

Community Service Employment of Older Adults Report on Service to Minority Individuals

Background: As provided in the Older Americans Act (Sec 515, PL 109-535)¹, the Secretary of Labor shall annually prepare a report on the levels of participation and performance outcomes of minority individuals served by the program carried out under this title. To comply with this regulation, the Department of Labor annually publishes detailed participation and performance data online. This report supplements that data.

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- A. *Grantee Efforts:* A description of each grantee's efforts to serve minority individuals, based on information submitted to the Secretary by each grantee.
- B. *Factors Affecting Participation Rates:* Information on factors affecting participation rates among such minority individuals.
- C. *Recommendations:* Recommendations for grantees and for the Department of Labor to support their efforts in increasing participation of minority individuals in the program.

III. Data and Analysis

- B. *Participation Rates:* Information on levels of participation by minority individuals for each grantee under this title, by service area and in the aggregate.
- C. *Outcomes:* Information on the outcomes achieved by minority individuals for each grantee under this title, by service area and in the aggregate.
- D. *Grantee Assessment:* An assessment of individual grantee services to minority individuals.
- E. *Changes in Grantees:* Analysis of whether any grantee changes have affected participation rates of such minority individuals.

¹ The Community Service Employment for Older Americans (CSEOA) program is authorized by Title V of the Older Americans Act (OAA). First enacted in 1965, the OAA was reauthorized and amended in 2006 (PL 109-365, 42 U.S.C. 3056 et seq.).

I. SUMMARY

The Community Service Employment of Older Adults (more commonly known as the Senior Community Service Employment Program, or SCSEP) offers part-time, work-based training at 501(c)(3) non-profits or public agencies to prepare participants to enter or re-enter the workforce. Participants are paid the highest of the federal, state, or local minimum wage. Participants must be unemployed persons 55 or older, with incomes no more than 125 percent of the federal poverty level. SCSEP operates through 74 national, state, and territorial grantees.

Since 2006, the Department of Labor has published an annual report on service to minorities, which examines program participation by minorities and their employment outcomes. The Department analyzes participation and performance nationwide for each grantee; for national and state grantees as groups; and for national grantees in each state in which they operate. The following report analyzes data from program years (PY) 2006-2009.

Service Strategies: Each year, grantees detail their efforts around minority recruitment and service in their Statement of Work. Applications for each year – especially PY 2010 – were reviewed, compiled and analyzed for this report. Grantee efforts to recruit and serve minorities include community outreach; publicity; management practices; staffing; participant referrals; and additional services. The most common factors that grantees cite as affecting minority participation rates are outreach activities; publicity efforts; changes in staff; and economic changes. Some apparent changes in participation rates were due to improved Census data that reflected more accurately the incidence of minorities in the overall population. The Department requires that grantees with statistically and practically significant disparities implement corrective action plans. The Department will also continue to provide support for grantee efforts through data and analysis, information on promising practices, outreach materials, and technical assistance.

Participation Rates: This report compares participation in SCSEP by minority groups to the incidence of each minority group in the population. The primary purpose is to identify any instances of under-service to minorities, especially where repeated over time. For each of the four program years analyzed, SCSEP nationwide has served low-income minorities overall in greater proportion than their incidence in the population, as well as Black, American Indian, and Pacific Islander participants. During PY 2009, Asian participants were significantly under-served. In PY 2007, Hispanic participants were significantly under-served. In PY 2006, PY 2008, and PY 2009, Hispanics were statistically under-served, but the level of service exceeded 80% at the national level, above the threshold established for substantial under-service.

Employment Outcomes: The Department has analyzed the employment data collected in SCSEP's performance data management system to determine whether minorities experience employment outcomes comparable to those of the majority population being served in SCSEP. The three employment outcome measures used were entered employment, employment retention, and average earnings.² Except for a few minority categories, minorities did not enter employment significantly less often than White participants nationwide in PY 2006 and PY

² These measures are part of the Department's Employment and Training Administration Common Performance Measures and are among the SCSEP core measures implemented on July 1, 2007, to comply with the 2006 amendments to the Older Americans Act.

2007, but did in PY 2008 and PY 2009 when economic conditions were less favorable. Hispanic participants entered employment significantly more often than non-Hispanic participants in all years PY 2006-PY 2009 and had significantly higher earnings in PY 2008 and PY 2009. For all four years, PY 2006-PY 2009, there was no statistically significant difference in employment retention in the SCSEP program nationwide for any minority category, except for American Indian participants in PY 2007.

II. GRANTEE EFFORTS TO SERVE MINORITIES

This section describes grantees' efforts to serve minority individuals based on information in the Statements of Work they submitted to the Department. Virtually every grantee endeavors to include minority recruitment and service within its overall SCSEP recruitment and program. The majority of grantees (66 of 74) described specific efforts to recruit and to serve minorities. Grantee activities may well extend beyond what has been described in their narratives, and the examples included here are by no means exhaustive. The summaries below illustrate the most commonly described activities grouped under the following broad headings (*see also* Attachment A): community outreach, publicity, management practices, staffing, participant referrals, and additional services.

A. *Grantee Efforts and Recruitment Strategies*

Community Outreach

The most commonly described method for improving enrollments of minority participants and for ensuring their successful placement with host agencies was outreach to the community. Many grantees described various levels of partnerships with community-based organizations and/or the local One-Stop Career Center. Examples included faith-based organizations, public library systems, health clinics, community centers and senior service organizations. Grantee staff may distribute brochures, post fliers, or make presentations on a regular basis to the local organizations. Many grantees also describe regularly attending job fairs and networking events.

More established partnerships include co-locating with a locally-based agency or One-Stop, or establishing an automatic referral system from one entity to another. The most successful grantees partner with organizations and civic leaders representing the minority populations they wished to recruit.

In addition, a number of grantees mentioned specifically recruiting host agencies that are able to accommodate language barriers. Outreach through local businesses and Chambers of Commerce was also a common strategy, both as a way of recruiting participants and also as a way to improve placement in unsubsidized employment.

Publicity

Second only to community outreach as a common strategy is the use of paid and free publicity. Many grantees described the importance of visibility in the community and the impact of culturally-relevant messages and materials. Grantees describe a variety of investments in local advertising, including circulars, newspapers, radio, and even bus shelters. Many also make a concerted effort to gain exposure through articles, press releases, and free public announcements on radio. A few utilize direct mail. The Department periodically provides bilingual brochures, and grantees make extensive use of these materials. In addition, about one-third of grantees specifically mentioned developing culturally-sensitive or bilingual printed materials and advertising of their own. Often the SCSEP grantee partners with a local agency that provides consultation or translation services.

Management Practices

Management practices are also commonly cited in grantees' strategies to recruit minorities. This often involves a systematic analysis of enrollments and outcomes through the SCSEP Performance and Results Quarterly Progress Report (SPARQ) performance data collection system; comparing these with county-level population data; developing plans with sub-grantees for addressing disparities; and then monitoring sub-grantee progress toward established goals. This is an important strategy because grantees are responsible for achieving enrollment and performance outcomes through their sub-grantees or affiliates. Nearly half of the grantees cited the use of data sources such as Census data, the Department's minority report, or their own participant surveys.

Staffing Changes

One of the most promising practices among grantees is hiring program staff representative of the populations grantees wish to enroll or that have bilingual skills. While this was a less-common strategy – roughly a quarter of grantees specifically mentioned it – this appeared to be one of the more effective approaches since it served as a driver for extensive and targeted community outreach. A few grantees created designated positions specifically focused on minority recruitment. Others sought out bilingual staff to fill existing positions. Grantees also described staff training in cultural competency. Often this was arranged through partnership with a local community-based organization focused on a minority population.

Participant Engagement

One way that grantees achieve staffing representative of the populations is by assigning SCSEP participants as staff to the program. Participant staff may make presentations, attend job fairs and engage in other types of intake and recruitment activities. Many grantees mentioned the significant impact of participant referrals and word-of-mouth.

Additional Services

In addition to the above recruitment strategies, a number of grantees described additional services that were offered to ensure positive outcomes for minority participants. These included referrals to English as a Second Language courses or other additional training, more frequent review of Individual Employment Plans, and translation services. A handful of grantees described the use of a toll-free hot line or enrollment number, which enables potential participants to enroll or verify their eligibility for the program by phone. A few grantees described the use of Internet-based advertising. Some grantees described the use of job clubs and more extensive follow-up as a means to ensure successful retention in unsubsidized employment for minority participants after SCSEP.

B. *Factors Affecting Participation Rates*

Grantee-supplied narratives described several factors that have impacted (either positively or negatively) participation rates among minority individuals. The most common factor to positively affect minority participation cited by grantees is an increase in their own outreach activities, publicity efforts or changes in staff. It should also be noted that some apparent changes in participation rates were due to improved Census data that reflected more accurately the incidence of minorities in the overall population. In addition to these factors, some grantees

described external or environmental factors that have a negative impact on minority participation rates. These included:

- Limited transportation options
- Cultural or language barriers, such as reluctance to provide personal information required to ascertain eligibility or reluctance to seek help outside their known community
- Availability of appropriate host agencies to match the volume of available participants, especially for participants with limited English proficiency
- Potential participants' concerns about losing other benefits such as subsidized housing
- Weather events, such as major flooding, that have impacted large service areas
- Alternative training available through minority organizations
- Challenges in identifying community leaders from the minority community
- Extremely low absolute numbers of minorities in certain local areas

In addition to the above factors, many grantees described the economic downturn as a factor in performance outcomes. Our analyses show, and grantee experiences confirm, that for the first time starting with the PY 2008 Minority Report, minority SCSEP participants entered employment at a lower rate than non-minorities. This may be attributable, in part, to higher unemployment rates experienced by minorities overall during the recent recession.

C. Recommendations for Grantees

Where grantees have experienced a disparity in enrollments or performance outcomes for minorities, the Department recommends the following strategies as a means to rectify the situation, and requires grantees to describe corrective action in their Statements of Work when disparities represent significant under-service. Many grantees already employ these strategies and have seen positive results. Where possible, grantees should:

- Hire staff that represents the community from which recruitment is needed. If hiring representative staff is not possible, current staff should be adequately trained in cultural competency.
- Reach out to and partner with community-based organizations that serve the minority group and with One-Stop Career Centers. Build relationships and develop strategies together to increase referrals.
- Reach out to appropriate employers and host agencies. For example, recruit host agencies and employers that are able to assist participants with language barriers.
- Develop print materials and advertising that are culturally-sensitive and/or bilingual as appropriate. Target publicity efforts to print and broadcast media that reach the underserved groups.
- Engage representative participants in the program to attract and refer others. Where appropriate, place participants as program staff.
- Utilize added supports, such as job clubs, more frequent reviews of participant Individual Employment Plans, and additional training in English as a Second Language. Consider more frequent follow-up for exited participants.
- Regularly monitor enrollment progress at the sub-grantee/local project level using county-level population data and make adjustments to recruitment and services as needed.

In order to help grantees identify areas of improvement and implement strategies such as those described above, the Department will continue to provide the following supports for grantee efforts:

- ***Data and Analysis.*** The Department annually provides grantees with an in-depth analysis of participation levels and outcomes achieved by minorities in the previous program year, using data runs by the US Census Bureau from the full American Community Survey (ACS) data set. The reports include a comparison of the participation of low-income minority groups to their proportion in the population and an examination of the employment outcomes of minorities in SCSEP compared to non-minorities. These annual reports on minority service are an important tool for grantees in managing their participation rates and services to minorities.
- ***Information and Training on Promising Practices.*** The Department provides technical assistance to grantees to help them monitor and improve their service to minorities. This includes training on how to interpret and utilize the data in the above-mentioned minority reports, cultural competency, host agency recruitment, and employer outreach. Training is provided primarily through webinars, audio-recorded presentations, all-grantee conference calls and one-to-one technical assistance. The Department also provides a web-based Community of Practice (<http://olderworkers.workforce3one.org>) through which training materials and promising practices are shared. In addition to training provided by the Department, grantees will occasionally develop and share training programs with their fellow grantees.
- ***Outreach Materials.*** The Department periodically provides grantees with a set of bilingual print materials to help recruit minority participants. This includes recruitment brochures available in up to six different languages and posters honoring National Employer Older Worker Week in both Spanish and English.
- ***Additional Technical Assistance.*** Grantees may consult with their Regional Federal Project Officers (FPOs) for more direct technical assistance on ways to improve minority service.
- ***Grantee Analysis and Corrective Plans.*** The Department will continue to require grantees to submit descriptions of their service to minorities in their annual grant planning documents. Where the Minority Report for a grantee has identified discrepancies in the percentages of minorities enrolled or in the outcomes achieved for minorities, the grantee is required to submit a corrective action plan and to report its progress under that plan throughout the program year.

III. DATA AND ANALYSIS

A. Levels of Participation by Minority Individuals

Data Sources, Methodology, and Standard

This analysis compares participation in SCSEP by minority groups to the incidence of each minority group in the population. There are two major data sources for the analysis of minority participation in SCSEP. One is the data on enrollment in SCSEP are from the SCSEP Performance and Results QPR (Quarterly Progress Report) System (SPARQ) for each program year. The other set of data, for the incidence of minority groups in the United States population, comes from the American Community Survey (ACS). Custom tables were developed for this report by the US Census Bureau using the full ACS data set.³

The American Community Survey (ACS) is used to determine the number of individuals in each state over 55 years of age and at or below 125% of poverty in various minority categories. This defines the population of minority individuals whom the program could serve. The participation analysis examines 70 of the 74 SCSEP grantees. The four overseas territories – American Samoa, Guam, Northern Mariana Islands, and US Virgin Islands – are not included in this analysis because accurate and recent population data for low income elderly by minority status are not available for those jurisdictions.

Both data sources were used to calculate the percentage of each low-income minority group in the total population: Black, American Indian, Asian, Pacific Islander, and Hispanic. Hispanic was calculated by whether an individual was identified as Hispanic versus not Hispanic regardless of any racial category identified. The racial categories were calculated by placing individuals in a category if they identified solely with that racial category or if they identified with that racial category and any other racial category. A minority overall variable was created for both data sets by counting any individual who chose any racial minority category or designated himself or herself as Hispanic.

The data from the ACS custom tables and from SPARQ were compared in order to create estimates for each minority group for the following categories of SCSEP grantees:

- The nationwide SCSEP program as a whole
- State grantees and national grantees, individually and as groups
- For each national grantee, each state in which that national grantee operates

For each of these analysis groups, the incidence in the low-income senior population of various minority categories was compared with the proportion of minority SCSEP participants served. Where the proportion of those served in SCSEP in a particular minority category was less than the incidence in the population, a statistical significance test (a z-test for proportions) was performed to determine whether the difference was likely to have occurred by chance. Statistical significance was set at the .05 level, meaning that the difference in the proportions could have

³ In PY 2006, the analysis used the ACS Public Use Microdata Sample (PUMS), and in PY 2007, the analysis used the Current Population Survey (CPS). The custom ACS data sets created by the Census, first used for the PY 2008 Minority Report, are now the standard source of population data for these analyses.

occurred by chance fewer than five times out of 100. At each level of analysis, a calculation of the size of the difference was also made to determine if the enrollment level for a minority category was less than 80% of its incidence in the population, the threshold used for the substantiality of the difference.⁴ Throughout this report, “significant under-service” with regard to participation in SCSEP means that both tests have been met: (1) the difference between the proportion of SCSEP participants for a minority category and that category’s incidence in the low-income senior population is substantial (the SCSEP proportion is less than 80% of the population), and (2) the difference is statistically significant at the .05 level.

Limitations of the Analysis

There are four major limitations to the analysis:

1. Over the years, the SCSEP minority reports have used three different data sources for the population estimates. In PY 2006 and PY 2007, two different sources of publicly available data were used. Because of the large margins of error for these sources, especially in small states, the Department made an arrangement with the US Census Bureau to produce customized data tables of minority categories by age and income for each state. This change in data source means that comparisons for years prior to PY 2008 must be made with extreme caution. Furthermore, the data for PY 2008 and PY 2009 provide only two comparable data points so conclusions about any trend in performance must be tentative.
2. For practical reasons, this report includes analysis at the state and national levels only. For grantees that do not serve participants uniformly throughout a state, the state-level population data may be unrepresentative. In their response to the annual reports, grantees were invited to examine county level data if their service was concentrated in specific counties in a state. Starting with the PY 2009 report, grantees were provided with county level data from the same custom run created by the US Census. This limitation particularly affects the tables that present service to minorities by national grantees in the states in which they operate.
3. In some cases, a grantee that had the same level of enrollment of a minority group in two consecutive years has had significant under-service in one year but not the other year. This effect may be caused by the changes in the data sources from PY 2006 to PY 2007 to PY 2008; to changes in the population estimates due to the margin of error in the sampling; or to real changes in the minority populations. In these cases, it is important to note that the finding of significant under-service is not necessarily a reflection of any change in minority service by the grantee.
4. The focus of these analyses was whether under-service occurred by minority category. This report does not build a model to analyze the various factors that could have affected under-service, such as local economic conditions, the size of the grantee, or the grantee’s outreach and recruitment practices. Now that the population data source is stable, future reports may be able to construct such a model.

⁴ 80% is the standard generally applied by the Department’s Civil Rights Center to determine if program practices have an adverse impact on minority groups. It is also the standard employed by the Department to assess whether programs such as SCSEP and WIA have substantially met their performance goals.

Results of Participation Analysis

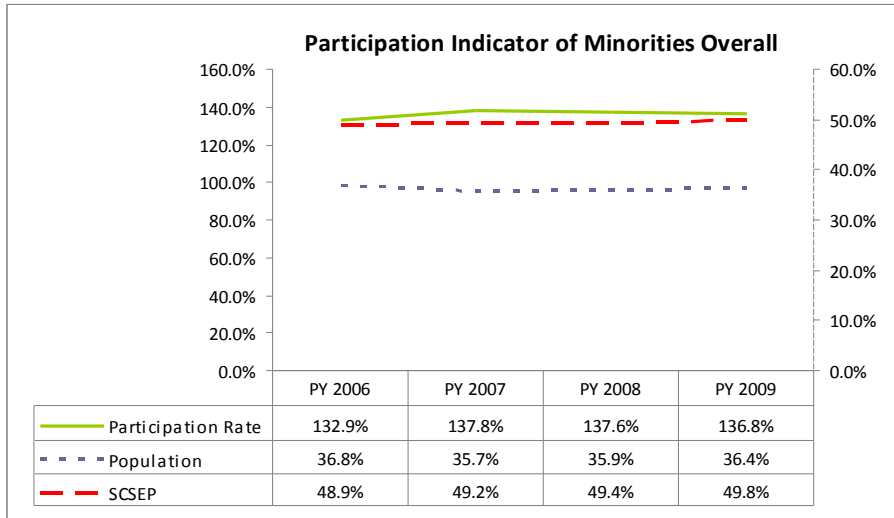
For each of the four program years analyzed, PY 2006-PY 2009, SCSEP nationwide has served minorities overall, Black, American Indian, and Pacific Islander people in proportions higher than their incidence in the eligible population. During 2009, Asians were significantly under-served. In PY 2007, Hispanics were significantly under-served. In PY 2006, PY 2008, and PY 2009, Hispanics were statistically under-served but the national level impact indicator did not fall below the 80% threshold for “significant under-service.”

The primary purpose of the annual reports has been to identify any instances of under-service to minorities, especially where they were repeated over time. In nearly all cases, the level of SCSEP enrollment of minorities has remained consistent, and the differences in participation rates are due to changes in the population estimates, not to grantee performance. Because of the different data sources used in PY 2006 and PY 2007, it was not possible to test for statistical significance in changes in participation rates prior to PY 2009. In the charts and tables that follow, significant under-service to a minority category is indicated by shading; any statistically significant change from PY 2008 to PY 2009 in years with under-service of minorities is indicated by a footnote. The only change in significance at the nationwide level occurred for Asians in PY 2009.

SCSEP Nationwide

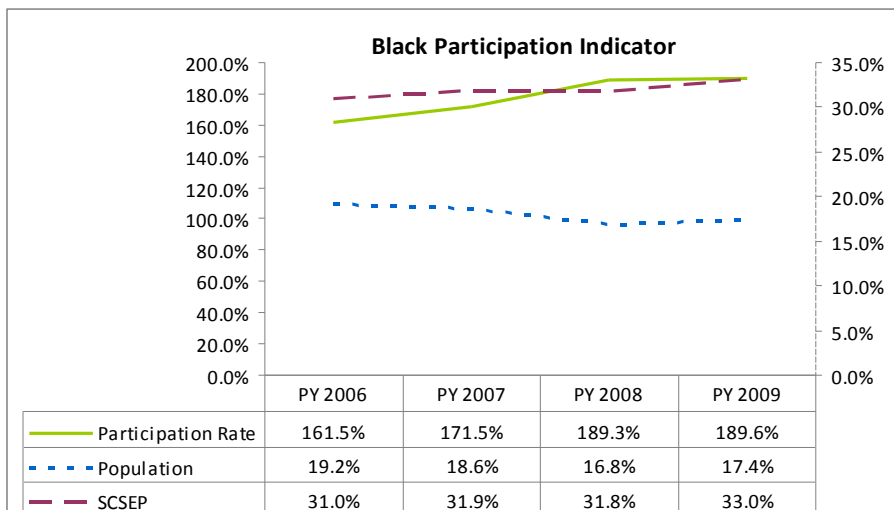
Charts 1 through 6 show the nationwide participation of minorities for each of the four years. (This is defined as the percentage of a minority category among SCSEP participants divided by the percentage of that minority category in the population that is 55 and older and at or below 125% of poverty.) The percentage of total SCSEP participants in a minority category is also shown as a separate line on the chart, as is the percentage of that minority category in the population. Because the SCSEP and population percentages for some minority categories are very small, a second, right-hand axis is provided on the charts to enable these lines to be seen distinctly.

Chart 1



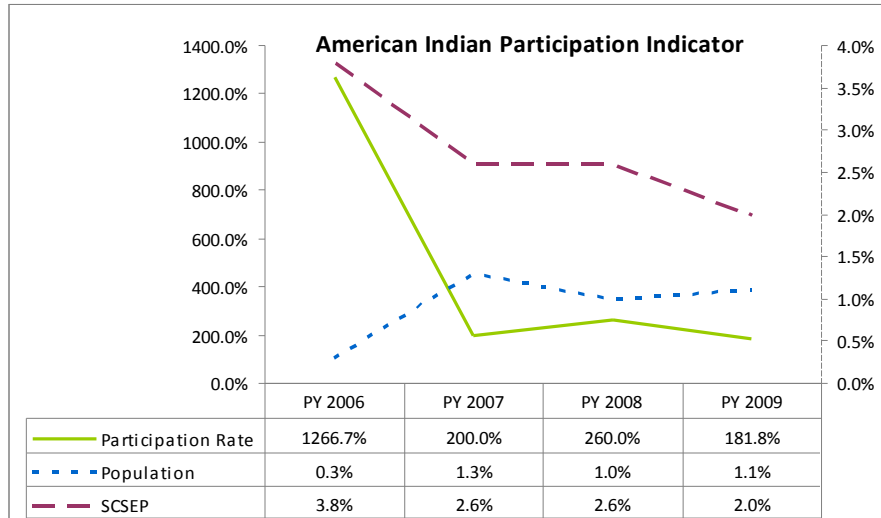
Values for population and SCSEP are indicated on the secondary axis on the right side of the chart. “Participation” is percentage of minority category among SCSEP enrollees divided by percentage of minority category that is 55 and older and at or below 125% of poverty.

Chart 2



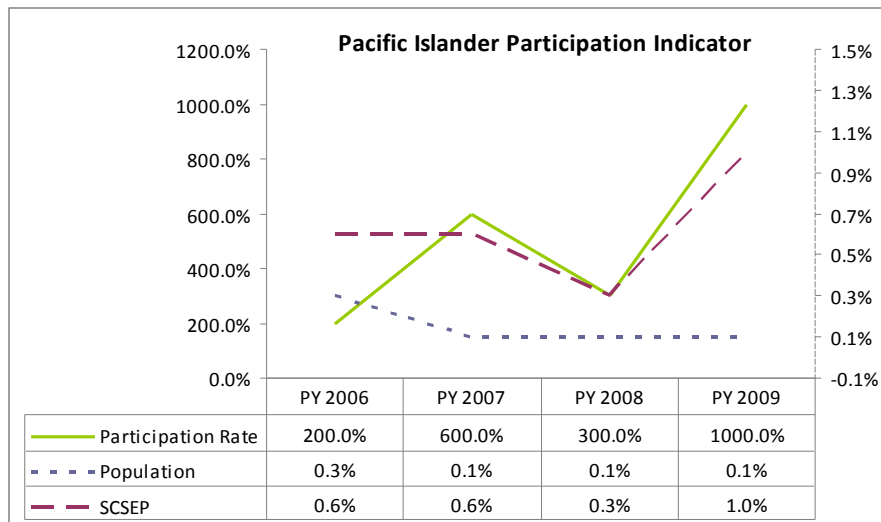
Values for population and SCSEP are indicated on the secondary axis on the right side of the chart. “Participation” is percentage of minority category among SCSEP enrollees divided by percentage of minority category that is 55 and older and at or below 125% of poverty.

Chart 3



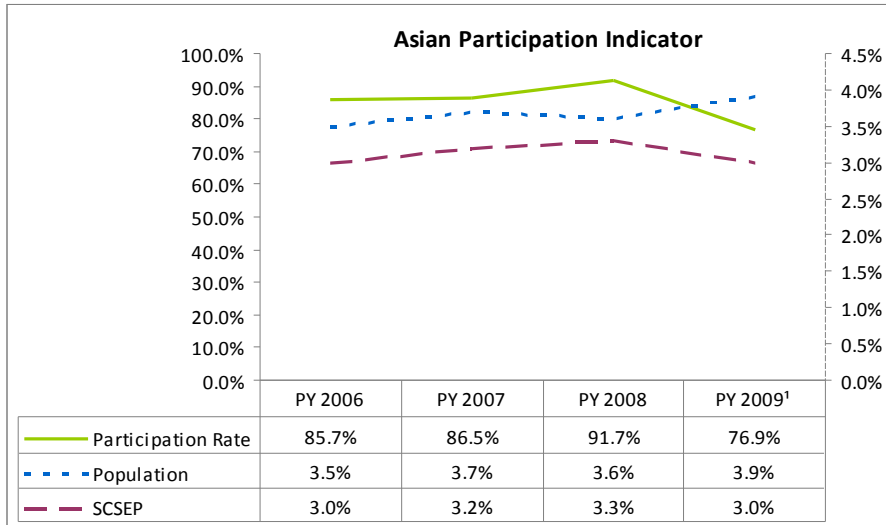
Values for population and SCSEP are indicated on the secondary axis on the right side of the chart
 “Participation” is percentage of minority category among SCSEP enrollees divided by percentage of minority category that is 55 and older and at or below 125% of poverty.

Chart 4



Values for population and SCSEP are indicated on the secondary axis on the right side of the chart.
 “Participation” is percentage of minority category among SCSEP enrollees divided by percentage of minority category that is 55 and older and at or below 125% of poverty.

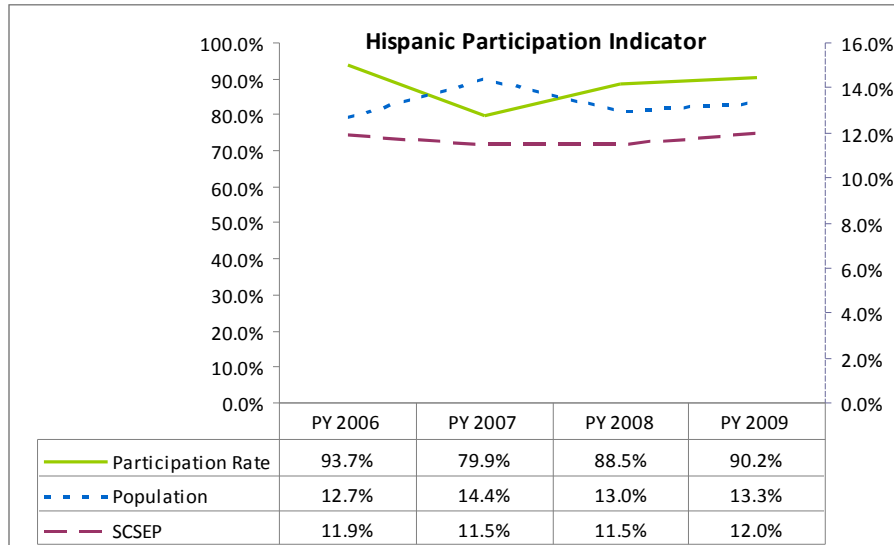
Chart 5



Values for population and SCSEP are indicated on the secondary axis on the right side of the chart
 “Participation” is percentage of minority category among SCSEP enrollees divided by percentage of minority category that is 55 and older and at or below 125% of poverty.

¹Statistically significant change from PY 2008 to PY 2009

Chart 6



Values for population and SCSEP are indicated on the secondary axis on the right side of the chart

Grantee Level

As seen in Table 1, at the grantee level, very few grantees have significantly under-served minorities overall, Blacks, American Indians, or Pacific Islanders. In contrast, an average of 16 grantees per year has under-served Hispanics, and an average of 17 grantees per year has under-served Asians. (A smaller number of these grantees met the two-pronged test for significant under-service, where the under-service was statically significant and the impact indicator was below the 80% threshold.) The only significant change from PY 2008 to PY 2009 in the number of grantees under-serving minorities occurred for the Pacific Islander category.

Table 1. Number of SCSEP Grantees Statistically Under-serving Minorities

	PY 2006	PY 2007	PY 2008	PY 2009
Minorities Overall	3	3	1	2
Blacks	2	2	1	1
American Indians	0	1	3	5
Pacific Islanders	0	0	4	0 ¹
Asians	8	13	26	19
Hispanics	5	19	19	22

¹Statistically significant change from PY 2008 to PY 2009

Table 2 presents SCSEP enrollment of minorities by national grantees as a whole and state grantees as a whole, compared to percent of eligible population that are minorities. Significant under-service is indicated by

shading⁵. The only change in under-service from PY 2008 to PY 2009 that is statistically significant occurred for Pacific Islanders among state grantees.

Table 2. Minority Enrollment in SCSEP by National Grantees and State Grantees

	PY 2006		PY 2007		PY 2008		PY 2009	
	Pop	SCSEP	Pop	SCSEP	Pop	SCSEP	Pop	SCSEP
Minority Overall								
National Grantees	33.5%	49.6%	36.5%	49.6%	34.1%	49.8%	40.2%	50.2%
State Grantees	36.8%	46.8%	38.0%	46.1%	39.5%	46.2%	36.4%	46.9%
Black								
National Grantees	13.7%	32.3%	16.2%	32.6%	15.0%	32.8%	15.0%	33.5%
State Grantees	19.2%	28.2%	18.6%	29.3%	16.8%	29.7%	17.4%	29.8%
American Indian								
National Grantees	0.3%	2.6%	1.1%	2.6%	0.9%	2.5%	1.2%	2.4%
State Grantees	0.3%	2.9%	1.3%	3.0%	1.0%	3.0%	1.1%	3.0%
Pacific Islander								
National Grantees	0.1%	0.3%	0.2%	0.3%	0.1%	0.3%	0.1%	0.3%
State Grantees	0.1%	1.6%	0.1%	0.6%	1.0%	0.6%	0.1%	0.6% ¹
Asian								
National Grantees	3.9%	3.0%	5.8%	3.0%	5.9%	3.2%	6.2%	2.9%
State Grantees	3.5%	2.8%	3.7%	3.9%	3.6%	3.7%	3.9%	3.9%
Hispanic								
National Grantees	13.3%	12.4%	16.2%	11.9%	17.4%	11.9%	17.7%	12.1%
State Grantees	12.7%	10.3%	14.4%	10.2%	13.0%	10.4%	13.3%	10.5%

¹ Statistically significant change from PY 2008 to PY 2009

National Grantees by State

For national grantees, the Department analyzed minority participation rates in each state in which each national grantee operates, or “instances”. Table 3 gives the total number of instances of significant under-service for each national grantee and the percent of possible instances of under-service given the number of states in which each national grantee operates. Since the states in which the national grantees operate have not changed from PY 2006 to PY 2009, there are 876 possible instances (6 minority categories multiplied by 146, the cumulative number of states in which the 18 national grantees operated) in each year. The reduction in the percent of possible instances of under-service from 23.4% in PY 2008 to 16.7% in PY 2009 is significant.

Table 3. Minority Participation Rates for National Grantees by State⁶

⁵ While the level of under-service for Hispanics is statistically significant and less than 80% for national grantees in PY 2008 and PY 2009 and for state grantees in PY 2009, it is not less than 80% at the nationwide level in either year. A similar result occurred for Asians in PY 2006-PY 2008. The aggregate population estimates for national grantees are weighted estimates, which makes it possible for the national grantees as a group (which account for 78% of the participants) to have a level of under-service greater than the nationwide level.

⁶ For a list of national grantee names and acronyms, see Attachment B.

	PY 2006			PY 2007			PY 2008			PY 2009		
	Total Instances of Under-service	Total Possible Instances	Percent of Possible Instances	Total Instances of Under-service	Total Possible Instances	Percent of Possible Instances	Total Instances of Under-service	Total Possible Instances	Percent of Possible Instances	Total Instances of Under-service	Total Possible Instances	Percent of Possible Instances
AARP	6	138	4.3%	12	138	8.7%	21	138	15.2%	20	138	14.5%
ANPPM	2	30	6.7%	5	30	16.7%	7	30	23.3%	3	30	10.0%
ES	1	42	2.4%	3	42	7.1%	5	42	11.9%	2	42	4.8%
EW	35	186	18.8%	34	186	18.3%	69	186	37.0%	49	186	26.3%
GII	1	36	2.8%	4	36	11.1%	6	36	16.7%	5	36	13.9%
IID	1	18	5.6%	1	18	5.6%	2	18	11.1%	0	18	0.0%
Mature Services	0	6	0.0%	0	6	0.0%	2	6	33.3%	0	6	0.0%
ABLE	1	18	5.6%	0	18	0.0%	1	18	5.6%	0	18	0.0%
NAPCA	8	42	19.0%	11	42	26.2%	15	42	35.7%	11	42	26.2%
NCBA	2	54	3.7%	4	54	7.4%	12	54	22.2%	6	54	11.1%
NCOA	5	66	7.6%	10	66	15.2%	14	66	21.2%	11	66	16.7%
NICOA	1	42	2.4%	4	42	9.5%	8	42	19.0%	5	42	11.9%
NUL	1	36	2.8%	3	36	8.3%	8	36	22.2%	5	36	13.9%
QCS	0	6	0.0%	0	6	0.0%	1	6	16.7%	0	6	0.0%
SER	3	48	6.3%	10	48	20.8%	10	48	20.8%	8	48	16.7%
SSAI	9	96	9.4%	12	96	12.5%	22	96	22.9%	20	96	20.8%
VATD	0	6	0.0%	0	6	0.0%	1	6	16.7%	0	6	0.0%
	0	6	0.0%	1	6	0.0%	1	6	16.7%	1	6	16.7%
Totals	76	876	8.7%	114	876	13.0%	205	876	23.4%	146	876	16.7% ¹

¹Statistically significant change from PY 2008 to PY 2009

B. Outcomes Achieved by Minority Individuals

Data Sources, Methodology, and Standard

Unlike the analyses of SCSEP participation rates, the analyses of SCSEP outcomes are based solely on the employment data that have been collected in SPARQ. The objective of these analyses is to determine whether minorities experience employment outcomes comparable to those of the majority population being served in SCSEP.

The three employment outcome measures used for this analysis are entered employment, employment retention, and average earnings. These measures are part of Department's Employment and Training Administration Common Performance Measures, and are among the SCSEP core measures. The entered employment rate is defined as the percentage of exiters employed in the quarter after the exit quarter. It is calculated by counting as employed any exiter with employment earnings during that quarter. The employment retention measure is defined as the percentage of those employed in the quarter after the exit quarter who have earnings in both the second and third quarters after the quarter of exit. The average earning measure is calculated only for those employed in the first quarter after the quarter of exit and who have wages in both the second and third quarters after exiting. Average earnings are presented as the amount of wages earned in the second and third quarters for all qualifying exiters divided by the number of qualifying exiters.

For the race analyses, the outcomes for each racial minority (Black, Asian, American Indian, and Pacific Islander) are compared with the outcomes for Whites. For ethnicity, Hispanics are compared to those who are not Hispanic. In addition, all who are in any minority racial or ethnic group are compared in the aggregate to those who are not in any racial or ethnic minority. The rates of entered employment and employment retention are tested using Fisher's Exact Test to determine whether the difference in outcome might have occurred by chance. If the test shows that the difference could have occurred by chance fewer than 5 times in 100⁷, the difference is considered statistically significant. Potential differences in average earnings are tested using a t-test with an adjustment for multiple comparisons (Bonferroni).

Limitations of the Analysis

The focus of these analyses was whether any minority category experienced significant differences in employment outcomes. The analysis does not include a model to analyze the various factors that could have affected differences in outcomes, such as local economic conditions, the size of the grantee, or the characteristics of the participants. Therefore, no conclusions can be drawn about the reasons for any differences reported based on this analysis alone.

Results: Entered Employment

In PY 2006 and PY 2007, during good national economic conditions, no minority category of SCSEP participants entered employment significantly less often than Whites in the SCSEP program nationwide, except American Indians in PY 2006 and American Indians and Pacific Islanders in PY 2007. During PY 2008 and PY 2009, when economic conditions were less favorable, minorities overall and all racial categories entered employment significantly less often

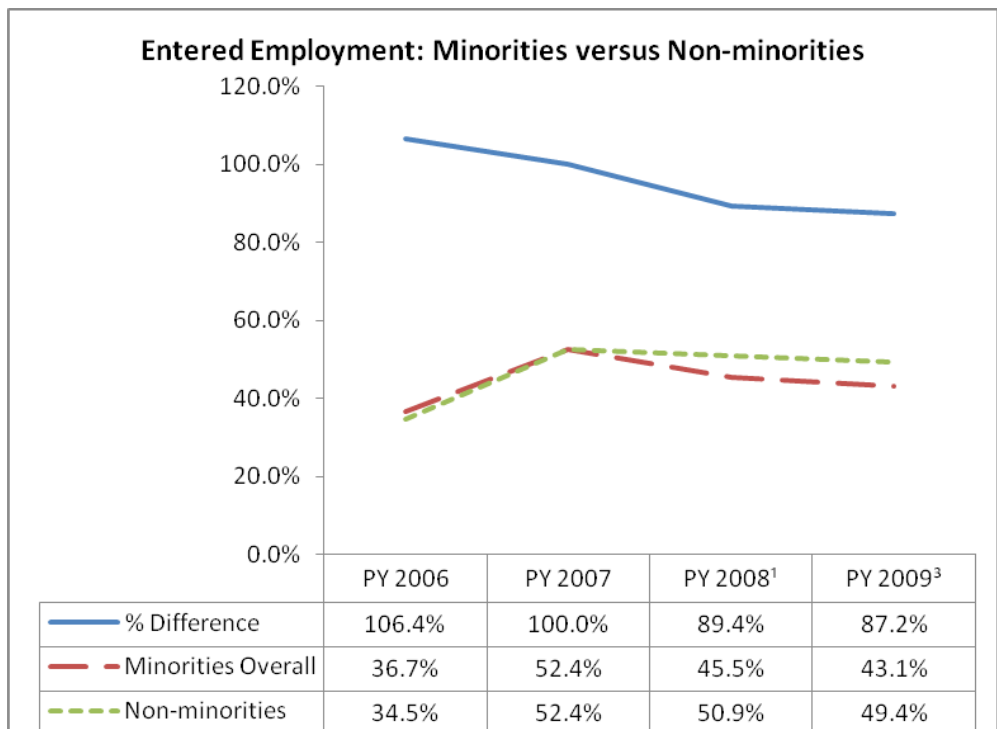
⁷ A chance of less than 5 in 100 is the traditional standard used in most social science research.

than non-minorities. Hispanic participants entered employment significantly more often than non-Hispanics in all years from PY 2006 through PY 2009. Because of the different measures used in PY 2006, it is not possible to test for statistical significance in changes prior to PY 2007. In the charts and tables that follow, a year with significant disparate entered employment outcomes to a minority category is indicated by shading. Any statistically significant change from PY 2007 to PY 2008 to PY 2009 in years with disparate entered employment outcomes for a minority category is indicated by a footnote.

SCSEP Nationwide

Charts 7 through 12 present the entered employment outcomes achieved for each minority category compared to the relevant non-minority category. The minority and non-minority group are shown in separate lines. A third line (in blue, usually appearing above the minority and non-minority group lines) indicates the percent of difference achieved by the minority group compared to the non-minority group.

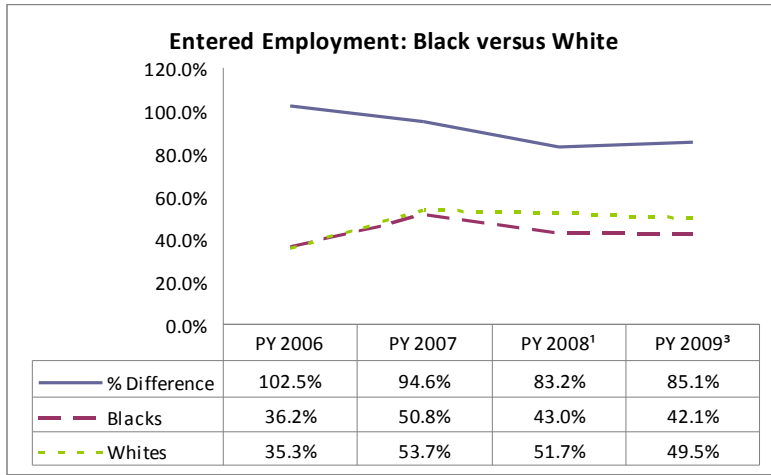
Chart 7



¹Statistically significant change from PY 2007 to PY 2008

³Statistically significant change from PY 2007 to PY 2009

Chart 8



¹Statistically significant change from PY 2007 to PY 2008

³Statistically significant change from PY 2007 to PY 2009

Chart 9

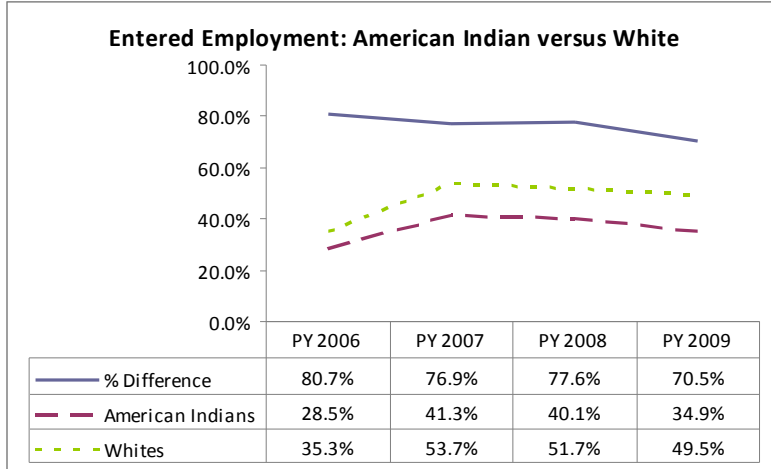
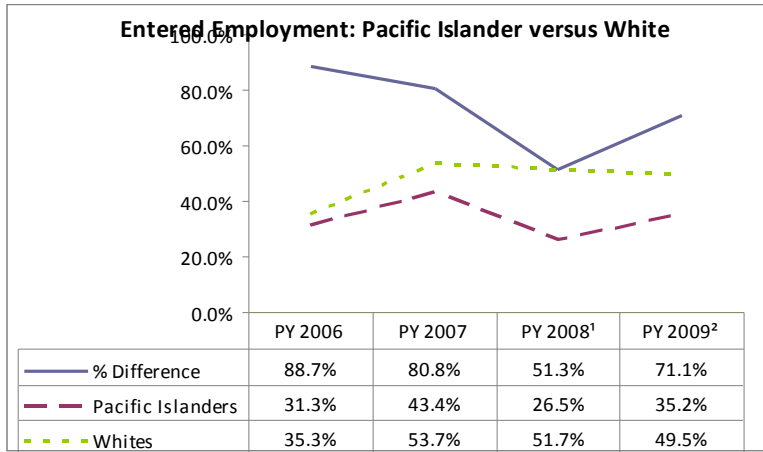


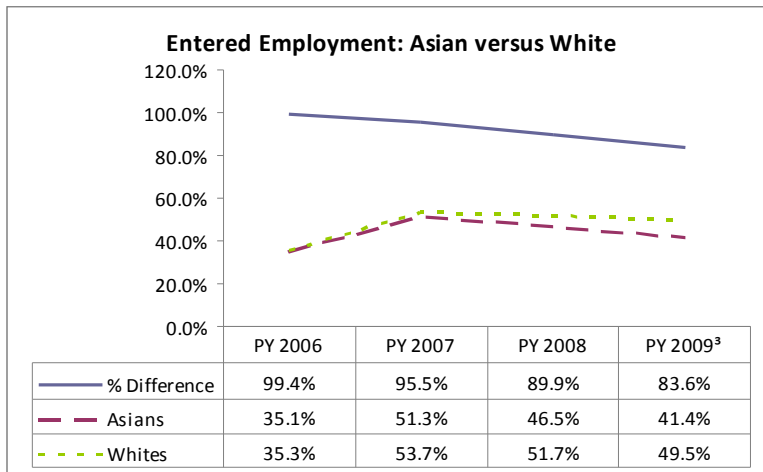
Chart 10



¹Statistically significant change from PY 2007 to PY 2008

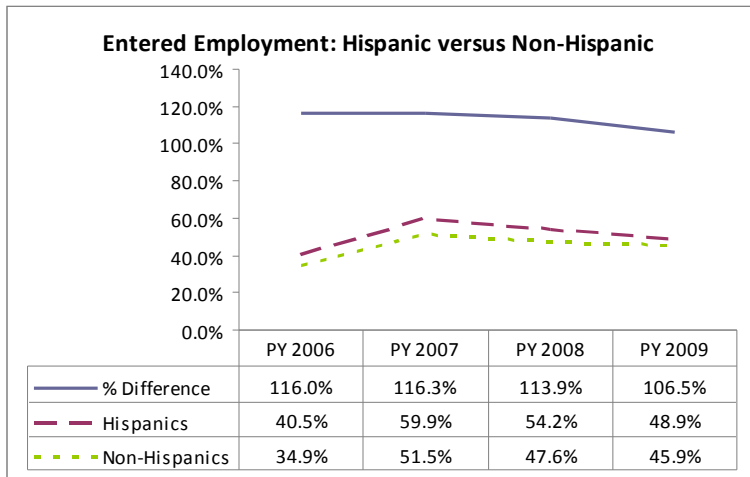
²Statistically significant change from PY 2008 to PY 2009

Chart 11



³Statistically significant change from PY 2007 to PY 2009

Chart 12



Grantee Level

As shown in Table 1, at the grantee level, among individual grantees, there are few instances in which any minority category entered employment significantly less often than the relevant non-minority category. The increase in disparate entered employment outcomes for minorities overall from PY 2007 to PY 2008 and the decrease from PY 2008 to PY 2009 are not significant.

Table 4. Number of SCSEP Grantees With Lower Minority than Non-Minority Entered Employment

	PY 2006	PY 2007	PY 2008	PY 2009
Minorities Overall	1	5	10	6
Blacks	3	6	7	5
American Indians	1	2	2	2
Pacific Islanders	0	0	0	0
Asians	0	1	0	1
Hispanics	0	0	1	0

Table 5 presents entered employment outcomes by national grantees as a whole and state grantees as a whole. Statistically significant differences in entered employment between program years that disadvantaged a minority category are indicated by shading. Statistically significant changes in disparate outcomes from PY 2007 to PY 2009 are indicated by a footnote.

Table 5. SCSEP Entered Employment Outcomes by State Grantees and National Grantees

	PY 2006		PY 2007		PY 2008		PY 2009	
	Minority Overall	Non-minority	Minority Overall	Non-minority	Minority Overall	Non-minority	Minority Overall	Non-minority
National Grantees	36.5%	34.9%	53.2%	53.1%	46.4% ¹	52.2%	44.6% ³	51.1%
State Grantees	37.7%	33.1%	49.0%	50.0%	41.4% ¹	45.9%	37.3% ³	43.6%
	Blacks	Whites	Blacks	Whites	Blacks	Whites	Blacks	Whites
National Grantees	36.4%	35.6%	51.6%	54.4%	44.0% ¹	52.9%	43.3% ³	51.2%
State Grantees	35.4%	34.3%	47.3%	51.2%	38.1% ¹	47.0%	36.7%	43.9%
	American Indians	Whites	American Indians	Whites	American Indians	Whites	American Indians	Whites
National Grantees	29.8%	35.6%	42.0%	54.4%	40.2%	52.9%	33.9%	51.2%
State Grantees	24.9%	34.3%	39.4%	51.2%	39.4%	47.0%	38.7% ³	43.9%
	Pacific Islanders	Whites	Pacific Islanders	Whites	Pacific Islanders	Whites	Pacific Islanders	Whites
National Grantees	35.1%	35.6%	50.8%	54.4%	37.8%	52.9%	48.9%	51.2%
State Grantees	23.7%	34.3%	35.2%	51.2%	19.7% ¹	47.0%	24.6% ²	43.9%
	Asians	Whites	Asians	Whites	Asians	Whites	Asians	Whites
National Grantees	32.3%	35.6%	50.6%	54.4%	45.6% ¹	52.9%	47.1%	51.2%
State Grantees	42.1%	34.3%	53.3%	51.2%	49.7%	47.0%	26.5% ^{2,3}	43.9%
	Hispanics	Non-Hispanics	Hispanics	Non-Hispanics	Hispanics	Non-Hispanics	Hispanics	Non-Hispanics
National Grantees	39.0%	35.2%	60.7%	53.2%	55.1%	48.7%	51.0%	47.4%
State Grantees	47.9%	33.8%	56.7%	48.9%	50.2%	43.2%	40.5%	40.2%

¹ Statistically significant change from PY 2007 to PY 2008

² Statistically significant change from PY 2008 to PY 2009

³ Statistically significant change from PY 2007 to PY 2009

For national grantees, an analysis was also done of minority entered employment rates in each state in which each national grantee operates. Table 6 gives the total number of instances of significantly lower entered employment for a minority category for each national grantee and the percent of possible instances given the number of states in which each national grantee operates. Since the states in which the national grantees operate have not changed from PY 2006 to PY 2009, there are 876 possible instances (6 minority categories multiplied by 146, the cumulative number of states in which the 18 national grantees operated) in each year. The changes in the total percent of possible instances from year to year are not statistically significant.

Table 6. National Grantees by State

	PY 2006			PY 2007			PY 2008			PY 2009		
	Total Instances of Under-service	Total Possible Instances	Percent of Possible Instances	Total Instances of Under-service	Total Possible Instances	Percent of Possible Instances	Total Instances of Under-service	Total Possible Instances	Percent of Possible Instances	Total Instances of Under-service	Total Possible Instances	Percent of Possible Instances
AARP	7	138	5.1%	10	138	7.2%	12	138	8.7%	5	138	3.6%
ANPPM	0	30	0.0%	0	30	0.0%	0	30	0.0%	2	30	6.7%
ES	2	42	4.8%	4	42	9.5%	1	42	2.4%	0	42	0.0%
EW	2	186	1.1%	1	186	0.5%	7	186	3.8%	8	186	4.3%
GII	0	36	0.0%	0	36	0.0%	1	36	2.8%	0	36	0.0%
IID	0	18	0.0%	0	18	0.0%	0	18	0.0%	2	18	11.1%
Mature Services	0	6	0.0%	0	6	0.0%	0	6	0.0%	0	6	0.0%
ABLE	0	18	0.0%	0	18	0.0%	0	18	0.0%	0	18	0.0%
NAPCA	0	42	0.0%	0	42	0.0%	0	42	0.0%	0	42	0.0%
NCBA	0	54	0.0%	0	54	0.0%	3	54	5.6%	0	54	0.0%
NCOA	1	66	1.5%	2	66	3.0%	3	66	4.5%	0	66	0.0%
NICOA	0	42	0.0%	1	42	2.4%	0	42	0.0%	0	42	0.0%
NUL	0	36	0.0%	0	36	0.0%	0	36	0.0%	0	36	0.0%
QCS	0	6	0.0%	0	6	0.0%	0	6	0.0%	0	6	0.0%
SER	4	48	8.3%	0	48	0.0%	0	48	0.0%	0	48	0.0%
SSAI	4	96	4.2%	0	96	0.0%	4	96	4.2%	7	96	7.3%
VATD	0	6	0.0%	0	6	0.0%	0	6	0.0%	0	6	0.0%
	0	6	0.0%	0	6	0.0%	0	6	0.0%	0	6	0.0%
Totals	20	876	2.3%	18	876	2.1%	31	876	3.5%	24	876	2.7%

Results: Employment Retention

For all four years, PY 2006-PY 2009, there was no statistically significant difference in retention in the SCSEP program nationwide for any minority category except for American Indians in PY 2007, which is shaded in the table below. Because of the different measures used in PY 2006, it is not possible to test for statistical significance in changes prior to PY 2007. Any statistically significant change from PY 2007 to PY 2008 to PY 2009 in years with disparate retention outcomes for minorities is indicated by a footnote in the charts and tables that follow. The only significant change occurred for American Indians.

SCSEP Nationwide

Charts 13 through 18 present the retention outcomes achieved for each minority category compared to the relevant non-minority category. The minority and non-minority group are shown in separate lines. The third line (usually above the other two) indicates the percent of difference achieved by the minority group compared to the non-minority group.

Chart 13

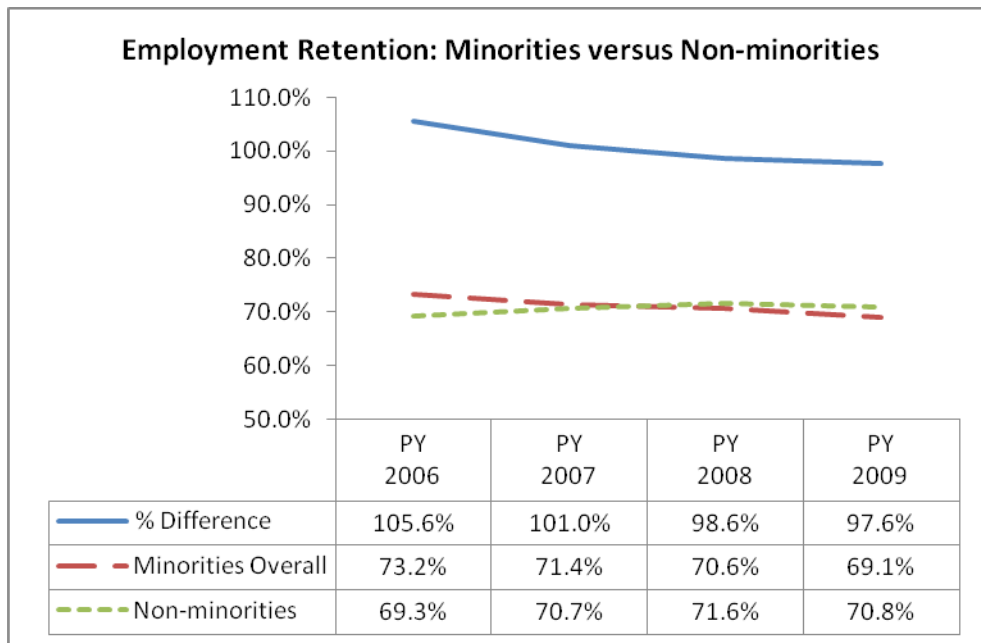


Chart 14

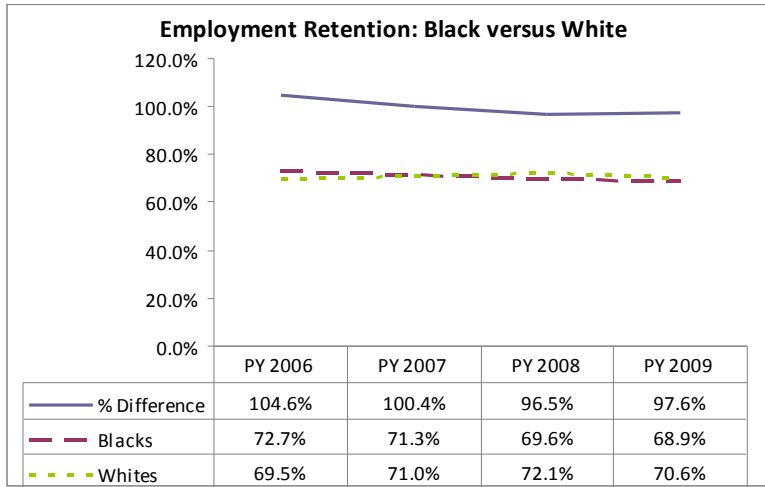
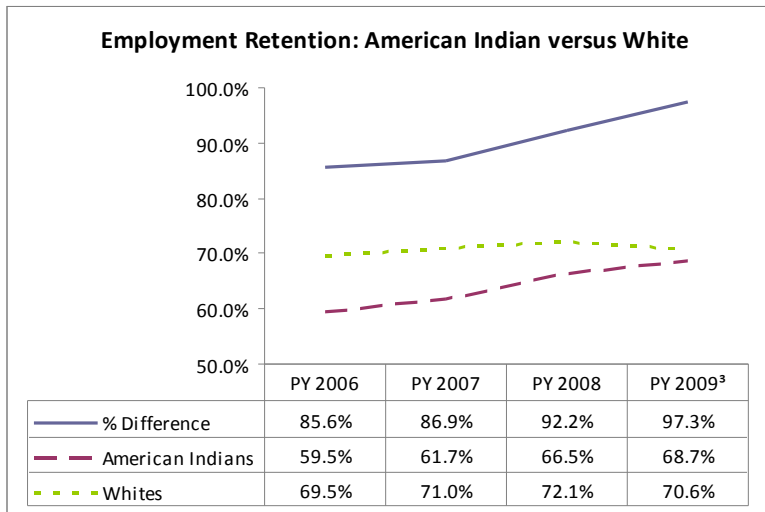


Chart 15



³Statistically significant change from PY 2007 to PY 2009.

Chart 16

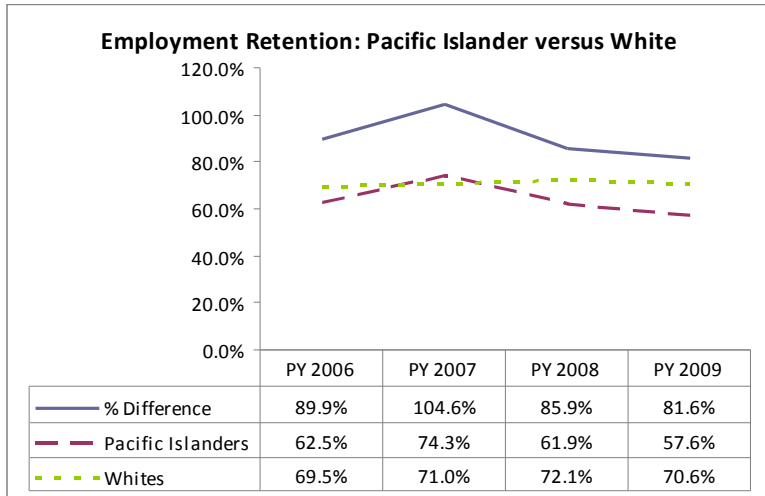


Chart 17

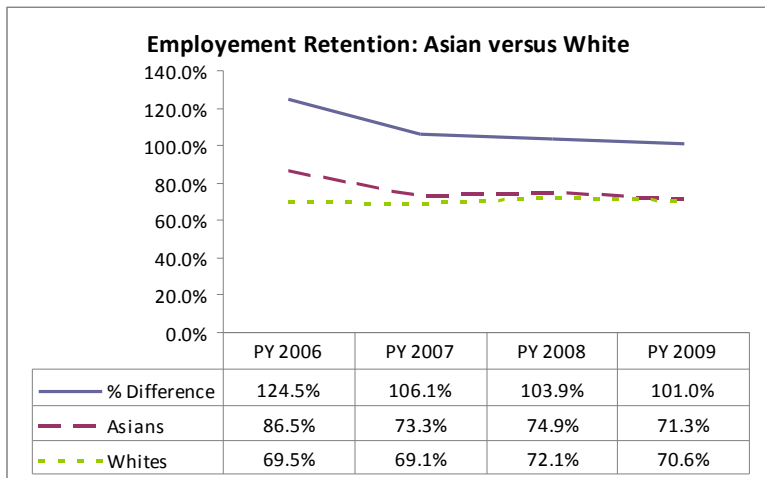
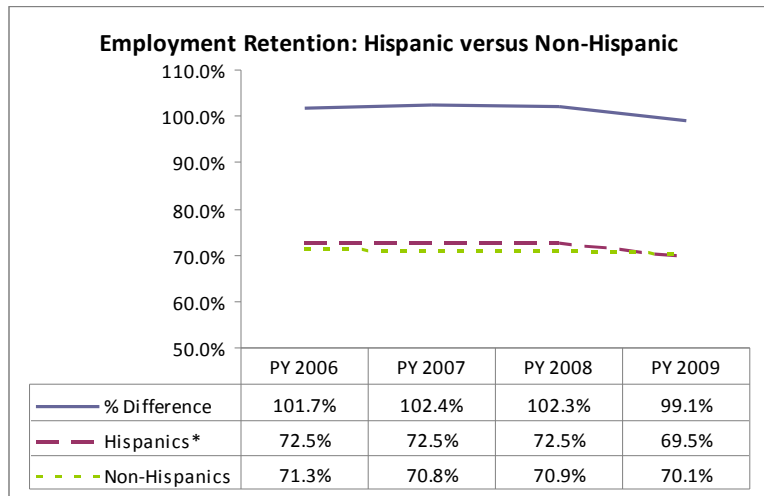


Chart 18



*There are minute differences in Hispanic entered employment rates for PY 2006, PY 2007 and PY 2008; however, due to rounding, these differences do not appear in this chart.

Grantee Level

As shown in Table 7, at the grantee level, among individual grantees, there are very few instances in which any minority category achieved retention significantly less often than the relevant non-minority category. The increase in disparate retention outcomes for minorities overall from PY 2007 to PY 2008 and the decrease from PY 2008 to PY 2009 are not statistically significant.

Table 7. Number of SCSEP Grantees With Lower Minority than Non-Minority Retention

	PY 2006	PY 2007	PY 2008	PY 2009
Minorities Overall	1	1	5	1
Blacks	3	2	1	3
American Indians	0	1	0	0
Pacific Islanders	0	0	0	0
Asians	0	0	0	0
Hispanics	0	0	1	0

Table 8 presents retention outcomes by national grantees as a whole and state grantees as a whole. A statistically significant difference in retention outcomes that disadvantaged a minority category occurred only for minorities overall among national grantees in PY 2009. This difference is indicated by shading. There were no statistically significant changes in disparate outcomes from PY 2007 to PY 2009.

Table 8. SCSEP Employment Outcomes State Grantees and National Grantees

	PY 2006		PY 2007		PY 2008		PY 2009	
	Minority Overall	Non-minority	Minority Overall	Non-minority	Minority Overall	Non-minority	Minority Overall	Non-minority
National Grantees	73.7%	69.9%	70.2%	69.0%	70.2%	71.1%	68.6%	70.9%
State Grantees	70.9%	67.6%	75.1%	75.2%	72.5%	73.2%	71.3%	70.4%
	Blacks	Whites	Blacks	Whites	Blacks	Whites	Blacks	Whites
National Grantees	73.6%	70.1%	70.6%	69.1%	69.4%	71.5%	68.8%	70.5%
State Grantees	68.2%	67.7%	73.5%	76.1%	70.6%	74.3%	69.7%	71.2%
	American Indians	Whites	American Indians	Whites	American Indians	Whites	American Indians	Whites
National Grantees	63.3%	70.1%	60.1%	69.1%	65.6%	71.5%	67.3%	70.5%
State Grantees	50.0%	67.7%	65.6%	76.1%	68.8%	74.3%	72.5%	71.2%
	Pacific Islanders	Whites	Pacific Islanders	Whites	Pacific Islanders	Whites	Pacific Islanders	Whites
National Grantees	71.4%	70.1%	82.6%	69.1%	63.0% ¹	71.5%	68.8%	70.5%
State Grantees	0.0%	67.7%	58.3%	76.1%	60.0%	74.3%	47.1%	71.2%
	Asians	Whites	Asians	Whites	Asians	Whites	Asians	Whites
National Grantees	87.5%	70.1%	73.3%	69.1%	75.7%	71.5%	70.3%	70.5%
State Grantees	84.8%	67.7%	77.1%	76.1%	72.4%	74.3%	75.0%	71.2%
	Hispanics	Non-Hispanics	Hispanics	Non-Hispanics	Hispanics	Non-Hispanics	Hispanics	Non-Hispanics
National Grantees	71.5%	72.2%	70.1%	69.5%	71.6%	71.4%	67.7%	70.1%
State Grantees	76.1%	68.0%	79.4%	74.7%	78.3%	72.8%	76.8%	70.1%

For national grantees, an analysis was also done of minority retention rates in each state in which each national grantee operates. Table 9 gives the total number of instances of significantly lower retention for a minority category for each national grantee and the percent of possible instances given the number of states in which each national grantee operates. Since the states in which the national grantees operate have not changed from PY 2006 to PY 2009, there are 876 possible instances (6 minority categories multiplied by 146, the cumulative number of states in which the 18 national grantees operated) in each year. The changes in the total percent of possible instances from year to year are not statistically significant.

Table 9. Minority Retention Rates for National Grantees by State

	PY 2006			PY 2007			PY 2008			PY 2009		
	Total Instances of Under-service	Total Possible Instances	Percent of Possible Instances	Total Instances of Under-service	Total Possible Instances	Percent of Possible Instances	Total Instances of Under-service	Total Possible Instances	Percent of Possible Instances	Total Instances of Under-service	Total Possible Instances	Percent of Possible Instances
AARP	0	138	0.0%	3	138	2.2%	3	138	2.2%	4	138	2.9%
ANPPM	0	30	0.0%	0	30	0.0%	0	30	0.0%	0	30	0.0%
ES	0	42	0.0%	0	42	0.0%	0	42	0.0%	0	42	0.0%
EW	0	186	0.0%	1	186	0.5%	3	186	1.6%	6	186	3.2%
GII	0	36	0.0%	0	36	0.0%	0	36	0.0%	1	36	2.8%
IID	0	18	0.0%	0	18	0.0%	0	18	0.0%	0	18	0.0%
Mature Services	0	6	0.0%	0	6	0.0%	0	6	0.0%	0	6	0.0%
ABLE	0	18	0.0%	0	18	0.0%	0	18	0.0%	0	18	0.0%
NAPCA	0	42	0.0%	0	42	0.0%	0	42	0.0%	0	42	0.0%
NCBA	0	54	0.0%	0	54	0.0%	2	54	3.7%	0	54	0.0%
NCOA	0	66	0.0%	0	66	0.0%	5	66	7.6%	2	66	3.0%
NICOA	0	42	0.0%	0	42	0.0%	0	42	0.0%	0	42	0.0%
NUL	0	36	0.0%	0	36	0.0%	0	36	0.0%	0	36	0.0%
QCS	0	6	0.0%	0	6	0.0%	0	6	0.0%	0	6	0.0%
SER	0	48	0.0%	0	48	0.0%	1	48	2.1%	1	48	2.1%
SSAI	0	96	0.0%	0	96	0.0%	6	96	6.3%	1	96	1.0%
VATD	0	6	0.0%	0	6	0.0%	0	6	0.0%	0	6	0.0%
TWI	0	6	0.0%	1	6	16.7%	0	6	0.0%	0	6	0.0%
Totals	0	876	0.0%	5	876	0.6%	20	876	2.3%	15	876	1.7%

Results: Average Earnings

For both PY 2008 and PY 2009, no racial category had significantly lower average earnings than Whites. Hispanics had significantly higher average earnings than non-Hispanics in both years.

SCSEP Nationwide

Charts 19 through 24 present the average earnings achieved for each minority category compared to the relevant non-minority category.

Chart 19

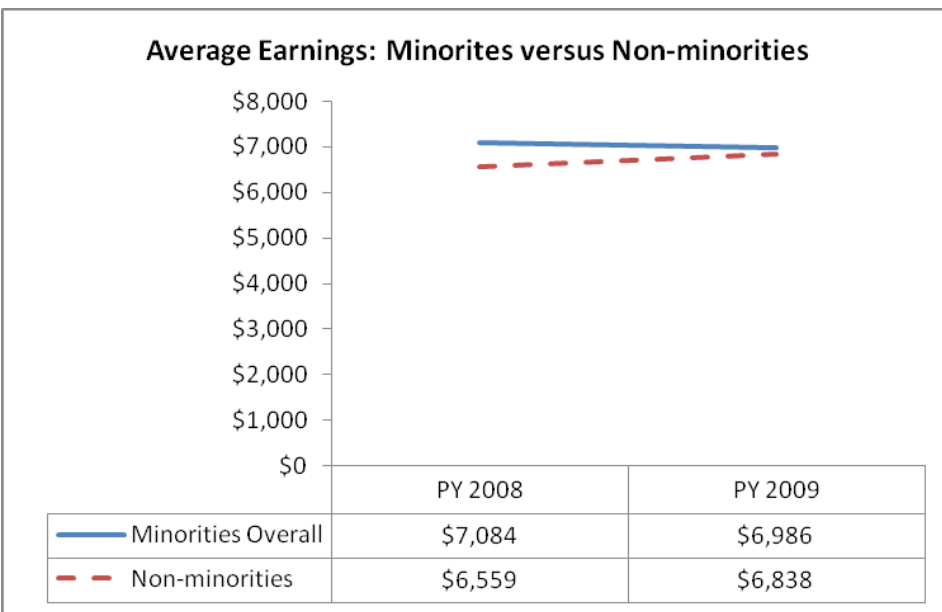


Chart 20

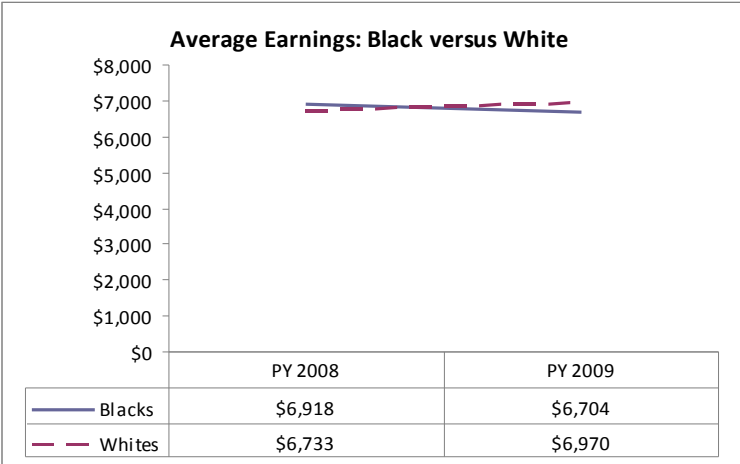


Chart 21

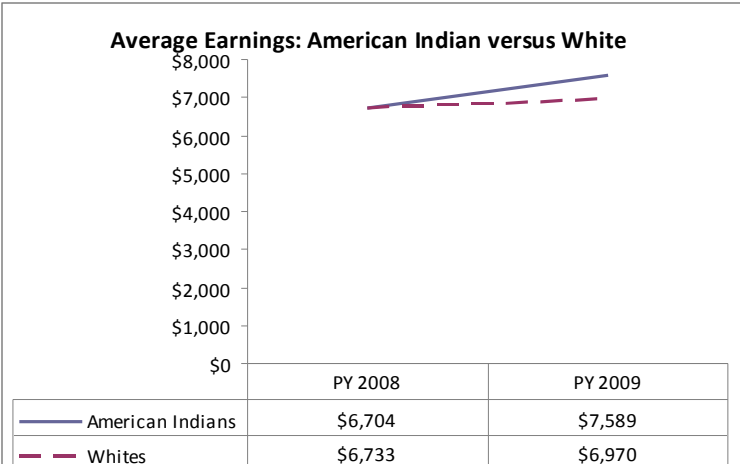


Chart 22

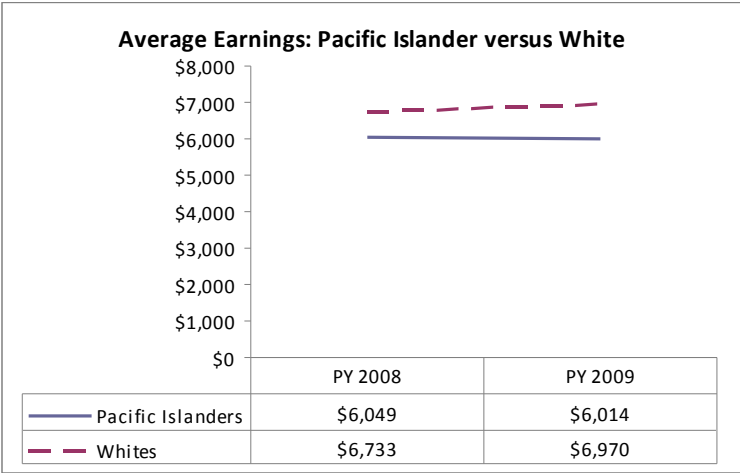


Chart 23

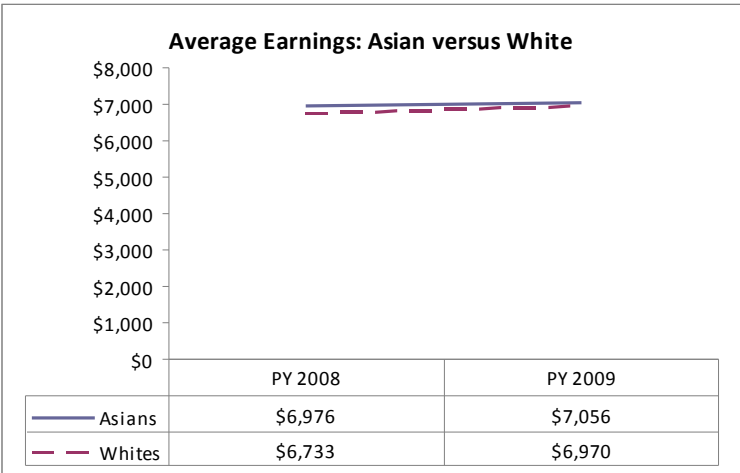
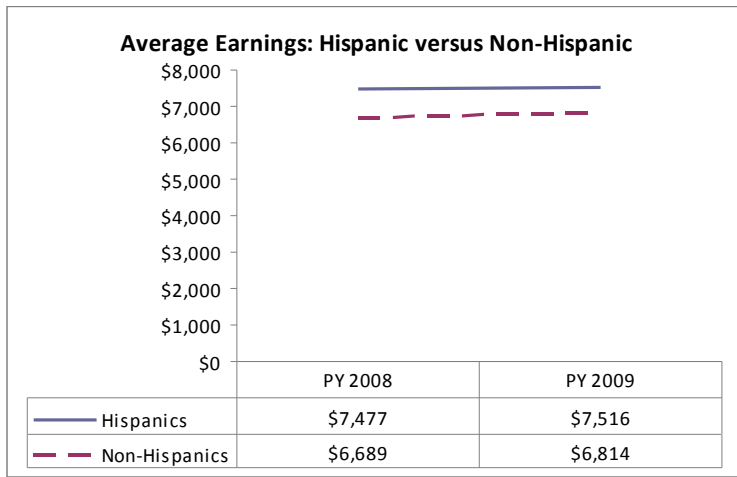


Chart 24



Grantee Level

As shown in Table 10, at the grantee level, among individual grantees, there are very few instances in which any minority category’s average earnings are significantly lower than those of the relevant non-minority category. The changes from PY 2008 to PY 2009 are not significant.

Table 10. Number of SCSEP Grantees With Lower Minority than Non-Minority Average Earnings

	PY 2008	PY 2009
Minorities Overall	2	3
Blacks	1	3
American Indians	0	0
Pacific Islanders	0	0
Asians	0	0
Hispanics	1	0

Table 11 presents average earnings by national grantees as a whole and state grantees as a whole. There were no significant differences in average earnings that disadvantaged any minority category among either national grantees as a whole or state

grantees as a whole.

Table 11. SCSEP Average Earnings for State Grantees and National Grantees

	PY 2008	PY 2009
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	Minority Overall	Non-minority	Minority Overall	Non-minority
National Grantees	\$7,056	\$6,580	\$7,017	\$6,788
State Grantees	\$7,193	\$6,455	\$6,857	\$7,037
	Blacks	Whites	Blacks	Whites
National Grantees	\$6,900	\$6,768	\$6,733	\$6,938
State Grantees	\$6,944	\$6,611	\$6,556	\$7,093
	American Indians	Whites	American Indians	Whites
National Grantees	\$6,516	\$6,768	\$8,168	\$6,938
State Grantees	\$7,051	\$6,611	\$6,192	\$7,093
	Pacific Islanders	Whites	Pacific Islanders	Whites
National Grantees	\$5,566	\$6,768	\$6,411	\$6,938
State Grantees	\$6,894	\$6,611	\$5,617	\$7,093
	Asians	Whites	Asians	Whites
National Grantees	\$7,169	\$6,768	\$6,824	\$6,938
State Grantees	\$6,374	\$6,611	\$7,816	\$7,093
	Hispanics	Non-Hispanics	Hispanics	Non-Hispanics
National Grantees	\$7,372	\$6,700	\$7,569	\$6,799
State Grantees	\$7,957	\$6,650	\$7,332	\$6,880

For national grantees, an analysis was also done of average earnings in each state in which each national grantee operates. Table 12 gives the total number of instances of significantly lower average earnings for a minority category for each national grantee and the percent of possible instances given the number of states in which each national grantee operates. Since the states in which the national grantees operate have not changed from PY 2006 to PY 2009, there are 876 possible instances (6 minority categories multiplied by 146, the cumulative number of states in which the 18 national grantees operated) in each year. The change in total percent of possible instances from PY 2008 to PY 2009 is not significant.

Table 12. Minority Average Earnings for National Grantees by State

	PY 2008			PY 2009		
	Total Instances of Under-service	Total Possible Instances	Percent of Possible Instances	Total Instances of Under-service	Total Possible Instances	Percent of Possible Instances
AARP	2	138	1.4%	5	138	3.6%
ANPPM	0	30	0.0%	0	30	0.0%
ES	1	42	2.4%	0	42	0.0%
EW	2	186	1.1%	0	186	0.0%
GII	0	36	0.0%	0	36	0.0%
IID	2	18	11.1%	0	18	0.0%
Mature Services	0	6	0.0%	0	6	0.0%
ABLE	0	18	0.0%	0	18	0.0%
NAPCA	0	42	0.0%	0	42	0.0%
NCBA	0	54	0.0%	2	54	3.7%
NCOA	4	66	6.1%	2	66	3.0%
NICOA	0	42	0.0%	0	42	0.0%
NUL	0	36	0.0%	0	36	0.0%
QCS	0	6	0.0%	0	6	0.0%
SER	0	48	0.0%	0	48	0.0%
SSAI	1	96	1.0%	2	96	2.1%
VATD	0	6	0.0%	0	6	0.0%
TWI	0	6	0.0%	0	6	0.0%
Totals	12	876	1.4%	11	876	1.3%

C. Grantee Assessments

A detailed assessment of individual grantees for each of the four years, for participation rates and outcomes achieved by minority population, is contained in each of the Minority Reports accessible at www.doleta.gov/seniors.

D. Changes in Grantees

Since comparable data on minority populations is not available prior to 2006, no effect from the changes of grantees in 2006 is measurable.

Attachment A: Grantee Efforts at Minority Recruitment

The following chart indicates the efforts described by each grantee in the PY 2010 grant application regarding recruitment of minority individuals and support for positive employment outcomes for minority participants.

State/Natl	Outreach to Community					Publicity				Staffing		Participant			Management		Services				
	Partner with Local CBOs	Partner with Local One-Stop	Presentations/Job Fairs	Distribute or hang flyers	Outreach to Business	Recruit Appropriate Host Agencies	Paid Advertising	Free Publicity	Print Materials	Bilingual Print Materials	Staffing respresent/bilingual	Staff Training	Participant Staff	Participant Presentations	Word of Mouth	Data Analysis	Monitoring Sub-Grantees	Plans for Addressing Challenges	Add'l training, follow-up, translation	Internet promo, call in enrollment line.	Part of Ongoing Recruitment
AARP	X	X	X	X				X	X	X		X							X	X	X
AK	X	X			X	X													X		X
AL	X		X	X			X		X												X
American Samoa																					X
AR																					X
ANPPM	X																		X		X
AZ	X	X													X	X					X
CA	X	X	X	X	X		X		X	X		X			X	X	X				X
CO	X	X		X			X		X	X	X							X			X
CT																					X
DC	X	X	X	X		X		X	X		X	X						X	X		X
DE	X	X	X	X	X	X	X	X	X	X	X			X							X
Easter Seals	X							X	X	X					X	X	X				X
EW	X	X	X	X			X	X	X	X				X	X	X	X		X		X
FL	X		X	X			X		X						X	X	X				X
GA	X	X	X	X			X		X			X	X		X	X	X				X
Goodwill	X	X		X		X		X	X						X	X	X		X		X
Guam	X		X	X				X	X	X				X					X		X
HI																					X
IA	X	X			X	X	X	X	X									X	X		X
ID	X	X						X										X	X	X	X
IL	X	X		X				X	X		X					X	X		X		X
IN	X		X	X				X						X					X		X
IID	X	X	X	X	X			X	X												X

State/Natl	Outreach to Community						Publicity				Staffing		Participant			Management			Services		
	Partner with Local CBOs	Partner with Local One-Stop	Presentations/Job Fairs	Distribute or hang flyers	Outreach to Business	Recruit Appropriate Host Agencies	Paid Advertising	Free Publicity	Print Materials	Bilingual Print Materials	Staffing respresents/bilingual	Staff Training	Participant Staff	Participant Presentations	Word of Mouth	Data Analysis	Monitoring Sub-Grantees	Plans for Addressing Challenges	Add'l training, follow-up, translation	Internet promo, call in enrollment line.	
KS	X	X		X	X	X		X		X		X							X		X
KY	X			X			X	X	X					X							X
LA																					X
MA	X	X		X			X	X	X	X	X				X	X		X		X	X
Mature Services	X		X	X	X	X		X	X					X	X	X	X	X			
MD	X	X		X	X	X	X	X	X						X	X	X				X
ME	X	X																			X
MI	X															X					X
MN	X	X		X			X	X	X	X						X		X		X	X
MO	X														X	X	X				X
MS	X							X							X	X	X				X
MT	X			X			X	X	X	X	X				X	X	X	X	X	X	X
NAPCA							X	X	X		X							X	X		X
National Able	X																				X
NCBA	X		X	X		X	X	X	X	X	X				X	X	X				X
NCOA	X	X	X	X				X	X	X	X	X	X	X	X	X	X	X	X		X
NICOA	X	X	X	X				X		X	X						X	X			X
NC	X	X	X	X	X	X								X	X	X					X
ND	X	X	X	X	X	X	X	X	X		X		X	X	X	X	X	X	X	X	X
NE	X																				X
NH																					X
NJ	X	X	X					X							X		X	X			X
NM									X						X		X				X
Northern Marianas							X							X							X
NV	X	X		X				X													X
NY	X		X	X	X	X	X	X	X	X	X				X	X	X				X
OH	X	X	X	X			X												X		X
OK	X				X											X	X				X
OR	X	X		g	X			X	X	X							X	X	X		X
PA	X	X	X	X	X		X	X	X		X				X	X	X				X
Puerto Rico																					X
QCS	X				X	X	X			X									X		X
RI	X				X	X				X				X					X		X
SC	X	X						X							X	X	X	X	X		X

**Attachment B:
National Grantee Names and Acronyms**

AARP	AARP Foundation
ANPPM	Asociación Nacional Pro Personas Mayores
ES	Easter Seals, Inc.
EW	Experience Works, Inc.
GII	Goodwill Industries International, Inc.
IID	Institute for Indian Development, Inc.
Mature Services	Mature Services, Inc.
ABLE	National Able Network
NAPCA	National Asian Pacific Center on Aging
NCBA	National Caucus and Coalition on Black Aged, Inc.
NCOA	National Council on the Aging, Inc.
NICOA	National Indian Council on Aging
NUL	National Urban League
QCS	Quality Career Services, Inc.
SER	SER – Jobs for Progress, Inc.
SSAI	Senior Service America, Inc.
VATD	Vermont Associates for Training and Development, Inc.
TWI	The Workplace, Inc.