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# Maine SCSEP State Plan 2020-2023

State of Maine

Department of Health and Human Services

Office of Aging and Disability Services

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Approved by U.S. Department of Labor on

July 21, 2020

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## Introduction

This State Plan focuses on Title V of the Older Americans Act, which is the Senior Community Service Employment Program (SCSEP). The Plan is written in accordance with the United States Department of Labor (US DOL) Training and Employment Guidance Letter (TEGL 10-19) and 20 CFR § 641.

The State Plan's purpose is to describe the statewide provision of authorized activities for eligible individuals under SCSEP. In applicable sections, the Plan describes current operations and longer-term strategies that will be implemented during program years 2020-2023, which covers a four-year period from July 1, 2020, and June 30, 2023. The goal is to ensure constant improvement in overall services but, more specifically, ensure the target population secures unsubsidized employment. This Plan is a document that will be reviewed at least annually over the next four years to guide the ongoing operations and strategies of SCSEP within Maine.

## Overview of the Senior Community Service Employment Program

The Senior Community Service Employment Program (SCSEP) creates subsidized work opportunities and provides job skills training with supportive services for Maine's older workers. The United States Department of Labor, Employment and Training Administration (DOL ETA) distributes SCSEP funds to national and state grantees, whereas the national SCSEP grantees operate across multiple state jurisdictions and receives the majority of SCSEP funds. Historically, the state operated SCSEP program was sub-contracted through a competitive bidding process. Maine's Department of Health and Human Services, Office of Aging and Disability Services Office of Aging and Disability Services (OADS) will now operate and administer the SCSEP program internally. In Maine the national SCSEP program is currently operated by Associates for Training & Development (A4TD). The State of Maine receives Older Americans Act funding from the US DOL through an annual grant process.

Program eligible workers must be residents of Maine, 55 years of age or older, unemployed, with family income at 125% or less of the poverty level (after allowable exclusions), as established by the United States Department of Health and Human Services (US DHHS). Service priority is given to individuals that meet one or more of the following barriers to employment:

- Are covered persons in accordance with the Veterans Opportunity to Work (VOW) (covered persons who are SCSEP eligible must receive services instead of or before all non-covered persons);
- Are 65 years or older;
- Are of a racial or ethnic minority group;
- Have a disability;
- Have limited English proficiency;
- Have low literacy skills;
- Reside in a rural area;
- Have low employment prospects;
- Have failed to find employment after utilizing services provided under Title I of the Workforce Innovation and Opportunity Act (WIOA);

- Are homeless or are at risk for homelessness; or
- Have been incarcerated within the last 5 years or is under supervision following release from prison or jail within the last 5 years.

Unsubsidized employment is the primary goal of the Program. SCSEP provides subsidized paid training opportunities predominantly at non-profit businesses and government agencies as Host Sites, with the occasional for-profit Host Site. Paid training opportunities allow participants to learn new job skills and gain valuable knowledge that are marketable.

SCSEP works in tandem with the Maine “Employment First” Statute, which was enacted on June 22, 2013.<sup>1</sup> The Employment First Maine Act requires that state agencies (Departments of Education, Health and Human Services, and Labor) offer employment as a core component of services and supports; provide employment as the first and preferred service or support option and coordinate efforts and information with other State of Maine agencies. In order to comply with this statute, Maine DHHS enacted the “Employment Policy for Individuals Served,”<sup>2</sup> which states, “The Department of Health and Human Services shall support career development and meaningful employment for all working-age individuals receiving services through the Department. Employment is part of the natural course of adult life and provides opportunities for economic gain, personal growth, and contributing to one’s community. The development of a skilled and motivated workforce is essential to meeting the needs of Maine businesses.” The State of Maine is committed to education, training, and job placement for its citizens with significant barriers to employment.

The final draft was disseminated and posted for public comment and questions for 14 consecutive calendar days. The State Plan was then revised in response to the advice and recommendations received during this review process. The four-year Maine SCSEP State Plan was reviewed and approved by the Maine Department of Health and Human Services before being submitted to the U.S. Department of Labor.

## Demographics of Population Served

According to the U.S. Census Bureau, Maine has the highest median age (44.6 years of age)<sup>3</sup> of any state or territory and the second-highest percentage (20.5%) of persons 65 years of age or older (Florida is at 20.6%).<sup>4</sup> By the year 2030, 22% of Maine’s population will be 65 and over, according to the Northeastern University Center for Labor Market Studies. These trends are the result of numerous factors. The percentage of older adults has been increasing, and the percentage of younger persons has been decreasing. Many older adults choose Maine as a place to live in retirement due to the natural beauty from coastal islands to the Appalachian Mountains and relative cost of living. Many younger persons leave the state in search of educational and economic opportunities. The number of working-age people is projected to decline, resulting in a short supply of available workforce and care partners to meet the demands of Maine’s aging population.

<sup>1</sup> [http://www.mainelegislature.org/legis/bills/bills\\_126th/billtexts/SP047101.asp](http://www.mainelegislature.org/legis/bills/bills_126th/billtexts/SP047101.asp)

<sup>2</sup> <http://www.maine.gov/dhhs/oads/docs/Employment-Policy-for-Individuals-Served.pdf>

<sup>3</sup> U.S. Census Bureau. (2017) American Community Survey, 2017 Population Estimates. <https://www.census.gov/programs-surveys/acs>

<sup>4</sup> <https://www.census.gov/quickfacts/fact/table/ME/PST045218>

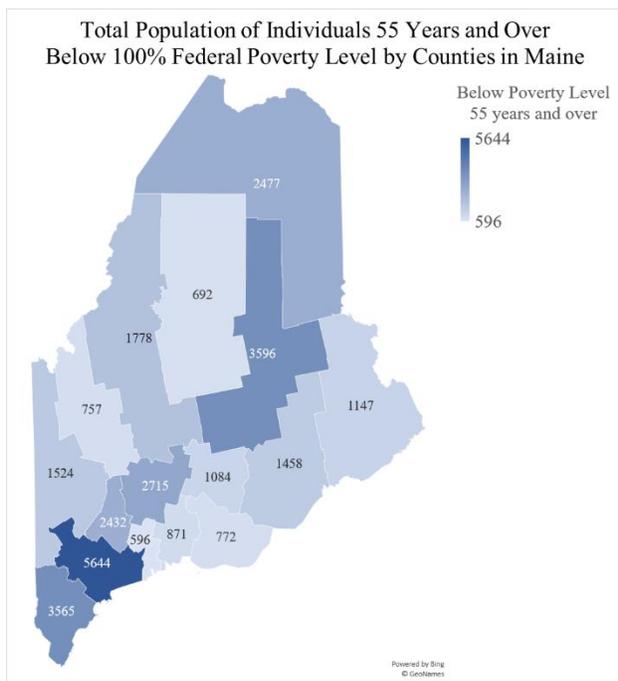
Maine also has the highest percentage of people who identify as White in the nation at 96.6% and the highest percentage of people who identify as American Indian and Alaska Natives in the northeast at 1.7%. Other racial and ethnic categories are as follows: Black or African American, 1.9%; American Indian and Alaska Native, 1.7%; Asian, 1.7%; Native Hawaiian and Other Pacific Islander, 0.1%; Some Other Race, 0.3%; and Hispanic or Latino (of any race), 1.6%.<sup>5</sup>

While program eligible older workers must be 55 years of age or older, unemployed, and with family income at 125% or less of the federal poverty level, reliable data sets that include all three characteristics are not readily available for the state or counties of Maine. Below are the best available data on characteristics of outlined in 20 CFR § 641.325.

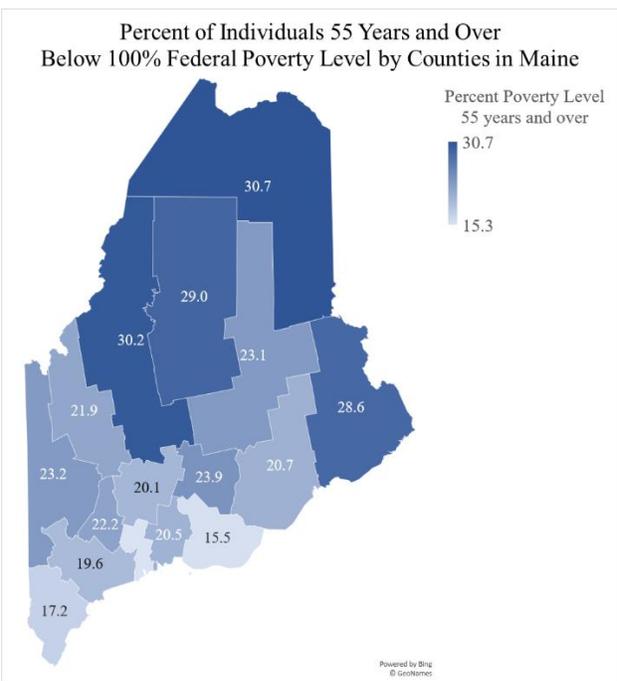
## Age

Although the southern counties of Maine have higher overall populations, and therefore higher total populations of individuals 55 years and over below 100% of the federal poverty level (see *Figure 1*), the northern counties have higher percentages of individuals 55 years and over below 100% of the federal poverty level (see *Figure 2*).<sup>5</sup> This difference speaks to the availability of more jobs with higher wages in the southern counties and lower-paying jobs that are typically agriculturally related in the northern counties.

*Figure 1*



*Figure 2*

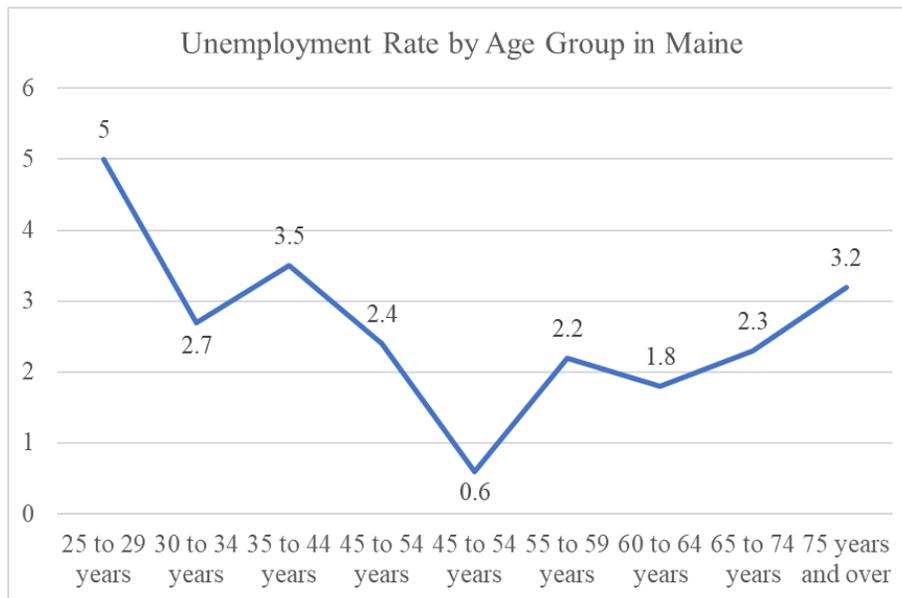


<sup>5</sup> U.S. Census Bureau, 2018 American Community Survey. *Table S1701: Poverty Status in the Past 12 Months*. Accessed March 2020.

## Unemployment by Age

A recent study suggests that age alone is a contributing factor to the duration of unemployment for older workers and decreases the rate in which they find a job.<sup>6</sup> In Maine, the rate of unemployment starts very high for younger people and declines for those in their middle ages, but the unemployment rate increases again for older workers (see *Figure 3*)<sup>7</sup>. Due to recent and current economic environments, workers are participating in the labor market well past typical retirement ages. One goal of Maine’s SCSEP is to target outreach to adults age 65 and above who are unemployed and seeking a job.

*Figure 3*



<sup>6</sup> Axelrad, H., Malul, M., & Luski, I. (2018). Unemployment among younger and older individuals: does conventional data about unemployment tell us the whole story? *Journal for Labour Market Research*, 52(1). doi: 10.1186/s12651-018-0237-9

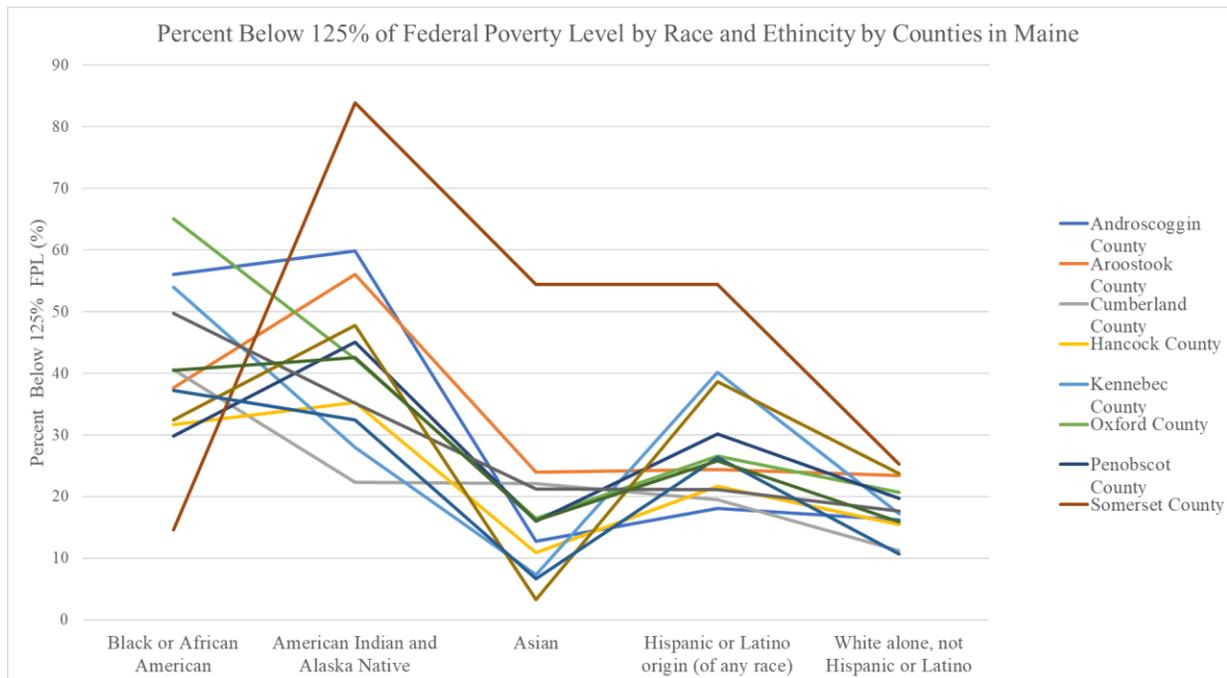
<sup>7</sup> U.S. Census Bureau, 2018 American Community Survey. *Table S2301: Employment Status*. Accessed March 2020.

## Greatest Social Need

Despite Maine’s low percentages of racial and ethnic minorities, *Figure 3* illustrates that except for Asians, non-White individuals experience poverty at higher rates in the state of Maine.<sup>8</sup> Data on Franklin, Knox, Lincoln, Piscataquis, and Sagadahoc Counties were missing from Table S1703. Most of the racial and ethnic minority population is centered in the greater Portland area of Cumberland County. The next largest minority population center is the Lewiston-Auburn area in Androscoggin County. All the other counties have minority residents who are eligible for SCSEP, but those numbers are extremely low. SCSEP in Maine welcomes and encourages participants with the greatest social need. Both the National and State Grantees build the Individual Employment Plans (IEPs) to suit the needs of the participant in order to help them succeed in their long-term employment goals.

Both the National Grantee and the State Grantee have a collaborative relationship with Catholic Charities Maine Refugee and Immigration Services and the Immigrant Resource Center of Maine, which are dedicated to helping those seeking a new life in America become independent, productive members of the community. The National Grantee and the State Grantee will work closely with organizations serving individuals with disabilities, homeless persons, veterans, LGBTQ older adults, and the Somali refugee population to recruit participants.

Figure 4

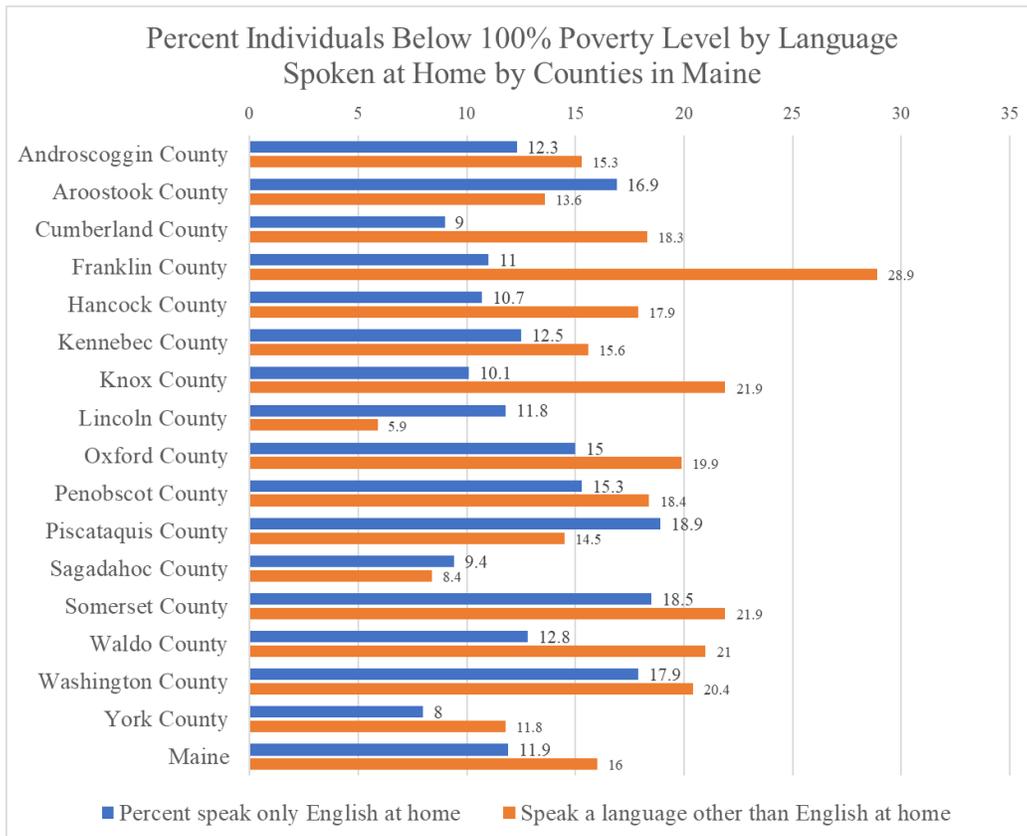


<sup>8</sup> U.S. Census Bureau, 2018 American Community Survey. *Table S1703: Selected Characteristics of People at Specified Levels of Poverty Status in the Past 12 Months*. Accessed March 2020.

## Limited English Proficiency

Along Maine’s northern border, there are many dual citizens who have family and friends that live in Canada. French is often spoken in homes and in the community where English is not taught to children until grade school. Additionally, there is a growing population of New Mainers of all ages who are choosing Maine as their home that speaks a language other than English. In Maine, 16% of those who speak a language other than English at home have family household incomes that were below 100% of the federal poverty level compared to 11.9% of those who speak only English at home (see Figure 4).<sup>9</sup> As such, a service priority of Maine’s SCSEP is individuals with limited English proficiency.

Figure 5



<sup>9</sup> U.S. Census Bureau, 2018 American Community Survey. *Table S1603: Characteristics of People by Language Spoken at Home*. Accessed March 2020.

## Economic Projections and Impact

The State of Maine has been transformed since the days of the pulp and paper industry, the shoe industry, boatbuilding, fishing, and the potato industry. The major growth industries in the state today are healthcare, call centers, travel and tourism, as well as agriculture and aquaculture. Tourism is Maine's single largest employment sector.

Industry sectors in Maine that employ most wage and salary workers over age 55 are healthcare, social assistance, educational services, and retail trade. Industry concentration varies by gender and age in state fiscal year 2019 (July 1, 2018, to June 30, 2019).<sup>10</sup> Among women, the top three industry sectors are: health care and social assistance (28.7% of women ages 55 to 64 and 26.6% of women age 65 and over); educational services (16.2% of women age 55 to 64 and 17.2% of women age 65 and over); and retail trade (11.4% of women age 55 to 64 and 15.3% of women age 65 and over). Among men ages 55 and 64, the top three industry sectors are: manufacturing (18.4%); retail trade (11.8%); and construction (9.1%). Among men age 65 and above, the top three industry sectors are: retail trade (11.8%); educational services (11.7%); and health care and social assistance (9.8%).

In state fiscal year 2019 (July 1, 2018, to June 30, 2019), the highest average monthly earnings by male and female workers age 55 and older were from jobs in the finance and insurance sector. On the other end of the earnings spectrum, the lowest average monthly earnings by workers ages 55 to 64 were from jobs in accommodation and food services; among workers age 65 and older, the lowest average monthly earnings were from jobs in retail trade.<sup>11</sup>

Maine SCSEP develops job leads and identifies potential employers in the public and private sectors by advertising, attending job fairs, responding to ads in local newspapers, contacting employers (in person, by telephone, and by e-mail), offering the On-the-Job Experience (OJE) training option, and speaking at local business meetings. All SCSEP participants will be required to register with Maine's JobLink at the Maine Career Centers (<https://joblink.maine.gov/>). Also, the Program will continue to use the Internet to access various job search sites to identify job opportunities for SCSEP participants. The SCSEP partnership with the Maine Career Centers will be strengthened and improved to serve participants better. For example, Career Centers will act as Host Sites for program participants across the state, and access to the Maine Job Bank for each participant will occur. SCSEP program managers and staff will routinely consult and coordinate with the Career Centers statewide.

After each SCSEP participant has been transitioned to their unsubsidized job placement, follow-ups will be accomplished with the successful person and their new workplace. The Program will maintain contact with the employers who have hired participants to unsubsidized employment ensure continued satisfaction and future job placement prospects. Regular follow-up activities (required by Program regulations), as well as more informal contacts, increase the probability of retention and of employers being receptive to SCSEP when additional jobs become available. In order to foster good job retention and employer relations, emphasis will continue to be placed on sending qualified and suitable participants to each job interview. The typical SCSEP participant usually accepts only part-time employment with

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<sup>10</sup> U.S. Census Bureau, Longitudinal Employer-Household Dynamics, Quarterly Workforce Indicators (QWI), 2018Q3-2019Q2 <https://ledextract.ces.census.gov/static/data.html>

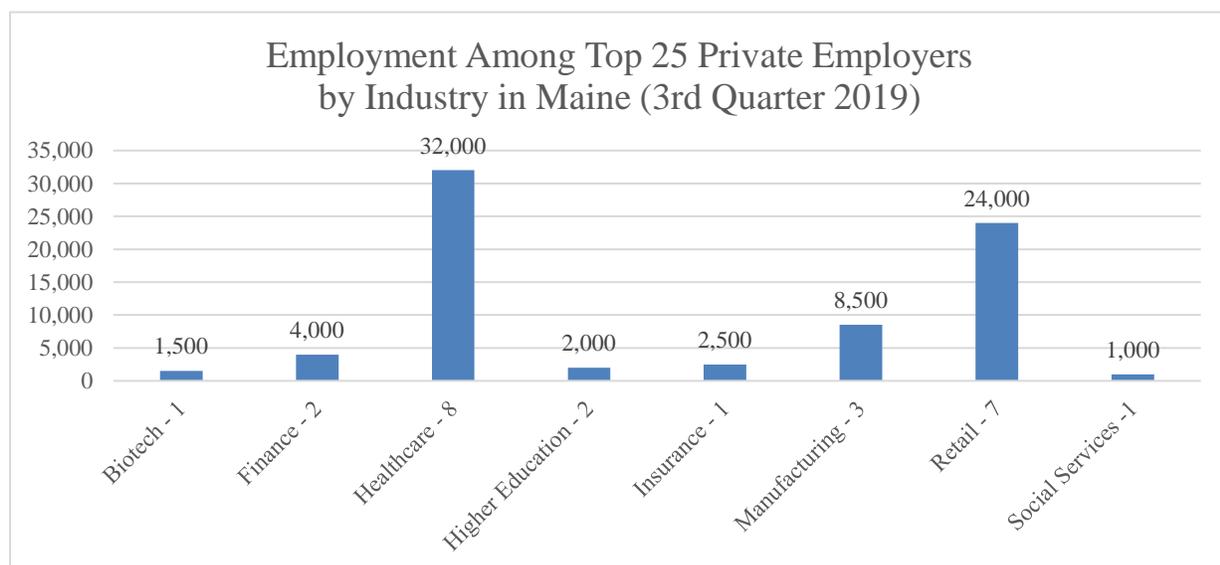
<sup>11</sup> Data from the Longitudinal Employer-Household Dynamics program, U.S. Census Bureau, 2018Q3-2019Q2.

daytime hours during the normal workweek. This is typical of older workers, who often seek greater work/life balance, often with flex-time or job sharing that smaller businesses can provide. Program staff work with employers to better understand and implement recruiting strategies that attract older workers, and employee assistance systems that help retain them. Therefore, the program predominantly targets community social service organizations and small businesses. These types of employers have jobs that match SCSEP participant’s skills, interests, and abilities making for a successful long-term placement.

Additionally, SCSEP participants do not normally accept relocations or extended commutes. Due to transportation issues and rurality, Maine SCSEP has primarily focused on the local, community job markets. SCSEP program managers and participant staff will continue to routinely visit host training sites to encourage them to hire their assigned SCSEP participants when there are job openings and available funds. The value and benefits of hiring their SCSEP-trained participants will continue to be emphasized.

Data available through the Maine DOL indicate that the job market already heavily leans toward the healthcare and retail industries. Of the top 25 employers in the state, seven are in the retail industry, and eight are healthcare-related. Below is a chart that shows the current breakdown of employment by industry within those top 25 Maine employers (as of 3<sup>rd</sup> Q 2019). The chart also shows the number of employers in each industry.<sup>12</sup>

Figure 6



Data available through the Maine DOL also show that by 2026 the labor market will be 84% service industry and only 16% production-based. The Education and Health Services industry is expected to grow by 6.1% between 2016 and 2026 and employ more than 123,000 Mainers by the year 2026. Professional & Business Services and the Hospitality Industry will slightly reduce with over 68,000 and 67,000, respectively. Trade, Transportation, and Utilities jobs are expected to decrease by -3.3% between 2016 and 2026, evidenced by the lack of available tradespersons, especially in rural Maine. Surprisingly, there

<sup>12</sup> Maine Department of Labor, Center for Workforce Research and Information. (2020). “Top Private Employers in Maine by Average Monthly Employment.” <https://www.maine.gov/labor/cwri/qcew3.html> (lower part of employment range shown)

is a projected -3.4% decrease in Retail Trade jobs between 2016 and 2026.<sup>13</sup> With Retail Trade jobs being in the top three industry sectors for older Mainers age 55 and above, the expected job opportunities will need a workforce with a wide range of skills and education, from the high-skill, highly analytical to the low-skill physical labor. The training and education opportunities for SCSEP participants will need to match the diversity in the labor market.

The top five occupations with the largest projected number of annual openings between 2016 and 2026 in Maine that require a high school diploma or less are:<sup>14</sup>

<b>Job Title</b>	<b>Annual Growth Openings</b>	<b>Annual Total Openings</b>	<b>Types of Skill Training Needed</b>
<b>Personal Care Aide</b>	+110	2,215	Varies (see below)
<b>Customer Service Representative</b>	-3	1,406	Communication Skills Data Entry Interpersonal Skills
<b>Office Clerks</b>	-114	1,170	Communication Skills Data Entry Computer Skills
<b>Stock Clerks</b>	-1	1,096	Organizational Skills Data Entry Computer Skills Inventory Management
<b>Secretaries and Administrative Assistants</b>	-153	912	Computer Skills Communication Skills Organizational Skills Interpersonal Skills

The State of Maine establishes different training requirements for personal care and home health aides depending on their place of work (i.e., in a facility vs. the home) and the population served. As such, a person-centered approach is required to identify the training needs of participants interested in entering this occupation. For the other four occupations, there are common job skills that easily translate to other occupations not listed. Host Sites will be selected based on their ability to provide an on-the-job experience that targets these common job skills. Additional training resources will be identified based on the participant’s Individual Employment Plan.

## Service Delivery and Coordination

The strategic vision of SCSEP in Maine is to bring together workforce development boards, educational systems, and resource services in a seamless customer-focused service delivery network that enhances access to the programs’ services to assist individuals in obtaining suitable employment. Achievement of this vision will allow Maine to continue building a workforce development system that prepares older

<sup>13</sup> Maine Department of Labor, Center for Workforce Research and Information. (2020). “Workforce Outlook: Statewide Employment Projections to 2026.” <https://www.maine.gov/labor/cwri/outlook.html>

<sup>14</sup> Maine Department of Labor, Center for Workforce Research and Information. (2020). “25 Occupations with the Largest Projected Number of Annual Openings in Maine.” <https://www.maine.gov/labor/cwri/qcew3.html>

Mainers for high demand, high growth employment in industry sectors that are vital for the continued economic growth of Maine.

The SCSEP program has established performance measures that the US DOL negotiates with both the National and State Grantees. The State and National Grantees are given different goals because the National Grantee works across multiple states. There are seven core measures that are tracked each year, per 20 CFR § 641.710:

- **Hours of Community Service Employment:** Paid training hours are excluded from this measure. Formula (after adjusting for differences in minimum wage among the areas):

$$\frac{\text{number of community service hours provided by participants}}{\text{number of community service hours funded}}$$

- **Employment Rate Q2 After Exit:** % of participants who are in unsubsidized employment during the second quarter after exiting the program. Formula:

$$\left( \frac{\text{number of participants in unsubsidized employment during 2nd quarter after exiting}}{\text{number of participants who exited during reporting period}} \right) \times 100$$

- **Employment Rate Q4 After Exit:** % of participants who are in unsubsidized employment during the fourth quarter after exiting the program. Formula:

$$\left( \frac{\text{number of participants in unsubsidized employment during 4th quarter after exiting}}{\text{number of participants who exited during reporting period}} \right) \times 100$$

- **Median Earnings:** Of those participants who are in unsubsidized employment during the second quarter after exiting the program. Formula (for all participants who exited and are in unsubsidized employment during the second quarter after the exit quarter):

$$\frac{\text{lowest wage earned} + \text{highest wage earned in 2nd quarter after exiting}}{2}$$

- **Program Assessment:** The combined results of customer assessments using indicators of effectiveness in serving employers, host agencies, and participants.

- **Number of Participants Served:** The number of eligible participants served. Formula (after adjusting for differences in minimum wage among the areas):

$$\frac{\text{total number of participants served}}{\text{authorized number of positions}}$$

- **Service to Most-in-Need:** The number of participating individuals described in OAA Sec. 518(a)(3)(B)(ii) or (b)(2) and 20 CFR § 641.710 (g). Formula:

$$\frac{\text{total number of participants served who are most in need}}{\text{total number of participants served}}$$

In order to meet these annual goals, Maine's SCSEP will continue to coordinate with the Maine Department of Labor Career Centers and One-Stops as well as the State Workforce Investment Board (SWIB) and the four Local Workforce Boards. SCSEP will work together with the SWIB and the Older Worker's Committee to focus on Maine's aging workforce and ensure ongoing coordination and dialogue to engage Maine's older workers. Maine SCSEP assists program participants in accessing local Adult Education classes and other training opportunities. SCSEP is regularly marketed at Job Fairs throughout the state, and information about the program is also shared with entities like the Maine State Chamber of Commerce and local Chambers. The Office of Aging and Disability Services, in coordination with the State Chamber, also coordinates the Maine Business Leadership Network (Me-BLN), which is a business-to-business entity to promote the benefits of hiring a diverse workforce including older Mainers with barriers to employment. SCSEP participant Job Developers will be onsite at their local CareerCenters at least once a week in order to provide access to the program and recruit eligible older adults. All of these entities will assist the State of Maine in the implementation of the Senior Community Services Employment Program.

The State Grantee SCSEP Program Administrator and Coordinator are housed in the Maine DHHS Office of Aging and Disability Services. ME DHHS-OADS is the State Unit on Aging and manages the other Older Americans Act funds and programs. The SCSEP Administrator and Coordinator are part of the Aging Services Unit that coordinates all OAA programs and is connected to the Employment Services Program, which is charged with increasing the employment of people served by OADS. The State Grantee SCSEP program was re-established in the fall of 2019. At the time of the writing of this state plan, efforts were underway to secure the SCSEP Program Coordinator position and a payroll processing contract process participant wages and benefits.

Maine SCSEP continues to work with and coordinate with several other agencies; The Salvation Army, Catholic Charities, and the local Area Agencies on Aging. The state program manager will host and participate in quarterly meetings with stakeholders to identify potential host agencies. The State Grantee program manager will meet at least monthly with different employees at the five Area Agencies on Aging (AAA). They make referrals to and from SCSEP, and they are also used as Host Sites. For example, if a participant is having issues with their Medicare, they are referred to their local AAA. The State and National Grantees will be making a concerted effort to increase their presence at these and other local non-profit agencies who serve Maine's older adults.

Maine SCSEP (both the National Grantee and State Grantee) is an active partner with the One-Stop delivery system. The State Grantee's main office in Portland is the designated One-Stop for Cumberland County. Other CareerCenters in Maine house One-Stops and access for program participants to classes that occur regularly. Nine of the twelve CareerCenters are located between Bangor and Springvale, which cover most individuals age 55 and above who are below the federal poverty level in Maine (see Figure 1). Below is a map and list of the CareerCenter locations across the state (see Figure 7).

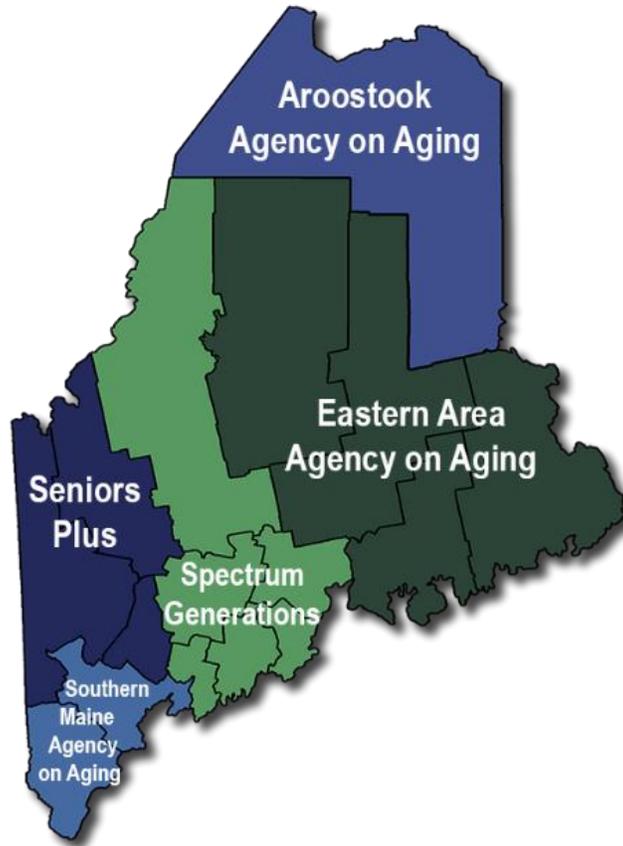
Figure 7



Location	Address	Phone Number
<b>Augusta</b>	45 Commerce Drive, Augusta, ME 04330	(207) 624-5120
<b>Bangor</b>	45 Oak Street, Suite 3, Bangor, ME 04401	(207) 561-4050
<b>Brunswick</b>	29 Sewall Street, Brunswick, Maine 04011	(207) 721-8200
<b>Calais</b>	One College Drive, Calais, ME 04619	(207) 454-7551
<b>Hinckley</b>	23 Stanley Road, Hinckley, ME 04944	(207) 474-4950
<b>Lewiston</b>	5 Mollison Way, Lewiston, ME 04240	(207) 753-9001
<b>Machias</b>	53 Prescott Drive, Suite 1, Machias, ME 04654	(207) 255-1900
<b>Greater Portland</b>	151 Jetport Blvd, Portland, ME 04102	(207) 822-3300
<b>Presque Isle</b>	66 Spruce Street, Suite 1, Presque Isle, ME 04769	(207) 768-6829
<b>Rockland</b>	91 Camden Street, Suite 201, Rockland, ME 04841	(207) 596-2600
<b>Springvale</b>	9 Bodwell Court, Springvale, ME 04083	(207) 324-5460
<b>Wilton</b>	865 US Route 2E, Wilton, ME 04294	(207) 645-5800

Area Agencies on Aging (AAA) in Maine offer a variety of services to Maine’s older adults, including, but not limited to: information and assistance; in-home services; congregate and home delivered meals; educational programming, including chronic disease self-management programs; family caregiving support and training; and health insurance and benefits counseling, including Medicare education regarding insurance and prescription drug benefits, identification and reporting of health insurance fraud, errors and abuse. Maine has five AAAs, all of which are private, non-profit agencies, that are also

designated as Aging & Disability Resource Centers (ADRCs) that serve as a “no wrong door” to answer questions from both older adults and people with disabilities, about a wide range of in-home, community-based, and institutional services.



**Aroostook Area Agency on Aging:** [www.arostookaging.org](http://www.arostookaging.org)

260 Main Street, Suite B, Presque Isle, ME 04769

Counties Served: Aroostook

**Eastern Area Agency on Aging:** [www.eaaa.org](http://www.eaaa.org)

240 State St., Brewer, ME 04412

Counties Served: Hancock, Penobscot, Piscataquis, Washington

**SeniorsPlus:** [www.seniorsplus.org](http://www.seniorsplus.org)

8 Falcon Road, Lewiston, ME 04243-0659

Counties Served: Androscoggin, Franklin, Oxford

**Southern Maine Agency on Aging:** [www.smaaa.org](http://www.smaaa.org)

136 U.S. Route 1, Scarborough, ME 04074

Counties Served: Cumberland (excluding Brunswick & Harpswell), York

**Spectrum Generations:** [www.spectrumgenerations.org](http://www.spectrumgenerations.org)

One Weston Court Suite 203, Augusta, ME 04330

Counties Served: Kennebec, Knox, Lincoln, Sagadahoc, Somerset, Waldo, and Cumberland (Brunswick & Harpswell only)

## National and State Grantee Coordination

Maine is a small rural state that was hit hard by the overall decline of manufacturing industries. The central and northern counties were hit especially hard and continue to struggle with the loss of large amounts of paper mill jobs. Employment training and re-training has been essential in these areas to stabilize these areas of the state. Local non-profit social service agencies, such as Community Action Agencies, Commodity Supplemental Food Program (CSFP), Area Agencies on Aging, and faith-based agencies, are working across the state to provide all the needed services the necessary safety net. All these agencies help to provide the services needed for low-income Mainers but are especially critical for older Mainers who have multiple barriers to employment and limited resources.

### High-Priority Services Needed in Maine:

- Fuel Assistance (LiHEAP)
- Transportation
- Food (Meals on Wheels, SNAP, CSFP)
- Health Care
- Respite Care
- Long Term Care
- Job Re-training/Adult Education
- English as a Second Language

Under the direction of the State Grantee Program Coordinator, the National Grantee and the State Grantee will meet at least quarterly to discuss SCSEP and how best to implement the State Plan. The continued improvement of SCSEP in Maine is dependent on continued lines of communication between all parties involved. A strong and active Older Workers Committee of the State Workforce Investment Board is essential to employing older Mainers and, more specifically, to the long-term health of SCSEP in Maine. The stronger the relationships between partner agencies, the stronger SCSEP will be across the state.

For Maine SCSEP to continually improve upon the performance outcomes and goals of the program, there will be regular (at least quarterly) coordination meetings between the National Grantee and State Grantee. The Plan and the goals of both the National and State Grantees will be standing agenda items. The employment-related outcomes will be a strict focus. The State SCSEP program manager will check the Quarterly Performance Report for both the State and National Grantees every time the report is released by US DOL.

## Equitable Distribution

The Maine Office of Aging and Disability Services, the State Grantee, currently serves three counties: Cumberland, Lincoln, and York.

Associates for Training & Development (A4TD), the National Grantee, serves 14 counties: Androscoggin, Aroostook, Franklin, Hancock, Kennebec, Knox, Oxford, Penobscot, Piscataquis, Sagadahoc, Somerset, Waldo, Washington and York.

### Current Authorized Positions (Program Year 2019, 4<sup>th</sup> Quarter)<sup>15</sup>

County	All Grantees	State Grantee Plan	State Grantee Actual	State Grantee Variance	National Grantee Plan	National Grantee Actual	National Grantee Variance
<b>Androscoggin</b>	19				19	12	-7
<b>Aroostook</b>	20				20	18	-2
<b>Cumberland</b>	41	41	0	-41			
<b>Franklin</b>	5				5	3	-2
<b>Hancock</b>	12				12	1	-11
<b>Kennebec</b>	22				22	25	3
<b>Knox</b>	7				7	7	0
<b>Lincoln</b>	7	7	0	-7			
<b>Oxford</b>	14				14	2	-12
<b>Penobscot</b>	27				27	22	-5
<b>Piscataquis</b>	6				6	0	-6
<b>Sagadahoc</b>	5				5	0	-5
<b>Somerset</b>	13				13	9	-4
<b>Waldo</b>	9				9	2	-7
<b>Washington</b>	9				9	3	-6
<b>York</b>	31	3	0	-3	29	8	-21
<b>Total</b>	<b>247</b>	<b>51</b>	<b>0</b>	<b>-51</b>	<b>197</b>	<b>112</b>	<b>-85</b>

The statewide minimum wage increased to \$12.00 on January 1, 2020 (26 MRS § 664), and is significantly higher than the federal minimum wage of \$7.25. As a result, Maine has a significantly lower number of modified positions.

<sup>15</sup> Downloaded from [www.scsep.org](http://www.scsep.org).

Current Modified Positions (Program Year 2019, 4<sup>th</sup> Quarter) <sup>16</sup>

County	All Grantees	State Grantee Plan	State Grantee Actual	State Grantee Variance	National Grantee Plan	National Grantee Actual	National Grantee Variance
<b>Androscoggin</b>	12				12	12	0
<b>Aroostook</b>	13				13	18	5
<b>Cumberland</b>	26	26	0	-26	0	0	0
<b>Franklin</b>	3				3	3	0
<b>Hancock</b>	8				8	1	-7
<b>Kennebec</b>	14				14	25	11
<b>Knox</b>	4				4	7	3
<b>Lincoln</b>	4	4	0	-4	0	0	0
<b>Oxford</b>	9				9	2	-7
<b>Penobscot</b>	17				17	22	5
<b>Piscataquis</b>	4				4	0	-4
<b>Sagadahoc</b>	3				3	0	-3
<b>Somerset</b>	8				8	9	1
<b>Waldo</b>	6				6	2	-4
<b>Washington</b>	6				6	3	-3
<b>York</b>	20	2	0	-2	18	8	-10
<b>Total</b>	<b>157</b>	<b>32</b>	<b>0</b>	<b>-32</b>	<b>125</b>	<b>112</b>	<b>-13</b>

With the re-establishment of the state program by the State Grantee, there will be a concerted effort across the state to recruit participants into the program.

Once per program year, at the end of the third quarter, the SCSEP coordination team will discuss any slot imbalances (consistent over enrollments, under-enrollments, or waiting lists) and, if necessary, request slot transfers between counties from the USDOL.

Maine is almost entirely rural, but Maine SCSEP serves the entire state using the Equitable Distribution given by the USDOL.<sup>17</sup> The Equitable Distribution is based directly on census data and therefore serves Mainers by ratio of population.

<sup>16</sup> Downloaded from [www.scseped.org](http://www.scseped.org).

<sup>17</sup> <http://www.scseped.org/?q=tables&SFIPS=20&yearupload=4&quarter=2>

The Senior Community Service Employment Program affords priority for service to eligible individuals who meet one or more of the following criteria as prescribed by US DOL:

- Are covered persons in accordance with the Veterans Opportunity to Work (VOW) (covered persons who are SCSEP eligible must receive services instead of or before all non-covered persons);
- Are 65 years or older;
- Are of a racial or ethnic minority group;
- Are of a gender or sexual minority group;
- Have a disability;
- Have limited English proficiency;
- Have low literacy skills;
- Reside in a rural area;
- Have low employment prospects;
- Have failed to find employment after utilizing services provided under Title I of the Workforce Innovation and Opportunity Act (WIOA);
- Are homeless or are at risk for homelessness; or
- Have been incarcerated within the last 5 years or is under supervision following release from prison or jail within the last 5 years.

The Program views the distribution of priority individuals across the State as being in line with the equitable distribution of program-eligible individuals across all 16 counties. Occasionally, SCSEP in Maine must update its distribution of participant slots for a variety of reasons. Any time there is a need for changes or disruptions to service, the Participant is given as much notice as possible, but those disruptions and redistributions are rare.

## Maine SCSEP Assurances:

The Maine SCSEP State Plan has been posted on the Maine DHHS – OADS website (June 24, 2020 – July 17, 2020) for public comment. It has also been sent to the following partners for advice and recommendations:

- Representatives of the State and area agencies on aging;
- State and local boards under WIOA;
- Public and private non-profit agencies and organizations providing employment services, including each grantee operating a SCSEP project within the State, except as provided under section 506(a)(3) of OAA and 20 CFR 641.320(b);
- Social service organizations providing services to older individuals;
- Grantees under Title III of OAA;
- Affected Communities;
- Unemployed older individuals;
- Community-based organizations serving older individuals;
- Business organizations; and
- Labor organizations.

## Public Comments & Questions:

Due to the COVID-19 pandemic in the spring of 2020, OADS was unable to host in-person public hearings as initially intended. Instead, OADS hosted two public hearings via video conferencing with a call-in option on July 8, 2020, and July 10, 2020. Closed captioning services were provided for both public hearings, as well as an option for individuals to request an interpreter or additional accommodations. A total of five individuals attended the two public hearings who provide two comments, and zero individuals submitted written comments for a combined total of two comments. The responses provided by OADS are included below.

### **Comment:**

I am a benefits specialist in Cumberland County through Maine Medical Center's Department of Vocational Services, and I just wanted to know dates so I'd know what I would be looking at and working with beneficiaries who may begin the program in Cumberland County so I can make sure I'm addressing how the money would be counted for them, et cetera. So is there a suggested start date of the program?

### **Response:**

The Office of Aging and Disability Services SCSEP program was officially re-established in the fall of 2019. At the time of the writing of this state plan, efforts were underway to secure the SCSEP Program Coordinator position and a payroll processing contract to process participant wages and benefits. Once hired, the SCSEP Program Coordinator will start to recruit Host Sites and participants. An official launch date will be announced and shared with our partners in the aging and employment networks.

### **Comment:**

[SCSEP] is a fantastic program, and I have felt the loss of it, as have other folks in Cumberland County. I've worked with people who have been on the program. It's a really good program.

### **Response:**

The Office of Aging and Disability Services agrees that Maine SCSEP provides a valuable service to low-income older Mainers who have low employment prospects.