy assistance. In addition, as the State Grantee for SCSEP which is housed in the Department of Aging and Disability Services, coordination and technical assistance encompasses the larger reach of the department and its partners.

Public transportation is available in urban areas and in some suburban communities. Transportation remains a challenge in many parts of the state, particularly in rural areas. SCSEP will coordinate with local transportation resources, provide bus passes when possible and work with mobility managers who educate and assist residents in accessing transportation resources in their communities.

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

SCSEP coordinates with community colleges for general skills training (for example: computers and "Math Bootcamp) and specific job skills training (for example: Patient Care Technician). Other partnerships have included resume writing and financial literacy classes at local libraries and Certified Nurses' Aide training courses at local social service agencies.

As an action step to cultivate current collaborations and develop new opportunities, SCSEP will conduct targeted outreach to local labor market and job training initiatives that prepare program participants for the local labor markets.

SCSEP is coordinating with the state's two Vocational Rehabilitation programs, both housed within the same department as the state grantee. The Bureau of Education and Services for the Blind (BESB) provides vocational rehabilitation to participants with low vision or blindness. BESB training includes mobility services, low vision services, adaptive equipment, and personal adjustment training. Vocational Training is short term through community rehabilitation providers for skills to prepare for employment. Training may include computer training, work assessments in actual job situations and on the job training experiences. When appropriate, SCSEP will refer program participants to BESB for Vocational Training services. Similarly, the Bureau of

Rehabilitation Services provides these same vocational rehabilitation services to individuals with all other disabilities other than blindness.

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 grantees are active partners both on a statewide and local level. This is the first statewide coordinated WIOA plan including the actions and goals of SCSEP. Locally, Memorandums of Understanding and Infrastructure Funding Agreements are developed to cultivate partnerships. SCSEP staff will use office space and/or meeting space on a regular basis in the local American Job Centers. These actions will strengthen the collaboration between SCSEP and the one-stop system and provide a more seamless delivery of services for the state's older workers.

**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))**

SCSEP will maintain regular contact with employers throughout the grantees' regions. By doing so, the program will focus on employer need when hiring and will provide the necessary training to program participants to meet that need. Awareness of and attention to employer needs will be present at all stages of the participant's involvement with the program, from orientation, the development of the Individual Employment Plan and throughout training with specific objectives to meet the needs of employers hiring in today's growing labor markets. By monitoring local labor market information, SCSEP will have well prepared older workers.

A second strategy SCSEP will focus on developing host agencies that can provide training in high growth, high demand industries, such as healthcare. It is common that healthcare agencies in particular have the capacity to hire participants so SCSEP will invest resources in the development and orientation of those host agencies that will likely yield job outcomes.

Additionally, the program will develop partnerships with state and local workforce development services, host agencies, or training sites, and training opportunities to determine opportunities for job development. As a result, SCSEP will provide job development services resulting in participants retaining unsubsidized employment.

**C. Describe the long-term strategy for serving minorities under SCSEP. (20 CFR 641.302 (c))**

The State remains committed to serving all eligible older workers. The long-term strategy for serving minorities under SCSEP is to use the Grants Performance Management System to monitor enrollment reflective of the region's population and the Minority report released by The Charter Oak Group to monitor performance measures for minority participants.



Key actions to meet this long term strategy are:

- Ensuring Grantees and Sub-Grantees have linguistically diverse staff or access to interpreting services;
- Develop culturally diverse host agencies for on the job training; and
- Develop partnerships with culturally diverse social service agencies and community groups for supportive services and referrals.

**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)**

The Senior Community Service Employment Program defines most in need as participants with significant barriers to employment such as having a severe disability, living in an area of severe unemployment (as determined by the U.S. Department of Labor) and having low literacy skills.

Community services are needed in some form across Connecticut. Counties with one or more urban areas, such as Hartford and New Haven are facing higher than average poverty and unemployment rates. This is also true in the predominantly rural Windham county. For further detail, please see the following table.

| <b>Elements illustrating need for community services by County.</b> |                         |                           |                                  |  |
|---|-------------------------|---------------------------|----------------------------------|--|
| Based on the US Census Bureau QuickFacts 2018                       |                         |                           |                                  |  |
| <b>County</b>   | <b>Total Population</b> | <b>Persons in Poverty</b> | <b>Average 2018 Unemployment</b> | <b>Less than 12th grade education 65 and older</b> |
| Fairfield   | 943,823                 | 8.8%                      | 4.0%                             | 15.6%  |
| Hartford  | 892,697                 | 11.0%                     | 4.2%                             | 17.7%  |
| Litchfield  | 181,111                 | 6.9%                      | 3.8%                             | 12.5%  |
| Middlesex   | 162,682                 | 6.8%                      | 3.5%                             | 11.3%  |
| New Haven   | 857,620                 | 11.0%                     | 4.4%                             | 11.9%  |
| New London  | 266,784                 | 8.6%                      | 4.0%                             | 9.4%   |
| Tolland   | 150,921                 | 7.4%                      | 3.6%                             | 10.8%  |
| Windham   | 117,027                 | 11.5%                     | 4.5%                             | 19.4%  |
|   |                         |                           | CT Avg 2018: 4.1%                |  |

The needed community services are:

- Energy Assistance
- Financial Assistance
- Food/Nutrition
- Housing
- Rental Assistance
- Job Training

To address the needs of the population it serves, SCSEP will continue to develop closer working relationships with the social services agencies in the state including Connecticut’s nine

Community Action Agencies and five Area Agencies on Aging to provide services to address basic human needs. Program participants will be referred the agencies on aging for a Benefits Checkup which connects residents with the state and federal assistance programs for which they may be eligible. These relationships and referrals will assist program participants in addressing barriers to successful job training and ultimately unsubsidized employment.

The state and national grantees will work collaboratively to provide SCSEP services in each county at levels reflective of the population through Equitable Distribution (ED). ED will be further explained in Section 3 of this SCSEP plan. In addition, the two grantees will continue to share best practices and coordinate efforts in Fairfield and New Haven counties where the two grantees overlap services.

**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.**

To improve and enhance the Senior Community Service Employment Program (SCSEP) over the course of this plan, the state will focus on actions outlined in the previous sections and summarized here:

- Provide job skills training
  - Maintain use of office space at local American Job Centers (AJC);
  - Coordinate a single point of contact for SCSEP participants at the AJC;
  - Cultivate collaborations with job training initiatives throughout the state; and
  - Collaboration with vocational services, including but not limited to the state's Vocational Rehabilitation programs within the Department's Bureau of Education and Services for the Blind and the Bureau of Rehabilitation Services.
- Provide supportive services
  - Information and referrals to Area Agencies on Aging (OAA programming), and to local social and community services including Community Action Agencies;
  - Enhance services for minorities by developing access to language services at SCSEP offices through interpreting services;
  - Recruit culturally diverse non-profit agencies as Host Agencies for on-the-job training; and
  - Develop partnerships with culturally diverse social service agencies and community groups for supportive services and referrals.
- Provide job development
  - Conduct outreach to the local economic development offices, in particular, those offices serving rural communities;
  - Register all participants transitioning to unsubsidized employment with CT Hires;
  - Maintain contact with employers in each region and;

- Utilize partnerships with state and local workforce development programs, including the American Job Centers.

These actions will enhance the core efforts of the SCSEP and guide improvement of services. In doing so, the state will be successful in meeting the goals of 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))**

SCSEP will capitalize on strong relationships with workforce partners to make more training opportunities and resources available to prepare older works for unsubsidized employment. By identifying employer needs and working with partners to provide job skills training to meet those needs, the majority of participants will leave SCSEP for unsubsidized employment. Utilizing state and local agencies to provide supportive services will address and remove barriers to employment allowing participants to focus on training and then on unsubsidized employment.

Finally, the state will continue to focus its recruitment efforts for individuals presenting Most in Need elements as defined by SCSEP. These elements are:

- Disability
- Frail
- Homeless
- Limited English Proficiency
- Low Employment Prospects
- Low Literacy Skills
- Persistent Unemployment
- Rural
- Severe Disability
- Severely Limited Employment Prospects
- Veteran

There are no significant long term changes planned for the program. Partners are encouraged to bring new ideas that may potentially enhance performance. SCSEP will work to continuously improve the program's level of performance to achieve the goals set by the federal government.

3. Location and Population Served, including Equitable Distribution. State's 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 Senior Community Service Employment Program (SCSEP) serves all eight counties in Connecticut. Each of these counties has urban, rural and suburban areas. These counties are

similar in demographics and economic and social need. Tolland County, which is primarily a rural area, has the lowest rate of poverty among residents ages 65 and older. Meanwhile, Hartford County, which borders Tolland County, has urban, rural and suburban communities and struggles with the highest percentage of seniors living in poverty.

Each county is served by one of the two SCSEP grantees, with overlap in Fairfield and New Haven Counties. The need is evident statewide but the challenges to deliver the services vary from one county to another.

**B. List the cities and counties where the SCSEP project will take place. Include the number of SCSEP authorized positions (AP) and indicate if and where the positions changed from the prior Program Year (PY).**

| <b>SCSEP Authorized Positions by County</b><br>Data from www.scseped.org |                        |   |                                 |  |                            |
|--|------------------------|---|---------------------------------|--|----------------------------|
| <b>County</b>  | <b>Cities</b>          | <b>State Grantee Authorized Positions (AP) 2019</b> | <b>National Grantee AP 2019</b> | <b>Authorized Positions (AP) PY 2019</b> | <b>Change from PY 2018</b> |
| Fairfield  | Bridgeport<br>Stamford | 33  | 66                              | 99                                       | no change                  |
| Hartford   | Hartford               | 0   | 126                             | 126                                      | +1                         |
| Litchfield   | None identified        | 23  | 0                               | 23                                       | no change                  |
| Middlesex  | None identified        | 0   | 16                              | 16                                       | no change                  |
| New Haven  | New Haven<br>Waterbury | 33  | 91                              | 124                                      | no change                  |
| New London   | Norwich                | 0   | 29                              | 29                                       | no change                  |
| Tolland  | None identified        | 0   | 9                               | 9  | no change                  |
| Windham  | Willimantic            | 0   | 15                              | 15                                       | no change                  |

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

There is currently no slot imbalance. Connecticut will continue to monitor the equitable distribution of positions and work with the national grantee to address any concerns as they arise.

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

- a. moves positions from over-served to underserved locations within the State;**
- b. equitably serves both rural and urban areas; and**
- c. serves individuals afforded priority for services**

To ensure an equitable distribution of SCSEP activities throughout the state that is based on a need for services, the state coordinator will monitor all relevant data impacting equitable distribution. The monitored data is demographics, particularly social and economic need; rural and urban indicators; labor market information; and in particular, the Most-in-Need elements as defined by SCSEP.

Over the course of this plan, the state grantee will consult with the national grantee to analyze equitable distribution. If changes are required between service areas the state will, to the greatest extent possible, ensure priority individuals receive services and there will be no disruption of those services.

**E. Provide the ratio of eligible individuals in each service area to the total eligible population in the State.**

| <b>Percentage of Participants who are SCSEP Eligible</b><br>Data from American Fact Finder 2018 American<br>Community Study |   |                                  |
|---|---|----------------------------------|
| <b>County</b>   | <b>Total Population<br/>Ages 55 and Older</b> | <b>SCSEP Income<br/>Eligible</b> |
| Fairfield   | 266,093                                       | 7.2%                             |
| Hartford  | 266,366                                       | 8.4%                             |
| Litchfield  | 66,668  | 5.9%                             |
| Middlesex   | 55,935  | 7.1%                             |
| New Haven   | 255,966                                       | 7.9%                             |
| New London  | 83,899  | 6.6%                             |
| Tolland   | 42,392  | 3.7%                             |
| Windham   | 34,737  | 7.8%                             |

- F. Provide the relative distribution of eligible individuals who:**
- a. reside in urban and rural areas within the state;**
  - b. have the greatest economic need;**
  - c. are minorities**
  - d. are limited English proficient; and**
  - e. have the greatest social need.**

| <b>Urban Versus Rural Populations as of July 1, 2018</b>       |              |              |
|--|--------------|--------------|
| Data from the State of Connecticut Department of Public Health |              |              |
| <b>County</b>  | <b>Urban</b> | <b>Rural</b> |
| Fairfield  | 274,675      | 20,256       |
| Hartford   | 122,587      | 21,170       |
| Litchfield   | --           | 68,408       |
| Middlesex  | --           | 60,066       |
| New Haven  | 238,511      | 14,284       |
| New London   | 39,136       | 45,057       |
| Tolland  | --           | 28,875       |
| Windham  | 24,760       | 60,251       |

| <b>Social and Economic Need of Residents Ages 65 and Older</b>   |                             |                                   |   |                                  |                                     |
|--|-----------------------------|-----------------------------------|---|----------------------------------|-------------------------------------|
| Data from the American Fact Finder 2018 American Community Study |                             |                                   |   |                                  |                                     |
| <b>County</b>  | <b>Poverty 65 and older</b> | <b>Minority Rate 65 and older</b> | <b>English Less than “very well” 65 and older</b> | <b>Average Unemployment 2018</b> | <b>SNAP recipients 65 and older</b> |
| Fairfield  | 7.2%                        | 23.1%                             | 11.9%   | 4.0%                             | 8.4%                                |
| Hartford   | 8.4%                        | 22.8%                             | 11.4%   | 4.2%                             | 11.7%                               |
| Litchfield   | 5.9%                        | 4.7%                              | 3.4%  | 3.8%                             | 7.1%                                |
| Middlesex  | 5.5%                        | 7.1%                              | 3.4%  | 3.5%                             | 6.6%                                |
| New Haven  | 7.9%                        | 19.3%                             | 8.1%  | 4.4%                             | 16.6%                               |
| New London   | 6.5%                        | 12.3%                             | 4.8%  | 4.0%                             | 11.9%                               |
| Tolland  | 3.7%                        | 5.3%                              | 2.7%  | 3.6%                             | 7.5%                                |
| Windham  | 7.8%                        | 8.6%                              | 4.1%  | 4.5%                             | 11.6%                               |

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

When positions are redistributed, the Department of Aging and Disability Services works with the national grantee to ensure coordination and diligence during any necessary transitions. These efforts will allow for minimum disruption of service and allow the participant to continue their on-the-job training and received compensation for that work.

If slot levels change, the State will ensure that no participants are terminated as a result. The grantees will not enroll new participants until the equitable distribution levels are achieved.

DRAFT