



FEB - 6 2013

The Honorable Sean Parnell
Governor of Alaska
State Capitol
P.O. Box 110001
Anchorage, Alaska 99501

Dear Governor Parnell,

This letter is to notify you that the Employment and Training Administration has approved Alaska's Senior Community Service Employment Program (SCSEP) State Plan for Title V of the Older Americans Act (OAA). As required by law, your SCSEP State Plan has been reviewed by the Department of Labor (DOL) and the Department of Health and Human Services' Administration on Aging.

This approved SCSEP four-year state plan is valid from July 1, 2012 through June 30, 2016. The SCSEP regulations at 20 CFR 641.340(a) require that the Governor or highest government official review the State Plan and submit an update to the Secretary of Labor for consideration and approval "not less often than every two years." The DOL encourages you to review your SCSEP State Plan more frequently and to make modifications as circumstances warrant. For your reference, see SCSEP regulations at 20 CFR 641.345 for conditions which require modifications of the State Plan.

The purpose of the SCSEP State Plan is to foster coordination among the various SCSEP grantees and sub-grantees within the state and facilitate the efforts of the stakeholders, including state and local boards under the Workforce Investment Act, to accomplish the goals of SCSEP. Thank you for your submission and the efforts to coordinate services in your state. If you have any questions, please contact your Federal Project Officer Ingrid Nyberg at nyberg.ingrid@dol.gov.

Sincerely,

A handwritten signature in blue ink that reads "Jane Oates".

Jane Oates
Assistant Secretary



THE STATE
of **ALASKA**
GOVERNOR SEAN PARNELL

**Department of Labor and
Workforce Development**

Office of the Commissioner

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Juneau, Alaska 99811
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December 28, 2012

Division of National Programs, Tools, and Technical Assistance
Employment and Training Administration
U.S. Department of Labor - Attention: Kimberly Vitelli
200 Constitution Ave., NW, Room 2-4209
Washington, DC 20210

Dear Ms. Vitelli,

Enclosed please find Alaska's addendum to its four-year Alaska State Plan on Aging under the Older Americans Act, beginning July 1, 2012 through June 30, 2016, for the Department of Labor and Workforce Development Senior Community Service Employment Program submitted as a stand-alone plan. Also enclosed is Governor Sean Parnell's drug free workplace certification. This is being transmitted in accordance with Training and Employment Guidance Letter number 19-11 and guidance offered by Federal Project Officer Ingrid Nyberg.

Your favorable review and endorsement of this addendum to the State of Alaska State Plan for Senior Community Service Employment Program is appreciated. We look forward to providing ongoing services to Alaskans in the coming year and appreciate your support.

If you have any questions about this transmittal or our plan of services you may direct them to Employment Security Division Director Paul Dick at (907) 465-5933 or paul.dick@alaska.gov.

Sincerely,

A handwritten signature in cursive script, appearing to read "D. Blumer".

Dianne Blumer
Commissioner

State of Alaska

Senior Community Service Employment Program State Plan PY 2012 – 2015

The Alaska State Plan for the Senior Community Service Employment Program (SCSEP) PY 2012 – 2015 builds on strong partnerships to provide high-quality, respectful, culturally sensitive support services for older Alaskans to live healthy, independent, and productive lives in the place and manner of their choosing. This program serves the neediest unemployed older Americans who are not work ready with barriers to employment. This plan is a stand-alone plan specifically for the SCSEP as an addendum to its four-year Alaska State Plan for Senior Services under the Older Americans Act, beginning July 1, 2012 through June 30, 2016, for the Alaska Department of Labor and Workforce Development (DOLWD).

In Alaska, SCSEP is known as Mature Alaskans Seeking Skills Training (MASST). The MASST program is a component of the DOLWD and is operated through Alaska's 21 job centers and sub-recipient organizations. Many services are provided by DOLWD job center staff. MASST staff also work directly with mandated partners to co-enroll participants in the state's training and employment programs as well as other needed social service programs.

- A. Long-term projections for jobs in industries and occupations in the state that may provide employment opportunities for older workers. (20 CFR 641.302(d)) (May alternatively be discussed in the economic analysis section of strategic plan.)

Alaska compares well to the national job market as employment is up in a majority of the state's census areas and boroughs. Annual employment changes in most places were modest. State and local government jobs are expected to hold steady. Federal employment continues to decrease. An important difference between the U.S. job market and Alaska's is that the U.S. is shedding jobs and Alaska continues to record job growth, although at a reduced rate. Long-term projections for jobs in industries and occupations in the state are reported by DOLWD's Research and Analysis Section in the *Alaska Economic Trends* magazine. The January 2012, issue of *Alaska Economic Trends* indicates that Alaska's industries are growing and may provide employment opportunities for older workers. Based on current employment analyses, the employment opportunities for older workers in Alaska are in federal, state, and local government, tourism, leisure, hospitality, health care, social assistance, retail trade, transportation, professional services, accounting, computer, business services, and financial services jobs.

Projected Trends of the Economy Overall

The DOLWD's most current long-term employment forecast covers the period from 2010 to 2020. Job growth over that period is forecasted to be 12 percent, slightly below the nationally forecasted growth rate of 14 percent over that same period.

Projected Trends in Major Industries

By industry, the clear standout in the long-term industry forecast is health care and social assistance, which is forecast to grow by 31 percent compared to 12 percent for all industries combined. This sector alone is expected to account for 33 percent of the state's total projected employment growth.

Oil and gas jobs are projected to grow slightly slower than average, while mining is expected to grow faster than any other sector except health care and social services. The construction industry, which has seen small job losses every year since 2006, is projected to grow slightly slower than average through 2020, while the professional and business services sector (engineers, lawyers, accountants, etc.) is projected to slightly exceed overall job growth for the decade.

The leisure and hospitality sector (largely restaurants and hotels, which represent an important piece of the state's tourism industry) is projected to grow 12.5 percent over the decade and retail trade 11.4 percent. Government employment is expected to grow at less than 4 percent over the period.

Projected Trends in Occupations

Of the top 25 occupations for percentage growth, 21 fall under the broad umbrella of health care and three of the remaining four have some connection to health care (personal care aides, health care educators, and medical secretaries). The impetus for much of that growth will be the aging of the state's baby boomers — those born between 1946 and 1964. The number of Alaskans age 65 to 79 is expected to almost double from 2010 to 2020 and the number of Alaskans in the 80+ category is expected to grow by 46 percent.

In terms of total job openings over the 2010-2020 decade, 37 percent will require less than a high school diploma, 38 percent will require a high school diploma or the equivalent, and the remaining 25 percent will require some type of postsecondary degree or award. The state's "top jobs" — those that rank in one of the top two wage quartiles and for which growth is expected to be stronger than average — include very few jobs that do not require at least a high school diploma.

<http://labor.alaska.gov/trends/oct12.pdf>

Unique Aspects of Alaska's Economy

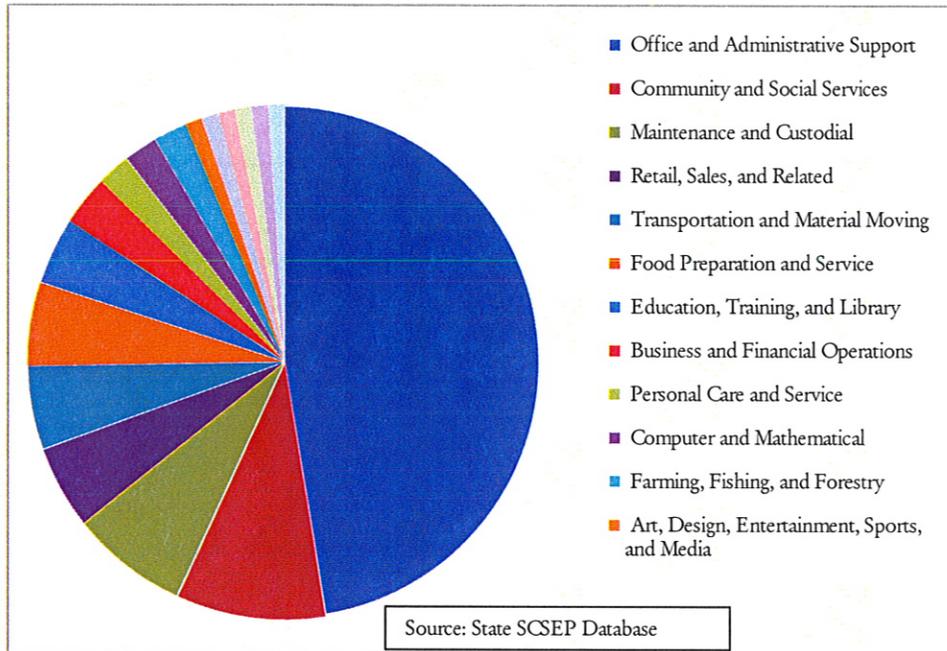
Alaska's economy is more seasonal than any other state, with 15 percent more jobs during the peak summer months than during January, the low point of the year in terms of job counts. At the industry level, the seasonality can be noticeably more pronounced. Construction jobs during the summer, for example, are 50 percent higher than during the lull of winter, and seafood processing jobs peaked at 20,700 in the summer of 2011, nine times as many as February's 2,300.

Largely as a result of that strong seasonality, the state has long attracted out-of-state workers, many of whom work for just part of the year in Alaska and then return to their home states during the off seasons. In 2010, the most recent year for which data are available, 20 percent of the nearly 410,000 people who worked in the state at some point during the year were residents of other states. At the industry level, the percentages are as high as 75 percent for seafood processing, 40 percent for accommodations, and 30 percent for oil and gas.

- B. A discussion of how the long-term job projections discussed in the economic analysis section of the strategic plan relate to the types of unsubsidized jobs for which SCSEP participants will be trained and the types of skills training to be provided. (20 CFR 641.302(d))

The State of Alaska is focused on developing the state's resource based economy and maximizing its human capital. This is accomplished with ongoing collaborative engagement of industries, state universities, vocational educational centers, organized labor, economic development representatives, educators, tribal entities, community and faith based organizations, as well as regional and local officials. SCSEP participants will need the skills required by the occupations listed below. The types

of jobs that SCSEP participants are accepting include office and administrative support; community and social services; maintenance and custodial; retail, sales, and related; transportation and material moving; food preparation and service; and education. The chart below represents participants' placement outcomes for PY 2011.



In each region SCSEP representatives continue to work with host agencies to develop community service employment assignments that provide participants with on-the-job training and skills development that participants need to pursue local employment opportunities. Many of the participants' former work skills are transferable; however, most participants need computer training to be able to apply for work and transition into today's workforce.

Alaska is aware of the need to improve the training and preparation that individuals receive for high demand jobs. Strategies include identifying competencies that workers must have to do their jobs effectively, helping workers build specific skills, and assessing their work to ensure that they have the capacity to perform duties or tasks competently. A critical key to working with other agencies is collaboration with stakeholders to leverage their collective public and private sector assets and resources in order to devise strategies that focus on infrastructure, investment, and talent development.

- C. Current and projected employment opportunities in the State (such as by providing information available under §15 of the Wagner-Peyser Act (29 U.S.C. 491-2) by occupation), and the types of skills possessed by eligible individuals. (20 CFR 641.325(c).)

Alaska's state job bank, ALEXsys, currently has 2,233 total job openings. Fifty-eight percent of all openings are in healthcare, community and social services, and personal care and service occupations/industries. Currently, older workers' employment opportunities are in office and administrative support, community and social services, transportation and material moving and education and training occupations in the state.

Each week, a distribution of available jobs is sent to all Older Worker Specialists. From this job available list case managers are able to encourage job ready participants to apply for specific jobs. Also, once a participant has posted a skills based resume online, they can receive a system generated notification of new job postings that require skills similar to those reflected in the resume. The types of skills that need to be developed and possessed by work ready SCSEP individuals are verbal communication skills, strong work ethic, teamwork skills, analytical skills, and initiative.

D. A description of the localities and populations for which projects of the type authorized by Title V are most needed (20 CFR 641.325 (d).)

Alaska's population in 2010 was 710,231. Nearly 38.5 percent of the state's residents lived in Anchorage, which is one of three urban areas of Alaska. Alaska Natives/American Indians represent approximately 11.4 percent of Alaska's residents and are a significant segment of the population in rural villages and communities. In 2010, the senior population overall was 140,847 or 19.8 percent of the state's population. In addition to Alaska Natives, other types of seniors who are most in need of the SCSEP program are widowed and divorced persons, minorities, high-school dropouts, veterans, persons not eligible for Social Security benefits, persons with a limited work history, and seniors on fixed incomes. The SCSEP program operates where there is the greatest need relative to participants, host agencies and employers. SCSEP-funded services remain available statewide via the job centers and sub-recipients where staff are trained to assist older Americans. The areas with the greatest need for SCSEP-funded services are Anchorage, Fairbanks, and Matanuska-Susitna.

E. A description of actions to coordinate SCSEP with other programs. This may alternatively be discussed in the State strategies section of the strategic plan, but regardless of placement in document, must include:

- 1) Planned actions to coordinate activities of SCSEP grantees with WIA titles programs, individuals aged 55 and older. (20 CFR 641.325(e))

The SCSEP program is managed by the DOLWD's Employment Security Division (ESD) which also administers Wagner-Peyser (W-P) funded employment services and delivers the Workforce Investment Act (WIA) Adult and Dislocated Worker programs in the state's 21 job centers. SCSEP has been fully integrated in the one-stop system for more than eight years. The close relationship between WIA, W-P and SCSEP ensures access to SCSEP services to both individuals and communities throughout the state. Alaska's job centers provide SCSEP participants with access to the state's job bank, workshops on work readiness, employment clubs, job fairs and on-site employer recruitment and interviews. In addition to ensuring that SCSEP participants have easy access to employment information and services through the job centers, participants may select courses from the state's WIA eligible training provider list (ETPL). Training activities include specific skills training, classroom instruction, lectures, seminars, individual instruction, and training through other employment and training programs. These types of training require additional fees and tuitions. Training is ongoing as needed or customized for a specific person. Course work can take weeks or months depending on where an individual's skills are and what skills they need to enter the job market. To be employed at most office worksites, an individual must type 40 words per minute and know how to use computers and current software.

WIA program staff work with SCSEP participants, however in many instances the participant is not sure of what line of employment they want to train for or can do based on their employment barriers. The SCSEP program allows eligible individuals to experience many types of community services before making a firm training decision for specific training. Often participants are not motivated and just want “anything” so they have some income to cover expenses, however, the more motivated mature workers know what they want to achieve for employment and are inclined to pursue WIA funding while being co-enrolled in a SCSEP community service assignment.

- 2) Planned actions to coordinate activities of SCSEP grantees with the activities being carried out in the State under the other titles of the Older Americans Act (OAA). (20 CFR 641.302(h))

MASST has a strong working relationship with the other programs authorized by the Older Americans Act (OAA) operating in Alaska. The state SCSEP coordinator sits on the University of Alaska Anchorage Community & Technical College’s (CTC) Plus 50 Bridge to College & Careers Instruction Program group, and works with the Alaska Commission on Aging (ACoA) to plan and coordinate services with all other OAA programs to better support not only employment, but also health, wellness, and independence for seniors. For example, the state SCSEP coordinator meets with other state directors and coordinators each quarter to ensure that SCSEP activities statewide are leveraging partnerships with Aging and Disability Resource Centers, Senior Home and Community Based programs, Nutrition, Transportation, Support Services, Adult Day Service, National Family Caregiver Support programs, the Alzheimer’s Disease and Related Disorder Education and Support programs, Senior Residential Services, Real Choice Systems Change services, Medicare Information services, Legal Assistance, Alaska Legal Services, Consumer Choice, Medicaid Waiver programs, Nursing Facility Transition programs, Health and Disease Prevention programs, Adult Protective Services, etc. Referrals are made to all appropriate services to assist the participant as needed. These quarterly meetings are held in different locations to ensure ongoing collaboration with key organizations by the ACoA.

As Alaska’s senior population continues to grow, the ACoA and the Alaska Workforce Investment Board (AWIB) both develop strategies to keep pace with workforce needs through planning, advocacy, public awareness efforts, and collaboration with other organizations focused on the well-being of older Alaskans. The state recognizes the need for reliable older workers in the workforce and continues to collaborate with other key organizations including the Alaska Department of Health and Social Services, Senior and Disabilities Services, Governor’s Council on Disabilities and Special Education, Alaska Mental Health Trust and the University of Alaska to help the SCSEP in Alaska. These key organizations utilize the job centers for meeting areas, training needs, employment searches, individual employment plan development, and general communication at partner meetings. Positive collaboration continues with other state agencies to deliver services to seniors.

- 3) 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))

The state is currently working with many host sites and leveraging resources to ensure successful outcomes for the SCSEP participants that will foster individual economic self-sufficiency and promote useful opportunities in community service activities. The state also provides a wide range of programs and services to seniors, spanning multiple divisions and departments. Funds from the

Older Americans Act are leveraged with state general funds, Workforce Investment Act, other federal programs, and resources from the Alaska State Training and Employment Program.

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

SCSEP is coordinating with other programs, initiatives and entities in an ongoing effort to train Alaska's workforce and to maximize its human capital. SCSEP is co-located within the DOLWD and works closely with its integrated partners to ensure that participants understand that there are many services available at job centers. Alaska has developed an integrated system of case management plans that are braided to address the requirement of grant funds and needs of participants and employers.

- 5) Actions to ensure that SCSEP is an active partner in the one-stop delivery system and the steps the State will take to encourage and improve coordination with the one-stop delivery system. (20 CFR 641.335)

The SCSEP program is managed by the DOLWD's Employment Security Division (ESD) which administers Wagner-Peyser (W-P) funded Employment Services and delivers Workforce Investment Act (WIA) Adult and Dislocated Workers programs in the state's 21 job centers. SCSEP has been fully integrated in the one-stop system for more than eight years, and the close relationship between WIA, W-P and SCSEP ensures access to SCSEP services to both individuals and communities throughout the State.

- F. The State's long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment. (20 CFR 641.302(e)) (May alternatively be discussed in the State strategies section of strategic plan.)

In the next four to ten years, Alaska's SCSEP program will continue to reach out to and engage employers to develop and promote opportunities to SCSEP participants by leveraging the one-stop business connection staff's services, working directly with employers and by continuing to reach out to Alaska Native entities. Alaska Native organizations are very important and provide many employment opportunities in rural Alaska. The state SCSEP program targets Alaska Native employers such as regional hospitals and tribal offices to create host agency agreements for participant training. Many tribal organizations have health care, tourism and natural resource development opportunities for seniors located in rural areas.

- G. The State's long-term strategy for achieving an equitable distribution of SCSEP positions within the State that:

- 1) Moves positions from over-served to underserved locations within the State in compliance with 20 CFR 641.365.

The state will continue to use a funding formula based on the total number of seniors (age 55 and older), number of minority seniors, number of seniors living in poverty, number of seniors age 80 and older, and number of rural seniors to assign an equitable distribution of positions to census areas.

The weighting factors used in the Alaska funding framework relate to both social and economic need. In addition to the total senior population of a region, these factors include the numbers of low-income seniors, minority seniors, seniors age 80+ (those more likely to be frail), and those living in rural areas of the state.

If additional funds are needed for participants, the State Training Employment Program may commit funds to ensure that all eligible Alaskans receive the services they need to obtain employment. The state confirms that SCSEP services are available in all regions and that the program is fully integrated into all Alaska job centers. The program continues to educate its Alaska job center teams, partners and general public that the SCSEP program exists statewide and what this program can do for older Alaskans and employers. This proactive approach empowers the target population to connect with Alaska job centers to help this program achieve the equitable distribution requirements statewide.

2) State's long-term strategy for equitably serving rural and urban areas:

Alaska's SCSEP is and will continue to be available to all eligible participants statewide. The state's long term strategies are 1) to award sub grants to capable project operators in the most populated areas of the state when such a project operator is available, 2) to operate the program in the most populated areas with DOLWD staff in job centers where a capable project operator is not available, and 3) to continue to make program services available to both urban and rural areas of the state through the 21 job centers. Alaska's SCSEP intends to continue to ensure a waitlist does not exist and those who are eligible for services receive the assistance they need to enter the workforce.

3) Serves individuals afforded priority for service under 20 CFR 641.520. (20 CFR 641.302(a), 641.365, 641.520)

Currently, the State of Alaska does not have a waitlist and is able to help all those requesting services. Alaska's selection of participants is based on the priority of service and income eligibility requirements. The state understands that pursuant to regulations prescribed by the Labor Secretary, an eligible individual shall have priority for the community service employment and other authorized activities provided under the Older Americans Act Amendments of 2006, Title V – Older Americans Community Service Employment Program if the individual:

- (1) is 65 years of age or older; or
- (2) (A) has a disability;
(B) has limited English proficiency or low literacy skills;
(C) resides in a rural area;
(D) is a veteran;
(E) has low employment prospects;
(F) has failed to find employment after using services provided under title I of the Workforce Investment Act of 1998 (29U.S.C. 2801 et seq.); or
(G) is homeless or at risk for homelessness.

H. The ratio of eligible individuals in each service area to the total eligible population in the State.
(20 CFR 641.325(a))

In 2010 census data shows there were 140,847 citizens age 55 and older in Alaska. The table below shows the percentage of citizens age 55 and older in each area compared to the number of citizens age 55 and older statewide.

Borough/Census Area	Total Population	Age 55 and Older	Percent of Statewide Age 55 and Older
Aleutians East	3,141	590	0.4
Aleutians West	5,561	979	0.7
Anchorage	291,826	54,167	38.5
Bethel	17,013	2,494	1.7
Bristol Bay	997	242	0.2
Denali	1,826	453	0.3
Dillingham	4,847	879	0.6
Fairbanks North Star	97,581	17,251	12.3
Haines	2,508	861	0.6
Hoonah-Angoon	2,150	718	0.5
Juneau	31,275	7,070	5.0
Kenai Peninsula	55,400	15,043	10.7
Ketchikan Gateway	13,477	3,265	2.3
Kodiak Island	13,592	2,430	1.7
Lake and Peninsula	1,631	293	0.2
Matanuska-Susitna	88,995	17,717	12.6
Nome	9,492	1,498	1.1
North Slope	9,430	1,695	1.2
Northwest Arctic	7,523	1,073	0.8
Petersburg	3,815	1,061	0.8
Prince of Wales-Hyder	5,559	1,444	1.0
Sitka	8,881	2,216	1.5
Skagway	968	262	0.2
Southeast Fairbanks	7,029	1,641	1.2
Valdez-Cordova	9,636	2,270	1.6
Wade Hampton	7,459	907	0.6
Wrangell	2,369	808	0.6
Yakutat	662	170	0.1
Yukon Koyukuk	5,588	1,350	0.9

I 1) The relative distribution of eligible individuals who reside in urban and rural areas within the state.

The chart below illustrates the proportion of eligible seniors living in urban and rural areas as compared to the total statewide population of eligible seniors. The distribution of eligible seniors in the twenty-six census areas served by SCSEP as compared to the total statewide population of eligible seniors is also shown below. Anchorage, Fairbanks, and Matanuska-Susitna are the only urban census areas in Alaska. The majority of the state is rural.

Borough/Census Area	Age 55 and Older	Percent of Statewide Age 55 and Older
Anchorage *	54,167	38.5
Matanuska-Susitna *	17,717	12.6
Fairbanks North Star *	17,251	12.3
Kenai Peninsula	15,043	10.7
Juneau	7,070	5.0
Ketchikan Gateway	3,265	2.3
Bethel	2,494	1.8
Kodiak Island	2,430	1.7
Valdez-Cordova	2,270	1.6
Sitka	2,216	1.6
North Slope	1,695	1.2
Southeast Fairbanks	1,641	1.2
Nome	1,498	1.1
Prince of Wales-Hyder	1,444	1.0
Yukon Koyukuk	1,350	0.9
Northwest Arctic	1,073	0.8
Petersburg	1,061	0.8
Aleutians West	979	0.7
Wade Hampton	907	0.6
Dillingham	879	0.6
Haines	861	0.6
Wrangell	808	0.6
Hoonah-Angoon	718	0.5
Aleutians East	590	0.4
Denali	453	0.3
Lake and Peninsula	293	0.2
Skagway	262	0.2
Bristol Bay	242	0.1
Yakutat	170	0.1

*Urban

2) The relative distribution of eligible individuals who are minorities.

Alaska Natives comprise the biggest difference between the racial makeup of Alaska’s labor force and that of the United States, as Alaska has the highest percentage of Natives in the nation. Alaskans are also more than twice as likely to identify themselves in the “two or more races” category, and the single largest group in this category is a combination of Alaska Native and white. The department projects that because of population aging, the senior share of population will continue to grow in each region through 2030. The chart below compares general characteristics of Alaska’s population from the 2010 census with those of the U.S.

2010 General Characteristics	Alaska Number	Alaska Percent	U.S. Percent
Male	369,628	52.0	49.2
Female	340,603	48.0	50.8
One Race	670,982	92.9	97.6
Two or more races	39,773	5.6	2.4
Some other race	10,653	1.5	4.8
White	507,431	71.3	75.1
Black or African American	31,404	3.4	12.3
Alaska Native/American Indian	120,452	11.4	0.9
Asian/Pacific Islander	50,944	6.2	3.7
Hispanic or Latino (of any race)	39,249	5.1	12.5

- J. A description of the steps taken to avoid disruptions to the greatest extent possible, when positions are redistributed, as provided in 20 CFR 641.365; when new Census or other reliable data become available; or when there is over-enrollment for any other reason. (20 CFR 641.325(i), 641.302(b))

Disruptions in service have not historically been a problem in Alaska’s SCSEP. However, if disruptions in service occur, the program will use current SCSEP program performance reporting system data, including updated Census information, and trends to determine where positions need to be placed in order to meet the demand for services. In order to prevent disruption in service, both the job centers and SCSEP sub-recipients would assist those participants affected. If disruption of services were to occur, meetings with affected sub-recipients would be scheduled to outline possible scenarios for minimizing potential impacts. Budget revisions could be made to sub-recipient funding allocations to alleviate under or over funding. This effort, if necessary would occur immediately, depending on the situation. The determination of where positions need to be re-located and to what extent the urgency of such re-locations is necessary will be the basis for the state’s decisions. In order to address the issues of disruption of service, teleconferences with all affected parties would be scheduled to discuss these issues and to keep all partners informed.

K. The State's long-term strategy for serving minority older individuals under SCSEP. (20 CFR 641.302 (c))

As discussed above, 28.7 percent of all SCSEP enrollees in Alaska belong to one of the four minority populations. The state does not condone, permit, or tolerate discrimination against its SCSEP participants for enrollment on the basis of race, color, national origin, religion, sex, age, physical or mental disability, marital status, changes in marital status, pregnancy or parenthood or status as a veteran or veteran with a disability.

L. A list of community services that are needed and the places where these services are most needed. Specifically, the plan must address the needs and location of those individuals most in need of community services and the groups working to meet their needs. (20 CFR 641.330)

Regional economic challenges facing older Alaskans include income insecurity, the need for more reliable access to health care and long-term care supports, an anticipated physician shortage, absence of geriatric education among providers, a shortage of a sufficient senior services and health care services workforce to meet future needs, the need for emergency preparedness for a wide range of potential disasters, soaring energy and utility costs. By continuing to collaborate closely with the other state agencies that oversee OAA-authorized programs for seniors, Alaska's AWIB has memoranda of understanding (MOU) in place with the following organizations to assist with the identified needs:

- DOLWD - Employment Security Division
- DOLWD - Business Partnerships
- DOLWD - Division Vocational Rehabilitation
- Department of Health and Social Services
- Department of Education and Early Development

M. The State's long-term strategy to improve SCSEP services, including planned longer-term changes to the design of the program within the State, and planned changes in the use of SCSEP grantees and program operators to better achieve the goals of the program. This may include recommendations to the Department as appropriate. (20 CFR 641.302(k))

Alaska is already on the cutting edge of SCSEP service delivery in that it is integrated into both the state's workforce investment system as well as the senior service system. Skilled one-stop and project operator staff provide quality services to older workers and employers have reported high satisfaction levels with SCSEP participants who have entered employment. Alaska's long-term strategy, therefore, is to stay the course and continue to reach out to both workforce development partners, the business community and the senior service partners to ensure successful outcomes for older workers and Alaskan businesses alike.

N. The State's strategy for continuous improvement in the level of performance for SCSEP participants' entry into unsubsidized employment, and to achieve, at a minimum, the levels specified in OAA Section 513(a)(2)(E)(ii). (20 CFR 641.302(f))

Below is MASST's performance trend. It is noted that with continued collaboration and integration into the state's larger workforce development system, unsubsidized employment performance will continue to climb.

CORE PERFORMANCE MEASURES						
MEASURE		DESCRIPTION	PY 12 GOALS	PY11 RATE	PY 10 RATE	PY 9 RATE
1	Community Service	The number of hours of community service in the reporting period divided by the number of hours of community service funded by the grant minus the number of paid training hours in the reporting period	75.0	61.9	68.8	76.1
2	Common Measures Entered Employment	Of those not employed at the time of participation, the number of participants employed in the first quarter after the exit quarter divided by the number of participants who exit during the quarter	55.0	54.6	39.0	53.2
3	Common Measures Employment Retention	Of those participants who are employed in the first quarter after the exit quarter, the number employed in both the second and third quarters after the exit quarter divided by the number of participants who exit during the quarter	74.5	68.1	74.4	81.7
4	Common Measures Average Earnings	Of those participants who are employed in the first, second, and third quarters after the quarter of program exit, total earnings in the second and third quarters after the exit quarter, divided by the number of exiters during the period	\$8,500	\$8,880	\$8,676	\$7,436
5	Service Level	The number of participants who are active on the last day of the reporting period or who exited during the reporting period divided by the number of modified community service positions	150.0	151.9	167.9	196.0
6	Service to Most in Need	Average number of barriers per participant. The total number of the following characteristics: severe disability, frail; age 75 or older, old enough for but not receiving SS Title II, severely limited employment prospects and living in an area of persistent unemployment, limited English proficiency, low literacy skills, disability, rural, veterans, low employment prospects, failed to find employment after using WIA Title I, and homeless or at risk of homelessness divided the number of participants who are active on the last day of the reporting period or who exited during the reporting period	2.2	2.1	2.1	2.4
7	Retention at 1 year	Of those participants who are employed in the first quarter after the exit quarter: the number of participants who are employed in the fourth quarter after the exit quarter divided by the number of participants who exit during the quarter	65.0	66.0	70.7	71.7

FY-13 Certification Regarding Drug-Free Workplace Requirements (Grants)
States and State Agencies

This certification is required by the regulations implementing the Drug-Free Workplace Act of 1988. The regulations, published in the May 25, 1990 Federal Register (pages 21681-21691), require certification by grantees, prior to award, that they will maintain a drug-free workplace. A grantee that is a state may elect to make one certification in each federal fiscal year. The certificate set out below is a material representation of fact upon which reliance will be placed when the federal agency determines the award of a grant. False certification or violation of the certificate shall be grounds for suspension of payments, suspension or termination of grants, or government-wide suspension or debarment.

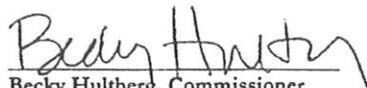
- I. The grantee certifies that it will continue to provide a drug-free workplace by:
- (a) Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the grantee's workplace and specifying the actions that will be taken against an employee for violation of such prohibition;
 - (b) Establishing an ongoing drug-free awareness program to inform employees about:
 - (1) The dangers of drug abuse in the workplace;
 - (2) The grantee's policy of maintaining a drug-free workplace; and
 - (3) Any available drug counseling, rehabilitation and employee assistance programs; and
 - (4) The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace;
 - (c) Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph (a);
 - (d) Notifying the employee in the statement required by paragraph (a) that, as a condition of employment, under the grant, the employee will –
 - (1) Abide by the terms of the statement; and
 - (2) Notify the employer in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five (5) calendar days after such conviction;
 - (e) Notifying the agency in writing within ten (10) calendar days after receiving notice under subparagraph (d)(2) from an employee or otherwise receiving actual notice of such conviction. Employer of a convicted employee must provide notice, including position title, to every grant officer on whose grant activity the convicted employee was working, unless the federal agency has designated a central point for the receipt of such a notice. Notice shall include the identification number(s) of each affected grant;
 - (f) Taking one of the following actions within thirty (30) calendar days of receiving notice under subparagraph (d)(2) with respect to any employee who is so convicted.
 - (1) Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973, as amended; or
 - (2) Requiring such employees to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state or local health, law enforcement or other appropriate agency.
 - (e) Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs (a), (b), (c), (d), and (f)

- II. The grantee may insert in the space provided below the site (s) for the performance of work done in connection with the specific grant;

Place of Performance (street address, city, state, zip code)

Check [X] if there are workplaces on file that are not identified here.

Certified by:
STATE OF ALASKA


Becky Hultberg, Commissioner
Department of Administration

Effective:
October 1, 2012 through September 30, 2013

11-7-12
Date