

Senior Community Service Employment Program (SCSEP)
Stand-Alone State Plan

District of Columbia

DRAFT



MURIEL BOWSER, MAYOR

April 25, 2024

U.S. Department of Labor
Senior Community Service
Employment Program (SCSEP)
200 Constitution Avenue, NW
Washington, DC 20210

ATTN: Name, Title

Dear Name:

I, Mayor Muriel Bowser, authorize Dr. Unique Morris-Hughes, the Director of the District of Columbia Department of Employment Services (DOES), to serve as the designee to submit the District of Columbia's Senior Community Service Employment Program (SCSEP) Stand-Alone State Plan (State Plan), which covers the period from July 1, 2024 through September 30, 2027.

DOES, as the authorized and designated State Unit on Workforce Development in Washington, DC, is given the authority to develop, update, and administer the State Plan in accordance with all requirements of the Older Americans Act. DOES is primarily responsible for the coordination of all state activities related to the purposes of the Act. The State Plan has been developed in accordance with all federal statutory and regulatory requirements.

Should you have any questions or comments, you may contact Dr. Unique Morris-Hughes, Director of DOES, at 202-671-1900.

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DISTRICT OF COLUMBIA SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM FOR PROGRAM YEARS 2024 - 2027

Background

In order for each state to qualify for the administration of the Senior Community Service Employment Program (SCSEP) pursuant to section SEC. 503 of the Older Americans Act (OAA), the Chief Elected Official, or their appointed designee, is required to submit a SCSEP State Plan. The plan must outline a comprehensive four-year strategy for the statewide implementation of community service training and other approved activities aimed at assisting eligible unemployed individuals aged 55 and older with low incomes to obtain unsubsidized employment.

The District of Columbia Department of Employment Services (DOES) is the designated agency that coordinates the development of the SCSEP State Plan and administers the SCSEP under an annual grant from the U.S. Department of Labor (DoL). With a mission to connect District residents, job seekers, and employers to opportunities and resources that empower fair, safe, effective working communities, DOES aims to create economic stability and the highest quality of life for all District residents, including aging residents.

Section 1. Purpose of the State Plan

The intent of DC's SCSEP State Plan is to establish a framework for the continuation and enhancement of the SCSEP program in the District for the next four years. Furthermore, the statutory and regulatory requirements for the SCSEP State Plan underscore the significance of forging partnerships between SCSEP and other programs, initiatives, and entities operating within the state. This cooperative approach is crucial for the successful implementation of the SCSEP program and attainment of its goals.

The SCSEP State Plan sets forth DC's vision for offering part-time work-based training and experience to low-income individuals over the age of 55, enabling them to make significant contributions to the community while enhancing their employability in competitive job markets. This program, acting as a bridge for older adult workers towards unsubsidized employment, aligns with the DC's broader goals of workforce development and social service by facilitating valuable community service for program trainees carried out in partnership and collaboration with other workforce development programs and with key nonprofit and community-based programs in the District.

Under the latest Training and Employment Guidance Letter (TEGL) No. 09-23, issued February 13, 2024, the SCSEP State Plan covers program years 2024 to 2027, reflecting a concerted effort towards enhancing job quality, access to good jobs in relevant sectors, and strategic coordination among SCSEP grantees and stakeholders. The State Plan continues the provision of work-based training and services through enhanced alignment with Workforce Innovation and Opportunity Act (WIOA) programs and activities.

Notably, our SCSEP 2024-2027 State Plan makes these strides based on two critical developments that will maximize its impact: the strategic integration of workforce development initiatives in the District of Columbia and a community-centric approach to workforce training and support.

Strategic Integration in Workforce Development

The District of Columbia's SCSEP State Plan will be effective because it fits within a harmonized suite of strategic plans for addressing the nuanced needs of the District's diverse populace and the broader economic landscape. The SCSEP State Plan is one leg of a three-legged stool, working seamlessly with the Reemployment Services and Eligibility Assessment (RESEA) Grant State Plan and the District of Columbia Workforce Innovation and Opportunity Act (WIOA) State Plan. Working together, the plans:

- Align economic and labor-market needs, optimizing the reentry of unemployment insurance beneficiaries, crafting a skilled workforce across various sectors, and targeting senior employment in growth industries.
- Ensure comprehensive and inclusive service delivery, giving all job seekers, from youth to seniors, access to a full spectrum of support services through a diverse network of resources.
- Focus on equity and access, by emphasizing serving underserved and minority populations, with specific strategies to ensure equitable access to workforce development services, aiming to reduce employment disparities and foster inclusive economic growth.
- Will deliver for employers and ensure job market relevance by actively engaging employers and aligning training programs with job-market demands, ensuring relevance to employer needs, and facilitating smoother transitions into unsubsidized employment for participants.

The deliberate integration of these plans underscores the District's commitment to a comprehensive and synergistic workforce development system, paving the way for employment for all residents and securing a resilient, inclusive, and economically vibrant future.

Community-Centric Approach

The SCSEP State Plan takes a significant and progressive shift towards a more integrated and community-centric approach in the way SCSEP services are delivered by integrating SCSEP more deeply within the communities being served, leveraging the strengths and opportunities of a private entity and a non-profit organization.

A key element of the District's new approach is the relocation of the SCSEP grant to community-based organizations and an additional nonprofit organization. This move will bring several benefits for senior citizens and complement the overall service experience for seniors. Specifically:

- Improving access by relocating services to community-based organizations will ensure that seniors have a convenient location to visit and seek assistance.
- Enhancing collaboration between the senior community service employment program and the community-based organizations and the nonprofits will allow for better coordination of resources, knowledge-sharing, and joint efforts to address the specific needs of senior citizens.
- Providing comprehensive support, by relying on the strengths of the community-based organizations as well as private-sector organizations that are well-equipped to provide a wide array of services and programs tailored to the needs of seniors, will result in a more comprehensive support system that addresses various aspects of seniors' well-being, including by providing employment assistance, health services, and by social activities, while utilizing the American Job Centers as a "direct referral partner" for those seniors wait-listed or ineligible for SCSEP.
- Streamlining services by allowing seniors to access multiple services seamlessly, without having to navigate through different locations or departments, will save them time and effort.
- Increasing outreach in community settings in which there is a greater opportunity for initiatives targeted at seniors as a primary focus will raise awareness about the program and reach a wider audience of seniors in need.

This approach underscores Mayor Bowser's commitment to enhancing service delivery and fostering innovation. The shift involves relocating the grant to proximate community-based organizations and nonprofits, which will enhance the accessibility of services for seniors, allowing them to engage with the program more readily and with greater convenience. The move

will also place resources under those with the right expertise, and with local entities that are already embedded in the fabric of senior support systems.

In making these changes, the District shifts program delivery beyond traditional approaches by situating the grant within community-based organizations and nonprofits that seniors already frequent and trust. As noted above, this change is designed to provide more accessible services, reducing logistical barriers, and enhancing the likelihood of sustained engagement. The planned collaboration with subgrantees will create a seamless network where resources, expertise, and support systems are pooled, yielding a multidimensional service delivery model that caters to the comprehensive needs of seniors.

This transition will be not merely a response to the growing and diverse needs of our aging population but also an acknowledgment of the dynamic nature of the District's changing landscape and economy. This approach will extend the reach and efficacy of SCSEP services across the District and amplify the program's impact by leveraging local strengths and resources. Through this approach, we anticipate a significant enhancement in the quality of life and well-being of our senior residents, ensuring that the program's benefits are more accessible, tailored, and responsive to the unique needs of this demographic.

The updated plan adheres to the directives of Section 503 of the 2006 Older Americans Act (OAA) Amendments, §20 CFR Part 641, and the corresponding SCSEP Final Rules, alongside the detailed requirements set forth in TEGL 09-23.

Section 2. Action Requested

The Mayor of the District of Columbia has charged DOES with the responsibility to coordinate and submit the SCSEP Four-Year State Plan as a stand-alone plan, signifying a dedicated effort to enrich the lives of senior residents in the District of Columbia.

Section 3. Summary and Background

The District's State Plan is intended to foster coordination among the various SCSEP grantees and sub-recipients operating within DC and to facilitate the efforts of stakeholders.

In accordance with Section 503(a) of the Older Americans Act (OAA) and SCSEP regulations at 20 CFR 641, Subpart C, the District of Columbia Department of Employment Services (DOES) is required to submit a Senior Community Service

Employment Program (SCSEP) State Plan. This stand-alone SCSEP State Plan includes a four-year strategy (for 2024-2027) for the statewide provision of community service employment and other authorized activities for eligible individuals under SCSEP and describes the planning and implementation process for SCSEP services in the District of Columbia, considering the current distribution of eligible individuals and employment opportunities within the state.

District of Columbia Eligible Individuals in Aging Populations

The District of Columbia provides the following data in compliance with §20 CFR 641.325:

(a) The ratio of eligible individuals in each service area to the total eligible population in the State

The District of Columbia’s economy has continued to improve and has returned to, or is nearly at, pre-pandemic levels as of the PY 2023-2024. However, labor market participation, skills, and educational attainment vary by race, age, and other demographic categories. Understanding and addressing existing disparities will allow the District’s economy to continue to grow and cultivate a diverse and skilled workforce.

Per the U.S. Census Bureau’s American Community Survey 1-year estimates (2022), the District of Columbia has roughly 671,803 total residents. Adults ages 55 and older make up 22 percent of all residents in the District of Columbia or roughly 151,332 residents, as shown in Figure 1.

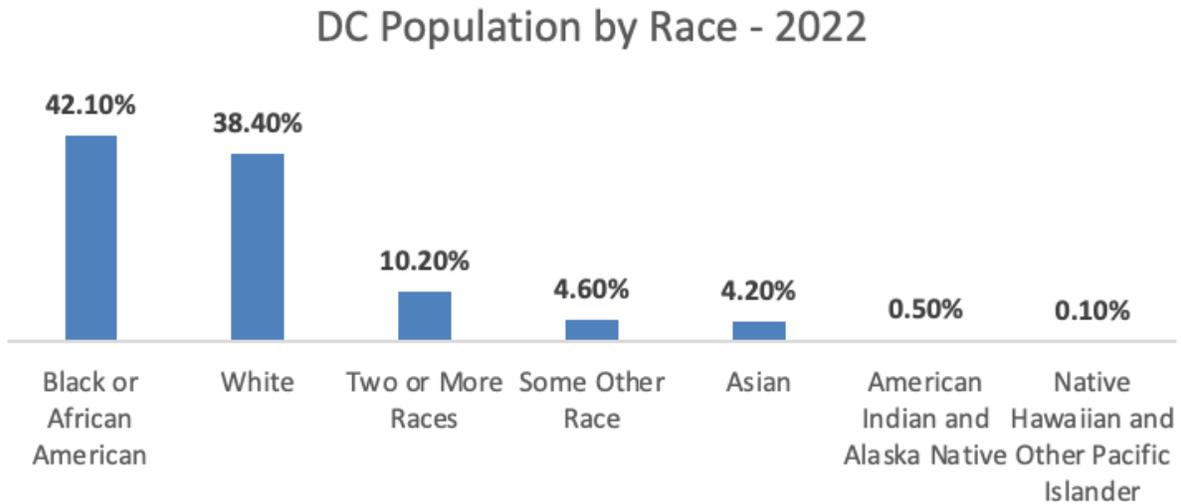
Figure 1: District of Columbia Population Estimates by Age Group, 2022

Population Estimate by Age Group: 2022	
Age Group	Estimate
Total	671,803
Under 16	113,709
Age 16-19	30,672
Age 20-24	48,094
Age 25-34	145,567
Age 35-44	110,949
Age 45-54	71,480
Age 55+	151,332

Source: DOES - LMI; U.S. Census Bureau - ACS 1-Year Estimates, 2022

According to the US Census Bureau population estimates from 2023, the District has a diverse population with 42.1 percent identifying as Black or African American, 11.7 percent as Hispanic or Latino (of any race), and 4.2 percent as Asian. Additionally, 17.5 percent of all District residents speak a language other than English in their home. Figure 2 shows the racial and ethnic diversity in the total population of the District of Columbia.

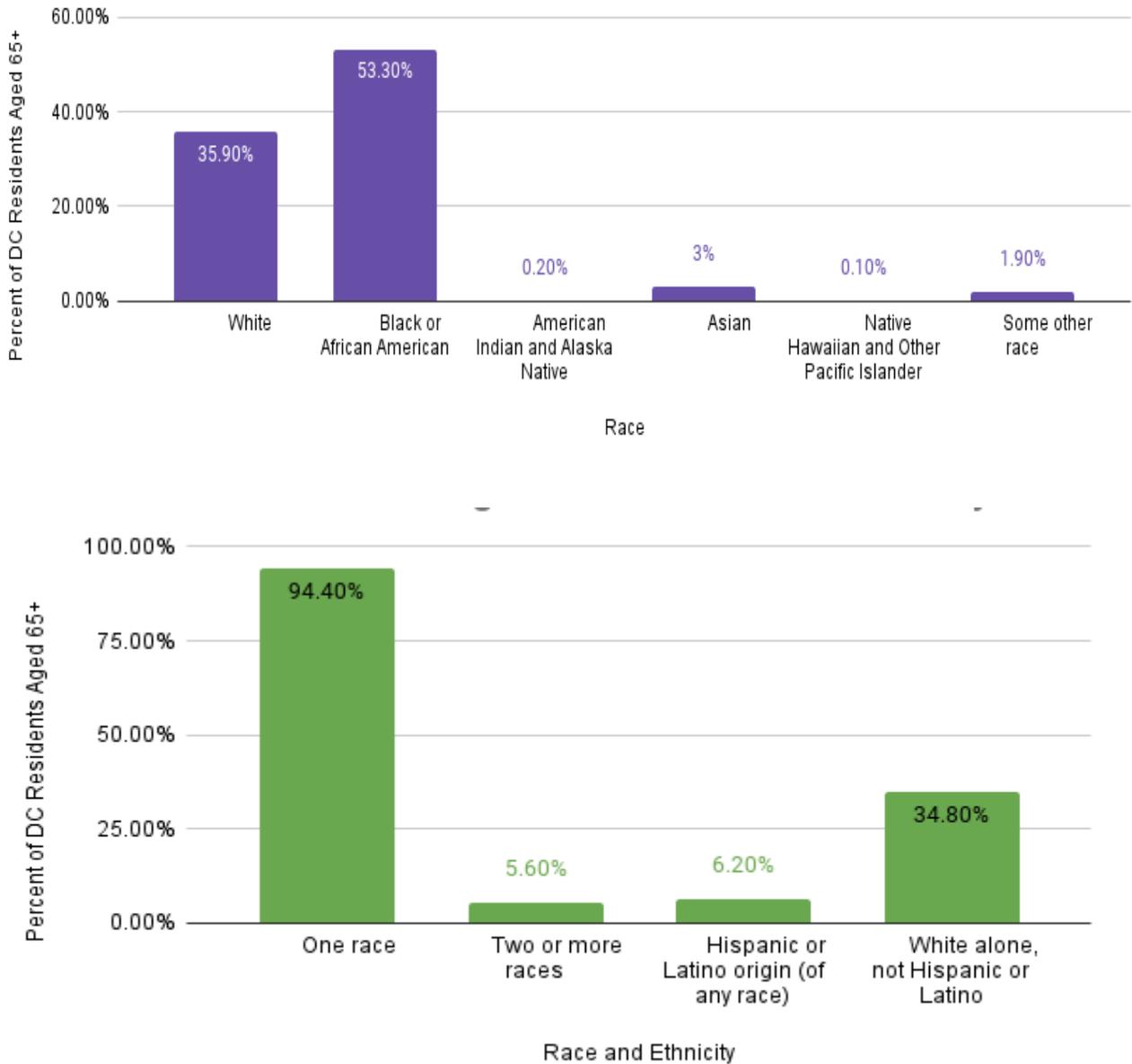
Figure 2: All District Residents by Race and Ethnicity



The older adult population is not only a large segment of the population but is also a diverse segment. Of DC’s population over age of 60, 17.5 percent are living below the federal poverty level according to the American Community Survey, 2022. Adults ages 55 and older are also racially, ethnically, and linguistically diverse. Given the demographics of the District’s aging adult population, DOES does not anticipate any difficulty reaching a diverse or high-need population to meet the requirements for equitable participation of minorities in SCSEP and equitable distribution of

resources. Figure 3 shows that 53.3 percent of older residents in the District identify as Black or African American, 6.2 percent identify as Hispanic, 5.6 percent identify as two or more races, and 3 percent identify as Asian.

Figure 3: DC Residents Aged 65 and Older by Race and Ethnicity



According to the US Census Bureau’s Annual Social and Economic Supplement (2022,) potential SCSEP participants include roughly 10,318 without a high school diploma or equivalent, and 17,609 with a high school diploma or equivalent, as seen in Figure 4.

Figure 4: Educational Attainment for Age 18 and Over, 2022

State: DC	Totals	Educational Attainment						
		Less than 9th grade	9th to 12th grade, no diploma	High school graduate or GED	Some college, no degree	Associate's degree	Bachelor's degree	Graduate or professional degree
Totals	546,531	15,140	25,151	88,799	80,074	15,514	141,256	180,597
Age								
18 to 24	61,935	556	4,358	15,983	22,037	680	16,396	1,925
25 to 34	152,345	2,016	4,168	15,480	14,259	3,675	58,400	54,347
35 to 44	108,199	2,982	2,823	12,324	10,979	2,954	25,220	50,917
45 to 64	139,601	5,849	7,221	27,403	20,510	5,296	26,486	46,836
65 +	84,451	3,737	6,581	17,609	12,289	2,909	14,754	26,572
Source: DOES - LMI; Census - ACS 2022 5-year average								

The Office of Labor Market Research and Performance has identified the economic projections for jobs in industries and occupations in the District of Columbia.

The District of Columbia’s Existing Demand - Industry Sectors and Occupations

The District’s projected employment opportunities, as referenced in §20 CFR 641.325(c) and §20 CFR 641.302(d), are heavily accounted for by the fastest-growing industries and occupations. Figure 5 shows the top 10 industries sorted by their projected percentual employment change by 2030. The top five industries projected to experience significant growth are: Scenic and Sightseeing Transportation (167.82%); Food Services and Drinking Places (98.63%); Accommodation, including Hotels and Motels (88.55%); and Performing Arts, Spectator Sports, and Related Industries (82.6%).

Figure 5: District of Columbia Fastest Growing Industries (2020 and Projected 2030)

NAICS Title	Employment		Employment Change	
	2020	2030	Numeric Change	Percent
Total All Industries	756,899	854,653	97,754	12.92
Scenic and Sightseeing Transportation	202	541	339	167.82
Food Services and Drinking Places	32,445	64,444	31,999	98.63
Accommodation, including Hotels and Motels	8,976	16,924	7,948	88.55
Performing Arts, Spectator Sports, and Related Industries	3,224	5,887	2,663	82.6
Funds, Trusts, and Other Financial Vehicles	97	167	70	72.16
Personal and Laundry Services	5,289	8,800	3,511	66.38
Other Support Services	495	762	267	53.94
Amusement, Gambling, and Recreation Industries	2,000	3,065	1,065	53.25
Offices of Other Health Practitioners	1,070	1,576	506	47.29
Other Professional, Scientific, and Technical Services	5,870	8,504	2,634	44.87
Source: DOES - LMI; Long-Term Industry Projections, 2020-2030				

DOES produces ten-year industry employment projections for the District of Columbia. Per the latest available long-term industry projections, which cover the period 2020-2030, the number of jobs in the District of Columbia is estimated to grow by approximately 12.92 percent by 2030, or 1.22 percent annually. Figure 6 shows the top ten industries projected to add the largest total number of jobs by 2030. Among these industries, the top five with the most projected increase in jobs are: Food Services and Drinking Places; Professional, Scientific, and Technical Services; Accommodation, including Hotels and Motels; Educational Services; and Administrative and Support Services. These five major industries are projected to add 65,546 jobs over the 10-year projection period of 2020 through 2030.

Figure 6: District of Columbia Top 10 Industries in projected Numeric Employment Change, 2020-2030

NAICS Title	Employment		Employment Change		
	2020	2030	Numeric	Percent	Annual Growth
Total All Industries	756,899	854,653	97,754	12.92	1.22
Food Services and Drinking Places	32,445	64,444	31,999	98.63	7.10
Professional, Scientific, and Technical Services	121,528	133,272	11,744	9.66	0.93
Accommodation, including Hotels and Motels	8,976	16,924	7,948	88.55	6.55
Educational Services	54,662	62,080	7,418	13.57	1.28
Administrative and Support Services	41,825	48,262	6,437	15.39	1.44
Religious, Grantmaking, Civic, Professional, and Similar Organizations	59,702	65,329	5,627	9.43	0.90
Management, Scientific, and Technical Consulting Services	28,328	32,648	4,320	15.25	1.43
Elementary and Secondary Schools	19,994	23,523	3,529	17.65	1.64
Personal and Laundry Services	5,289	8,800	3,511	66.38	5.22
Ambulatory Health Care Services	18,287	21,645	3,358	18.36	1.70
Source: DOES - LMI; Long-Term Industry Projections, 2020-2030					

One of the main barriers to employment that SCSEP program participants often experience is lack of formal education credentials, such as college and professional degrees, that are in-demand in the labor market. However, SCSEP participants have a wealth of experience and knowledge that can help enable them to make great contributions to the local economy. DOES identified the top 20 occupations for individuals 55 years old and over that do not require a college education (see Figure 7), as well as the top 20 occupations for the same age group that do not require a high school diploma (see Figure 8). Many of these occupations can serve as gateway jobs that value experience over formal education credentials and that can provide a pathway to high-paying jobs.

Figure 7 shows the top 20 occupations requiring less than a college degree for individuals ages 55 and over. Among this group, the top five occupations that employ the most seniors were: Janitors and Cleaners, Except Maids and Housekeeping Cleaners (4,775), Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (4,349); Security Guards (4,010); Home Health and Personal Care Aides (4,004), and Office Clerks, General (2,566). The top 5 occupations in this group with the highest average hourly earnings were: First-Line Supervisors of Office and Administrative Support Workers (\$41.87); Legal Secretaries and Administrative Assistants (\$40.14); Executive Secretaries and Executive Administrative Assistants (\$37.11); Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (\$26.34); Security Guards (\$25.45).

Figure 7: District of Columbia Top 20 Occupations for Age 55 and Over (requiring less than college education)

Description	2023 Jobs	2033 Jobs	Avg. Hourly Earnings	Age 55+ Emp.
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	14,023	14,855	\$18.23	4,775
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	14,041	13,191	\$26.34	4,349
Security Guards	15,780	16,890	\$25.45	4,010
Home Health and Personal Care Aides	12,707	14,782	\$16.76	4,004
Office Clerks, General	10,387	10,444	\$24.86	2,566
Maintenance and Repair Workers, General	6,308	6,996	\$25.22	1,907
Executive Secretaries and Executive Administrative Assistants	5,613	4,814	\$37.11	1,792
Maids and Housekeeping Cleaners	5,152	5,957	\$19.92	1,715
Cashiers	8,293	8,474	\$16.98	1,483
Waiters and Waitresses	10,557	13,364	\$24.42	1,383
Dishwashers	4,089	4,767	\$17.61	1,283
Fast Food and Counter Workers	7,301	8,329	\$17.33	1,190
First-Line Supervisors of Office and Administrative Support Workers	4,490	4,757	\$41.87	1,137
Customer Service Representatives	6,842	7,129	\$24.97	1,123
Food Preparation Workers	4,732	5,340	\$18.59	1,119
Cooks, Restaurant	5,639	8,529	\$20.31	1,107
Legal Secretaries and Administrative Assistants	2,387	2,048	\$40.14	1,021
Childcare Workers	3,516	3,857	\$18.72	984
Dining Room and Cafeteria Attendants and Bartender Helpers	3,726	4,624	\$19.94	951
Receptionists and Information Clerks	3,782	4,063	\$20.31	913
Source: DOES - LMI; Lightcast				

Frequently, a substantial segment of our senior population finds themselves compelled to remain in the workforce well beyond the age of 55. Despite the existence of long-term growth projections within several occupations deemed in-demand for older adults, the convergence of factors such as limited educational attainment, insufficient work experience, and skills that are either underdeveloped or have become obsolete perpetuates their vulnerability to diminished employment prospects. This, in turn, severely hampers their capacity to autonomously secure unsubsidized employment.

Predominantly, DC's SCSEP participants are these same older adults, classified under the federal designation of "Most in Need." This classification encompasses individuals characterized by a paucity of skills, an absence of education or relevant credentials, limited proficiency in the English language, reliance on social service benefits, and those residing in households whose incomes fall beneath the national poverty guidelines.

Utilizing current labor market information from Economic Modeling Specialists International (EMSI), which utilizes Bureau of Labor and Statistics (BLS) data, the 2023 top occupations that are available for job seekers who are ages 55 and older and that require formal education of less than a high-school diploma are shown in Figure 8. The data show the number of jobs for individuals ages 55 and over: Janitors and Cleaners, Except Maids and Housekeeping Cleaners (4,775), Maids and Housekeeping Cleaners (1,715); Cashiers (1,483); Waiters and Waitresses (1,383); and Dishwashers (1,283). The top five occupations in this group with the highest average hourly earnings are: Motor Vehicle Operators, All Other (\$29.02); Waiters and Waitresses (\$24.42); Bartenders (\$24.37); Laborers and Freight, Stock, and Material Movers, Hand (\$21.81); and Construction Laborers (\$21.58).

Figure 8: Top Occupations for Ages 55 and Older without Formal Educational Credentials, 2023

Description	2023 Jobs	2033 Jobs	Typical Entry Level Education	Typical On-The-Job Training	Avg. Hourly Earnings	Age 55+ Emp.
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	14,023	14,855	No formal educational credential	Short-term on-the-job training	\$18.23	4,775
Maids and Housekeeping Cleaners	5,152	5,957	No formal educational credential	Short-term on-the-job training	\$19.92	1,715
Cashiers	8,293	8,474	No formal educational credential	Short-term on-the-job training	\$16.98	1,483
Waiters and Waitresses	10,557	13,364	No formal educational credential	Short-term on-the-job training	\$24.42	1,383
Dishwashers	4,089	4,767	No formal educational credential	Short-term on-the-job training	\$17.61	1,283
Fast Food and Counter Workers	7,301	8,329	No formal educational credential	Short-term on-the-job training	\$17.33	1,190
Food Preparation Workers	4,732	5,340	No formal educational credential	Short-term on-the-job training	\$18.59	1,119
Cooks, Restaurant	5,639	8,529	No formal educational credential	Moderate-term on-the-job training	\$20.31	1,107

Dining Room and Cafeteria Attendants and Bartender Helpers	3,726	4,624	No formal educational credential	Short-term on-the-job training	\$19.94	951
Retail Salespersons	3,815	3,991	No formal educational credential	Short-term on-the-job training	\$19.14	760
Parking Attendants	2,095	2,136	No formal educational credential	Short-term on-the-job training	\$16.59	644
Bartenders	4,691	5,975	No formal educational credential	Short-term on-the-job training	\$24.37	625
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	2,451	3,138	No formal educational credential	Short-term on-the-job training	\$18.40	585
Ushers, Lobby Attendants, and Ticket Takers	1,026	1,133	No formal educational credential	Short-term on-the-job training	\$17.84	487
Motor Vehicle Operators, All Other	1,107	1,116	No formal educational credential	Short-term on-the-job training	\$29.02	468
Construction Laborers	2,545	2,829	No formal educational credential	Short-term on-the-job training	\$21.58	427
Cooks, Institution and Cafeteria	1,571	1,746	No formal educational credential	Short-term on-the-job training	\$21.10	377
Cooks, Fast Food	1,847	1,869	No formal educational credential	Short-term on-the-job training	\$20.01	347
Shuttle Drivers and Chauffeurs	584	665	No formal educational credential	Short-term on-the-job training	\$21.17	298
Laborers and Freight, Stock, and Material Movers, Hand	1,721	2,087	No formal educational credential	Short-term on-the-job training	\$21.81	274
Source: DOES - LMI; Lightcast 2023 Occupations						

The District of Columbia Department of Employment Services, Economic Research and Reporting Unit (ERRU), produces ten-year industry employment projections for the District of Columbia. In Figure 9, the top 10 industries are sorted by their projected percentual employment change by 2030. The top five industries projected to experience significant growth are: Scenic and Sightseeing Transportation (167.82%); Food Services and Drinking Places (98.63%); Accommodation, including Hotels and Motels (88.5%); and Performing Arts, Spectator Sports, and Related Industries (82.7%).

Figure 9: District of Columbia Fastest Growing Industries, 2020 and Projected 2030

NAICS Title	Employment		Employment Change	
	2020	2030	Numeric Change	Percent
Total All Industries	756,899	854,653	97,754	12.92
Scenic and Sightseeing Transportation	202	541	339	167.82
Food Services and Drinking Places	32,445	64,444	31,999	98.63
Accommodation, including Hotels and Motels	8,976	16,924	7,948	88.55
Performing Arts, Spectator Sports, and Related Industries	3,224	5,887	2,663	82.6
Funds, Trusts, and Other Financial Vehicles	97	167	70	72.16
Personal and Laundry Services	5,289	8,800	3,511	66.38
Other Support Services	495	762	267	53.94
Amusement, Gambling, and Recreation Industries	2,000	3,065	1,065	53.25
Offices of Other Health Practitioners	1,070	1,576	506	47.29
Other Professional, Scientific, and Technical Services	5,870	8,504	2,634	44.87
Source: DOES - LMI; Long-Term Industry Projections, 2020-2030				

This combined data demonstrates there are sustainable positions within in-demand occupational groups that members of the District’s senior community can obtain. These positions represent viable employment opportunities and will be central to the objective of SCSEP of preparing and training our customers for reintegration into the workforce. The EMSI data projections provide guidance to SCSEP in structuring and refining its training and employment strategies, that is, in making sure those strategies are aligned with the projected sectors and occupational groups identified.

Data from the U.S. Census Bureau, Quarterly Workforce Indicator for the first quarter of 2023 (Figure 10) shows the top five industries employing District Seniors:

- Professional, Scientific, and Technical Services (22,017)
- Health Care and Social Assistance (16,498)
- Other Services (except Public Administration) (14,499)
- Accommodation and Food Services (13,502)
- Administrative and Support and Waste Management and Remediation Services (11,091).

Figure 10: District of Columbia Industry Employment by Age Group, First Quarter 2023

Age Group	45-54	55+	55+ Industry Emp. As % of Total Emp.	55+ Industry Emp. As % of Total 55+Emp.
All NAICS Sectors	98,825	115,040	22.93%	100.00%
Professional, Scientific, and Technical Services	20,386	22,017	4.39%	19.14%
Health Care and Social Assistance	13,247	16,498	3.29%	14.34%
Other Services (except Public Administration)	12,994	14,499	2.89%	12.60%
Accommodation and Food Services	9,524	13,502	2.69%	11.74%
Administrative and Support and Waste Management and Remediation Services	8,572	11,091	2.21%	9.64%
Educational Services	9,293	10,287	2.05%	8.94%
Public Administration	5,138	5,350	1.07%	4.65%
Information	3,678	3,642	0.73%	3.17%
Construction	3,065	3,526	0.70%	3.07%
Retail Trade	2,888	3,506	0.70%	3.05%
Real Estate and Rental and Leasing	2,470	2,944	0.59%	2.56%
Finance and Insurance	2,458	2,443	0.49%	2.12%
Arts, Entertainment, and Recreation	1,264	1,746	0.35%	1.52%
Transportation and Warehousing	1,528	1,652	0.33%	1.44%
Wholesale Trade	934	880	0.18%	0.76%
Utilities	593	687	0.14%	0.60%
Management of Companies and Enterprises	631	537	0.11%	0.47%
Manufacturing	162	233	0.05%	0.20%
Agriculture, Forestry, Fishing and Hunting	Ins. Data	Ins. Data	0.00%	0.00%
Mining, Quarrying, and Oil and Gas Extraction	Ins. Data	Ins. Data	0.00%	0.00%
Source: DOES - LMI; Census - QWI-2023 Q1				

The Senior Community Service Employment Program (SCSEP) in the District of Columbia strategically leverages labor market information to address the training needs for community service and facilitate unsubsidized employment for eligible residents aged 55 and older. Utilizing detailed data on industry, occupation, and educational attainment, the SCSEP team formulates a precise recruitment and outreach strategy, partnering with a broad spectrum of community service host agencies. These partnerships are designed to equip participants with the skills necessary for securing employment in the District’s leading job roles for seniors. Moreover, consistent with the educational attainment data, the program prioritizes opportunities that require no more than a high school diploma, thereby creating viable pathways to unsubsidized employment for SCSEP participants.

In doing so, seniors in the District will see their opportunities grow from the existing positions in Figure 10 to the jobs outlined in Figures 7-9.

Section 4. Service Delivery and Coordination

DOES commits to the integration of the Good Jobs Principles promulgated by the Departments of Labor and Commerce, into the strategic foundation of our SCSEP State Plan for the Program Years 2024-2027. This strategic intent is articulated with a recognition of the importance of fostering an environment wherein the aging and older workforce is positioned to thrive within the job market, thereby aligning with both federal and state-level policy objectives aimed at enhancing the employment prospects of older workers.

The concept of "good jobs" serves as the foundation of an equitable economy that elevates workers while enhancing the quality and competitiveness of businesses. It is predicated on the belief that all individuals deserve access to dignified employment opportunities that provide stability and security for themselves and their families. Recognizing this imperative, the Departments of Commerce and Labor delineate eight core principles that collectively constitute a framework for defining job quality. By adhering to these principles, the SCSEP State Plan aims to create an environment wherein older workers are positioned to thrive within the labor market, advancing the overarching goals of the SCSEP program and fostering economic prosperity for individuals, families, and communities.

- **Recruitment and Hiring:** Qualified applicants, particularly those from underserved communities, are actively recruited without discrimination. Selection criteria are based solely on job performance, and unnecessary prerequisites are minimized.
- **Benefits:** Full-time and part-time workers are entitled to family-sustaining benefits promoting economic security and mobility, including health insurance, retirement plans, and work-family benefits.
- **Diversity, Equity, Inclusion, and Accessibility (DEIA):** Equal opportunity is ensured for all workers, with a commitment to fostering an inclusive and respectful workplace environment devoid of systemic barriers.
- **Empowerment and Representation:** Workers are afforded the right to form and join unions, engage in protected concerted activity, and contribute to decisions concerning their work and organizational direction.
- **Job Security and Working Conditions:** Workers are guaranteed a safe, healthy, and accessible workplace, free from arbitrary discipline or dismissal, with adequate hours, predictable schedules, and transparent use of electronic monitoring.
- **Organizational Culture:** Every worker is valued, respected, and engaged within an inclusive organizational culture that promotes meaningful contributions, especially from leadership.

- **Pay:** All workers receive a stable and predictable living wage that is fair, transparent, and commensurate with their skills and experience.
- **Skills and Career Advancement:** Workers are provided equitable opportunities for career advancement, access to quality training and education, and transparent pathways to future employment prospects.

Leveraging Community-Based Partners

The SCSEP 2024-2027 State Plan is designed to enhance the program's effectiveness by adopting a more integrated and collaborative service delivery model. This model emphasizes partnerships between community-based organizations and private sector entities through subgrants to dual-entity service providers. By merging the operational efficiency of the private sector with the community-focused, mission-driven ethos of nonprofit organizations, this strategy harnesses their respective strengths. Nonprofit partners play a pivotal role due to their profound understanding of community dynamics, established through long-term relationships and grassroots involvement. This understanding is essential for addressing the complex, non-employment-related challenges that seniors face and for providing customized support. This collaborative approach not only utilizes the distinct capabilities of each participant within the senior service ecosystem but also promotes a supportive network that advocates for quality employment opportunities. These opportunities are defined by dignity, security, and inclusivity, ensuring that seniors not only gain employment but also experience a sense of value and contribution in their roles. The alignment with the American Job Center and community organizations underscores the commitment to economic viability and stability for seniors, making a significant impact on their lives and well-being.

Community Service Assignments

In alignment with the strategic priorities set forth by the TEGL No. 09-23 for SCSEP programming, the DOES is dedicated to the implementation of a multifaceted approach to leveraging community service assignments (CSAs) with partners. This approach encompasses the utilization of alternative, community-based placements to facilitate the provision of SCSEP services through a variety of modalities, including in-person, remote, telework, and hybrid formats. Our approach is designed to ensure that all CSA partners not only provide adequate supervision but also foster the development of necessary soft skills, deliver training aligned with participants' Individual Employment Plans (IEPs), and guarantee access to essential digital tools and broadband connectivity.

DOES understands the importance of enhanced collaboration with community-based and private-sector organizations and envisions an expanded role for these partners in service delivery. Such partnerships will facilitate the development of flexible CSAs that not only afford meaningful work

experiences but also ensure participants have access to requisite technology, training resources, and support systems to successfully engage in remote or hybrid work arrangements, in addition to in-person work.

SCSEP has taken deliberate steps to recruit CSA partners that can provide realistic work experiences and training in line with labor market projections. The intent of these partnerships and focused training efforts is that the subsidized work experiences will result in participants gaining required skills and being prepared to secure full- or part-time unsubsidized employment.

The SCSEP CSA partners include, but are not limited to:

- National Legal Aid and Defenders Association
- DC Water and Sewage Authority
- Serve DC: Mayors' Office on Volunteerism
- Bell Teen Parent and Child Development Center
- Black Student Fund
- Byte Back, Inc.
- DC Department of Employment Services
- DC Housing Authority
- Downtown Cluster's Geriatric Day Care Center
- Iona Senior Services at St. Albans
- Seabury Resources for Aging, Terrific Inc.
- United Planning Organization
- The National Daughters of the American Revolution
- East River Family Strengthening Collaborative

One-Stop Delivery System

Historically, the Senior Community Service Employment Program (SCSEP) has been integrated with the local Workforce Innovation and Opportunity Act (WIOA) One-Stop delivery system, as mandated by §20 USC 641.335. While the District of Columbia is the local SCSEP grantee, the National Caucus and Center on Black Aging is the State Grantee. SCSEP is strategically located within the DOES Bureau of Workforce & Federal Programs, which also oversees WIOA Adult, Dislocated Worker, and Youth Programs, as well as the American Job Centers and One-Stop Operations, among other initiatives.

This organizational alignment facilitates dynamic and efficient coordination, allowing the SCSEP program to seamlessly integrate into the One-Stop delivery system. By leveraging these connections, SCSEP enhances access to a comprehensive system of workforce development services designed to produce positive outcomes. SCSEP is co-located as a service partner; and actively collaborates with other WIOA-funded entities and partners, including the Department of Disability Services, the Office of the State Superintendent, the Department of Human Services, and the District of Columbia Housing Authority. The objective of these partnerships is to amalgamate workforce development, adult education, and social services into a centralized resource hub, empowering older job seekers to achieve economic self-sufficiency through sustained, unsubsidized employment.

DOES continues to implement best practices to ensure that SCSEP remains an active partner in the WIOA One-Stop delivery system, and that its participants are benefiting from Title I programs (§20 CFR 641.325(e)). SCSEP has streamlined the enrollment process by identifying American Job Centers (AJCs) as the points of entry for its SCSEP applicants. Residents who visit an AJC and express interest in SCSEP receive a variety of support based upon individual needs. All prospective SCSEP participants are registered in the DC Networks system and AJC staff complete an Objective Assessment prior to referral. If the assessment identifies a need for SCSEP programming, AJC staff will send a formal referral to the appropriate SCSEP program. Upon verification that the individual is registered in DC Networks and review of the Objective Assessment, SCSEP will schedule and complete a formal SCSEP intake to determine program eligibility. This process promotes co-enrollments which is a strategic approach to connecting all program participants throughout the system to all services for which they are eligible and encourages increased engagement with the WIOA One-Stop delivery system. It assures all SCSEP applicants are aware of and have been engaged by the One-Stop system. Customers quickly receive services while waiting for eligibility determinations or placement from SCSEP program waiting lists. Conversely, SCSEP refers all applicants deemed ineligible for SCSEP back to the AJC for employment and training assistance.

Section 5. SCSEP Program Coordination

Under our SCSEP State Plan, DC will continue to coordinate the SCSEP with other public and private entities and programs that provide services to older Americans, including community and faith-based organizations, transportation programs, and programs for those with disabilities, in accordance with §20 CFR 641.302(i)). Through these coordinated efforts, participants receive vital trainings as well as communications from the AJC regarding DOES hiring events and training opportunities.

SCSEP's grantee staff communicates through emails, meetings, and teleconferences throughout the year. SCSEP focuses on increasing knowledge about program opportunities for the District's non-profit, public and private sectors, to promote older-worker-friendly skills training and work

environments among employers. This occurs through presentations, community events, and the DOES website. SCSEP is also listed in the Washington DC Aging and Disability Resource Center website and resource guide. Through coordinated efforts staff members from all AJC locations are knowledgeable and well-trained to assess, serve and support SCSEP applicants. SCSEP coordinates with AJC management to conduct annual training for all AJC Workforce Development Specialists. Additionally, resources such as desk aids have been developed and provided to AJC staff to support them in properly assessing and serving potential SCSEP participants. These efforts ensure AJC staff is provided clear guidance to support SCSEP programming and job seekers are appropriately referred and provided access to services and customized supports.

SCSEP utilizes DC Networks, the DOES Virtual One Stop system, to research job listings. All SCSEP participants are required to attend orientation at the AJC. When determined eligible, SCSEP sends eligibility determination letters that strongly encourages applicants to complete Navigating DC Networks, Writing Successful Resumes, Interviewing, Microsoft Digital Alliance, and other employment-focused trainings.

Additionally, AJC staff contact participants to follow up on their job search and training goals. When possible, SCSEP capitalizes upon external training opportunities sponsored by the AJC at a low- or no-cost to the participant. In the event a SCSEP participant qualifies for a WIOA training voucher, SCSEP may subsidize the wages for the period of participation while WIOA covers the training costs. Once participants are deemed job-ready through formal evaluations completed by their host agency supervisors and the SCSEP Program Coordinator, they are required to enroll in WIOA to receive intense job search assistance from workforce development staff at any of the four AJC locations.

DOES American Job Center Locations

- Bertie Backus Campus, 5171 South Dakota Avenue, NE
- AJC Headquarters, 4058 Minnesota Avenue, NE
- Frank D. Reeves Municipal Center, 2000 14th Street, NW, 3rd Floor
- DC Infrastructure Academy, 2330 Pomeroy Road, SE

Area Agency on Aging (AAA)

SCSEP collaborates with Older Americans Act (OAA) program providers administered by the District of Columbia Department of Aging and Community Living (DACL) – the District’s State and Area Agency on Aging (AAA) and their contracted organization partners. DACL and its Aging and Disability Resource Center (ADRC), both governed by OAA, oversee the issuance of direct services to persons ages 60 years and older through their Senior Service Network (SSN). The Senior Service Network is composed of twenty community service-based non-profit and private

organizations that operate more than thirty programs that provide direct services to the District's older adult residents. SCSEP has established active host agency agreements with all five of the lead agencies, serving all eight (8) wards in the District, listed in Figure 10.

Figure 10: Area on Aging Leading Agencies

ADRC Satellite Sites/Lead Agencies	Agreements
Ward 1 Terrific, Inc.	Yes
Ward 2 Terrific, Inc.	Yes
Ward 3 Iona Senior Services	Yes
Ward 4 Terrific, Inc.	Yes
Ward 5 Seabury Aging Services	Yes
Ward 6 Seabury Aging Services	Yes
Ward 7 East River Family Strengthening Collab	Yes
Ward 8 East River Family Strengthening Collab	Yes

Temporary Emergency Residential Resource Institute for Families in Crisis, Inc.

The Temporary Emergency Residential Resource Institute for Families in Crisis, Inc. (TERRIFIC, Inc.) assists residents by providing an array of supportive services to address their needs. SCSEP participants are referred to TERRIFIC, Inc. for congregate meals; homebound and weekend meal delivery; nutritional, educational, and counseling services; health promotion; case management; transportation services; recreation and socialization; and field trips and social events.

TERRIFIC, Inc. refers its customers to SCSEP for job training assistance, as needed, in accordance with programmatic eligibility requirements. TERRIFIC Inc.’s Asian and Pacific Islander Senior Services Center also provides the above-mentioned services specifically to the Asian and Pacific Islander population. SCSEP has an active host agency agreement with TERRIFIC, Inc., which has led to multiple work-based training opportunities and unsubsidized employment placements for program participants throughout the years.

Iona Senior Services

Serving as a long-time host agency, SCSEP refers participants to Iona to receive congregate meals, counseling, transportation services, and loans for medical equipment. Referrals are also made for support groups, wellness and art centers, volunteer and companion opportunities, fitness classes, and eldercare. Iona refers its customers to SCSEP for job training assistance, in accordance with programmatic eligibility requirements. SCSEP has an active host agency agreement with Iona that has led to multiple work-based training opportunities and vital supportive services for participants.

Seabury Resources for Aging

As the District’s leading organization serving residents of Ward 5, Seabury Resources for the Aging is a SCSEP host agency. Program staff refer participants to Seabury to receive a variety of services, such as housing, transportation, case management, age-in-place services, and volunteer

opportunities. Over the years, the host agency agreements with Seabury Resources have led to multiple work-based training opportunities and unsubsidized employment placements.

East River Family Strengthening Collaborative

The East River Family Strengthening Collaborative (ERFSC) serves as a SCSEP host agency. ERFSC manages the Washington Senior Wellness Center, the Weekend Nutrition Program, and the KEEN Senior Service Program. SCSEP receives referrals from ERFSC and provides referrals to ERFSC. The active host agency agreement with ERFSC has led to numerous work-based training opportunities and unsubsidized employment placements for SCSEP participants.

In each agreement, host sites agree to provide work-based training and supervision for subsidized participants. Overall, the work experiences are well-received and have proven to be effective training assignments. In fact, the majority of unsubsidized placements achieved by SCSEP are a result of these longstanding partnerships. SCSEP is a resource for Department of Aging and Community Living clients and agency-funded community programs. Additionally, SCSEP actively conducts presentations and attends community engagement events at host sites on a variety of topics including Benefits of SCSEP, Job Search Techniques for Mature Job Seekers, and Navigating the DC Workforce Development System.

In accordance with §20 CFR 641.302(h), during 2024-2027, SCSEP will continue to strengthen its partnerships with the OAA’s Senior Service Network Provider’s by conducting the following activities:

1. Maintain agreements with the District of Columbia Wellness Centers

Senior Wellness Centers	Active Agreements
Bernice Fonteneau Senior Wellness Center	Yes
Hattie Holmes Senior Wellness Center	Yes
Model Cities Senior Wellness Center	Yes
Hayes Senior Wellness Center	Yes
Washington Senior Wellness Center	Yes
Congress Heights Senior Wellness Center	Yes

2. Enter into agreement(s) with the remaining OAA Adult Day Care providers and place participants who express employment interests in Home Health and Personal Care

Adult Day Care Services	Active Agreements
Center Care Day Treatment Program	No
Washington Center for Aging Services	No
Genevieve N. Johnson Senior Day Care Center	Yes
Isabella Breckinridge Center	No
Downtown Cluster's Geriatric Day Care Center	Yes

3. Enter into agreements with the remaining OAA Recreation/Socialization service providers and place seniors who express employment interests in Community and Social Services

Recreation/Socialization Services	Active Agreements
Asian Services Senior Center/Terrific Inc.	Yes
Dwelling Place/So Others Might Eat	Yes
Seabury Ward 5 Senior Center for the Blind	Yes
First Baptist Senior Center	Yes
Phillip T. Johnson Senior Center	Yes
Vida Senior Center	No
Family Matters Senior Center for the Deaf and Hard of Hearing	Yes
University of the District of Columbia BODYWISE	No

4. Enter into agreements with the remaining OAA Congregate Meal and Nutrition Service providers and place seniors who express employment interest in Food Services, specifically participants who have completed the SCSEP Food Service and Sanitation and have been certified by the DC Department of Health

Congregate Meal and Nutrition Services	Active Agreements
Congregate Meal Sites (52)/ Dutch Mill & Catholic Charities	No
Commodity Supplemental Food Program/Capital Area Food Bank	Yes
Weekend Nutrition Meal Program/ ERFSC	Yes
Home Delivered Meals/MOM's Meal and Catholic Charities	No
Senior Farmers Market Nutrition Program/Capital Area Food Bank	Yes
Washington D.C. Jewish Community Center	No

Additionally, SCSEP will strengthen communication with the Department of Aging and Community Living's Aging and Disability Resource Center (ADRC), which provides a coordinated system of information and access for individuals seeking long-term services and supports for adults ages 60 years and older to ensure they are aware of the SCSEP programs and can be included as an additional resource for their participants.

In accordance with §20 CFR 641.302(i), The District continues its planned 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 has implemented procedures aimed at coordinating supportive services for its participants. The program collaborates with and leverages resources with many private and public entities and programs to provide services for participants. These programs include:

- The Supplemental Nutritional Assistance Program – Operated by the DC Department of Human Services, the Supplemental Nutrition Assistance Program (SNAP) is a federal program that provides low-income families with food assistance. Low-income participants of SCSEP may apply for SNAP if they meet the necessary requirements.
- DC Electric Assistance Program – Through the DC Department of Energy and Environment, the DC Electric Assistance Program is available for eligible SCSEP participants who are in need of financial assistance with utility bills. Participants may be eligible if a notice of disconnection or a current cancellation of electric or gas service is issued.

- DC Emergency Rental Assistance- Offered through the DC Department of Human Services, SCSEP participants who face housing emergencies may be eligible for the Emergency Rental Assistance Program (ERAP).
- Elderly Housing/Subsidized Housing – A Department of Human Services program, the Elderly Housing/Subsidized Housing is available for low-income families, seniors and individuals with disabilities at many public housing properties located throughout the District.
- Senior Companion Program- The University of the District of Columbia recruits and trains senior volunteers living in the District of Columbia to serve other District citizens in their place of residence or at group facilities, such as senior housing buildings, senior centers, and hospitals.
- Grandparents Caregivers Program- Through AARP, and DC Child and Family Services Administration, this program provides monthly subsidies for low income District residents who are raising their grandchildren, great-grandchildren, great-nieces, or great-nephews.
- Supplemental Security Income - Participants who are age 65 or older, blind or disabled, are able to receive monthly payments if in need.
- SafeLink Wireless DC – SafeLink Wireless DC provides free cell phones and monthly airtime service for low-income DC residents who are beneficiaries of Federal Public Housing, SNAP, Low- Income Home Energy Assistance Program (LIHEAP), Social Security Income (SSI), National School Lunch (Free Program Only), Temporary Assistance for Needy Families (TANF) or Medicaid.
- Healthcare Assistance – A Department of Health program, participants who do not have healthcare coverage may be eligible for the Healthcare Alliance program if they meet the necessary guidelines.
- Office of Aging - Provides transportation assistance, senior wellness centers, meals and nutrition education programs, adult day care centers, and senior events and activities.
- University of the District of Columbia / Institute for Gerontology – The University of the District of Columbia offers a variety of academic and health programs for seniors.
- Byte Back - Byte Back offers free computer training courses for seniors ages 55 and older.
- GovBenefits.gov – SCSEP participants can visit this website to receive information on benefit and assistance programs available in the District.

- Greater Washington Urban League - A nonprofit social services and civil rights organization that manages and administers programs in education, employment and housing and community development.
- Serve DC— A DC Government agency that promotes and provides information on volunteerism for civic groups, nonprofit organizations, small businesses, and the faith-based community.
- Transportation- District Department of Transportation and the Department of Aging and Community Living programs that provide reduced fares on transportation through WMATA and Metro Access.

Additionally, we have the following in place:

1. Senior Services Network Directory will be maintained in the SCSEP office.
2. District of Columbia 2-1-1 helpline and ADRC toll-free numbers will be shared with program participants, providing access to many agencies and programs.
3. Referrals will be made for SCSEP participants that exit without employment to programs such as the Foster Grandparents and Senior Companions-both offering stipends.
4. Exiting participants who wish to volunteer will be referred to opportunities such as AARP Experience Works, American Red Cross, Salvation Army, Goodwill, and other organizations that seek people to contribute on a voluntary basis.

These activities are further discussed in the sections responding to §641.325(e) and §641.335.

Section 6. Location and Population Served, Including Equitable Distribution

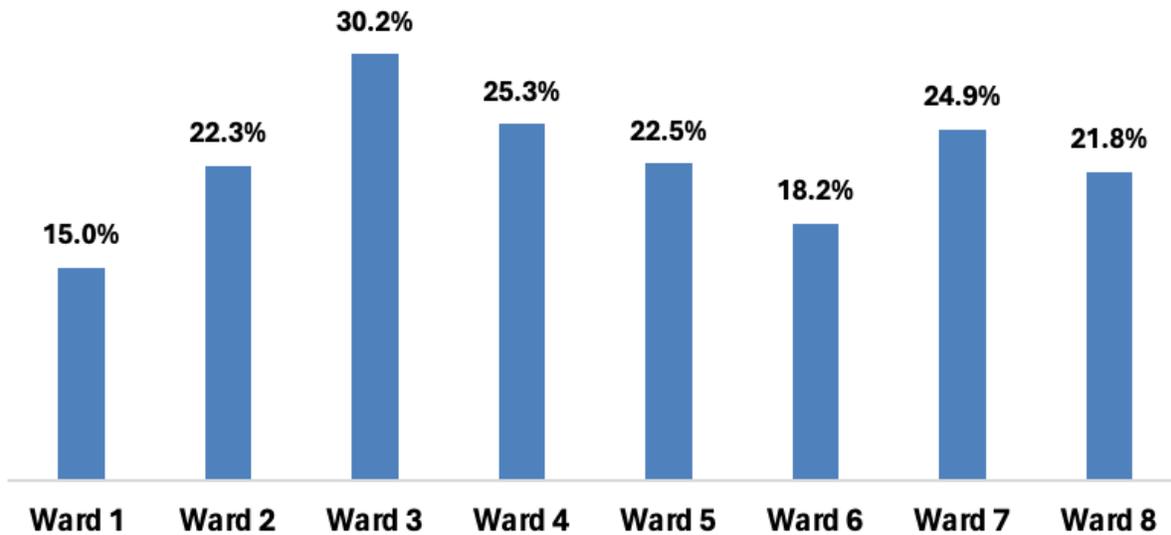
The District of Columbia is a 100 percent urban location that does not have rural or suburban locations within its geographic state boundaries (§20 CFR 641.325(d)). Washington, D.C. is segmented into eight (8) geographic wards; there are no distinct counties. Due to the geographic nature of the District, “eligible SCSEP participants reside in all eight DC wards, and the services are made available equally across all eight wards to eligible residents. It is within these wards that SCSEP focuses its programmatic efforts to serve the most in need residents, ages 55 and older. However, DC unemployment is most concentrated in Wards 6, 7, and 8, and we will therefore concentrate our recruitment and placement activities on those wards.

The District’s WIOA program includes only a single service area. Thus, given the geographic nature of the District noted above, there are no equitable distribution issues to be addressed. All SCSEP program slots are assigned in an urban area within the geographic boundaries of the District of Columbia. DOL has not established any equitable distribution requirements by ward (§20 CFR 641.302(a)). Because DC operates its WIOA and programs and SCSEP through only a

single service area, there is no potential for service disruptions arising from changes in the location of eligible individuals across service areas (§20 CFR 641.325(g)).

§20 CFR 641.325(b) references the relative distribution of individuals in various demographic groups across the WIOA service areas within a State. The District of Columbia has only a single WIOA service area and, thus, the requirements of this section do not specifically apply to the District. However, as shown in Figures 10 and 11, there are SCSEP-eligible residents in all 8 wards of the District of Columbia.

Figure 10: Residents Ages 55 Years and Older by Ward, 2022



Source: DOES - LMI; U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates

Figure 11: District Population by Sex, Age, and Ward, 2022

	Ward 1	Ward 2	Ward 3	Ward 4	Ward 5	Ward 6	Ward 7	Ward 8
Male	5,641	8,785	10,839	9,143	9,025	6,972	9,218	7,773
55 to 59 years	1,852	2,087	2,137	2,442	2,317	2,102	2,410	2,095
60 to 64 years	1,273	2,310	1,710	1,863	2,184	1,504	2,225	2,064
65 to 69 years	1,200	1,419	2,196	2,097	1,222	1,187	1,680	1,439
70 to 74 years	606	1,194	1,620	1,105	1,141	982	1,377	979

75 to 79 years	340	862	1,569	723	1,129	620	508	514
80 to 84 years	165	625	937	371	357	333	547	248
85 years and over	205	288	670	542	675	244	471	434
Female	6,315	8,593	13,260	12,603	11,110	7,728	13,148	11,234
55 to 59 years	1,488	1,781	2,164	2,499	2,017	1,404	2,568	2,563
60 to 64 years	1,305	1,602	2,164	2,657	2,353	1,886	3,120	2,790
65 to 69 years	1,057	1,594	2,633	2,426	2,075	1,389	2,078	1,795
70 to 74 years	1,122	1,404	1,717	1,633	1,859	1,091	1,954	1,757
75 to 79 years	685	996	1,840	1,045	1,025	854	1,630	926
80 to 84 years	365	755	1,286	1,005	834	522	804	836
85 years and over	293	461	1,456	1,338	947	582	994	567
Total 55+	11,956	17,378	24,099	21,746	20,135	14,700	22,366	19,007

Source: DOES - LMI; U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates

The DOES Office of Labor Market Research has provided unemployment data for all eight wards in the District of Columbia. As shown in Figure 12, high unemployment rates are most concentrated in Wards 5, 7, and 8. This necessitates a continued focus for workforce development and SCSEP programmatic focus on those areas. SCSEP qualified individuals across the city, and most concentrated in those wards, continue to be the key areas of focus for social service and workforce development services.

Figure 12: Unemployment Rates by Ward (YEAR)

Ward	Unemployment Rate
1	3.8
2	3.7
3	3.5
4	4.5
5	6.1
6	4.2
7	7.9
8	9.7
Source: DOES - LMI; BLS - LAUS	

According to the U.S. Census Bureau Current Population Survey, in 2023, the labor force participation rate (LFPR) in the District of Columbia for the civilian population ages 55 years and older was 38.1 percent (Figure 13).

Figure 13: Labor Force Participation Rate by Age Group, 2023 Average

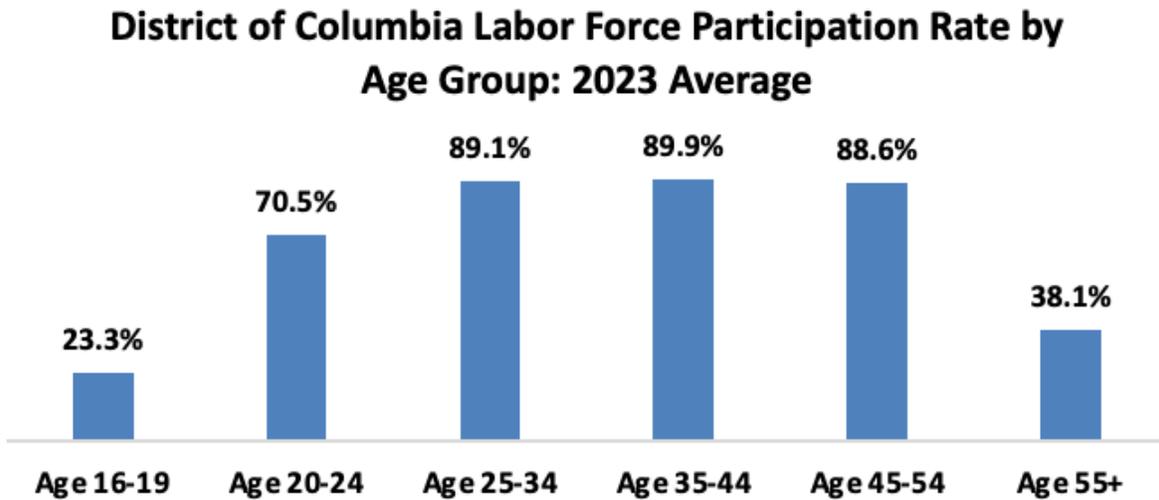
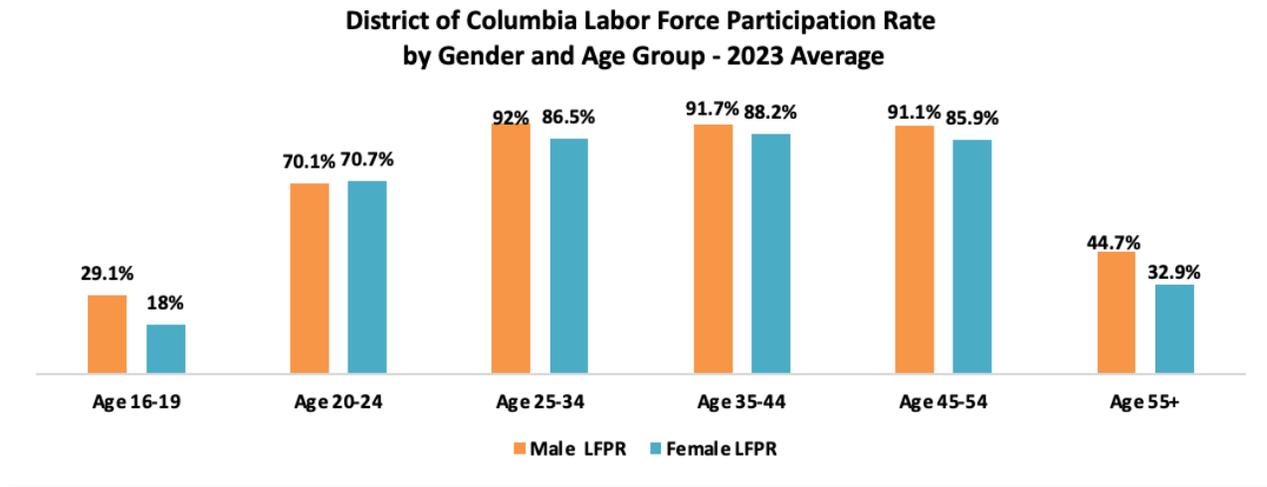


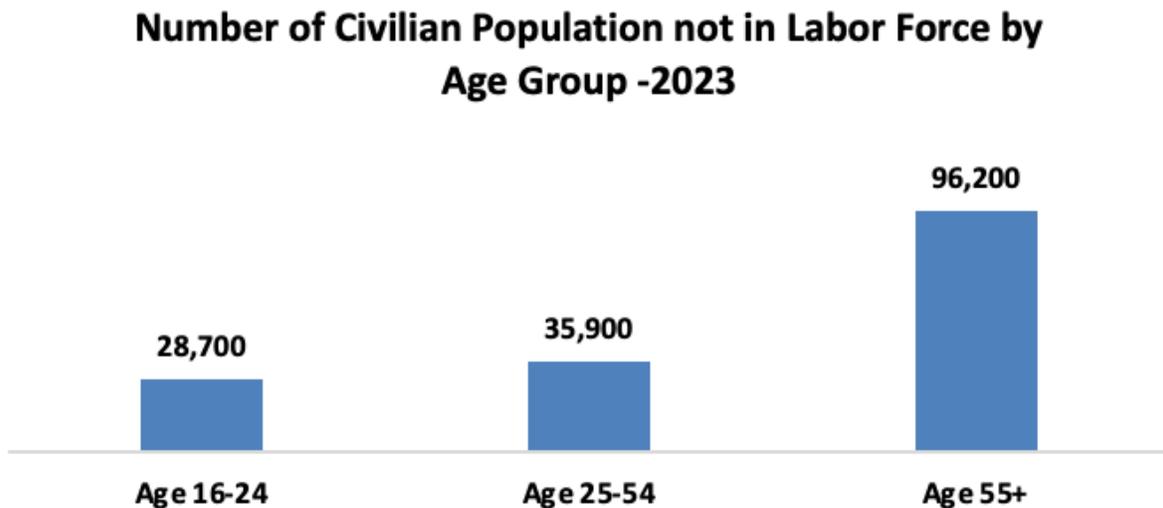
Figure 14 reveals that, across all age groups, males had a higher labor force participation rate than females. Male labor market participation in the age group 55 and older was at a rate of 44.7 percent as opposed to a rate of 32.9% for female labor force participation.

Figure 14: DC Labor Force Participation by Gender and Age Group, 2023 Average



Furthermore, the District’s total civilian population not in the labor force in 2023 was approximately 22 percent or 160,800 residents, while the population of residents ages 55 and older not in the labor market was 64 percent or 96,200 residents. This is compared to approximately 8.5 percent or 35,900 residents ages 25 to 54 and 32 percent or 28,700 residents ages 16 to 24. See Figure 15.

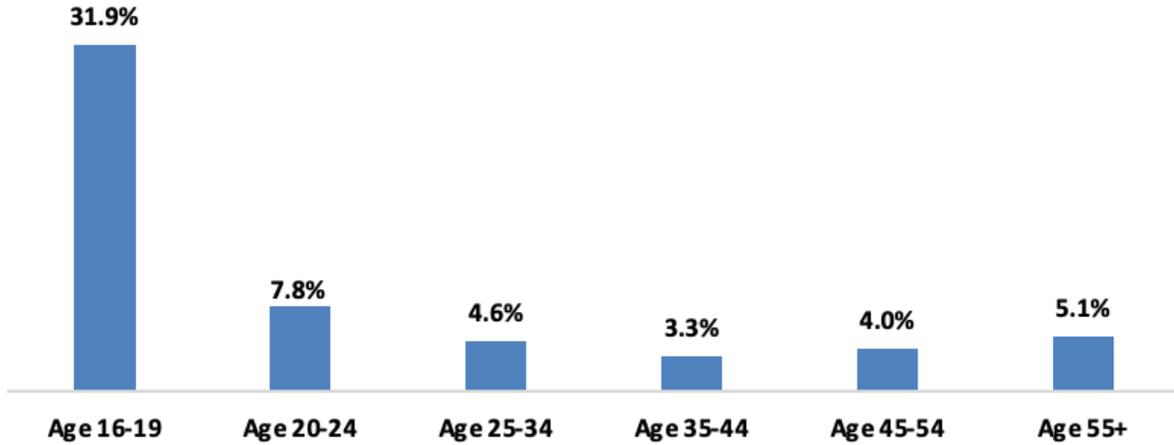
Figure 15: Civilian Population Not in the Labor Force by Age Group, 2023



According to the Bureau of Labor Statistics (2023), District residents ages 55 and over had an unemployment rate of 5.1 percent, which is higher than the District’s 2023 average unemployment rate of 4.9 percent (U.S. Bureau of Labor Statistics). Teenagers continue to experience the highest unemployment rate at 31.9 percent, while the prime working age groups

of 25-34 years and 35-44 years unemployment rates were below the District’s average, at 4.6 percent and 3.3 percent, respectively. See Figure 16.

Figure 16: Unemployment Rate by Age Group, 2023



Source: DOES - LMI; BLS - CPS

§20 CFR 641.325(b) requires data on the relative distribution of individuals in various demographic groups across the WIOA service areas within a State. The District of Columbia has only a single WIOA service area and, thus, the requirements of this section do not specifically apply to the District,

The District of Columbia strives to strengthen families, communities, and the nation by providing disadvantaged and aging adults with opportunities to learn, work, and serve communities. SCSEP serves aging adults with the greatest need in the District. The Older Americans Act defines those with the greatest need as persons who are at or below the Federal Poverty Guidelines, as established by the Department of Health and Human Services (HHS). DOL defines the greatest social need as needs based on non-economic factors. It includes eligible persons with disabilities. It also references cultural, social, or geographic isolation, including isolation brought about by racial or ethnic status. The goal of SCSEP is to serve those eligible persons that are most in need. DOL advises that “service to most in need” is measured by the average number of barriers per participant. Barriers include disability; frailty; age 75 or older; of age but not receiving Social Security Title II benefits; severely limited employment prospects and living in an area of persistent unemployment; limited English proficiency; low literacy levels; among others.

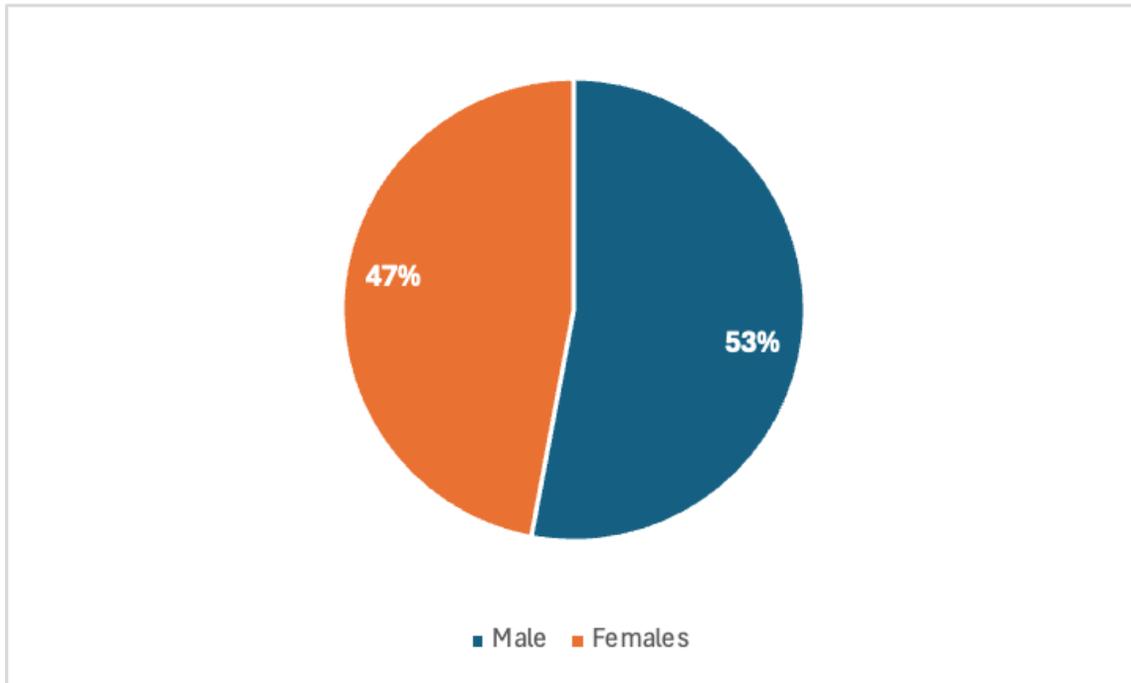
Within our one service area, DC will target our limited number of SCSEP positions on individuals who are members of the populations accorded a Priority for Service. SCSEP Priority for Service is based on the following criteria:

- Veteran
- 65 years of age or older
- Disabled
- Limited English proficiency or low literacy skills
- Unhoused or at risk of housing instability
- Persistent unemployment after using WIOA, Title I services

Current SCSEP Participants

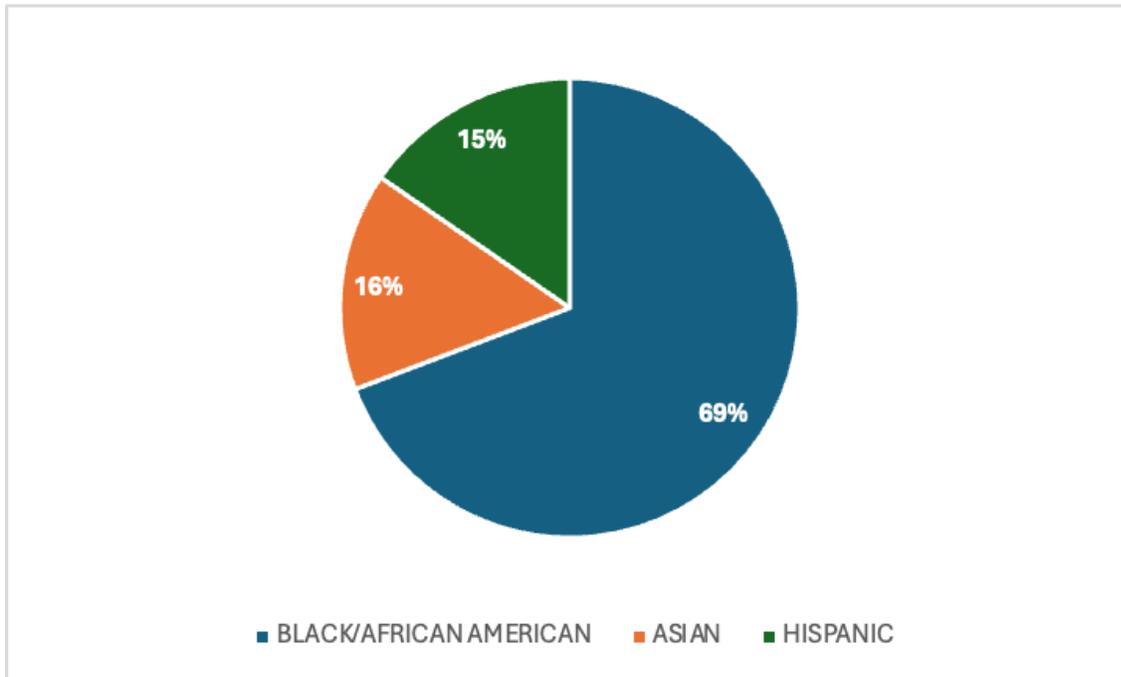
The SCSEP program in the District of Columbia is diverse racially, ethnically, and geographically. The current SCSEP-eligible population in the District of Columbia is 100 percent urban, which we do not expect to change given the District’s unique context as an urban district. There are 17 SCSEP participants with the following demographic characteristics.

Figure 17: DOES SCSEP Participants by Gender



Of the DOES SCSEP participants, 47 percent are female 53 percent are male.

Figure 18: DOES SCSEP Participants by Race and Ethnicity

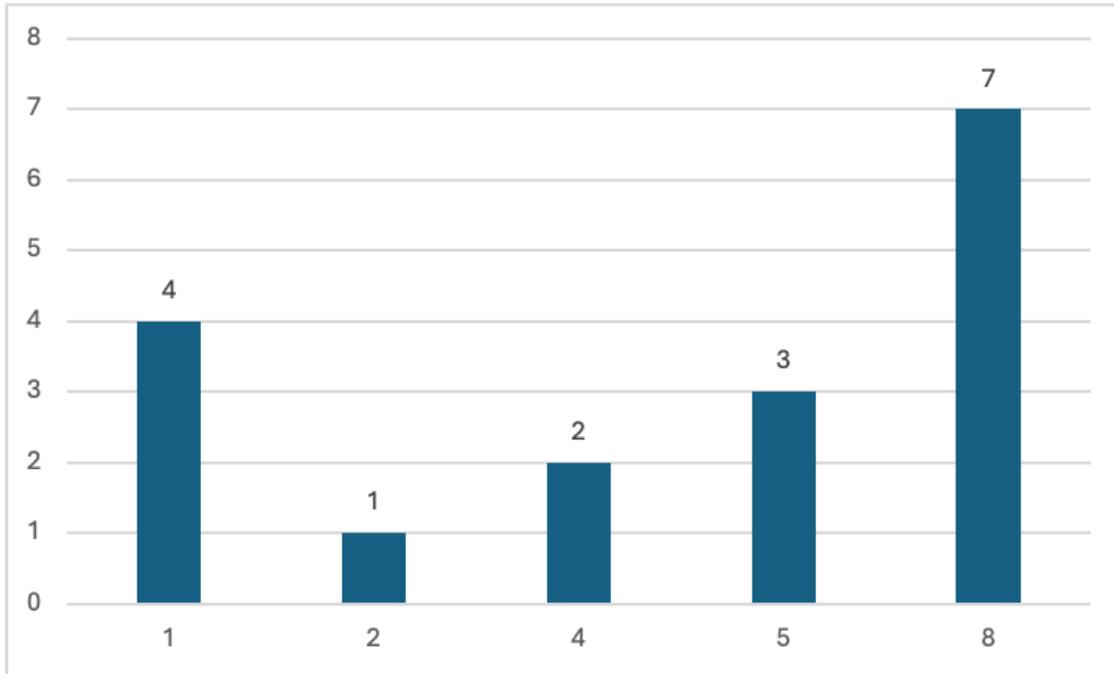


Additionally, according to the DOES LMR data, 100 percent of participants identified as minorities, as shown in Figure 18. Specifically, 69 percent of participants are Black/African American, 16 percent are Asian, and 15 percent are Hispanic.

While the Black population is by far the largest minority group served, pursuant to §20 CFR 641.302(c), DOES will further its goal of serving an growing and aging population of Hispanic and Asian residents by partnering with community-based organizations that provide services to these populations. By working with local community-based organizations as partners, SCSEP will achieve better outcomes for minority groups and those with limited English proficiency, a growing population within the District.

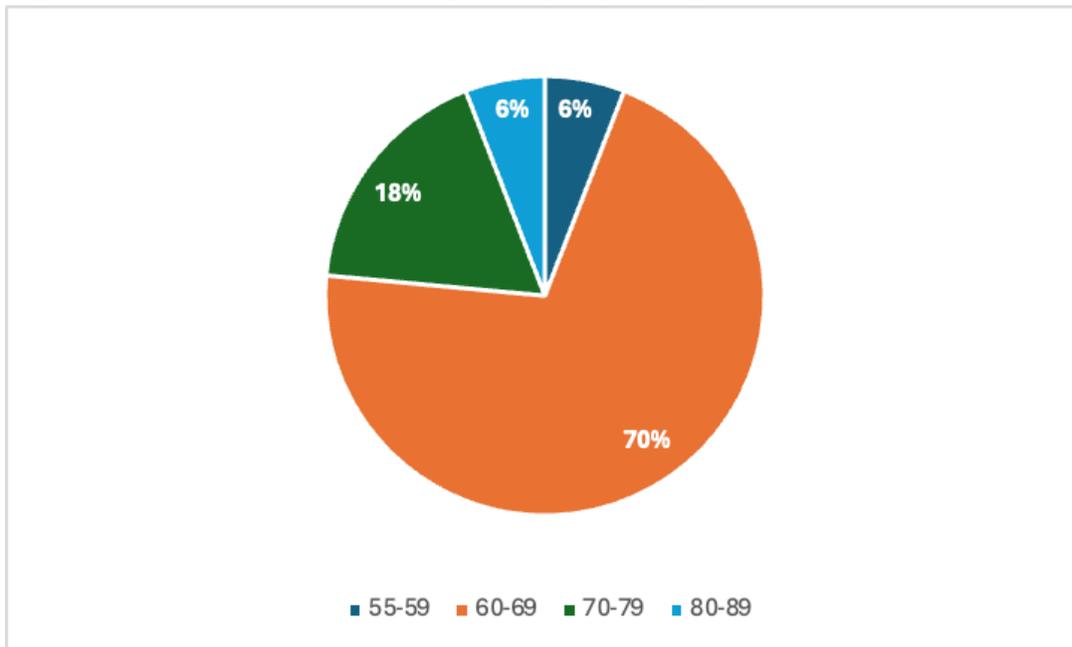
According to the US Census Bureau (YEAR), 17.5 percent of District residents speak languages other than English in their home. Additionally, DOL SPARQ data for (Program YEAR), indicates that 23.5 percent of the population served by SCSEP had limited English proficiency. Thus, DOES believes this strategy of working closely with community-based organizations as partners will increase and improve SCSEP services to them. As noted earlier some 42% of SCSEP-eligible participants are African American, 11.7% are Hispanic, and 4.2% are Asian. Thus, participation in the SCSEP program has traditionally been almost entirely minority. Further, our recruitment and program placement efforts target Wards 5, 7, and 8, whose residents are heavily minority. Further, we have increased our minority outreach effort by translating materials into Spanish, Cantonese, and Mandarin.

Figure 20: DOES SCSEP Participants by Ward



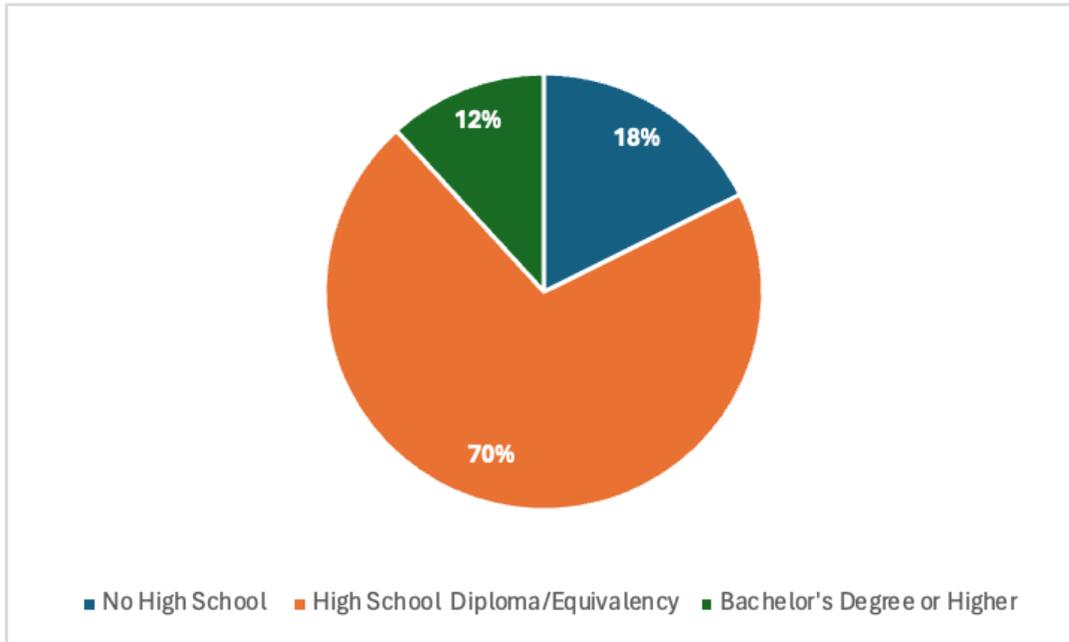
Current participants reside in Wards 1, 2, 4, 5, and 8.

Figure 21: DOES SCSEP Participants by Age Range



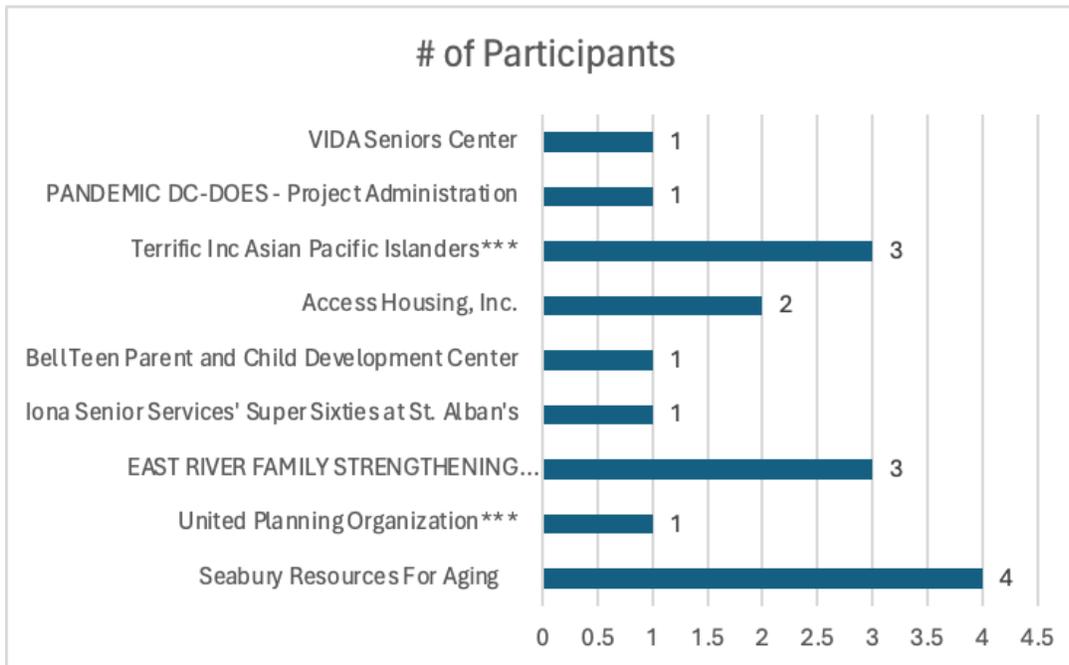
A significant portion of participation is in the 55 to 64 age range, and therefore are not yet eligible for Social Security benefits that provide a regular income.

Figure 22: DOES SCSEP Participants by Education Level



Approximately 88 percent of SCSEP participants have a high school diploma or equivalent or less.

Figure 23: DOES SCSEP Participants by Host Site



Section 7. Long-term Strategy for Engaging Employers

An important component of the four-year State Plan is a description of the District's strategy for engaging employers, as required in §20 CFR 641.302(e), to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment.

Aligned to the Good Jobs Principles

In compliance with the tenets of the Good Jobs Principles, referenced in TEGl 09-23 and as delineated by the US Department of Commerce and the US DOL, the SCSEP's strategic employer engagement strategy is designed to support the facilitation of employment opportunities that embody these principles. In the District of Columbia, good jobs— as conceptualized by these principles— form the bedrock of an equitable economy by uplifting workers, enhancing market competitiveness, and advancing equity and prosperity.

As DOES pursues the primary objective of the SCSEP, facilitating participant autonomy through pathways to good jobs, the imperative to forge and cultivate strategic alliances with industry entities remains paramount. The program is anchored in a collaborative framework encompassing SCSEP host agencies, the American Job Centers, the Office of Talent and Client Services, and an expansive consortium of employers, all strategically aligned to fulfill the operational imperatives dictated by the DOL's performance metrics for unsubsidized employment. By weaving the Good Jobs Principles into the SCSEP's employer engagement strategy, the program is not merely aiming to meet the current employment needs of its participants but is also laying down a sustainable pathway for their long-term economic prosperity and fulfillment.

Facilitating Movement to Unsubsidized Employment

In accordance with §20 CFR 641.420(c) and (e), SCSEP's overall mission is to support program participants in becoming self-sufficient by administering programming that will lead to unsubsidized employment. Engaging and developing partnerships with relevant employers is imperative to achieving this mission. Working collaboratively through SCSEP host agencies, the American Job Centers, the Office of Talent and Client Services and a strategic network of employers, critical operational phases are accomplished, and U.S. Department of Labor unsubsidized employment performance measures are met. Phases include identifying employment opportunities, placing individuals in substantive occupations in high-growth industries, and providing retention activities and wraparound services to participants who enter the workforce. SCSEP staff work with its network of employers to identify and cultivate suitable employment opportunities for participants considering the needs of mature job seekers. SCSEP staff liaises and provides a conduit between job-ready participants and employers to best match participant goals and interests with employers' staffing requirements. In the next four years,

SCSEP will be even more diligent in its recruitment of host sites that deliver training opportunities that correlate to labor market information. SCSEP will also be more discerning with its host agency partnerships, prioritizing host sites with vacancies for which they are able to hire.

Furthermore, placement in unsubsidized employment will be driven by the nature and availability of positions that meet individual criteria on IEPs, such as physical ability, access to transportation, and social requirements. Program staff will assist participants with identifying their individual needs to develop an effective IEP that will garner employment opportunities in high-growth fields of interest. Opportunities will be shaped primarily in accordance with each participant's expressed desires concerning their work environment, experience and training. To develop and maintain close relationships with employers, staff will offer an expansive menu of workforce services to businesses that include placement services, labor-market information, on-the-job training, and a commitment to employers to link them to available and qualified job candidates. SCSEP and DOES senior management will work with employers, DC Chamber of Commerce, municipal leaders, industry professionals, training providers, and labor unions to discuss opportunities and to outline career pathways to assist in preparing participants to help meet the workforce challenges of businesses.

Workforce Services and Initiatives

In the execution of this mission, SCSEP will continue to employ a robust recruitment strategy, prioritizing host entities that offer training as well as veritable pathways to employment, with a focus on industries demonstrating substantive growth potential in the District. Each participant's IEP will serve as a foundational blueprint, crafted to reflect a confluence of the participant's professional objectives, capabilities, and requisite access to transport and support systems, thereby ensuring a tailored approach to employment placement within the participant's high-growth field of interest. Additionally, staff will assess the SCSEP participants and identify those whose IEPs contains the goal of unsubsidized employment that is attainable with additional support and training, as described in the TEGL No. 09-23.

Additionally, the SCSEP will sustain and deepen employer relations, offering a comprehensive array of workforce services inclusive of placement assistance, dissemination of labor-market intelligence, facilitation of on-the-job training, and steadfast assurances to employers of an unwavering commitment to connecting them with a contingent of ready and able job candidates. The program has forged a strategic partnership within the World Health Organization's Age-Friendly initiative. The Age-Friendly initiative represents a holistic effort to secure active, connected, and fulfilling lifestyles for DC's older population. A DOES staff representative from SCSEP actively participates in the Age-Friendly DC employment committee, dedicated to identifying age-accommodative employers and cultivating a repository of employment opportunities for SCSEP participants. The committee is actively engaged in strategizing to fulfill

the demand for Home Health Aides and Personal Care Assistants—a need precipitated by the expansion of long-term care facilities within the region. This initiative underscores a commitment to identifying training programs that will certify older residents in the Home Health field, addressing the demands and labor requirements of this growing sector.

Another promising practice has been the utilization of the DOES Job Board Alert System. The DOES Job Board Alert System provides notifications to DOES staff of available employment opportunities. When the opportunity matches the job interest of a SCSEP trainee, they are required to apply. SCSEP participants are also invited to job fairs that match their employment interests and encouraged to routinely request the potential for hire from their host site managers. When there are vacancies, SCSEP assists the trainees in revising their resumes and submitting an online application. Additionally, every quarter, SCSEP contacts all host agency managers to gauge the employment potential for their assigned trainees. SCSEP leverages the DOES Job Board Alert System to ensure timely communication of available employment opportunities to its staff, thereby mandating application submissions from trainees when job prospects align with their vocational interests. Participants are routinely apprised of, and encouraged to attend, job fairs commensurate with their employment aspirations, and to actively seek potential employment through their host site managers. SCSEP also liaises with host agency managers on a quarterly basis to evaluate the employment potential and advancement prospects for their respective trainees.

Career Ready DC, initiated in 2023 by Mayor Muriel Bowser, is an AI-driven technology platform to provide innovative job matching for residents and streamlined talent pipeline for employers. This technology affords employers with an ability to reduce bias by focusing on an applicant's skills rather than conventional metrics that reveal age and other vulnerabilities in the labor market. Career Ready DC aligns with SCSEP's commitment to serving older adults, who may otherwise face age-related bias in traditional hiring processes. For employers who engage with the platform, it serves as an invaluable resource to identify and recruit seasoned candidates from the SCSEP program who bring the requisite experience to the table. By engaging employers in the Career Ready DC platform, SCSEP can further its mission of fostering an inclusive labor market that values the contributions of older workers and supports them in finding meaningful, good jobs that offer stability, dignity, and a chance to contribute to the local economy.

DOES, through its Office of Workforce and Federal Programs, has initiated a new initiative called Providing Older Workers Employment Resources (P.O.W.E.R.). The initiative provides grants to qualified organizations to spearhead the development and execution of innovative training programs tailored for District residents aged 55 and older. The P.O.W.E.R. initiative offers a series of instructor-led courses designed to empower older adults with essential skills and knowledge for navigating today's job market. These courses encompass a range of topics,

including self-assessment of skills, attainment of nationally recognized credentials, and proficiency in fundamental computer skills such as hardware, software, internet navigation, and Microsoft Office Suite. Additionally, the program provides tips for 21st century job search strategies and evaluation of suitable employment opportunities. The comprehensive nature of the P.O.W.E.R. initiative extends beyond training to encompass basic and individualized career services and collaborative partnerships with industry stakeholders. Participants also have the opportunity to obtain nationally recognized credentials and benefit from unsubsidized job placement and retention services, ensuring a holistic approach to supporting older workers in their employment endeavors.

Section 8. Stakeholder Engagement and Public Consultation

Pursuant to §20 CFR 641.325(f) and (h), and as required in the OAA amendments, the SCSEP State Plan must describe the state's process for ensuring involvement and seeking the advice and recommendation from a variety of representatives in the development of the State Plan.