

# NEBRASKA

## Senior Community Service Employment Program

**State Plan  
2012 - 2015**

Department of Health & Human Services



**Submitted By:**

**Nebraska Department of Health & Human Services  
Division of Medicaid & Long-Term Care  
State Unit on Aging**

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## Strategic Workforce Planning

### Section 1

#### Nebraska Vision

**Nebraska's vision for the years ahead must be about preparing Nebraska to compete in the 21<sup>st</sup> Century, in an age of technological marvels, new educational challenges, international competition and entrepreneurial opportunity.**

The Nebraska Department of Labor shared that the Governor's policy initiative, *Growing State Economies*, includes six drivers and 12 actions for economic growth:

#### **The six drivers are:**

1.	Entrepreneurs	individuals who seed, grow and renew business
2.	Education and Skills	the concentration of highly educated, skilled individuals within economies
3.	Innovation and Technology	new ideas and technologies that enter the economy and change what is produced, how it is produced, and the way production itself is organized
4.	Private Capital	the sufficiency and availability of debt and equity financing at all states of company formation
5.	Global Markets and Linkages	businesses competing successfully in global markets
6.	Industry Clusters	firms embedded in regional clusters supported by institutions providing education, training, finance, and marketing services

#### **The 12 actions include:**

1.	Create a competitive tax and regulatory environment
2.	Put entrepreneurial activity at the top of the state's economic goals
3.	Distinguish among different kinds of entrepreneurs and businesses and target policies and resources accordingly
4.	Cast a wide net to find entrepreneurs
5.	Teach entrepreneurship skills and attitudes at all education levels
6.	Build a startup environment and culture
7.	Find the potential high-growth companies and help them grow
8.	Get your entrepreneurs to give back
9.	Help companies open doors to new customer – globally and locally
10.	Reward strong ties among universities, companies, and entrepreneurs
11.	Encourage entrepreneurs and companies, small and large, to build innovation clusters
12.	Build ecosystems, not programs

Important stakeholders in Nebraska’s Workforce System are state and local employment and training programs. A Partner Council will be created; this council will consist of state level leadership representing employment and training programs and interests. The Partner Council will help insure a high degree of coordination and collaboration between agencies, as well as insuring the needs of subpopulations are well represented. Council membership will include, but is not limited to:

- Career and Technical Education
- Adult and Basic Education
- Job Corps
- Unemployment Insurance
- Temporary Assistance for Needy Families
- Supplemental Nutrition Assistance Program
- Vocational Rehabilitation
- Senior Community Services Employment Program
- Workforce Investment Act (WIA)
- Migrant and Seasonal Farm Workers
- Economic Development
- Wagner-Peysner
- Trade Adjustment Assistance
- Community Colleges
- Native Americans
- Veterans

Source: State of Nebraska Five Year Integrated Workforce Plan, 2012

The State Department of Labor published offers the state's top 10 occupations that have above average job prospects. Occupations addressing our aging population's long term care support needs are prominently featured.

**2010 – 2020 Occupational Projections Top 10 Most Annual Openings for Postsecondary Non-degree Award Education Level with Entry Wages from the Occupational Employment Statistics Survey**

<b>SOC Code</b>	<b>Standard Occupation Classification (SOC) Title</b>	<b>Average Annual Openings</b>	<b>Entry Wage</b>
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,115	\$ 12.40
31-1012	Nursing Aides, Orderlies, and Attendants	380	\$ 9.80
29-2061	Licensed Practical and Licensed Vocational Nurses	248	\$ 15.50
51-4121	Welders, Cutters, Solderers, and Brazers	158	\$ 11.75
53-3033	Light Truck or Delivery Services Drivers	138	\$ 9.20
39-5012	Hairdressers, Hairstylists, and Cosmetologists	132	\$ 8.20
51-1011	First-Line Supervisors of Production and Operating Workers	91	\$ 17.95
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	86	\$ 15.00
29-2071	Medical Records and Health Information Technicians	50	\$ 12.20
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	42	\$ 12.45

Nebraska Department of Labor, Office of Labor Market Information 2010 – 2020 Long Term Occupational Projections and the Occupational Employment Statistics Survey updated to first quarter 2012

The State Department of Labor notes that the most common job vacancies are for office and administrative support, food preparation, sales and transportation and material moving. Some of the most common job vacancies, such as office and administrative support, match the interest of some women over 55 years of age seeking employment. The Senior Community Service Employment Program's (SCSEP) host agencies provide the location and the skills training to support participants' development of job skills for meeting their goal of locating a position in the workforce. Office work, facility maintenance and food service are the most common types of training opportunities offered through Nebraska's host agencies.

Host agency training may need further supplementation by SCSEP sub-grantees and their Workforce Investment Act (WIA) partners to provide local employers with job-ready employees. The office jobs currently available require a working knowledge of computers. This technological experience is often underdeveloped by persons over 55 years of age. Computer skill-building classes are offered to participants of the Senior Employment Program through a job-certified training developed by Omaha's Workforce Investment Board (WIB).

## **Section 2**

### **State Operational Plan**

The State Operational Plan will discuss how the Senior Community Services Employment Program functions as part of a State-wide workforce development program to address the needs of older job-seekers and employers. This section will include a brief overview of this older worker initiative. It will also include a discussion of SCSEP coordination with community service organizations, employment training programs and employers. This document was made available for Public Comment from August 14, 2012 to September 14, 2012. Comments received are located on page 16 of this document.

### **Section 2.1**

#### **Purpose of the State Plan**

Nebraska's State Plan describes the Senior Community Service Employment Program (SCSEP) and the training opportunities which prepare older workers for the jobs available in Nebraska's workforce.

This initiative provides training for aging workers through community service organizations (host agencies). Common training locations are provided at schools, hospitals and senior service organizations. Nebraska's SCSEP programs have a working relationship with a wide variety of community organizations. These include local non-profits, senior service organizations, senior centers and local Area Agencies on Aging. Additional partnerships have been formed with supporting employment training organizations such as One-Stops and the Workforce Investment Boards and local employers. Once completed, a partnership will also include Nebraska's Aging and Disabilities Resources Center.

Communication is vital for Nebraska's SCSEP. Program adjustments (due to revised regulations, processes, program performance measures or employment niches for older workers) may be required for substantial changes in program operations. These developments are discussed with Nebraska's project sponsors during regular contacts or as needs arise.

Under SCSEP, project sponsors receive grants to create and pay for part-time (usually 20 hours a week) community service positions for low-income persons over 55 years of age at local public or private nonprofit organizations. The program has a dual purpose to provide useful community service assignments for the enrollees while promoting transition to unsubsidized employment. Local public and private nonprofit organizations which provide training opportunities also benefit through the work completed by SCSEP enrollees.

The goals for the Senior Community Services Employment Program mirror the goals in the Nebraska Workforce System Plan which includes:

Specific goals for Nebraska's Workforce System include:

1. build strong, effective relationships with employers
2. create opportunities for stakeholders in Nebraska's Workforce System to collaborate and find solutions to workforce issues

3. expand the use of technology as a way to communicate, collaborate, and streamline services
4. implement innovative approaches to deliver employment and training services to Nebraskans in all 93 counties
5. build Nebraska's reputation as one of great job opportunities for all members of the workforce
6. collaborate with statewide initiatives such as Forging Nebraska's Future, the Entrepreneur Acceleration Program, InternNE, and the Industry Councils, to be a part of innovative workforce solutions

### Use of Funds

Each enrollee is offered a minimum of at least a 20 hour work week. Enrollees placed in part-time community service employment receive a wage not less than what is established by the Federal Minimum Wage Law and receive fringe benefits. Host agencies, private nonprofit employers, and public employers provide skill training through subsidized part-time employment in the fields of social services, recreational activities, library services, legal services, health care, education, economic development, conservation, maintenance and restoration of natural resources, community beautification, and other services within communities. A host agency must be a governmental or nonprofit, nonpartisan organization. Examples of host agencies include schools, senior centers, food banks, housing authorities, libraries, community foundations and health agencies.

### Participant Eligibility

Eligible individuals are at least 55 years of age, and have an income not greater than 125 percent of the poverty level, or are a member of a family that receives regular cash public benefit payments. Income eligibility must be certified annually. All participants must reside within Nebraska. There is no minimum period of residency for determining eligibility. Grantees may not impose additional eligibility requirements beyond those imposed by federal law. The enrollment priorities for filling vacant authorized positions are as follows:

1. Veterans and qualified spouses.
2. Individuals with the greatest economic need (incomes at or below the poverty level).
3. Those 65 years of age or older.
4. Those seeking re-enrollment following termination of a job through no fault of their own due to illness or engaging in unsubsidized employment, provided that re-enrollment is sought within one year of termination.
5. Individuals with limited English proficiency.
6. Anyone with a disability.

7. Those with low employment prospects.
8. Those at-risk of homelessness.
9. Individuals that live in rural areas.

## **Section 2.2**

### **Organizational Participation**

The development of Nebraska's Senior Community Employment Program State Plan involved the insight and participation of a variety of interested persons and groups. This planning process involved multiple steps and opportunities for various opinions to impact the initial plan. A brief summary includes:

1. State Title V Agency developed the framework and initial draft of State Plan.
2. Nebraska's Title V programs include Experience Works and the Eastern Nebraska Office on Aging. The Eastern Nebraska Office on Aging operates within Douglas and Sarpy Counties while Experience Works is statewide. They recruit, locate community service training and help program participants locate unsubsidized jobs within their community.
3. State Department of Labor and Workforce Investment Agencies provide job-search and work-skills development. The Department of Labor collaborates with the Departments of Economic Development and Education to develop a strategic approach to developing a local workforce with the skills needed for current jobs as well as future opportunities. The Department of Labor provides a wide variety of support services for job seekers. Their workforce development activities include job-training for adults. Some SCSEP participants receive additional training through this program.
4. Workforce Investment Agencies are regional agencies which work with schools, employers and other training partners to provide necessary skills training for persons seeking employment. Nebraska's Senior Community Service Employment Programs are active partners in the WIA's One Stop Shops. Some SCSEP participants also benefit from training opportunities available through the WIA's adult training programs.
5. Area Agencies on Aging provide a wide variety of support services to help persons over 60 years of age live independently within their communities. SCSEP participants often have significant constraints limiting their ability to find and keep a job. Addressing factors such as affordable housing, transportation and caregiver support are necessary also. Their familiarity with community supports makes Area Agencies on Aging important partners for Nebraska's Senior Community Service Employment Programs.
6. Community service organizations provide training to SCSEP participants. These organizations range from senior service organizations such as senior centers to community services including schools and hospitals.

7. Nebraska's State Plan has been posted on the Nebraska Department Health & Human Services web site; [http://dhhs.ne.gov/medicaid/Pages/ags\\_ags-services.aspx](http://dhhs.ne.gov/medicaid/Pages/ags_ags-services.aspx). Input received during the comment period has been included in the Plan.

### **Section 2.3**

### **Summary of Comments**

Nebraska's Senior Community Service Employment Program Plan for 2012-2015 was published for comment from August 14, 2012 through September 14, 2012. The Plan was placed on the State Unit on Aging's web-site, [http://dhhs.ne.gov/medicaid/Pages/ags\\_ags-services.aspx](http://dhhs.ne.gov/medicaid/Pages/ags_ags-services.aspx) and e-mailed to the Nebraska Department of Labor, Workforce Investment Agency partners, Area Agencies on Aging, Senior Center Associations and community service, labor, and business organizations. A Public Notice regarding availability of this plan and a request for comments was also published in the Omaha World Herald on August 14, 2012. Comments were received through September 14, 2012 and located on page 16 of this document.

### **Section 2.4**

### **Distribution of SCSEP Positions**

The Nebraska Equitable Distribution Report provides a basis for determining a fair allocation of program positions with the State. This report is useful for determining where to locate new positions, fill vacant positions, or reduce positions, as necessary. The Nebraska Equitable Distribution Report is contained in Appendix A (Appendix A will be completed once US Department of Labor's National Competition confirms Nebraska's National Contractor.) The following is an explanation of the information contained in this report:

1. **Counties** – counties served by program.
2. **Distribution Factor** – equitable distribution of positions within the county listed.
3. **Current Positions** - number of authorized positions for each grantee in the county.
4. **Difference** – variance from the equitable position level.

The distribution of Nebraska's SCSEP positions has supported the rural counties. Until the last few years Douglas County, which includes Omaha, had substantially fewer positions than were equitable. During this period, Experience Works shifted a number of their positions into Douglas County. Future Equitable Distribution discussions will focus upon the adequacy of position distribution within the urban and rural counties.

### Nebraska Demographics

According to the WIA 5-Year State Plan, seventy percent of Nebraska's counties are not included in a Metropolitan Statistical Area (MSA) or a Micropolitan Statistical Area (MC). According to the U.S. Department of Agriculture, Economic Research Service, in 2007, there were 47,712 farms covering 92.5% of Nebraska. Yet only 4.8% of Nebraskans were employed in the Agriculture industry. Of this 4.8%, almost all of them (92%) had 5 or more years of experience in agriculture.

Twenty-seven of Nebraska's 93 counties are either part of the Omaha or Lincoln MSA, or are part of a MC. 10.9% of Nebraska employees worked in Manufacturing, while the majority worked in the service sector, and almost 4% worked in government. The top employing industries in Nebraska are Health Care and Social Assistance, Retail Trade, Manufacturing, Education Services, Accommodation and Food Services, Finance and Insurance and Public Administration. The top industries with the highest number of job openings are very similar, with Health Care and Social Assistance, Retail Trade, and Manufacturing topping the list.

Nebraska's population of those 55 years of age or above represents 459,853 individuals or 25% of the state's population. The first of the Baby Boom generation reached 60 years of age in 2006. The population over 55 years of age will increase dramatically over the next fifteen years.

### Special Populations

The Older Americans Act requires this program provide priority in enrollment for eligible individuals who are veterans or spouses of veterans, those with greatest economic need, individuals who are minorities, and individuals with greatest social need, individuals who failed to find employment using available WIA services, individuals who are homeless or at-risk of homelessness and those living in rural areas.

### Greatest Economic Need

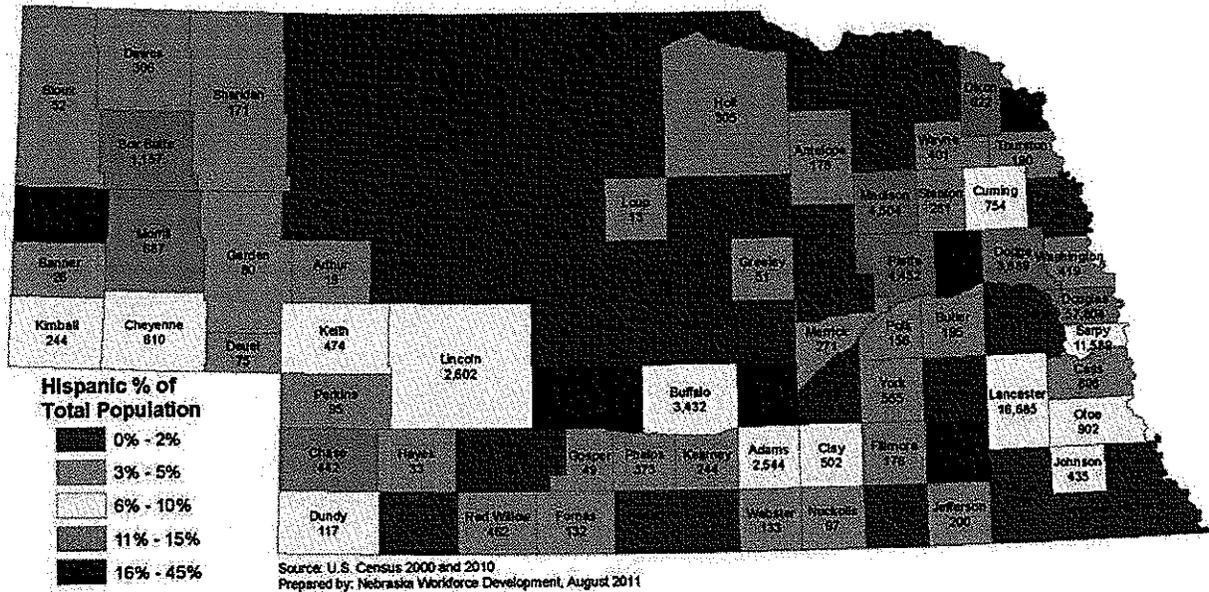
The term greatest economic need is defined as persons at or below the poverty level established by the US Department of Health & Human Services. Nebraska's population over sixty years of age includes 24,558 with incomes at or below the poverty level.

### Minorities

According to the 2010 Census, there were about 18,000 Native Americans living in Nebraska. Population totals for other races, according to the 2010 census were: White: 1.5 million, Black: 82,000, Asian: 32,000, Native Hawaiian: 1,200, and Two or more Races: 39,000. There were 167,000 Hispanics or Latinos living in Nebraska. 30.9% of Whites living in Nebraska who were foreign born had become naturalized citizens. This compares with 28.9% of Blacks, 49.5% of Asians, and 23.3% of Hispanics. Hispanics were the largest category of foreign born population, at 59,000, and had the lowest rate of becoming naturalized US citizens.

For Nebraska's SCSEP, the term "minorities" includes American Indians or Alaskan Natives, Asians, Blacks or African-Americans, Hispanics or Latino Americans and Asians or Pacific Islanders. The majority of Nebraska's African-American population lives primarily in Omaha and Lincoln. The distribution of Nebraska's Hispanic population is broader with a presence in many of the smaller cities such as Norfolk, Lexington and Scottsbluff.

**Nebraska Hispanic Population**  
**Hispanic Population and Hispanic Percent of Total Population**



Greatest Social Need

The term greatest social need is defined as needs caused by non-economic factors such as physical and mental disabilities, language barriers and cultural, social, or geographic isolation, including isolation brought about by racial or ethnic status. For purposes of this plan, greatest social need is defined as persons with physical and mental disabilities who are 55 years of age or older. Nebraska’s population over 55 years of age includes 32,235 persons with greatest social need.

Rural & Urban Populations

The Nebraska Department of Labor noted in its 2004 report (Labor Force & Its Demographics) that much of the State’s population growth have been in its urban counties and those along the I-80 Corridor. More remote counties have lost population. Suburban Omaha has grown dramatically in the last ten years. The 2010 Census notes that 34% of the Nebraska population over 60 years of age lives in rural areas. While bio-technology, internet commerce and transportation services are growing rapidly in the eastern cities, most of Nebraska is rural with an economy that is heavily farming and ranch dominated.

Recruitment

Enrollment priority will be given to veterans and qualified spouses, eligible individuals having the greatest economic need and eligible individuals over 65 years of age. Nebraska’s grantees have a history of focusing their efforts upon older individuals both with incomes below the poverty level and those with greatest social need. The State SCSEP program provides 53% of its positions to minority individuals (with Nebraska’s minority population at 6.2% of the eligible



health care and a wider range of community service organizations. Lincoln and Omaha have the widest range of community service possibilities including government offices (state, federal and local governments), hospitals (local, regional and university), to cultural centers, ethnic, minority and neighborhood organizations.

A wide variety of community service organizations provide training for program participants and have the benefits of a part-time worker. Community service needs addressed through SCSEP includes educational activities, environmental quality, health care, housing, employment assistance, cultural and recreational services, as well as senior services such as nutrition sites, outreach and referral, and transportation.

The State along with its sub-grantees will continue to discuss community service needs with the organizations addressing those needs. The opportunities created by a growing need in the health services area appears promising across the State. SCSEP participants will find opportunities as in-home or health facility care providers. These opportunities will require specialized skills development through classroom training offered by community colleges (with some preparation through on-line course work for persons living in remote areas) or on-the-job training for potential hospital maintenance workers or certified nurse assistants.

## **Section 2.7**

### **Coordination with Other Programs**

To meet the basic support needs outside of training for employment, provide training to match older worker's employment goals, and matching older worker's to jobs available at local employers will require coordination with a number of organizations. These organizations include human service, employment and training agencies and employers.

The inadequacy of basic supports such as housing, transportation and possible care needs of a frail spouse or parent will lower a SCSEP participant's chances of completing training, finding and keeping a job. Human service organizations such Nebraska's Aging & Disability Resource Centers, the Nebraska Department of Health and Human Services and Area Agencies on Aging will be central to addressing these basic support needs.

The Department of Health and Human Services (DHHS) offers a wide variety of supports to help maintain individuals within their community. Specific programs which address common support needs include the Social Services Block Grant, Disabled Persons and Family Support, Lifespan Respite and Medicaid Waivers. A sampling of possible support services includes: transportation, energy assistance, telephone assistance, supplemental nutrition assistance program (formerly known as food stamps), adult day care for caregivers and covering the Medicare premiums for eligible low-income beneficiaries. DHHS also coordinates the Ticket to Work program which encourages persons receiving Social Security Disability to rejoin the workforce. Ticket to Work also provides benefits counselors to help people understand whether participation impacts eligibility for other public benefits.

The local Area Agencies on Aging are familiar with the support needs of the elderly and are experienced in organizing community resources to address those needs. Nebraska has two

program sub-grantees, the Eastern Nebraska Office on Aging and Experience Works. Experience Works service area touches all of Nebraska. Experience Works relies upon the staff of each of the eight Area Agencies on Aging to address non-employment support needs of SCSEP trainees.

The program is also participating in the development of the Nebraska's Aging and Disability Resource Centers (ADRC). This partnership will be able to provide information to address a variety of human services as well as a referral to local agencies which provide assistance to our targeted population.

One significant barrier to employment is an inadequate availability of public transit. The State Unit on Aging has established a Senior Transportation Coalition with the substantial support from Nebraska Easter Seals and Nebraska AARP. Nebraska's efforts have focused upon the development of local coordinated transportation initiatives and regional coordinated transportation systems. Interest in this initiative has come from human service, transportation providers and State Agencies (Departments of Health and Human Services, Labor, Roads and the Public Service Commission) and indicates a continuing commitment to improve the availability and effectiveness of public transportation services.

Affordable housing is necessary to rebuild or maintain the economic life of program participants. Housing issues range from locating affordable housing to accessing community supports such as energy assistance and weatherization. Both Area Agencies on Aging and Community Action Programs are familiar with available affordable housing resources.

Program participants are often caregivers for a parent, spouse or grandchild. Nebraska's Lifespan Respite Program, Care Management Program and the Older Americans Act's Caregiver Support Program assist these caregivers. The Area Agencies on Aging are partners with the Lifespan Respite Program. They also provide Care Management and operate Caregiver Support Programs.

This older worker initiative focuses by design on an economically at-risk population. As noted earlier, 96% of participants have incomes below the poverty level, 64% receive public assistance benefits and 48% are at-risk of homelessness. A functional partnership between SCSEP, local aging, housing and community service organizations is necessary to address multiple needs of the program's participants. The Eastern Nebraska Office on Aging (ENOA) reports that persons over 50 years of age who are eligible for General Assistance, Food Stamps or Omaha Section 8 housing are referred to their SCSEP for possible training. ENOA works with both the Department of Health and Human Services and Omaha's public housing to address the support needs of their training participants.

The State Unit on Aging has worked with Experience Works and the Eastern Nebraska Office on Aging to maintain functional partnerships within the WIA system. Nebraska's sub-grantees are active with their local One-Stop Shops. This includes participation on Workforce Investment Boards (WIB) and their committees. All have current Memorandums of Understanding with the WIB. (For an example of increased access, see Section 2.3's description of the job-certified training being developed in Omaha.)

## **Section 2.8**

### **Avoidance of Disruptions in Service**

Program adjustments may be necessary for a variety of reasons. Reasons vary from the population shift documented by a new Census to an adjustment in funds available to support this program. Modest program adjustments (such as yearly Equitable Distribution position level changes) will not have an impact on current individual enrollees. Actual program shifts would occur as participants leave the program for unsubsidized jobs or for other reasons. A decrease in program funding will also require similar action. A substantial cut in funding will require a more significant program adjustment such as a reduction in the weekly participant's training hours. All participants will continue to receive program support during a program adjustment period.

## **Section 2.9**

### **Improvement of SCSEP Services**

Program improvement over the next four years will increasingly focus upon growing industries, developing a closer working relationship with human service organizations, supporting employers and equitably distributing SCSEP positions across our State. Suggestions include:

1. Increase SCSEP focus upon Nebraska's "Hot Jobs." Through partnerships with other Workforce Investment Act organizations develop classroom and on-the job training to address our growth industries. Long term care will be a growth industry as our Baby Boom generation increasingly needs a variety of supportive services.
2. Develop a closer working relationship between SCSEP, Ticket to Work and the Centers for Independent Living.
3. Continue relationships between SCSEP, Nebraska's Aging Network (Aging and Disability Resource Center and Area Agencies on Aging) and the State Department of Health and Human Services to address the multiple support needs common among SCSEP participants.
4. Working with Medicaid to review program guidelines which count SCSEP training income when determining program eligibility. Current rules require interested older persons to choose between training and Medicaid.
5. Review the distribution of positions to be proportional to the eligible population of persons over 55 years of age. Distribution within rural areas will be monitored to assure equitable distribution of SCSEP positions. Shifting positions will be accomplished gradually as participants leave this program.
6. Work with SCSEP providers to assure timely reporting of participant activity into SPARQ (US Department of Labor web-based reporting system).

**Appendix A**

**SCSEP Equitable Distribution Report**

**SCSEP Equitable Distribution Report will be completed after the finalization of US DOL's current competition for National Contractors.**

**Appendix B**

**Nebraska SCSEP Providers**

**Service Provider List**

<b>Service Provider</b>	<b>Counties Served</b>	<b>Contact</b>
Senior Employment Program	Douglas, Sarpy	Michelle Dorner Program Director Eastern NE Office on Aging 4223 Center Street Omaha, NE 68105 (402) 444-6684
Experience Works	All counties in Nebraska	Richard Freeman Regional Director PO Box 4040 Des Moines, IA 5033 (800) 782-7519

## **Appendix C**

### **Public Comments**

Nebraska's Senior Community Service Employment Program Plan for 2012-2015 was published for comment from August 14, 2012 through September 14, 2012. The Plan was placed on the State Unit on Aging's web-site, [http://dhhs.ne.gov/medicaid/Pages/ags\\_ags-services.aspx](http://dhhs.ne.gov/medicaid/Pages/ags_ags-services.aspx) and e-mailed to the Nebraska Department of Labor, Workforce Investment Agency partners, Area Agencies on Aging, Senior Center Associations and community service, labor, and business organizations. A Public Notice regarding availability of this plan and a request for comments was also published in the Omaha World Herald on August 14, 2012. Comments were received through September 14, 2012.

On August 21, 2012, Linda Foreman, Executive Director of the West Central Nebraska Area Agency on Aging noted that she reviewed the State Plan. At that time she had no suggestions for revising the State Plan.

## Appendix D

## Partners Forum

On August 16, 2012, the State Unit on Aging met in Omaha with members of the Workforce Investment Agency partners to discuss the proposed State Plan.

Participants included:

Trish Bergman	Eastern Nebraska Office on Aging
Shirley Carlson	Heartland Workforce Solutions
Sue Hartwell	Experience Works
Michelle Dorner	Eastern Nebraska Office on Aging's Senior Employment Program
Mike Eastman	Nebraska Dept. of Labor's Career Center Manager
Dennis Loose	Eastern Nebraska Office on Aging
Tim Suelter	Goodwill Industries Career Center Manager

Mike Eastman, Omaha Career Center, noted that the number of people using their resources has doubled in the last four years to 30,000 in 2012. Tim Suelter, Goodwill Industries, stated that their Omaha Career Center averaged 2,000 participants per month and has been trending higher. Mike commented that most people register on-line and use career center services through the internet.

Discussion was held on the growing reliance of web-based systems and specifically how to provide support to a population with little experience with this technology. Michelle Dorner, ENOAS Senior Employment Program, described their presence in each of Omaha's One Stop Centers. This project supports helping older workers use the technology and was a primary responsibility of the Senior Employment Program.

Shirley Carlson, Heartland Workforce Solutions, noted that the new One Stop in Omaha will have additional partnerships. The Ames Center will have computer classes on site to support meeting the need for technology skills in the work place. Sue Hartwell, Experience Works, commented that the computer training should focus on a direct path towards employment. Computer training with such a focus might lead to an occupation's certification.

Both Sue Hartwell and Michelle Dorner commented on the older workers their program has served. Consumers had previously held employment positions which involved physical activity and are now seeking positions that are less physical. Office work is commonly the requested preference. They noted that office work currently requires computer skills.

We discussed community services and their impact upon older workers. As in our previous State Plan, transportation issues remain a significant obstacle for job seekers. Many of Omaha's newer jobs are located in the suburbs which are not currently served by public transit. Several noted that the Metropolitan Area Planning Agency is involved in several transportation coordination initiatives which have promise to address some of the current transportation gaps in Omaha.

Denise Loose noted that older workers were often caregivers for spouses, parents or grandchildren. The Eastern Nebraska Office on Aging has helped older workers address caregiving issues as well as other basic needs such as affordable housing, energy assistance, Medicare, Medicaid and transportation.

**State of Nebraska**  
**Senior Community Service Employment Program (SCSEP)**  
**State Plan for PY 2012-2015**

Verification of Intent

In accordance with the Older Americans Act (OAA) of 1965, as amended, the Nebraska Department of Health and Human Services hereby submits the SCSEP State Plan for PY 2012 through 2015. The Division of Medicaid & Long Term Care has been designated and given authority by the Governor of the State of Nebraska to develop and administer the SCSEP State Plan in compliance with all requirements under Title III of the OAA as amended and reauthorized in 2006.

The SCSEP State Plan is hereby approved by Governor Dave Heineman and constitutes authorization to proceed with activities contained with the plan upon approval from the Department of Labor, Employment and Training Administration.

10/9/12  
Date

Vivianne M. Chaumont  
Vivianne M. Chaumont, Director  
Division of Medicaid & Long-Term Care  
Department of Health and Human Service

I hereby respectfully submit on this 19th day of October, 2012, the Nebraska SCSEP State Plan for approval by the Department of Labor, Employment and Training Administration.

Dave Heineman  
Governor, State of Nebraska