

Section 1. Purpose of the State Plan.

The Honorable Governor Donald L. Carcieri in concert with both Director Sandra Powell of the Rhode Island Department of Labor and Training (RIDLT) and Director Corinne Calise Russo of the Rhode Island Department of Elderly Affairs (DEA), reviewed and approved all procedures utilized in April, May and June of 2008 to develop the Senior Employment Services Coordination Plan (“State Plan”) to ensure the participation of all stakeholders and interested parties throughout the state.

The Rhode Island Department of Elderly Affairs (RIDEA) is the state unit on aging and is designated as the single planning and service area agency for the State of Rhode Island. RIDEA has administered the Title V program in Rhode Island in the past but will transfer the management responsibilities to the Rhode Island Department of Labor and Training (RIDLT) effective July 1, 2008. Currently the State SCSEP has one (1) grantee, Comprehensive Community Action Program (CCAP). It is anticipated that the RIDLT will go out to bid on a request for proposals for the SCSEP program in the fall of 2008 for a contract with a start date of January 2009. The RFP will reflect the goals and objectives contained in this State Plan.

As part of the State of Rhode Island’s continued vision to enhance and create meaningful opportunities for elders to remain in or enter into the workforce, Governor Carcieri’s proposed FY ’09 Budget transfers the responsibility for the Senior Employment Services Program from the Department of Elderly Affairs to the RIDLT. This programmatic transfer to the RIDLT will enable the SCSEP to have access to and be integrated with other statewide workforce development initiatives. The Governor has received authorization from the U.S. Department of Labor and Training to transfer this program from DEA to DLT. See attached correspondence from the Honorable Governor Donald L. Carcieri to the U.S. Department of Labor and Training dated December 6, 2007.

The vision of the Rhode Island State Plan for the coordination of Senior Employment Services is to align training resources and services with the labor market needs of Rhode Island’s high-growth and demand industry sectors so that Rhode Island Seniors can access the work force. To make this vision a reality, over the next five (5) years the Senior Employment Services Coordination Plan will develop comprehensive, dynamic, and demand-driven systems to help build the skills of senior Ocean State workers and respond to the evolving human capital needs of Rhode Island employers.

Section 2. Involvement of Organizations and Individuals.

In developing the State Plan, RIDEA Director Corinne Calise Russo convened a work group comprised of members of her department and representatives from DLT (State Plan Work Group). This State Plan Work Group met with numerous stakeholders, organizations and individuals to develop this State Plan. The Governor's Policy Office continues to provide guidance to RIDEA and RIDLT regarding state priorities and coordination with the Governor’s Workforce Investment Board. This State Plan includes all of the provisions as directed by the United States Department of Labor and are outlined and described below. Suggestions and responses garnered from public review will be integrated into the State Plan.

Attached to this State Plan are letters of support attesting to the involvement of the below listed organizations and individuals in the development of State Plan:

- a) Corinne Calise Russo, Director DEA
- b) Representatives from the Rhode Island Aging Network
- c) Workforce Partnership of Greater Rhode Island (WPGRI)
- d) Workforce Solutions of Providence/Cranston (WSPC)
- e) Comprehensive Community Action Program
- f) Community Mental Health Agencies
- g) Senior Case Management Agency
- h) Community Action Programs
- i) Drug and Alcohol Treatment Association
- j) Senior Centers
- k) Affected Communities
- l) Unemployed Older Individuals
- m) Business Organizations
- n) Labor Organizations

Section 3. Solicitation and Collection of Public Comments.

The planning process for the development of the five (5) year plan State Plan for FY 2008 through 2011 was led by the State Plan Work Group. This process formally began in January 2008 with the detailing of the State Plan requirements as contained in TEG- 26-05 and Section 503 of the 2006 OAA Amendments, Public Law 109-365 October 17, 2006.

An initial draft State Plan was developed by the Rhode Island Department of Elderly Affairs and the Rhode Island Department of Labor and Training. Comments and concerns expressed by a variety of agencies and advocate groups were integrated into the draft State Plan. The State Plan Work Group met regularly throughout the month of February, March, and the first two (2) weeks of April 2007 to vet and develop specific sections of the State Plan.

To develop and update the Senior Employment Services Coordination Plan of 2008, the State Plan Work Group met with many stakeholders including the WIB's, the Title V partners and other key agencies. These stakeholders were and continue to be engaged in identifying key issues and priorities essential to addressing the resources and training needs of such workers in order to respond to emerging employment opportunities and trends in the marketplace. Agencies which provide placement and training as well as advocates and consumers continue to express concerns about disrupting the senior workforce participants who have been embedded in their agencies. Advocates and consumers have also continued to underscore the multitude of barriers to employment by the economically disadvantaged, the disabled and minorities. These include a lack of access to transportation, lack of clothing and limited language skills. Cultural and lifestyle issues continue to be noted as impeding ease of access to employment.

Public Hearings on the draft State Plan were noticed and held on April 17, 2008 from 11:00 a.m. to 12:00 p.m. at the Johnston Senior Center, 1291 Hartford Avenue, Johnston, Rhode Island 02919 and on April 23, 2008, at the North Kingstown Senior Center, 10 Beach Street, North Kingstown, Rhode Island 02852. Comments received at and after the Public Hearing were considered and, if appropriate, changes were made prior to presenting the State's SCSEP Plan to

the Governor’s Work Force Board (GWFB) for final approval on May 15, 2008. All written comments received and the transcripts of the Public Hearings are attached. The State Plan was approved by the GWFB at their May 8th, 2008, meeting. The State Plan was approved and signed by the Governor in compliance with TEGL 126-05 for its June 30, 2008 submission to the U.S. Department of Labor Employment, Office of Workforce Development and Division of Adult Services.

Section 4. Basic Distribution of SCSEP Positions within the State.

a. Location of Positions.

The Rhode Island SCSEP program is statewide and serves RI’s five (5) counties. There are 64 authorized positions for the state and they are allotted as follows:

Bristol	2
Kent	10
Newport	2
Providence	47
Washington	3



Rhode Island’s geographic area is small and all of the thirty-nine (39) cities and towns are within forty-five minutes of the RIDLT office and the sub-grantee agency, which has the capacity to serve the entire state. The One-Stop netWORKri offices are strategically located throughout the state and provide additional resources for participants. CCAP and SER-Jobs for Progress (the national RI Title V Sponsor) will meet on a quarterly basis to review the equitable distribution within the state. If inequities occur, these agencies will work in partnership to develop a corrective action plan will be developed and implemented in partnership. The Equitable Distribution Report (EDR) for FY 2008 has been adjusted for existing slots. the state stakeholders adjusted the equitable distribution of Title V positions to reflect the 18.1 percent growth of the minority communities. The EDR for Rhode Island for 2008 was completed in March 2008.

b. Rural and Urban Populations.

Current census data show that Rhode Island’s population grew by 1.8%, from 1,048,319 in 2000 to 1,067,610 in 2006. RI population estimates have been declining since reaching a high of 1,072,859 in 2004. The State lost 6,138 (-0.6%) more residents in 2005, another 5,808 (-0.5%) in 2006 and 3,809 (-0.4%) more from 2006 to 2007.

Demographics - American Community Survey 2006			
Sex & Age		Educational Attainment (Population Aged 25+)	
Male	48.2%	High School Graduate of Higher	82.4%
Female	51.8%	Bachelor's Degree or Higher	29.6%
Under 15 years	18.1%	Less than 9th grade	7.3%
15 to 19 years	7.6%	9th to 12th grade, no diploma	10.4%
20 to 24 years	7.5%	High school graduate (includes GED)	29.4%
25 to 44 years	27.1%	Some college, no degree	16.2%
45 to 64 years	25.9%	Associate's degree	7.1%
65 years +	13.8%	Bachelor's degree	18.3%
		Graduate or professional degree	11.3%
Median Age	38.4		
Race & Ethnicity: Total Population - 1,067,610			
Not Hispanic or Latino	89.0%	Hispanic or Latino	11.0%
White Alone	78.9%	White Alone	3.7%
Black/African American Alone	4.6%	Black/African American Alone	0.5%
American Indian/Alaska Native Alone	0.4%	American Indian/Alaska Native Alone	0.1%
Asian Alone	2.7%	Asian Alone	0.1%
Other Race(s)	2.4%	Other Race(s)	6.7%

c. Specific Population Groups.

Industry sectors with the largest numbers of older workers include the state’s three largest sectors – Health Care & Social Assistance (13,849), Manufacturing (11,166) and Retail Trade (7,869) sectors with the highest concentrations of older workers are Utilities (22.9%), Manufacturing (22.0%), Education (21.7%) and Real Estate, Rental & Leasing (21.5%).

Older workers looking for new opportunities in occupations that do not require long-term training periods can often find full or part-time work in the occupations listed in the chart below. Other occupations popular among older workers include home health aides, nursing aids, school bus drivers, child care workers and security guards. Numerous job openings are projected for these occupations due to above average growth rates and high replacement needs.

Occupations Requiring Limited Preparation in Which Older Workers Often Find Employment

Occupational Title	Employment		Growth Rate	Annual Openings		Total
	2004	2014		Growth	Replacement	
Nursing Aides, Orderlies, & Attendants	7,969	9,503	19.2%	153	104	258
Security Guards	3,153	3,130	0.0%	0	69	69
Food Preparation & Serving Workers	7,165	8,394	17.2%	123	311	433
Personal & Home Care Aides	2,188	2,879	31.6%	69	35	104
Cashiers			2.9%	32	548	581

	11,270	11,594				
Retail Salespersons	15,148	17,575	16.0%	243	551	793
Bus Drivers, School	1,629	1,888	15.9%	26	36	61

RIDLT takes over the management of the SCSEP program at a pivotal point in time as the Governor’s Workforce Board of Rhode Island (GWBRI), the state board who provides workforce development policy direction for the state, is in the midst of a strategic planning process. This planning process is inclusive of all the major stakeholders in the state that will direct policy across agencies leading to a skilled workforce including; workforce development, economic development, education, community organizations and the powerful voice of industry. While the final plan is due in April, 2009, recent planning sessions have conveyed to participants “the state of the state” of Rhode Island’s workforce. Rhode Island’s workforce has been impacted slow population growth, the out-migration of young college educated people, and the modest population growth is driven by immigrants with low educational attainment levels. While young people are leaving, those in the workforce are aging, baby boomers will retire in record numbers and take those skills developed over a lifetime with them. In the next quarter century the senior population, age 65 and older will increase by an astounding 53% while the population under age 65 will increase by a mere 1%. One in seven people is 65 and older; by 2030 one in five people will be 65 and older. It is clear that the older worker is critical to the future of Rhode Island’s workforce and the goals and objectives that will be identified by the GWBRI over the next several months must identify strategies to engage the older worker to remain a vital and valued resource for the future of Rhode Island’s workforce and economy.

Section 5. Supporting Employment Opportunities for Participants.

Competitiveness in the context of the 21st Century economy requires that Rhode Island pursue innovative approaches to every aspect of human capital development, including its mature and seasoned workforce. As part of its unified State planning process, the RIDE and RIDLT with stakeholders and partners have begun to explore several new ways to harness and improve upon the capacity of Rhode Island’s senior workers including:

- Using the State’s Labor Market Information Division to analyze the capacity of the 50 year-old plus labor market and compare it to known and emerging business human capital demands of business.
- Providing leadership and developing policies and models for effective strategies to link workers to businesses in need of skilled workers.
- Promoting increased awareness and use of electronic methods of job search to enhance job search placement services.
- Heightening awareness of the availability and potential untapped labor pool through collaborative outreach strategies.
- Creating partnerships with educational institutions (CCRI) to equip workers with needed skill enhancements.
- Instituting educational and training opportunities for One-Stop staff on the unique needs of serving the mature job seeker.

Low-Skilled /Low-Income Workforce Initiatives for the Elderly Title V Worker

The most globally competitive regions in a 21st Century economy maximize the available workforce by also fully integrating low skilled and mature workers into the demand economy. Because of the relative slow growth of Rhode Island's workforce, the integration of the older worker into the workforce is even more imperative. To the extent that Rhode Island can make improvements along the entire human capital development continuum, the more competitive the State will be ultimately. This is certainly true when an elder with low skills is able to obtain well-designed and innovative training that allows for new opportunities for better wages. The State of Rhode Island/RIDLT has begun to explore employment initiatives for all low skilled workers that include:

- Encouraging Industry Partnerships to include low skilled, low literacy, low wage, and ESOL workers when designing their training programs and support them in gaining a foothold on the career ladder; including, tapping community colleges to provide training and credentialing to workers.
- Encouraging customized training providers to offer job-specific training to low skilled, low literacy, low wage, and ESOL workers and/or new hires.
- Developing career ladders or pathways that map the range of jobs and link educational opportunities within a specific industry sector.
- Using public funds for training partnerships to find creative ways to ensure that training benefits low skilled, low literacy, low wage, and ESOL workers such as:
 - Training tied to wage increases or job promotion.
 - Incorporating accessible Adult Basic Education or ESL.
 - Offering on-site training during work hours or flexible scheduling at off-site locations.
 - Helping workers earn college certificates and degrees by developing agreements with local colleges for training programs.

With the transfer of the SCSEP program to the RIDLT the SCSEP program will become more integrated with the state wide plan to enhance the skills of all low skilled workers.

Identified High Growth, High Demand Industry Sectors

The Rhode Island Department of Labor and Training's Labor Market Information unit defines an "expanding industry" as an industry that is expected to grow by at least fifteen percent (15%) and add a minimum of one hundred (100) jobs during the 2004-2014 projection period or any industry that is projected to add a minimum of one hundred (100) jobs annually, regardless of the growth rate.

During the 2004 to 2014 projection period, Rhode Island employment is expected to grow by over 55,000 jobs. Much of this growth is attributed to the increased demand for the products and services provided by the Health Care & Social Assistance (+15,069), Accommodation & Food Services (+7,598), Retail Trade (+5,224), Educational Services (+5,182), Professional, Scientific & Technical Services (+4,994) and Construction (+4,273) sectors.

Health services will account for the largest number of new jobs expected during the projection period. Employment increases are attributed to a number of factors including a growing and aging population, medical advances and new technologies. Population growth will also contribute to the employment gains projected for Educational Services. Increases in the school age population as well as heightened emphasis on the improvement and importance of education will combine to add over 5,000 new jobs to the state's economy.

Strong growth in construction employment is attributed to new building construction as existing facilities are modernized or replaced; from new home and school construction and renovations reflecting growth in population and changes in personal taste; and from infrastructure improvements such as road and bridge construction.

**Rhode Island Industry Projections by Major Division
2004 - 2014**

Industry Title	2004 Estimated Employment	2014 Projected Employment	Numeric Change	Percent Change
Total All Industries	518,145	573,437	55,292	10.7%
Agriculture, Forestry, Fishing and Hunting	800	830	30	3.8%
Mining	188	280	92	48.9%
Utilities	1,090	1,155	65	6.0%
Construction	21,007	25,280	4,273	20.3%
Manufacturing	56,853	50,935	-5,918	-10.4%
Wholesale Trade	16,340	17,410	1,070	6.6%
Retail Trade	52,961	58,185	5,224	9.9%
Transportation and Warehousing	9,814	10,950	1,136	11.6%
Information	10,857	12,615	1,758	16.2%
Finance and Insurance	25,604	29,895	4,291	16.8%
Real Estate and Rental and Leasing	6,673	7,160	487	7.3%
Professional, Scientific, and Technical Services	20,006	25,000	4,994	25.0%
Management of Companies and Enterprises	8,393	9,750	1,357	16.2%
Administrative and Waste Services	25,040	27,780	2,740	10.9%
Educational Services	45,818	51,000	5,182	11.3%
Health Care and Social Assistance	73,151	88,220	15,069	20.6%
Arts, Entertainment, and Recreation	7,372	9,035	1,663	22.6%
Accommodation and Food Services	42,402	50,000	7,598	17.9%
Other Services (Except Government)	18,241	20,055	1,814	9.9%
Government	33,602	33,955	353	1.1%
Self-Employed & Unpaid Family	41,933	43,947	2,014	4.8%

The Food Services and Drinking Places industry is expected to add nearly 6,400 new jobs over the 2004-2014 projection periods. Increases in population, dual-income families and dining sophistication will contribute to job growth as will the increasing diversity of our population resulting in job growth in food places that offer a wider variety of ethnic foods and drinks. Population growth changes in personal taste and changes in shopping styles will result in the addition of some 5,200 new Retail Trade jobs. Trends in specialty stores which carry lines of sporting goods, garden supplies and building supplies and gasoline stations/convenience stores will result in faster-than-average growth for some industries within the Retail Trade sector.

The Professional, Scientific and Technical Services sector is expected to grow at more than twice the average rate adding nearly 5,000 jobs to the state's economy. Included in this sector are establishments, engaged in performing services that require a high degree of expertise and training. In Rhode Island, this sector is dominated by businesses offering legal services,

accounting and payroll services, computer services and architectural and engineering services to both businesses and individuals. As businesses expand and the population grows, the demand for such services is expected to grow as well.

The Finance and Insurance sector is projected to grow at a faster than average rate resulting approximately 4,300 new jobs. Most of the expected job growth will be in Banking and Securities and other Financial Investments.

While job gains are anticipated in nearly all major industrial sectors of the economy, the individual industries within the sectors are projected to grow and decline at different rates. Despite the job losses that are expected to continue to occur in the Manufacturing sector, substantial job growth is projected for Rhode Island's Chemical Manufacturing Industry. In contrast, while employment in the Arts, Entertainment and Recreation sector is projected to grow at above average rates, limited employment growth (3.1%) is projected for Museums and Historical Sites, an industry within that sector.

In consultation with the RIDLT and Rhode Island's two (2) Local Workforce Investment Boards (LWIBs) - the Workforce Partnership of Greater Rhode Island (WPGRI) and Workforce Solutions of Providence/Cranston (WSPC), the State Plan Work Group examined establishing a dynamic initiative to expand and establish a comprehensive, innovative vehicle through which Rhode Island can develop and provide meaningful work opportunities to Seniors in high growth, high demand industry sectors. As described below, this initiative will also build capacity, create sustainability, and add efficiency to the senior employment training system by coordinating new and enhancing existing workforce development efforts for Rhode Island Seniors. With the transition of the SCSEP to the RIDLT, the program will have more access to resources throughout Rhode Island's One-Stop Career Center System. Rhode Island elders and businesses will be "seamlessly" connected to workforce training programs and employment resources via on-site and virtual access points. RIDLT and its SCSEP provider(s) will align meaningful, timely training resources and programs with the short- and long-term labor market needs of Rhode Island's high-growth, high-wage industries.

In terms of workforce development, the State through its SCSEP grantee will seek to encourage dialogue among its high-growth industries to determine areas for the application of common skill standards by identifying gaps that can be filled through training models that are cost effective and responsive to the needs of the elder work force and industry. The value of such Industry Partnerships lies in the ability for the State to create opportunities for existing businesses to grow and expand while also providing meaningful long term opportunities for elders in the workforce. Under the State Plan the Industry Partnerships will be critical to the alignment of training curricula for mature workers involved with the SCSEP. Further, the development of industry partnerships will be the foundation for examining career ladder development that will create pathways to higher skilled jobs for mature workers.

The intent of this State Plan initiative is to address the workforce needs of the state's high-growth, high-wage industries by upgrading and developing our mature worker's skills, promoting industry career opportunities, and developing Rhode Island's older labor work force for a 21st century economy through training programs and resources.

Greatest Economic Need

Currently, 11.4% of the 1,048,319 Rhode Islanders are at or below the poverty level. The current potential pool of fifty-five (55) and older individuals are approximately 25,000.

Under the State Plan the State will continue to assure statewide opportunities for potential enrollees who are economically disadvantaged. Using current and relevant data and information the State will continue to assess and determine the location of elders at or below poverty level according to the 2000 census has been adjusted accordingly.

Minorities

The 2000 U.S. Census indicates that the 4.5% population increase in Rhode Island is entirely attributable to the influx of minorities during the 1990s. Rhode Island experienced a large increase in residents of Hispanic origin (of any race) over the 1990-2000 decade. In 1990, the state was comprised of 45,752 Hispanics, representing 4.6 percent of Rhode Island's total population. Only the white non-Hispanic population was larger, with 896,109 residents, approximately ninety percent (90%) of total population. Over the next ten (10) years, the Hispanic population grew to 90,820 people, representing 8.7 percent of Rhode Island's total population. This was an increase of 45,068 residents, resulting in an incredible 98.5 percent increase in the Hispanic population. The most recent estimates from the Census Bureau's American Community Survey confirm that the number of Hispanics living in Rhode Island households continued to grow through 2005, reaching 112,722, an increase of nearly twenty-five percent (25%) from 2000.

The explosive growth in service sector and construction jobs that Rhode Island natives are not so interested in has attracted this immigrant group to Rhode Island and many other states throughout the country. Meanwhile, the white non-Hispanic population decreased by 37,676 residents (-4.2%) from 1990 to 858,433 in 2000. Other races also posted gains over the decade, but none as profound as the Hispanic population growth. The increase in this group helped offset the white non-Hispanic population decline to boost Rhode Island's overall population by 4.5% or 44,855 residents over the decade. The US Census Bureau has not projected race and ethnicity estimates for Rhode Island's population to 2015; however, based on the latest estimates from the American Community Survey, indications are that the Hispanic population will continue to grow over the next decade.

Over the next five (5) years the State will continue to improve access of minority individuals to employment and training services to meet or exceed the proportion of minority individuals in the community. This will be achieved by improving the delivery of employment and training services through ongoing outreach and partnering with culturally and linguistically sensitive programs and organizations. The SCSEP program will continue to target minority participants by utilizing non-traditional methods that encourage responses from diverse communities. The SCSEP program will make opportunities for mature workers to learn or become more proficient in English as a Second Language more accommodating and accessible. This will be accomplished by building and developing employment opportunities that provide community service placements that incorporate ESL as part of their skills training. The State will work with Title V Sponsors and LWIBs to identify community service placements that can provide training and employment for diverse mature workers.

Greatest Social Need

In Rhode Island, those in greatest social need include the disabled and minority seniors. Minority seniors experience both language and cultural barriers which increases their isolation and impedes their attainment of training and employment. Many do not speak English and some are illiterate in their native language. Senior minority groups who are not assimilated into mainstream activities and services experience significant cultural barriers. Additionally, the minority groups who have immigrated to the United States during the 1990s and 2000s have come from rural and agricultural villages and experience difficulties adjusting to urban centers in which they are most likely to find housing and cultural/social supports.

Over the next five (5) years the State will promote opportunities for potential and current mature, workers to assimilate into mainstream activities. This will be accomplished by collaborating with various advocacy minority groups to identify and provide access for culturally diverse groups into mainstream activities. The State will work with and reinforce the current efforts of community agencies to enhance service availability for the minority communities.

Disabled seniors, who are at or below the Federal poverty levels in Rhode Island, number approximately seventy-six percent (76 %) of all of the disabled persons in the state. They experience significant barriers to employment. Older disabled workers find themselves in competition with younger disabled adults who are preferred for employment opportunities and who have often acquired skills that are more readily available to them in their educational experience.

Rhode Island will work to promote opportunities for employment for disabled seniors through partnerships with designated state agencies including the Division of Developmental Disabilities, the Rhode Island Developmental Disabilities Council, the Governor's Commission on Disabilities, Insight (an agency for the visually impaired), the Rhode Island Department of Human Services-Vocational Rehabilitation Unit, the Veterans Affairs Regional Office, Projects with Industry and Goodwill Industries. Over the next five (5) years the State will develop an advisory committee to address issues related to disabled seniors that will reduce barriers to employment.

Section 6. Increasing Participant Placement in Unsubsidized Employment and Employer Outreach.

Rhode Island's primary approach to ensure a continuum of life-long learning opportunities needed to support and maintain an innovation economy, is to focus on evolving workforce needs of high growth and demand industry sectors within the regional economy. Industry Partnerships are essential to ensure the proper alignment of education and training opportunities with these needs. Traditional methods that focused on disparate training programs created by governmental entities without the input of industry, often resulted in unsatisfactory placements. In addition, the lack of strong educational components has exacerbated the disconnect with industry. Adult basic education skills are a necessary complement to skills training required to keep up with technological developments to enable some mature workers to find employment. Therefore, the State will continue to develop and support "Industry Partnerships" in the context of developing employment opportunities for the mature under skilled worker.

As of February 2008, the Unemployment rate in Rhode Island is 5.8 %. Over the last decade, jobs in the manufacturing sector have markedly decreased while those in the service sector have been on the rise particularly in the food service and health care industries.

Traditionally, those job seekers eligible for participation in the Title V programs have had employment histories in manufacturing and many were displaced homemakers. Also, emerging trends in recruitment of eligible participants to the SCSEP are beginning to reflect needs for re-training and employment of the Baby Boomer generation.

Building upon the experience and strong commitment of the RIDLT, DEA, CCAP, Title V Sponsors and Rhode Island's two (2) Local Workforce Investment Boards, the State will over the next five (5) years increase placement of mature workers in the workforce by:

- Developing a training resource system, specifically designed to effectively respond to unique needs of the older employee:
- Provide resources and strategies to support the adaptive, industry-approved training programs targeted for the older worker;
- Strengthen the role of industry partners in the collaboration of training development and expansion of responsive and effective training resources for older workers;
- Develop a Senior Workforce Development Initiative that fosters pathways to respond and adapt to the variety of industry workforce needs throughout the employer community;
- Utilize aspects of the established "Industry Greenhouses" state wide workforce development programs that develop and implement industry-based activities, such as internships and job banks, so as to connect and support the senior workforce ;
- Upgrade and continue to develop area training and educational resources that meet industry standards and occupational skill requirements for older workers;
- Integrate technology to build sector-based "virtual" One-Stops that are linked to and complement the *netWORKri* Centers, and expand career awareness in high-growth sectors for seniors; and
- Build industry-based "clearinghouses" to recruit mature candidates for training and connect successfully-trained graduates to employment opportunities.

The State anticipates that over the next five (5) years a strategic Industry Skill Development Initiative for Seniors that mirrors the State's Work Force Development initiatives will be developed and implemented. This initiative will be loosely based upon the model developed through the highly successful Rhode Island Biomanufacturing/Biotechnology Training Initiative Grant, a four-year, \$3 million Federal H-1B grant secured by the WPGRI in 2004. The model, which has proven to be effective and responsive to the Industry Partners for Statewide work force development, designates the LWIB as project fiscal administrator and the Industry Partnership as program manager. Each Industry Partnership is organized differently with priorities unique to their sector or identified area of expertise. The LWIB's customize their contractual agreements to allow for optimum success with each partnership. This would allow for Industry Partners designated as SCSEP work force initiatives to create specific programs tailored to the needs of SCSEP participants and mature workers.

Under this initiative, an engaged Industry Partnership for SCSEP will identify the sector's training needs and respond to labor force shortages, direct training content, select service providers, and collaborate on strategies for developing a senior workforce.

Under the State Plan the State will enhance accessibility and build capacity throughout the state's One-Stop Career Center System for senior employees in SCSEP program. In October 2005, the Governor signed an Executive Order identifying Rhode Island's One Stop Career Center System, *netWORKri*, as the state's primary deliverer of workforce development programs.

As highlighted in the RIDLT/WIA State Plan (2007-2009) (WIA State Plan), this was a clear mandate to organize the workforce development system around a seamless delivery of services rather than a disparate puzzle of programs, funding streams, and processes. The WIA State Plan further outlined a strategic vision to connect the redesign of *netWORKri*'s service delivery to the Industry Partnerships, and, ultimately, improve the quality and skill-levels of Rhode Island's workforce. The SCSEP program for elder workers will be an integral component in the delivery system designed to fulfill this state wide vision for workforce development. Rhode Island is in the process of enhancing the One-Stop System by upgrading existing and integrating new technologies that will more rapidly assess skills; identify individual skill gaps; connect individuals to training, other developmental resources, and employment opportunities; and pipeline workers toward careers in growth industries and occupations. Jobseekers and employers will have multiple points of access to engage the Adult Workforce Development System, whether in-person at a *netWORKri* Center or "virtually" through the Internet. This will create a more meaningful and responsive method of service delivery – a modernized, 21st century One-Stop System that can foster and support a 21st century workforce. The transfer of the SCSEP program to RIDLT will enable the State to develop a system of work force development that can more readily access and utilize the One-Stop System for eligible mature workers.

To make this vision a reality, over the next five (5) years the LWIB's, Title V sponsors and stakeholders will work in partnership with the Rhode Island Department of Labor & Training to develop and implement skill development initiatives for seniors that will also be tied to the Ocean State's Adult Basic Education, Career and Technical, and Community College systems, as well as the training efforts of other partner agencies and organizations. Through these programmatic linkages, a truly comprehensive Senior Adult Workforce Development System can be built that implements the Governor's Workforce Board's vision of fostering Rhode Island's high-growth, high-demand sectors, delivers on the work already completed by the Industry Partnerships, and meets the labor force needs of industry and seniors alike.

The current sub-grantee CCAP and the LWIB's have managed and delivered a variety of federal and state funded workforce training services over the past decade and have worked in collaboration with specific industry groups on workforce skills development projects. Therefore, the Rhode Island convinced that there is capacity within state to develop employment opportunities for the elderly. The State will be working to accomplish the following over the next five (5) years:

Through training and collaboration with prospective employers the State will develop and challenge industry partners to develop employment opportunities for seniors with established

career ladders. Placing well trained and thoroughly assessed seniors in high growth high demand industries will increase the retention rate of senior employees.

Rhode Island recognizes that a skilled and comprehensive assessment of a senior employee is crucial to a successful employment opportunity. Rhode Island and the sub-grantee will work with employers and senior employees to identify early when a job placement is problematic or unsatisfactory to either party. Rhode Island and our experienced Grantee recognize that training and close monitoring of the employment placement and the SCSEP program is crucial to retention of a senior employee.

The State and the grantee will work collaboratively to ensure that training that addresses issues relating to job retention are emphasized and included as strategies to keep older workers engaged in the SCSEP program.

To ensure that the sub-grantee agency is implementing the SCSEP grant in accordance with Federal guidelines and the US Department of Labor Rules and Regulations, the RIDEA/RIDLT Project Manager provides active administrative oversight and technical assistance to the sub-grantee during monthly meetings or more frequently as needed. The monthly meetings include updates and changes to the project , programs in the recruitment of participants and host agencies, tracking of performance measures , review of data collection, , protocols forms and spending. Informal meetings are scheduled in the interim to resolve any issue that may emerge. Timelines are developed for any necessary action steps. The Grantee will have formal quarterly monitoring reviews of all aspects of the SCSEP conducted by RIDEA/RIDLT employees. At this quarterly review the RIDEA/RIDLT Project Manager will review in detail the following information:

1. All required participant forms required including intake, recertification if indicated
2. Termination of SCSEP employees as well as appeals processes.
3. Reviews of meetings with participants and host agencies.
4. Review of ongoing recruitment activities
5. A review of job development activities by the employment counselor/case manager.
6. A review with the project manager to review the progress in data collection activities and progress towards achieving performance measures and overall implementation of the program.

The Project Manager will develop a monitoring report after every quarterly meeting .identifying the achievements as well as any issues that arise requiring corrective action along with a timeline for completion. This is to ensure that participants are provided with employment and skills training opportunities that are consistent with their capabilities and in response to labor market demands. Copies of this report will be kept at an administrative file with the sub grantee. If indicated, the Project Manager will monitor the corrective actions following the time lines developed. The Project Manager will analyze labor market trends to promote timely response to those needs through training for the SCSEP participants.

Section 7. Community Service Needs.

Host Agencies

There are many community service employment opportunities for Rhode Island's senior workers including; adult daycare aides, literacy tutors, homemakers, day care cooks, outreach workers, mentors for our Temporary Assistance for Needy Families (TANF) population, custodians, administrative assistants/office workers, nutrition aids, meals on wheels aides and drivers of other seniors to medical care, etc. It is the experience of the sub-recipient that the participants who possess clerical and computer skills are the most successful in connecting to unsubsidized employment, leading to both participant and employer satisfaction. It has been the experience of the host agencies that senior participants bring seasoned experience/expertise and good work ethics to their business.

To ensure that all Community Service assignments are linked to participants' assessment, a written Individual Employment Plan (IEP) is developed with the participant, prior to placement, identifying the goals, objectives, action steps and timelines that will lead to unsubsidized employment. The IEP also identifies host agencies and placement opportunities that align with individual goals abilities and interests. The IEP goals and strategies will be based on the in-depth assessments and the result of testing and interest inventories conducted by the sub-grantee. The sub-grantee will use a holistic approach to see the "whole person" in the context of their lives. The sub-grantee staff will conduct an in-depth assessment of the participant's employment history, personality, personal background and non-work activities (hobbies, household activities, church related activities, etc.) The sub-grantee will provide orientations inclusive of all appropriate manuals and grievance procedures. This orientation is documented, dated and signed by the participant and included in the participant's file. An employer orientation will also take place when the work assignment begins.

The transfer of the SCSEP to RIDLT will connect this program to important statewide workforce development initiatives, particularly those of the GWBRI and the two Local Workforce Investment Boards that are focused on building a skilled Rhode Island workforce. Current strategic planning by the GWBRI and Industry Partnership Initiative are making great strides in identifying the skills needed by high growth, high demand occupations and identifying strategies to create a pipeline of skilled workers. It is critical that those agencies working with SCSEP are knowledgeable about the content and outcomes of these statewide initiatives to ensure they are directing participants in concert with the needs of industry. Having high and clear expectations for the host agency is one of the nine "Best Practices" of Highly Effective SCSEP Projects (The National Council on Aging, Inc. Washington, D.C.). RIDLT will work with the sub-grantee and host agencies to ensure they are knowledgeable about demand occupations and the skills needed by Rhode Island employers. To be effective host agencies will need to develop community service employment opportunities that will train participants in those skills most needed by Rhode Island employers. Community service training will be customized to meet the participant's needs and goals, and to develop their skills and talent as detailed in their IEP. Based on the participant's assigned placement additional training may be necessary. Job training may include computer skills, customer service, team building, communication and more specific in-service trainings/workshops on record keeping and confidentiality. Training formats may include individual or group instruction, lectures and seminars and may be held outside the

sub-grantee's agency. Attendance and/or training certificates will be documented in the participant's case records.

Types of community service activities include a variety of activities that match the participant's skills and competencies. Program participants are placed in government offices and schools as administrative assistants, receptionists, clerks, custodians, intake and date entry staff, mentors, classroom aides, maintenance workers and many other areas. While enrolled, the host agency is expected to allow the senior opportunities to improve or learn new skills with training opportunities and work experience, which helps them transition into unsubsidized positions with better wages and benefits. While working closely with the host agency, the sub-grantee will review opportunities for the participant to pursue training which will afford the participant new skills in order to pursue a higher level position.

The following are considerations in matching participants to community service employment:

- Comparison of participant's job skills and competencies
- Does the type of work meet participant's goals for employment?
- Location of site agency and transportation needs of the participant
- Work Schedule – days and hours required
- Intensity and quality of on-site supervision and training
- The likelihood community service employment transitioning to unsubsidized employment

DLT will work in close collaboration with the sub-grantee, utilizing the outcomes of Industry Partnership skill gap studies and current labor market information, to ensure that community service employment assignments are effective in preparing participants for employment opportunities in the regional economy. The sub-grantee will actively recruit host agencies through current affiliations with many statewide non-profit networks and partner agencies that have the resources and capacity to effectively prepare participants for unsubsidized employment. This will include working with partners in the State's Employer Service Network and many faith-based organizations. A successful match is one where the Host Agency meets or exceeds the needs of the participant and provides relevant training that leads to unsubsidized employment in a demand occupation.

In an effort to ensure that participants gain a variety of job skills and competencies and diverse work experience, participants will be rotated out of a community service site every 12 months as recommended by the SCSEP program.

Section 8. Coordination with Other Programs, Initiatives and Entities.

As described extensively above, with the transfer of the SCSEP program to the RIDLT comes the opportunity to seamlessly integrate the SCSEP work force development strategy for elders into the overall state plan for work force development.

This will allow for the potential to use SCSEP funding in conjunction with WIA funds and other State and federal programs to enhance client support, maximize investment, and minimize duplication of programs. WIA core and intensive services are linked by Memoranda of Understanding (MOU's) to occupational training. Support benefits needed to start and retain a

customer in occupational or other training are often accessed through the One-Stop Career Centers. The LWIB's obtain needed services from non-profit agencies such as child care, pre-GED and English language training for its WIA customers. In order to improve the linkages for the customer, the State proposes to provide access to all known supportive services from all partner programs, community-based organizations, and faith-based organizations on the RIDLT web site and in the One-Stop Career Centers' Resource Areas. The State Job Development Fund, created by State Statute in 1992, is a state fund generated entirely from the Rhode Island employer community. The program provides approximately nine million dollars annually to improve incumbent worker training, literacy, and youth initiatives. Rather than use limited WIA Title I dollars to fund incumbent worker training, Rhode Island leverages State funds for this purpose. Employer grants are awarded on a competitive basis. The employers must detail how the training will improve the competitiveness of their business or business sector. In addition, the employers must commit to payment of 50% of the allowable training expenses. Funds are also provided directly to the Rhode Island Department of Education (RIDE) for literacy efforts. Most WIA Title I funds are provided to the LWIB's through formula allocation. These Boards have continued to express an interest in on-the-job training opportunities and customized training to serve particular businesses that promise employment for a certain percent of the customers trained. The State, therefore, has requested an extension of the customized training waiver. This is a waiver request from WIA Section 101 (8) and WIA Final Regulations at 20 CFR Section 663.715 that requires a 50% employer match. This waiver changed the required 50% employer match to a match based upon a sliding scale. Through this approach, the employer match ranges from a minimum of 10% to a maximum of 50%. The match is based on a particular industry's cost/benefit ratio and transferability of skills. This leverages additional funds for training efforts by allowing industries, particularly those with the need for large numbers of new placements, to participate in the cost of training that makes sense to them and the economic realities of their industry sector.

The RIDLT is closely aligned with the two Workforce Investment Boards (WIB's) in the state. The RIDLT SCSEP Program Manager currently sits on the Board of the Workforce Partnership of Greater Rhode Island and will also be assigned to participate as a Board member on the Providence/Cranston Workforce Solutions. As a member of these two WIB's, the Program Manager will:

- focus on increasing awareness of the members of both boards regarding the SCSEP program and the services provided
- will connect the SCSEP program to other WIB workforce development initiatives and strategic planning

These two WIB Board appointments, along with the manager's involvement with the state's Industry Partnerships, allows the Program Manager to collaborate with business owners, community based organizations, other state agencies, organized labor and other engaged citizens to maximize opportunities for training services and eventually move participants to unsubsidized employment. The RIDLT Program Manager has previous experience as manager of the Employer Service Unit and continued collaboration with this unit will expose the SCSEP program to Rhode Island employers and lead to employment opportunities for participants. The RIDLT Program Manager was on the original task force which created and implemented the state's Employer Service Network (ESN) under the Work Incentives Grant to enhance the system for people with disabilities. The ESN consists of state and private agencies which meet

to network, share resources, resolve issues and offer opportunities for professional development to its members. Job placements for people with barriers to employment have been one of the successful outcomes of this collaborative effort.

Over the past few years, the state's Providence netWORKri Center has had the privilege of offering a position to three SCSEP participants, all who were very successful and two who were assigned to unsubsidized positions. Their role in a netWORKri Career Center is to assist other SCSEP participants in job search activities and in making them aware of any trainings, seminars and job fairs or employer recruitments. Through this One-Stop collaboration SCSEP participants will have access to all services and resources of partner agencies which include RIDLT, Workforce Solutions of Providence/Cranston (WIA provider), Vocational Rehabilitation, Adult Education, and Human Services. Participants will have access to the support of programs that help people maneuver a complex system and address barriers to employment including the Disability Program Navigator Initiative.

Section 9. Avoidance of Disruptions in Service.

Rhode Island under this five (5) year State Plan will implement and ensure compliance of protocols and policies to guarantee that there is no disruption in the SCSEP services to eligible Title V Senior participants. Under the following scenarios the State Grantee and the sub-Grantees (s) will implement the following action steps:

- When there is new census data indicating that there has been a shift in the location of the eligible population, Rhode Island will immediately review the equitable distribution of SCSEP slots. The available SCSEP employment slots will be redistributed and transferred to areas with the greatest need;
- If there is a situation that has lead to over enrollment in the SCSEP slots, the State Grantee and the sub-grantee (s) will review and assess the participants to encourage and facilitate participating Seniors in over represented areas to transfer to unsubsidized employment.

To maximize the beneficial impact on the most eligible seniors the State Grantee will work with the Sub Grantee(s) to ensure that there is a continuous and strategic gradual shift of participating seniors from subsidized community service to unsubsidized community service. This strategic plan will comply with the new OAA S18 (a) (3) time limits on SCSEP subsidized community service. The State Grantee will work collaboratively with industry partners and through other state work force development agencies and initiatives to aggressively promote transfer to unsubsidized community service.

Section 10. Improvement of SCSEP Services.

As of July 1, 2008, the Senior Community Service Employment Program (SCSEP) will be managed by the Rhode Island Department of Labor & Training (RIDLT) as the state's assigned agency for labor, training and employer services. RIDLT will be the designated single planning and service area agency for the State, administering SCSEP under Title V. RIDLT is also the operator of Rhode Island's One-Stop Career Center System called, netWORKri.

The Rhode Island Department of Elderly Affairs (RIDEA), who has been the state's assigned Unit on Aging, will transfer this program to RIDLT effective July 1, 2008.

The current sub-grantee, Comprehensive Community Action Program, Inc. (herein called CCAP or the sub-grantee) has had a contract with the State of RI for the past three years (July 1, 2005 through June 30, 2008) under the management of RIDEA. Through negotiations with CCAP, an extended contract has been agreed upon through December 31, 2008. RIDLT requested this extension to ensure continuity of services to current participants during the transition period. CCAP has clearly demonstrated the ability to implement SCSEP in accordance with the Rules and Regulations of the US Department of Labor. A new Request for Proposal (RFP) will be issued in the fall of 2008 to be effective on January 1, 2009. RIDLT will continue to assist, monitor and administer active oversight of CCAP to fulfill successful pre-employment placement (subsidized within a host agency) leading to unsubsidized employment for the current senior participants. RIDLT will set scheduled meetings with the CCAP staff, host agencies and senior participants on a monthly basis, and communicate through frequent emails and offer technical assistance and guidance for continued successful results. The state of RI, through CCAP, has consistently achieved critical performance measures and RIDLT is eager to continue this success.

In the same effort RIDLT looks to the improvement of services by; increasing the number of collaborations that are formed through the program, review and improvements of the criteria for recipients, an a increased ability to reach areas not chartered previously with the resources that RIDLT has in place currently.

Section 11. Appendices.

Please see attached.

Appendix 1. Copy of the Equitable Distribution Report.

SCSEP Equitable Distribution Report

Please fill in the number of PY2007 authorized positions by county for Rhode Island and for SER. Totals and differences will calculate automatically. Save the file and return a copy by e-mail to hostetter.phil@dol.gov no later than the deadline for the new four-year State Plan on June 30th, 2008.

County	Distribution Factor	Equitable Share	State	SER	Totals	Difference
Bristol County, RI	0.0465	15	2	13	15	0
Kent County, RI	0.1305	41	10	31	41	0
Newport County, RI	0.0565	18	2	16	18	0
Providence County, RI	0.6997	220	48	172	220	0
Washington County, RI	0.0668	21	3	18	21	0
	1.0000	315	65	250	315	0