

## 2008-2011 MICHIGAN STATE PLAN

### **Section 1. Purpose of the State Plan**

**The Department considers the State Plan as an opportunity for the state to take a longer-term, strategic view of the SCSEP in the state, including SCSEP's role in workforce development given projected changes in the demographics, economy, and labor market in the state. In developing the State Plan, the Governor or his/her designee should address the role of SCSEP relative to other workforce programs and initiatives as well as other programs serving older workers, and should articulate how all the grantees operating in the state examine and as appropriate, plan longer-term changes to the design of the program within the state so as to better achieve goals of the program.**

Under the leadership of Governor Jennifer M. Granholm, employment assistance remains a target priority for the administration of services to the citizens of Michigan. Since assuming office in 2003, Governor Granholm has initiated a number of efforts in Michigan to stimulate job growth and attract businesses to support a vibrant economy. For example, in 2004 Governor Granholm created the Michigan Department of Labor and Economic Growth (MDLEG) to promote job creation and economic growth by centralizing and streamlining the state's job, workforce, and economic development activities. Additionally, in December 2004, Governor Granholm also created the Council for Labor & Economic Growth (CLEG), to replace the former Michigan Workforce Investment Board. The CLEG is comprised of representatives from a variety of sectors including but not limited to business, labor organizations, legislature, state agencies, higher education, general public, and workforce investment.

To stimulate job growth in Michigan, MDLEG has also launched several new regional initiatives across the state to strengthen the local economy, attract new businesses, and afford communities the opportunity to attract new businesses and grow the local economy. For example, in her 2007 State of the State Address, Governor Granholm proposed the No Worker Left Behind (NWLB), a free tuition program to help Michigan workers acquire the skills they need to get connected to jobs with a livable wage in today's global economy. The program is part of her comprehensive plan to transform Michigan's economy. In August 2007, the NWLB was successfully launched state wide at the local Michigan Works! One Stop Service Centers. The NWLB mission is three fold: 1) Accelerate training to help workers transition to good-paying jobs in high demand and emerging fields; 2) Support the state's employers and economic development needs by filling job vacancies in fields that will further bolster economic growth; 3) Align the use of existing training resources to meet the needs of employers and Michigan's economy. Because of the tremendous success of the NWLB, Governor Granholm intends to allocate additional resources to this program which will afford every worker in Michigan the opportunity to have a job with a livable wage. As mentioned in her January 29, 2008 State of the State, Governor Granholm outlined the following workforce priorities for Michigan: 1) the promotion of economic and workforce development; 2) stimulating job creation; 3) enhancing the quality of life for citizens in Michigan, including the availability of a job for every worker.

Additionally, in March of 2008, MDLEG announced a re-design of their department. This redesign will focus on a system of lifelong learning. The redesign will include the creation of the new Bureau of Workforce Transformation (BWT). The MDLEG/ BWT will focus on lifelong learning as central strategy to the success of workers and employers in Michigan's rapidly transforming economy. The MDLEG/BWT intends to implement the following strategies: Increase Skills Through Lifelong Learning, Create A Culture of Entrepreneurship, and Help Companies Find and Develop Talent. The 2008-2011 four year strategic State Plan will compliment the current MDLEG economic and workforce development practices as specified.

The Michigan Office of Services to the Aging (OSA) developed the initial draft of the State Plan. OSA is a Type I autonomous agency located in the Michigan Department of Community Health. OSA administers the Senior Community Services Employment Program (SCSEP) under an annual grant from the U.S. Department of Labor (US DoL).

In April 2008 the draft plan was submitted to MDLEG for review and comment. MDLEG is the lead agency in state government for most employment assistance programs, including responsibility for the development of Michigan's Five-Year Workforce Investment Act (WIA) State Plan.

The State Plan was made available for review and comment on OSA's website ([www.michigan.gov/miseniors](http://www.michigan.gov/miseniors)). The website allows any organization or individual with Internet access to comment on the plan from any location and at any time. OSA's website is highly visible and is one of the most frequently accessed websites in state government. A wide variety of organizations that provide services to older adults were notified of the opportunity to comment on the State Plan.

OSA has had success using the website to publish other public documents, such as the Older American Act (OAA) Title III Three-Year State Plan, program and service reports, and Requests for Proposals (RFPs). Many individuals prefer this method of receiving documents as opposed to waiting for a paper copy to be mailed. OSA will provide paper copies of the draft plan, if requested. This option was included in announcements regarding the plan. All public comments are summarized in Section 3 and included in Appendix II.

## **Section 2. Involvement of Organizations and Individuals**

**As required in Section 503(a)(2) of the 2006 Older Americans Act Amendments, the State Plan must describe the state's process for ensuring involvement and seeking the advice and recommendation from a variety of representatives.**

### **a. The State Office on Aging and the Area Agencies on Aging (Grantees under title III of the OAA)**

The Office of Services to the Aging developed the initial draft of the State Plan. OSA is the agency responsible for administration of the state's SCSEP grant. OSA's SCSEP

projects operate in 49 of Michigan's 83 counties.

The Michigan SCSEP grant is administered locally through subgrants to 10 of the 16 area agencies on aging (AAAs) and one Michigan Works! agency. The AAA network is utilized because of the expertise these organizations provide in the area of supportive services to older persons. Such expertise improves integration of SCSEP with other state and federal services, including OAA programs. As the oversight agency, OSA has a long history of working with AAAs to effectively deliver SCSEP and other services to older adults in the state. Additionally, the Michigan Works! state subgrantee has complimented the work of the AAA state subgrantee's. As an employment agency, they have assisted with the development of policy, program enhancements, and been instrumental in improving overall SCSEP state performance measures.

Each SCSEP AAA and non-AAA state subgrantee is required to sign an approvals and assurances document as part of the annual SCSEP subgrant application process. This document commits the subproject agency to adhere to all applicable federal and state statutes, rules, policies, and program goals.

The 16 AAA's in Michigan were notified of the opportunity to review and comment on the state plan. OSA discussed the draft plan and importance of input during meetings with AAA and Non-AAA SCSEP staff. All feedback is incorporated into the final version of the plan. OSA will work with SCSEP subgrantees as the plan is implemented in Michigan.

#### **b. State and Local Boards under the Workforce Investment Act (WIA)**

Staff from the MDLEG/Bureau of Workforce participated in the March state plan meeting with SCSEP state subgrantees and national sponsors. OSA then provided a copy of the draft state plan to the MDLEG for their review and comments. MDLEG is the lead state agency in the development of Michigan's five year WIA plan. A copy of the state plan was also provided to the Michigan Works! Association, Inc. Michigan Works! Association is a workforce development association whose membership includes workforce investment boards (WIBs), local elected officials, and Michigan Works! agency directors from all of Michigan's 25 workforce areas. Both MDLEG and the Michigan Works! Association work with the local Service Centers and LWIBs across the state. As mentioned above, one of the SCSEP state subgrantees is also a local Michigan Work! Service Center. This relationship has served to strengthen employment services to seniors.

#### **c. Public and private nonprofit agencies and organizations providing employment services, including each SCSEP grantee operating in the State**

In January 2008, the four national sponsors administering SCSEP projects in Michigan were surveyed as part of the State Plan development process. The survey gathered information on current program participants, SCSEP services, specialized On the Job Experience training (formerly OAA section 502(e) projects), and coordination with WIA

programs. Survey responses have been aggregated and incorporated in the draft plan. A copy of the State Plan survey is attached in Appendix IV. A list of the national sponsor organizations administering SCSEP projects in Michigan is attached in Appendix VII.

Over the years, OSA has utilized surveys to gather information from SCSEP national sponsors on a number of occasions, including the development of the annual Equitable Distribution Report (EDR). Surveys work well because several of the national sponsors operating in Michigan have administrative offices located outside of the state.

In addition to the survey, SCSEP national sponsors were also notified of the opportunity to comment on the draft state plan.

OSA also provided a copy of the draft state plan to Operation ABLE. Located in southeast Michigan, Operation ABLE has close linkages with a large number of employers and job training programs in the state, and is also a provider of training for the mature job seeker.

**d. Other organizations including business and labor, community-based service organizations, social service agencies that service older individuals, SCSEP participants, and other interested organizations**

OSA staff attends and provides input at state level Council for Labor and Economic Growth meetings. The CLEG oversees workforce development activities as required by WIA. OSA has offered assistance to the CLEG on matters concerning services to mature job seeker. Staff participant on the CLEG subcommittee on accelerated re-employment. Members of the CLEG included representatives from business, labor, education, state government, local government, one stop partners, and employment assistance and training programs.

Notice of the opportunity to comment on the plan was sent to the Michigan Directors of Services to the Aging (MDSA). MDSA is made up of a wide variety of agencies that deliver OAA Title III and other state, federal, and local services to older adults in Michigan. Many MDSA agencies also serve as host sites for SCSEP participants.

OSA also notified state sub-grantees and national program sponsors in the state of the opportunity for SCSEP participants to provide input on the draft plan.

**Section 3. Solicitation and Collection of Public Comments**

**Public Comment Summary**

**TBD**

## **Section 4. Basic Distribution of SCSEP Positions within the State**

### **a. Location of Positions**

The distribution of SCSEP resources is reviewed and updated annually by OSA and national program sponsors operating in the state. Based on this review, OSA submits the EDR to US DoL on an annual basis. The EDR compares the location of subsidized SCSEP positions with county-specific position targets established by US DoL. This process is intended to ensure adequate program coverage across the state. Table 1 identifies the number of underserved counties in Michigan according to the 2007-08 EDR. The complete Michigan EDR is attached in Appendix I.

Table 1a. Equitable Distribution Report 2004, 2005, 2006 & 2007

Program Year	Counties Served at or above EDR Recommended Level	EDR Underserved Counties
2004-05	49	34
2005-06	58	25
2006-07	59	24
2007-08	65	18

Source: 2004-2005, 2005-06, 2006-07, 2007-08 Michigan SCSEP EDR

Table 1b. Analysis of EDR Underserved Counties 2004-2005 2005-2006 2006-2007 2007-2008

	2004-2005	2005-2006	2006-2007	2007-2008
Of the total of underserved counties:	34	25	24	18
The number of counties underserved by 2 positions or less:	19	13	12	5
The number of counties underserved by 5 positions or less:	27	21	18	11

Source: 2004-05, 2005-06, 2006-07, 2007-08 Michigan SCSEP EDR

Since 2004, OSA has made a number of changes in the reallocation of positions in Michigan. For example, in February 2004, OSA reallocated five vacant positions to underserved areas, and in October 2004 OSA was able to make a number of position reallocations within its sub-grantees from over-served to underserved counties. In January 2005, nine additional vacant slots were re-allocated to underserved areas by OSA. In May and June 2005, several changes were made by AARP, Experience Works, and NCBA which resulted in improvement to equity in 12 counties. Since PY 2004, 27 counties have been served equitably. Each year, OSA provides state subgrantees and national grantees with an analysis of the distribution of SCSEP and position targets. Over the last two years, OSA has worked diligently with the SCSEP national sponsors and state subgrantees for a move towards equitable distribution on the targeted counties. This included assessing areas identified as over and under-served, as well as developing strategies to move those regions towards equity.

In addition to the EDR, SCSEP national sponsors in the state were surveyed and asked to identify significantly underserved or over-served counties and/or communities, and to describe strategies to increase service levels in underserved areas. A summary of the

responses is provided in Table 2.

Table 2. Equitable Distribution Strategies

<p>National sponsor has reallocated positions in counties such as Oakland and Wayne in order to bring it more equity          More slots need to be moved to Macomb and Oakland County as they are underserved positions          The State grantee is assessing the issue of the over served County of Wayne. The population in and around the City of Detroit has a high number of most in need participants. Moving slots out of Wayne County would affect those most in need. The state grantee is developing a strategy for addressing this issue</p>
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Source: State Plan Meeting March 2008; State Coordination Plan Survey - February 2008

With changes in authorized position levels and national sponsor grantees during PY 2006, it has become increasingly evident that OSA will need to target its coordination efforts with national grantee sponsors over the next few years to improve equity in Michigan. Since national grantees control almost 80% of the positions in the state, significant shifts in positions will have to come with assistance from the national grantees in order to achieve equity. OSA plans to bring Equity to Michigan by June 30, 2012. This will be achieved through attrition movement of 25% of the 18 counties that are currently underserved to recommended levels. This will mean that approximately 5 additional counties each year will be brought to equity.

If Michigan is to reach equity by June 2012, there are a number of issues which need to be explored by OSA. For example, 10 of the 15 counties in the Upper Peninsula are over served by 17% or 21 authorized positions. A large portion of the Upper Peninsula is rural with an average unemployment rate of 8.5%. However, Macomb County, in southeast Michigan remains underserved by 48. Conversely, Wayne County, including the city of Detroit, remains over served by 76. A large portion of Wayne County includes persons who are the economically most in need. The average unemployment rate for the county was 9.1% in January 2008. Additionally, the city of Detroit's unemployment rate was at 14%. The OSA SCSEP subgrantee which serves the city of Detroit and surrounding area has been very successful in placing seniors into unsubsidized employment, including those seniors who have been identified as most in need. With this in mind, OSA would like for the SCSEP state subgrantee to continue to serve those most in need within their region. In order to make adjustments within Wayne County, OSA would have to move slots away from one of our better performers. With performance success being tied to performance measures, OSA will need guidance from the US DoL in how best to address the issue of Wayne County in light of the strategic importance of performance measures.

As a preface to sections 4b, c, and d of the state plan, some of the data elements are available from the 2000 Census (e.g., most socio-economic data). In some cases, data from other sources and/or proxy measures have been included, where relevant. For example, OSA surveyed national sponsors and state subgrantees to collect data on services to special populations as part of the plan development process. Survey respondents indicated that the following populations were most in need of SCSEP services:

- Disabled Individuals - Projects are working with vocational rehabilitation to enroll and place disabled individuals.
- Veterans - There is a significant veteran population in some areas. Projects work

with Veteran Affairs, local Veteran Centers, and the Michigan Veterans Foundation

- The “Elderly” - The older segment of the SCSEP-eligible population and those with chronic illnesses
- Others – Displaced Homemakers, widows, non-English speakers, and low literacy applicants.

Similarly, a review was conducted of a recent summary of WDB strategic plans. Emerging trends include identifying strategies to address an aging population. A large number of boards identified this as a “most prominent emerging trend.” The current three-year WIA state plan was reviewed, as well as the minimum standards for one-stop centers, which provide for information and referral services only to SCSEP.

### **b. Rural and Urban Populations**

The 2000 Census provides population figures on individuals residing in rural areas. Analysis on census-designated rural populations indicates that one-quarter of the state’s residents reside in rural areas. Michigan defines rural as areas not designated as metropolitan statistical areas, as designated by the Census Bureau. Rural also includes segments of metropolitan counties that have been assigned a Rural Urban Commuting Area (RUCA) code between four and ten.

Based on the EDR distribution of SCSEP positions, Michigan projects allocate 25.3 percent of all positions (482 positions) to counties where 50 percent or more residents reside in census-designated rural areas. If the percentage of all persons in Michigan residing in rural areas (25.3 percent) is applied to the total number of EDR allocated positions for 2007-08 (1906 positions), a baseline of 482 positions should be located in rural areas. Currently, Michigan is meeting this baseline.

In 13 of the 28 counties in the state where 10 percent or more of the fifty-five and older population is below poverty, more than 80 percent of county residents reside in rural areas. Michigan SCSEP projects allocate 133 positions to these areas (7 percent of all positions in PY 2007-08). Residents in these counties make up only 3.6 percent of the state’s fifty-five and older population. More detailed information on rurality in Michigan is attached in Appendix VI.

A proxy measure of services to non-rural individuals was developed from census data and the location of SCSEP positions across counties in the state. Based on the 2007-08 EDR, Michigan projects allocate 63.48 percent of all program positions (1210 positions) to counties where less than one-third of residents reside in census-designated rural areas. If the percentage of non-rural persons in counties where two-thirds or more county residents reside in non-rural areas is applied to the total number of EDR positions for 2007-08, a baseline of 1199 positions should be located in these “urban” counties. Currently, Michigan is exceeding this baseline by 11 positions.

In Wayne County, where 99.3 percent of all residents are urban and 13.1 percent of the fifty-five and over population is below the federal poverty level (FPL), SCSEP projects allocate 565 positions (29.6 percent of all positions in 2007-08). This level of service reflects the high concentration of SCSEP-eligible individuals in Wayne County.

### **c. Specific Population Groups**

**State Plans must provide information about the relative distribution of those eligible individuals who must be afforded priority for services as provided at OAA sec. 518(b). All grantees operating within the state should describe the recruitment and selection techniques they are currently utilizing in developing this section.**

All SCSEP state subgrantees and national sponsors are responsible for developing targeting strategies for the following special populations groups:

- (1) A person 65 year of age or older; or a person with one of the following
  - (a) Have a disability
  - (b) Have limited English proficiency or low literacy skills
  - (c) Reside in rural area
  - (d) Area veterans or spouses of veterans who meet the requirements of the Jobs for Veterans Act
  - (e) Have low employment prospects
  - (f) Have failed to find employment after utilizing services provided under Title I of WIA; or
  - (g) Are homeless or at risk for homelessness

In addition to targeting the above referenced priority populations, the following relative distribution of eligible individuals must also be targeted for SCSEP services:

- 1. Persons with greatest economic need:** Those persons at or below the poverty level established by the Department of Health and Human Services and approved by the Office of Management and Budget;
- 2. Minority population:** This population would include American Indian or Alaskan Native, Asians, Black or African Americans, Hispanic or Latino Americans, and Native Hawaiian or Other Asian Pacific Islanders
- 3. Persons in greatest social need:** The need caused by non-economic factors, which include: persons with physical and mental disabilities; language barriers; and cultural, social, or geographic isolation, including isolation brought about by racial or ethnic status that restricts the ability of an individual to perform normal daily tasks, or threatens the capacity of an individual to live independently.

In general, all OAA services, including SCSEP, target special populations. Pursuant to Section 307(a)(8) of the OAA and Federal Register Section 1321.17(8), "Outreach efforts shall place special emphasis on reaching older individuals with the greatest

economic or social needs with particular attention to low-income, minority individuals." OSA utilizes a variety of data sources, including figures from the U.S Census Bureau and the Michigan Aging Information System, to assure adequate service levels to special populations.

Demographic data on service recipients is compiled for the SCSEP QPR and the OAA title III services report (i.e., National Aging Program Information System - State Program Report [NAPIS SPR]). According to the 2007 NAPIS SPR and the most recently completed SCSEP program year data, Michigan served significant percentages of minority persons in OAA Title III and Title V (SCSEP) services. Table 3 provides an overview of the demographic distribution of Michigan's 60+ population, and service levels for OAA title III and SCSEP services.

Table 3. 2007 Older Americans Act Service Title III & V (SCSEP) Data

Population Characteristics	Michigan* 60+ Population	% Michigan 60+ Population	FY2007 OAA Title III Services (Total Clients Served)**	Title V / SCSEP Participants (2006- 07)
Total 60+ Population	1,596,162	100%	125,798	Total Authorized SCSEP Positions: 1975
White, Non-Hispanic	1,400,703	88%	108,216	57%
African American	160,741	10%	14,612	41%
Hispanic	18,653	1.2%	1,618	3%
Asian/Pacific Islander	12,298	0.8%	1,033	1%
American Indian/Alaskan	4,658	0.3%	701	2%
Low-Income (Age 65+)	96,116	8%	26,239	76%
Rural	427,733	27%	64,374	Not available for PY 2006

\*Source: 2000 U.S. Census

\*\*Client race/ethnicity data is based on registered clients with reported race/ethnicity. Under federal reporting requirements, clients may choose not to indicate race during service registration. Of 129,969 registered clients in 2007, a total of 118,263 provided race/ethnicity information.

### **Greatest Economic Need**

Figures from the 2000 Census indicate that 8.7 percent of persons 55 years of age and older in Michigan were below the Federal Poverty Level (FPL). QPR data on Michigan SCSEP participants for program 2006-07 suggest that a large number are at or below FPL and considered at "greatest economic need." In the most recently completed program year (2006-07) more than 76 percent of SCSEP participants were at or below FPL. This percentage is much larger than the percentage of SCSEP-eligible persons below FPL in Michigan. This is significant in light of SCSEP criteria that limit eligibility to those at or below 125 percent of FPL. Of the 28 counties in the state (33.7 percent of all counties) where 10 percent or more of residents fifty-five and older are below FPL, SCSEP projects allocated 841 positions in 2007-2008, or 44.1% of the total positions allocated.

Table 4 provides figures on the distribution of SCSEP participants at or below FPL for program years 2003 to 2006. Information on persons fifty-five and older with income

below FPL for all Michigan counties is included in Appendix VI.

Table 4. Michigan SCSEP Participants at or below Federal Poverty ( PY 2003 – 2006)

SCSEP Participants	2003-04	2004-05	2005-06	2006-2007
Percentage at or below Federal Poverty Level	77.2%	75.0%	74%	76%

Source: SCSEP Michigan Quarterly Progress Reports

SCSEP national sponsors and state subgrantees operating in Michigan were asked to describe efforts underway to increase participation by economically disadvantaged individuals. A summary of survey responses is shown in Table 5.

Table 5. SCSEP Strategies to Attract/Serve to Low-Income Participants

<ul style="list-style-type: none"> <li>▪ Posters and information distributed at commodity distributions sites, energy assistance locations, and pharmacies. Information has been placed at churches, grocery stores, and Laundromats, etc. Special recruitment effort has been given to canvassing lower income communities.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Collaboration with the Department of Human Services staff. Collaboration with Wayne County One-Stop operators and partners by providing SCSEP flyers and pamphlets. Outreach to senior centers, and senior subsidized housing by providing program information. Outreach to faith-based organizations, meetings and discussions with clergy about what SCSEP can offer seniors and communities.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Recruit participants at churches, senior centers, subsidized housing, and One-Stops. Presentations made to minority groups, clubs and community meetings. Posters and flyers distributed to libraries, Laundromats and grocery stores.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Low-income participants targeted in marketing efforts by indicating in human interest stories, work initiatives and publicity that the program serves individuals at or below the poverty level.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Increase marketing in areas where most in need are served</li> </ul>
<ul style="list-style-type: none"> <li>▪ Adds in local newspapers, employment bulletin boards, information at local Senior Expos</li> </ul>

Source: State Coordination Plan Survey – February 2008

## Minorities

Participation rates for minorities are an important measure of services to special populations. OSA and national SCSEP sponsors compile demographic data on program participants on a quarterly basis. Data from 2006-07 indicates that minority individuals make up nearly 44 percent of SCSEP participants. This compares with the total sixty and older population in Michigan of which 12.3 percent are minorities. This suggests that SCSEP serves a higher percentage of minority individuals than the percentage of minorities in the overall SCSEP target population. Table 6 provides a breakdown of minority participation in Michigan SCSEP projects from PY 2003 to 2006.

Table 6. Minority SCSEP Participation - Program Years 2003 – 2006

Participant Race / Ethnicity	2003-04	2004-05	2005-06	2006-07
White (Non-Hispanic)	65.1 %	56%	56%	57%
African American	30.8%	40%	41%	41%
Hispanic	2.4%	2%	3%	3%
American Indian / Native Alaskan	0.8%	1%	2%	2%
Asian/Pacific Islander	0.8%	1%	1%	1%
Total Percentage Minority Participants:	34.8 %	44%	47%	47%

Source: State Coordination Plan Survey - February 2008; SPARQ Quarterly Progress Reports

A review of SCSEP QPR data and survey responses from Michigan program sponsors indicates that while a significant number of participants are minorities, projects continue

to employ strategies to ensure minority participation. Examples include the following:

- Using posters, flyers, newspaper and radio advertisements, and faith-based publications to market the program to minority individuals
- Utilizing bilingual case managers to conduct outreach in the Hispanic community
- Coordinating program outreach with a cultural/ethnic/religious community centers to increase participation of low-income seniors that visit the centers

### **Greatest Social Need**

Below in Table 7 you will find data on percentages of individuals served with the greatest social need. This information became available during PY 2004 with implementation of the new QPR system.

Table 7. Greatest Social Need

Need Factor	PY 2004-05	PY 2005-06	PY 2006-07
Physical and/or mental disabilities	15%	19%	16%
Veterans	13%	15%	12%
Language barriers	2%	1%	1%
Cultural/ethnic/ social isolation	9%	10%	13%
Income at or below poverty level	75%	74%	76%
Poor employment history	44%	45%	50%

According to survey data collected from SCSEP national sponsors and state subgrantees in February 2008, the following non-economic, social need factors were most frequently cited as those that impact the SCSEP-eligible population.

Table 8. Non-Economic Social Need Factors

Need Factor	Rank
Physical and/or mental disabilities	1
Cultural/ethnic/ social isolation	2
Geographic isolation	3
Language barriers	4

Source: State Coordination Plan Survey – February 2008

Another issue for consideration in terms of the effectiveness of service delivery to special populations, is the percentage of SCSEP participants that identify themselves as disabled. According to SCSEP QPR data for the most recently completed program year (2006-07), 16 percent of participants in Michigan indicated that they were disabled. SCSEP services to disabled individuals can be viewed against 2000 Census figures for Michigan that indicates that 9.9 percent of disabled individuals between the ages of twenty-one and sixty-four are employed.

An additional factor to be considered when planning service delivery to meet the needs of the disabled is data from the census that show that individuals with a census-defined disability make up approximately 42.3 percent of the state's sixty-five and older population. This figure rises to 54.4 percent for individuals seventy-five and older. This trend highlights the importance of ensuring the accessibility of SCSEP to the disabled since 61 percent of participants in 2006 were over the age of sixty-five and 20 percent were over the age of seventy-five. Other factors indicating social need include racial and ethnic factors, language barriers, and social barriers. Data on race and ethnicity for the SCSEP-eligible population in Michigan are included in Table 6. These figures show that minorities participate in SCSEP at higher levels than their percentage in the state's older population as a whole.

In terms of language barriers, according to the U.S. Census 1.5 percent of persons forty-five and older in Michigan households that speak a language other than English are considered to be isolated due to language. This suggests that SCSEP should serve at least thirty individuals who are identified as isolated due to a language barrier (i.e., 1.5 percent of 1994 positions in 2006-07). As of the June 30, 2007 SCSEP data collection report, 1% of OSA sub-project participants served were individuals classified as limited English proficiency. If national grantees operating in Michigan were serving limited English speakers similarly, this suggests that Michigan is on target to utilize at least 1.5% of its positions with limited English proficiency individuals. Previously, language barrier data was not required for SCSEP reporting purposes.

Based on the survey responses summarized in Table 8, SCSEP state subgrantees and national sponsors identified geographic and linguistic barriers as the third and fourth most frequently cited non-economic, social need factors behind disability and cultural/ethnic/social isolation.

### **Services to Veterans**

Data for program years 2004 to 2006 indicate that veterans comprised on average 13.3 percent of all program participants in each of the last three program years. This can be viewed in light of census figures that indicate that 12.4 percent of the eighteen and older population in Michigan are veterans. Table 9 shows data on participation by veterans since program year 2004.

Table 9. Michigan SCSEP Service to Veterans (2004 – 2006)

SCSEP Participants*	PY 2004-05	PY 2005-06	PY 2006-07
Percentage of Participants who are Veterans	13%	15%	12%

Source: SCSEP Michigan Quarterly SPARQ Reports

## **Section 5. Supporting Employment Opportunities for Participants**

In order to support employment opportunities for participants in the SCSEP, the long term regional and local labor market must be analyzed. For example, according to labor market statistics from the MDLEG, the employment picture in Michigan is expected to

improve over the next 6 years despite the continuing drag from the manufacturing sector. Total employment is expected to rise from 4.7 million in 2004 to nearly 5.1 million in 2014. This is slightly more than half the growth the state enjoyed during 1990-2000. Michigan's population is also expected to increase by nearly 4 percent during the 2004-2014. Job growth is projected in all industry sectors except for manufacturing and natural resource mining. Virtually all of Michigan's job growth is expected in service producing industries such as professional and business services, education and health services, and leisure and hospitality. The increase in service producing industries such as health care and leisure and hospitality will provide opportunities for participants to begin job preparation in these fields. Targeted jobs for participants should enable them to become self-sufficient in positions for which they would not have otherwise had without the skill training provided by the program.

To prepare participants for employment opportunities in high growth industries, a number of strategies will need to be implemented, such as the development of a 21<sup>st</sup> century skills set. The 21<sup>st</sup> century job market will require participants to develop skills that can be matched to the appropriate job vacancies. To obtain such skills, they must be developed through training that is tailored for the needs of that participant and provided either through their host agency assignment or other outside training entity. The skill set development must be an extension of the participant's employment goals as outlined in the participant's Individual Employment Plan (IEP). A survey of SCSEP state subgrantees and national sponsors provided information on the training assignments of participants as well as the skill sets present. Table 10 provides a profile of subsidized placement opportunities for participants in the SCSEP for 2006-07.

Table 10. SCSEP Subsidized Placements PY 2006-07

Services to the General Community	% 2006-07 Placements	Services to the Elderly Community	% 2006-07 Placements
Education	7.0%	Project Administration	4.0%
Health & Hospitals	9.0%	Health & Home Care	7.0%
Housing Rehabilitation	5.0%	Housing Rehabilitation	5.0%
Employment Assistance	7.0%	Employment Assistance	7.0%
Recreation / Parks & Forests	4.0%	Recreation / Senior Centers	10.0%
Environmental Quality	1.0%	Nutrition Programs	9.0%
Public Works	4.0%	Transportation	6.0%
Social Services	10.0%	Outreach / Referral	5.0%
Other	0%	Other	0%

Source: State Coordination Plan Survey February 2008

In addition to subsidized placement, SCSEP regulations afford participants the opportunity for an On-the-Job- Experience (OJE) training experience with local employer.

As outlined in Older Worker Bulletin (OWB) 04-04, a participant's OJE must be consistent with their unsubsidized employment goals, and:

- Provide SCSEP participants with career training and placement opportunities with private businesses;
- Facilitate the achievement of economic self-sufficiency for participants; and
- Provides SCSEP projects with opportunities to initiate/enhance relationships with the private sector, collaborate with the one-stops, meet or exceed performance standards, and broaden the options available to SCSEP participants.

In a survey of SCSEP national sponsor and state subgrantees, Fifty percent of survey respondents indicated that their SCSEP sub-projects utilized OJE projects during PY 2007 as a way to transition enrollees to unsubsidized employment.

Table 11. Utilization of OJE in Michigan, PY 2007

Do your SCSEP projects utilize OJE?	Yes	No
Percentage	50%	50%

Source: State Coordination Plan Survey – February 2008

The success of the SCSEP in transitioning participants from subsidized training assignments to private employment hinges in large part on developing and enhancing employment skills that are in demand in high growth industries and occupations. Table 12 identifies the employment skills that were most frequently reported as present in the 2007-08 Michigan SCSEP population.

Table 12. Job Skills Present in 2007-08 Michigan SCSEP Population

Skill Area	Rank
Custodial/ Home Repair	5
Food Services	3
Receptionist	4 (tie)
Basic Clerical	1
Administrative/Program Assistant	2 (tie)
Customer Service	2 (tie)
Companions	4 (tie)
Library/Teachers/Tutors	8 (tie)
Child Care	7
Secretary	3
Transportation	9
Health Aides	6
Security	8 (tie)
Computer/Information Technology	10

Source: State Coordination Plan Survey – February 2008

Employment skills that are either present or are being developed in the SCSEP

population can be view against recent employment and wage estimates, and forecasts of the occupations that will be in demand in Michigan in the next few years.

Table 13 identifies the job training provided to 2007-08 SCSEP participants.

Additionally, Table 14 provides employment and wage estimates, and Table 15 lists occupations with strong projected job growth and favorable employment levels.

Table 13. Training & Skill Development Provided to 2007-08 Michigan SCSEP Participants

Skill Area	Rank
Basic Clerical	1
Secretary	7
Receptionist	2
Custodial/Home Repair	4 (tie)
Administrative/Program Assistant	8
Library/Teachers/Tutors	10 (tie)
Food Services	5
Customer Service	3
Health Aides	9
Food Service	4 (tie)
Security	11 (tie)
Companions	6
Child Care	10 (tie)
Transportation	11 (tie)
Computer/Information Technology	12

Source: 2008 State Coordination Plan Survey – February 2008

Table 14. State of Michigan Annual Average Employment & Wage Estimates for 2006

Occupational Title	Employment	Average Hourly Wage (Estimate)	Occupational Title	Employment	Average Hourly Wage (Estimate)
Sales & Related Occupations	448,050	\$15.99	Management Occupations	175,640	\$44.09
Installation, Maintenance, & Repair Occupations	173,840	\$20.95	Architecture & Engineering Occupations	134,900	\$33.28
Personal Care & Service Occupations	96,730	\$11.33	Food Preparation & Servicing Related Occupations	362,740	\$8.68
Protective Service Occupations	82,100	\$18.54	Healthcare Support Occupations	124,550	\$12.39
Production Occupations	462,350	\$17.46	Building & Grounds Cleaning & Maintenance Occupations	134,880	\$11.82
Transportation & Material Moving Occupations	295,220	\$15.61	Computer & Mathematical Occupations	94,090	\$31.10
Education, Training, & Library Occupations	261,730	\$24.16	Arts, Design, Entertainment, Sports, & Media Occupations	53,150	\$22.33
Healthcare Practitioners & Technical Occupations	233,860	\$30.87	Community & Social Services Occupations	51,700	\$20.60
Farming, Fishing, & Forestry Occupations	5,770	\$12.02	Life, Physical, & Social Sciences Occupations	32,660	\$27.72
Business & Financial Operations Occupations	197,100	\$30.50	Legal Occupations	22,970	\$42.47

Construction & Extraction Occupations	162,550	\$21.52	Office & Administrative Support Occupations	687,690	\$15.00
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Source: Michigan Department of Labor & Economic Growth, Bureau of Labor Market Information & Strategic Initiatives

Table 15. Key Demand Occupations – 2012- Michigan

Occupation	Growth	Openings	Occupation	Growth	Openings
Computer Systems Analysts	31.5%	5,450	Computer Support Specialists	90.3%	1113
Computer Software Engineers, Applications	100.8%	954	Mechanical Engineers	19.6%	604
Engineer / Nat Science / Computer / Information System Mgrs	35.7%	701	Electrical & Electronics Engineers	30.5%	443
General Managers & Executives	11.7%	2814	Advertising / Marketing / Promotions / Sales Mgrs	17.6%	491
Computer Programmers	18.8%	1052	Designers, Exterior / Interior	19.4%	626

Source: Michigan Department of Labor & Economic Growth, Bureau of Labor Market Information & Strategic Initiatives

In light of the projected job growth for specific occupations in Michigan, as well as feedback we have received from the SCSEP national sponsors and state subgrantees, OSA proposes to target the following high growth industries over the next four years to support employment opportunities for participants: Health and Hospital, Retail, and Leisure and Hospitality. Targeting of these industries will be accomplished through a strategic outreach approach for state subgrantees and national sponsors to follow.

**Health and Hospitals-**Michigan currently is experiencing a shortage of health care workers state wide. Besides health care workers, health systems are also in great need of experienced and reliable employees to fill vacancies in departments such as housekeeping, maintenance, gift shops, hospitality, and food service. In order to support participants in potential employment opportunities, participants will be quickly identified at enrollment as to their skill set or potential skill set which could be developed through community service assignment training. Participants will then be thoroughly assessed for additional skills that would match up in an assignment where they could begin to develop the necessary skills for placement within the healthcare industry. Because of the growing information age, all participants will be screened for computer literacy at intake. Once participant needs have been identified such as computer training, participants will be referred to the appropriate training source. Such training may include but not be limited to lectures, seminars, classroom instruction, individual instruction, or online instruction. Participant Individual Employment Plans (IEPs) will have goals and objectives with timeframes for achievement. All participants will be assigned to host agencies which will enhance the necessary skills. Should it be necessary, participants will be rotated to other host agencies to ensure they have been afforded the opportunity to achieve the necessary skills as deemed in their IEP.

**Retail-** Based on survey results, a large number of SCSEP participants already have a number of skills which could be utilized in the retail industry if allowed to fully develop. For example, many participants who are enrolled in SCSEP are able to perform basic duties which align with the necessary skills to be developed for the retail industry. In order to target participants for placement in the retail industry, they will be screened at

enrollment for the necessary skills to be utilized in the retail industry. A thorough assessment will then be conducted to determine which skills are to be developed during enrollment in the SCSEP. Upon assessment, an IEP will then be developed based on the results of the participants assignment. The participant will then be assigned to a host agency where the necessary skill sets can be developed. The participants IEP will have goals and objectives with achievable timeframes for skill set attainment. Should it be necessary, participants will be rotated to another host agency to ensure they receive the necessary training which will prepare them for employment.

**Leisure and Hospitality**-Michigan provides numerous opportunities for potential job seekers in the area of leisure and hospitality thanks to the beautiful great lakes which are a jewel to Michigan's economy. To prepare potential participants for this industry, they will be thoroughly screened and then assessed at enrollment for the necessary skill sets. Once assessed a participant will then have an IEP developed based on the results of the assessment including skill sets to be developed. The IEP will then be developed based upon the results of the assessment. The IEP will have goals and objectives with achievable timeframes for participants to develop their employability skills as they prepare for unsubsidized employment. The IEP, where appropriate, may include additional training to ensure development of participants skill sets which match the needs of the leisure and hospitality industry. Where appropriate, participants will be rotated to new host agencies to ensure for the development of the appropriate skills for transitioning to unsubsidized employment.

**Male participants**-In addition to placing participants in high growth industry jobs, OSA is also proposing to increase enrollment of male participants in the SCSEP. Historically, over 75% of program participants have been women. OSA intends to work with SCSEP state subgrantees and national sponsors to increase outreach to agencies which traditionally serve males such as veteran's organizations, OSA has identified a number of potential opportunities for male participants to receiving training with potential employers such as Lowe's, Home Depot, or Menards. OSA feels that the development of OJE's with those employers would be a first step for increasing male participation rates in the SCSEP.

**Computer skill sets**-In order to support employment opportunities for participants in the high growth industries, all participants must have the necessary skills developed for those positions. One such skill is computer training. With the onset of the internet, many employers now only allow applicants to apply for jobs online. Additionally, because of the ever changing global economy, the majority of 21<sup>st</sup> century jobs will require specialized computer knowledge. OSA proposed to work with SCSEP state subgrantees and national sponsors on specialized computer training for all participants in the SCSEP to ensure that they receive the appropriate supports prior to unsubsidized placement. Feedback obtained from the state plan survey as well as during the state plan meeting with national sponsors and state subgrantees, also identified specialized computer training as a necessary 21<sup>st</sup> century workforce development skill. In order to prepare participants for these opportunities, partnerships will need to be developed. For example, local Michigan Works! service centers, community colleges, libraries,. Also,

other services offered at the MWSC such as Core and Intensive Services available at the MWSC will also be explored. OSA will encourage SCSEP national sponsor and state subgrantees to target some type of computer training for all participants since most applications for employment are online and the majority of 21<sup>st</sup> century jobs do require some type of computer training. Again, most MWSC will a resource to determine what training would be available for the seniors. In order to reinforce computer literacy, OSA will encourage SCSEP state subgrantees and national sponsors to require some type of goal and objective related to computer literacy in a participants IEP.

**Transportation**-A second area OSA has identified as one necessary to support participant's employment opportunities is access to transportation. Feedback from the state plan survey as well as information provided during the state plan meeting of state subgrantees and national sponsors identified transportation as a necessary support for a participant's job training experience and opportunity for unsubsidized employment. Without transportation, participants will be unable to complete their training assignment, and ultimately limit their opportunities for becoming economically self-sufficient. To address this issue, OSA proposes to explore possible of ways of leverage resources to support participants during their employment experiences. For example, all AAA's who serve seniors have a resource inventory for all transportation resources in their community. OSA will encourage all state subgrantees to work with their AAA on how best to serve seniors with transportation needs. Additionally, co-enrollment of participants in the Michigan Works! WIA program could also assist with transportation resources for those in need. OSA will encourage SCSEP state subgrantees and national sponsors to work with their local senior centers, faith based organizations, community action agencies, department of human services agencies, and local transit authorities to develop strategies to address any gaps in services.

**Coordinated referral system**-A third area identified as one necessary for the provision of support to bolster participants employment opportunities is a coordinated referral system for other resources such as housing, food, medical, and counseling. Many participants are on limited incomes and may need assistance with supportive services to become economically self-sufficient. OSA proposes to work with SCSEP state subgrantees and national sponsors to support a coordinated referral system, such as the development of a resource guide by county of availability of services. For example, many resource guides are currently available by county through local DHS offices, Community Action Agencies, or United Way. OSA proposes to work with the necessary partners to ensure resources guides are available for participants. Additionally, through the efforts of the Governors Office of Community and Faith-Based Initiatives, OSA also proposes to encourage SCSEP state subgrantees and national sponsors grantees to work with their local faith based organizations. In response to the needs of citizens to further the development of workforce strategies involving the faith based community, the MDLEG has partnered with US DoL to launch the SHARE Network in Michigan. The SHARE Network is a website (<http://www.michign.gov/sharenetwork>) which features a resource directory of services offered by faith-based and community organizations, government agencies, and other non-profit organizations, and is designed to enhance

access to workforce development services. Through the SHARE network, customers can do the following: 1) link to a service providers information including address, hours of operation, a list of services they offer, as well as a point of contact; 2) search by county, location, service, and /or by service provider; 3) create an online referral; and/or 4) print a map to the service provider. OSA proposes to coordinate the development of a senior resource guide with the SHARED Network initiative, including the ability to place a link on the OSA website to the SHARED Network website.

**Host Agency assignment training-**The fourth area for supporting participant's employment opportunities to ensure they receive the appropriate support during their host agency assignment training, are host agencies that can provide participants with the necessary training. For this to occur, SCSEP state subgrantees and national sponsors must have a diverse group of agencies who can provide participants with the necessary training in preparation for unsubsidized employment. Host agencies must also reinforce the participants need to actively job search. This entails understanding the local job market in their community. OSA will encourage SCSEP state subgrantees and national sponsors to work with participants in order for them to be actively engaged in finding their own employment. Part of this process will be for them to contact employers, fill out job applications, and interview for positions. Outreach to employers in key demand occupations must occur if participant unsubsidized employment opportunities are to increase. The campaign will begin at the local level. OSA will request assistance from the MDLEG's new Bureau of Workforce Transformation to assist with this process. OSA will seek assistance with outreach to potential employers, identification of employment opportunities, and linkages to community colleges and Michigan Works! Agencies for appropriate training as necessary.

### **Section 6. Increasing Participant Placement in Unsubsidized Employment and Employer Outreach**

To increase participant placements in unsubsidized employment and Employer Outreach, a number of strategies will need to be implemented. For example, participants must have developed skills for the 21<sup>st</sup> century that employers are seeking. Employers must be educated on the availability of reliable and dependable seniors who have received training through the SCSEP and can be hired as necessary. The first step in this process will be the development of an employer outreach campaign at the local level. For this to occur, SCSEP state subgrantees and national sponsors must know their employer market. OSA proposes to partner with the MDLEG's new Bureau of Workforce Transformation to assist with this. The campaign would have a three tiered approach: 1) obtain demographic information on the local labor market, who are the employers in the community, what are their needs, and how the SCSEP can assist them with meeting those needs; 2) presentations to local business organizations, providing information on the SCSEP and how it can meet the needs of employers; 3) Development of OJE contracts with employers if they are for profit, or if non-profit host agency agreements. An employer outreach campaign is essential to marketing the assets the mature worker can bring to the organization. OSA will also encourage SCSEP state subgrantees and national sponsors to partner with their local Michigan

Works! agencies on campaigns and resources as necessary which will ultimately assist local employers with finding reliable talent for their organization and participants will find unsubsidized employment. The ultimate goal will be to have employers come to the SCSEP to help fill their job vacancies. Again, as was mentioned previously, all SCSEP national sponsors and state subgrantees must know their local employer market and employers must be made aware of the talent that SCSEP participants can bring to an organization.

Another resource to support an employer outreach campaign is the senior friendly employers list AARP publishes each year. The AARP senior friendly employers list is comprised of a group of employers who are dedicated to hiring the experienced reliable mature worker. OSA will encourage SCSEP state subgrantees and national sponsors to target employers on this list.

Again as has been mentioned previously, employer outreach will mainly target the high growth industries of health care, retail, and leisure and hospitality. However, where appropriate, OSA will encourage SCSEP state subgrantee and national sponsors to work with those employers identified by the participants whom they would like to target for employment. Again, having the participant actively involved in this process will be critical.

To ensure the state and national sponsors increase participant placement in unemployment and improve employer outreach there a logic model will be used with benchmark to assess whether our strategy will show improvement in performance measures over the next four years. Four example OSA will request status updates on this information from state subgrantees and national sponsors. Additionally, we will be reviewing QPR's to assess entered employment rates as well as retention rates for participants in Michigan.

**Performance Goals-**To ensure the state grantee meets it negotiated performance goal, OSA proposes to develop the following strategy: 1) ongoing assessment of subgrantee performance through review of management reports and QPR's in the SPARQ system, 2) continuous assessment of the status of statewide participant placements for successes and failures 3) continuous assessment of statewide participant retention in employment; 4) continuous assessment of statewide participant average earnings. To accomplish this strategy, OSA will work with SCSEP state subgrantees to ensure they are utilizing the SPARQ management reports as necessary, including assessing the flow of their participants into and out of the program, as well as the success or failures of participants in their placements. OSA intends to provide training as necessary to SCSEP state subgrantees to ensure they are able to access SPARQ and utilize management reports as necessary. SCSEP state subgrantees who are underperformers, will receive compliance reviews and technical assistance monitoring in order to improve their performance. SCSEP state subgrantees that have been identified as underperformers will also be required to submit corrective action plans as necessary.

## **Section 7 Community Service Needs**

**The State Plan must identify the localities and populations for which community service projects of the type authorized by SCSEP are most needed.**

The term "community service" means social, health, welfare, and educational services (including literacy tutoring), legal and other counseling services, and library, recreational, conservation, maintenance, or restoration of natural resources; community betterment or beautification; antipollution and environmental quality efforts; weatherization activities; economic development; and other services essential and necessary to the community as the State may determine.

A survey of SCSEP national sponsors and state subgrantees identified a number of areas as those most in need service projects and the areas they serve. Table 16 provides percentages for those service projects.

Table 16. Community Service Needs

Services to General Community:	Percent	Services to Elder Community	Percent
Education	75%	Health or Home Care	70%
Social Service	100%	Recreation/Senior Centers	100%
Employment Assistance	75%	Employment Assistance	70%
Health and Hospitals	90%	Outreach and Referral	50%
Recreation/Parks & Recreation	40%	Project Administration	70%
Housing/Home Rehabilitation	50%	Housing/Home Rehabilitation	50%
Environmental Quality	10%	Nutrition Programs	90%
Public Works	40%	Transportation	60%

Source: State Coordination Plan Survey – February 2008

SCSEP participants assigned to community service agencies are an important support to the network of agencies that address community service needs. A review of the current distribution of community service assignments noted in Table 10 suggest that these agencies serve a wide variety of the areas identified as community needs in Table 16. As national sponsors and state subgrantees assess areas of community service needs, Table 16 will be a source of information to consider when allocating positions to community host agencies.

## **Section 8 Coordination with Other Programs, Initiatives, and Entities**

**The State Plan must describe overall goals and strategies for coordinating the SCSEP activities with other entities**

To continue to grow and develop the SCSEP in Michigan, OSA proposes to begin coordinated meetings with national sponsor and state subgrantees of the SCSEP. This will assist with identifying best practices for serving participants, coordination of resources, and make for a coordinated referral system across all grantees.

Additionally, OSA intends to continue to participate in a number of meetings and committees which impact the mature job seeker. For example, OSA administration and

the SCSEP Program Manager will continue to be actively involved in Council for Labor and Economic Development's (CLEG) quarterly meetings. The CLEG is the state level WIB. OSA has been participating in two committees of the CLEG, and has been actively involved these committees. OSA has partnered with DLEG on a number of issues related to serving the Older Worker. OSA proposes to continue these partnerships through future presentations at Michigan Works Association meetings or conferences. The Michigan Works Association is an organization which represents the 25 Local Workforce Investment Boards (LWIBs) that operate over 100 One-Stops in Michigan. In the past OSA has been a panel presenter along with staff from DLEG at the annual Michigan Works Association Conference. OSA has also partnered with DLEG, Macomb Community College, and AARP in the development of a day long forum targeting services to the mature worker. DLEG has identified several areas of common interest on which OSA and DLEG can coordinate efforts and will be pursuing those opportunities in the near future.

The Director of the Michigan Department of Community Health, Janet Olszewski, was appointed to the CLEG to represent SCSEP and older workers. OSA will be inviting Director Olszewski to attend and participate in all SCSEP and older worker events that OSA sponsors to facilitate communication and representation of SCSEP and Older Worker issues to the CLEG. OSA has also had MDLEG/Bureau of Workforce Development staff speak on a variety of topics during quarterly meetings with state subgrantees and will continue this in the future.

It is the intent of OSA that area agencies on aging will continue to collaborate with local workforce investment boards (LWIBs) and One-Stop Service Centers to assure that the needs of older persons are represented. Locally, OSA will continue to urge state subgrantees and national program sponsors of SCSEP to attend their relevant LWIB meetings as well as to pursue membership on the LWIBs. OSA will advocate for the use of TEN 16-04, Protocol for Serving Older Workers to be implemented as standard operating procedures in Michigan. Two SCSEP state sub-grantees operate One-Stops in Michigan and administer WIA programs. Three OSA sub-grantees also administer WIA Adult Worker grants. Additionally, several national grantees' local project offices are housed at One-Stops.

Pursuing opportunities to place SCSEP participants at One-Stops Service Centers through host agency assignments will also be strongly encouraged. OSA envisions that the utilization of One-Stops Service Centers as host agencies is a critical component of the successful operation of a SCSEP project at the local level. Not only will the assignment benefit the participant assigned to the One-Stop Service Center, but the participant will provide a vital link to other SCSEP participants who access core services provided at the One Stop Service Centers in their search for unsubsidized employment. Additionally, OSA feels that trained SCSEP participants can often provide added on service to older job seekers who enter One-Stop Service Centers searching for employment.

At the local level, SCSEP state subgrantees have established a multitude of cooperative

and collaborative relationships with human service provider agencies. Linkages have been developed with community action agencies, One-Stop Service Centers, vocational rehabilitation offices, LWIBs, county multi-purpose human services collaborative bodies, and county councils or commissions on aging. OSA will continue to encourage the development of such relationships.

OSA also requires all subgrantees, as a part of their annual grant application, to describe their involvement with LWIBs and One-Stop Service Centers. Examples of current coordination efforts by OSA subgrantees include:

Table 17. OSA-WIA Coordination Efforts

▪ Presentation to LWIB to introduce TEN 16-04, Protocol for Servicing Older Workers.
▪ Assigning SCSEP enrollees to one-stop service centers to provide assistance to older job seekers
▪ Contract agreements to provide training services for WIA participants
▪ Memoranda of Understanding (MOUs) in place with one-stop service centers
▪ Referrals to WIA one-stops and vice-versa depending on the employment assistance needed by the job seeker
▪ SCSEP staff participates with workforce board (WIB) in the region. SCSEP services are collocated at one-stops centers
▪ SCSEP staff are participating members of the One-Stop Service Center Advisory Committee
▪ SCSEP program utilizes dual enrollments with WIA.

Source: OSA state subgrantee applications – June 2007

SCSEP national sponsor and state subgrantees operating in the state were surveyed regarding WIA, and were asked to describe overall coordination with WIA, coordination with one-stop centers, and the number of MOUs in place with one-stop centers. Table 18 summarizes the level of coordination with WIA for SCSEP sponsors in Michigan.

Table 18. SCSEP Coordination with Workforce Investment Act Programs

Overall Coordination w/ WIA Programs:	% of Michigan SCSEP Sponsors
Close coordination with programs	33%
Some coordination with programs	42%
Little coordination between programs	25%
No coordination between programs	0%
Involvement w/ One-Stop Career Centers:	% of Michigan SCSEP Sponsors
Involved in most One-Stop Career Centers	55%
Involved in some One-Stop Career Centers	18%
Involved in very few One-Stop Career Centers	27%
Not involved in One-Stop Career Centers	0%
Development of Memoranda of Understanding (MOUs) with One-Stop Career Centers:	% of Michigan SCSEP Sponsors
MOUs w/ most One-Stop Career Centers	75%
MOUs w/ some One-Stop Career Centers	8%
MOUs w/ very few One-Stop Career Centers	8%
No MOUs w/ One-Stop Career Centers	8%

Source: State Coordination Plan Survey – February 2008

Survey respondents also submitted suggestions for better coordination with WIA, and provided examples of recent coordination efforts in their service areas. Survey responses are summarized in Table 19.

Table 19. SCSEP – WIA Coordination Strategies

Suggestions for better coordination with WIA:
<ul style="list-style-type: none"> <li>▪ Enforce responsibility of the WIA providers and One-Stops to create true two way relationships with SCSEP providers</li> </ul>
<ul style="list-style-type: none"> <li>▪ Placing more participants at One-Stops through host agency assignments</li> </ul>
<ul style="list-style-type: none"> <li>▪ More referrals of participants from One-Stops to SCSEP grantees are needed</li> </ul>
<ul style="list-style-type: none"> <li>▪ More of an emphasis in WIA on servicing older adults and balancing WIA goals with the employment goals of older adults (e.g., full-time employment as a WIA performance goals versus older adults wanting to work part-time)</li> </ul>
<ul style="list-style-type: none"> <li>▪ Provide more information needed on serving older adults</li> </ul>
Examples of current SCSEP efforts to coordinate with WIA:
<ul style="list-style-type: none"> <li>▪ On-going referrals to WIA programs for job search, including registering on the Talent Bank and core services</li> </ul>
<ul style="list-style-type: none"> <li>▪ On-going contact between SCSEP staff and WIA staff</li> </ul>
<ul style="list-style-type: none"> <li>▪ Co-located in several One-Stops</li> </ul>
<ul style="list-style-type: none"> <li>▪ Sharing SCSEP recruitment materials with local One-Stops</li> </ul>
<ul style="list-style-type: none"> <li>▪ Referrals from WIA to SCSEP, SCSEP presentations at WIA meetings, and presentations by WIA at local SCSEP meetings</li> </ul>

Source: State Coordination Plan Survey – February 2008

OSA requested that SCSEP state subgrantees and national sponsors provide detailed information regarding the status of MOU development between LWIBs and SCSEP Grantees, as directed by the USDoL in Training and Employment guidance Letter #26-04. Information submitted indicates that about 25 percent of the SCSEP state subgrantees and national sponsors have established MOU's with their respective LWIBs. Some MOUs that do exist are outdated and need to be modified.

Several different reasons were given as to why MOUs were not in place. Reasons ranged from not being aware of the requirement to consummate MOUs, non-cooperation on the part of LWIBs to negotiate an MOU. OSA will be working diligently with state subgrantees and national sponsor towards execution of MOU's to assist with coordination of services for participants over the next year. In addition to communicating with our subgrantees, OSA will facilitate the consummation of MOUs by advising both the Michigan Works! Association and the MDLEG of the situation. OSA will request these organizations assistance with communicating to the LWIBs the needed action and the prescribed time frame to resolve this issue.

### **Section 9. Avoidance of Disruptions in Service**

See plan section 4a for a discussion on position allocations in Michigan.

### **Section 10. Improvement of SCSEP Services**

**The Plan must describe the state's long-term strategy to improve SCSEP services, including planned future changes to the design of the program within the state, and planned changes in the utilization of SCSEP grantees and program**

**operators. In this section, grantees may also make recommendations to the Department as appropriate.**

1) To increase support for participants across all SCSEP grantees, Michigan will begin holding state wide meetings with all state subgrantee and national sponsors at least once per year. This will assist in the development of a coordinated referral system for participants, including the development of a support services guide for referral to needed services. It was identified in the state plan meeting that support services are critical for participants success in unsubsidized employment. Transportation was the most critical support service identified. Additionally, it was also identified in the state plan meeting that regional meetings must also be held between state subgrantees and the local national sponsors at least once per year. Because host agencies are limited to being a non profit, National sponsors and state subgrantees of the SCSEP feel that this will assist with developing a coordinated referral system for participants in the program as well as allow for closer monitoring of participants who may want to switch from program to program.

## 2) Multi-Year Program Funding

Current funding for SCSEP is based upon a program year that runs from July 1st through June 30th of the following year. Unlike OAA title III funding, SCSEP does not allow funds to be carried over from one program year to the next, unless a formal extension is approved. The inability to carry funds forward creates problems at year-end, as this is an arbitrary deadline in terms of employment activities. For example, organizations looking to enter into an On-The-Job Experience (OJE) or Work Experience (WE) contracts with the SCSEP do not recognize fiscal year demarcations. These organizations are looking to train an individual for a position to meet a business need. Multi-Year funding or an ability to carry-over some portion of the program year grant would allow SCSEP projects to enter into employment arrangements with prospective employers that are designed to meet the needs of the enrollee and the employer.

## 2) Standardized OJE Contract Forms

The OJE option under the federal OAA is a useful tool for enhancing the placement capabilities of SCSEP. This is especially true as states across the country implement the WIA. In order to facilitate partnerships between and among WIA programs and streamline services, thought should be given to creating boilerplate language for OJE and WE contracts for all WIA programs.

The boilerplate language could be enhanced and made more agency/program-specific, but all programs under WIA would have the basic minimums that should be included in all OJE/WE agreements. The boilerplate contract language should be based upon best practices of current SCSEP and other WIA programs that are successfully utilizing OJEs and other cooperative arrangements to provide employment assistance and job placement services.

### 3) Exclusion of SCSEP income in federally funded public assistance programs

The current practice of excluding SCSEP income from eligibility budgets of federally funded public assistance programs such as Food Stamps, Medicaid, and subsidized housing creates a disincentive for program participants to transition to unsubsidized employment. Upon obtaining an unsubsidized job, income from employment is then budgeted for participants who receive this kind of public assistance, often resulting in reduced benefits, or total in-eligibility. Some kind of transition program would remove this disincentive. The transition program could apply either during participation in the SCSEP or post participation. A possible solution could be that SCSEP income is excluded during a reasonable time while on SCSEP, for example 24 to 36 months, after which time the income would be countable.

### 4) SCSEP state subgrantee and national sponsors in Michigan suggested the following program recommendations:

- I. More administrative funding is needed. This is a labor intensive program that requires a great deal of one on one contact with participants. For example, SCSEP program staff conduct two job searches: one for the best host agency assignment and a second for the unsubsidized employment placement. SCSEP program staff have the role of a case manager with little funds to support such a position.
- II. Increased funding for work support services for participants, specifically transportation.
- III. Allocation of additional funds for specialized training for participants to enhance their employability skills. Such resources will enable the job ready participant that lack specialized skills the opportunity to strengthen their marketability in the workforce.
- IV. Increased flexibility on use of host agencies, allowing host agency agreements with for-profit agencies.
- V. Clarification from the US DoL on the formula for the distribution of authorized positions. What factors are used when determining the number of positions per county. Are the areas of high unemployment rates, levels of poverty, and numbers of persons most in need considered.
- VI. Allow for the ability to place participants directly into On the Job Experience placements without the two week community service assignment requirement.
- VII. More direction/clarification from US DoL on balancing “non-countable” SCSEP income (ex. food stamps, federal housing, and certain social services benefits) with unsubsidized employment goals. Non-countable income can create a

disincentive for participants to transition to unsubsidized employment.

- VIII. Reduction in paperwork. With the ever-changing program requirements, more time is being spent on paper work which has made it difficult to work with participants in assisting them with becoming economically self-sufficient.
- IX. Hold training events to bring SCSEP projects together to discuss coordination of activities, share information, and discuss common problems.

## **Section 11. Appendices**

Appendix I Equitable Distribution Report

Appendix II Copies of the public comments

Appendix III Agencies/Organizations who participated in the development of the State Plan

Appendix IV State Plan Survey

Appendix V Michigan Poverty Rates Table

Appendix VI Michigan Rural Population Table

Appendix VII Listing of National Sponsors

## SCSEP Equitable Distribution Report

Please fill in the number of PY 2007 authorized positions by county for Michigan and for each national grantee within the state. Totals and differences will calculate automatically. Save the file and return a copy **by e-mail** to [hostetter.phil@dol.gov](mailto:hostetter.phil@dol.gov) no later than the due date for your State Plans in early spring of 2008.

County	Distribution Factor	Equitable Share	State	AARP	Experience Works	NCBA	Urban League	Totals	Difference
Alcona County, MI	0.0030	6	0		7			7	1
Alger County, MI	0.0017	3	0		3			3	0
Allegan County, MI	0.0096	18	3	6				9	-9
Alpena County, MI	0.0050	9	1		10			11	2
Antrim County, MI	0.0030	6	2		4			6	0
Arenac County, MI	0.0028	5	1		4			5	0
Baraga County, MI	0.0018	3	0		4			4	1
Barry County, MI	0.0045	9	0	10				10	1
Bay County, MI	0.0131	25	18		8			26	1
Benzie County, MI	0.0019	4	0		4			4	0
Berrien County, MI	0.0206	39	14	26				40	1
Branch County, MI	0.0055	10	0	11				11	1
Calhoun County, MI	0.0169	32	0	33				33	1
Cass County, MI	0.0059	11	1	11				12	1
Charlevoix County, MI	0.0030	6	0		6			6	0
Cheboygan County, MI	0.0043	8	1		8			9	1
Chippewa County, MI	0.0056	11	0		11			11	0
Clare County, MI	0.0070	13	4		9			13	0
Clinton County, MI	0.0052	10	0		10			10	0
Crawford County, MI	0.0023	4	1		4			5	1
Delta County, MI	0.0063	12	2		13			15	3
Dickinson County, MI	0.0042	8	0		11			11	3
Eaton County, MI	0.0076	14	0	13				13	-1
Emmet County, MI	0.0039	7	0		7			7	0
Genesee County, MI	0.0408	78	9	69				78	0
Gladwin County, MI	0.0046	9	4		5			9	0
Gogebic County, MI	0.0041	8	0		8			8	0
Grand Traverse County, MI	0.0078	15	6		9			15	0
Gratiot County, MI	0.0075	14	0		9			9	-5
Hillsdale County, MI	0.0055	10	1	5				6	-4
Houghton County, MI	0.0066	13	0		15			15	2
Huron County, MI	0.0066	13	2		9			11	-2
Ingham County, MI	0.0185	35	0		34			34	-1
Ionia County, MI	0.0060	11	2	4				6	-5
Iosco County, MI	0.0053	10	0		9			9	-1
Iron County, MI	0.0034	7	0		8			8	1
Isabella County, MI	0.0050	10	0		12			12	2
Jackson County, MI	0.0164	31	11		21			32	1

County	Distribution Factor	Equitable Share	State	AARP	Experience Works	NCBA	Urban League	Totals	Difference
Kalamazoo County, MI	0.0185	35	0	36				36	1
Kalkaska County, MI	0.0024	5	1		4			5	0
Kent County, MI	0.0436	83	6	80				86	3
Keweenaw County, MI	0.0004	1	0		2			2	1
Lake County, MI	0.0036	7	0		10			10	3
Lapeer County, MI	0.0075	14	0		9			9	-5
Leelanau County, MI	0.0019	4	1		3			4	0
Lenawee County, MI	0.0105	20	3	16				19	-1
Livingston County, MI	0.0061	12	0	8				8	-4
Luce County, MI	0.0013	2	1		2			3	1
Mackinac County, MI	0.0021	4	0		4			4	0
Macomb County, MI	0.0654	125	48				29	77	-48
Manistee County, MI	0.0040	8	0		11			11	3
Marquette County, MI	0.0078	15	1		15			16	1
Mason County, MI	0.0041	8	2		7			9	1
Mecosta County, MI	0.0048	9	1		9			10	1
Menominee County, MI	0.0047	9	0		9			9	0
Midland County, MI	0.0075	14	6		9			15	1
Missaukee County, MI	0.0025	5	1		4			5	0
Monroe County, MI	0.0124	24	5	15				20	-4
Montcalm County, MI	0.0072	14	2		12			14	0
Montmorency County, MI	0.0024	5	0		5			5	0
Muskegon County, MI	0.0196	37	27	11				38	1
Newaygo County, MI	0.0069	13	2		12			14	1
Oakland County, MI	0.0730	139	19				106	125	-14
Oceana County, MI	0.0038	7	0		8			8	1
Ogemaw County, MI	0.0049	9	1		9			10	1
Ontonagon County, MI	0.0017	3	1		7			8	5
Osceola County, MI	0.0037	7	2		5			7	0
Oscoda County, MI	0.0021	4	1		7			8	4
Otsego County, MI	0.0024	5	0		5			5	0
Ottawa County, MI	0.0146	28	2	17				19	-9
Presque Isle County, MI	0.0028	5	0		7			7	2
Roscommon County, MI	0.0051	10	1		9			10	0
Saginaw County, MI	0.0241	46	23		23			46	0
St. Clair County, MI	0.0161	31	4		16			20	-11
St. Joseph County, MI	0.0078	15	0	6				6	-9
Sanilac County, MI	0.0066	13	4		9			13	0
Schoolcraft County, MI	0.0019	4	2		5			7	3
Shiawassee County, MI	0.0068	13	0	13				13	0
Tuscola County, MI	0.0063	12	3		9			12	0
Van Buren County, MI	0.0101	19	3	17				20	1

County	Distribution Factor	Equitable Share	State	AARP	Experience Works	NCBA	Urban League	Totals	Difference
Washtenaw County, MI	0.0152	29	0	26				26	-3
Wayne County, MI	0.2566	489	143	47		260	115	565	76
Wexford County, MI	0.0044	8	4		5			9	1
<b>TOTALS:</b>	<b>1.0000</b>	<b>1906</b>	<b>403</b>	<b>480</b>	<b>513</b>	<b>260</b>	<b>250</b>	<b>1906</b>	<b>0</b>

**AGENCIES/ORGANIZATIONS WHO PARTICIPATED IN THE  
DEVELOPMENT OF THE STATE PLAN**

**AARP Foundation**  
**Detroit Urban League**  
**Experience Works! Inc.**  
**Macomb/St. Clair Workforce Development Board**  
**Michigan Department of Labor and Economic Growth**  
**Michigan Office of Services to the Aging**  
**National Caucus & Center on Black Aged, Inc**  
**National Urban League**  
**Region 1A Detroit Area Agency on Aging**  
**Region 1C Senior Alliance**  
**Region 2 Area Agency on Aging**  
**Region 4 Area Agency on Aging**  
**Region 5 Valley Area Agency on Aging**  
**Region 7 Area Agency on Aging**  
**Region 8 Area Agency on Aging of Western Michigan**  
**Region 9 Area Agency on Aging of Northeast Michigan**  
**Region 10 Area Agency on Aging of Northwest Michigan**  
**Region 11 Area Agency on Aging**

**MICHIGAN DEPARTMENT OF COMMUNITY HEALTH  
OFFICE OF SERVICES TO THE AGING**

**2008-2011 STATE SENIOR EMPLOYMENT SERVICES COORDINATION PLAN**

**NATIONAL SPONSOR SCSEP PROJECT SURVEY**

Name:	Address:
Agency:	City, State, Zip;
Phone No.	Email:

**JANUARY 2008**

## 2008-2011 Michigan Senior Employment Services State Coordination Plan Survey

The Reauthorization of the Older Americans Act in 2006 brought with it changes to the Senior Community Service Employment Program (SCSEP). One change is the requirement that each state develop a four year strategic State Senior Employment Services Coordination Plan. Input from national SCSEP sponsors operating in each state is an important component of the plan. To help us develop the plan, please consider the following State Coordination Plan questions.

1. Please describe your SCSEP enrollee population for the current program year through December 31, 2007 according to the criteria below:

Participant Information	Number
Total allotment of positions available this year	
Number of positions filled	
Number on waiting list	
Number of participants aged 65 years or older	
Number of participants at or below the poverty level	
Number of disabled participants	
Number of participants that are veterans	
Number of participants with limited English proficiency or low literacy skills	
Number of participants residing in rural areas	
Number of participants who are homeless or at risk of homelessness	
Race of participants:	
• American Indian/Alaskan Native	
• Asian	
• African American	
• Hispanic/Latino American	
• Native Hawaiian/Other Pacific Islander	

2. Based upon the authorized distribution of SCSEP positions administered by your SCSEP project(s) are there any significantly under-served or over-served counties or communities in your service area? If so, please identify the county, counties, or communities.



**APPENDIX IV**

6. Please identify any of the following non-economic social need factors that may impact your SCSEP service population. Include the estimated percentage of program participants in your SCSEP project(s) that may be impacted by these potential need factors.

	Physical and/or mental disabilities
	Language barriers
	Cultural/ethnic/ social isolation
	Geographical isolation

7. Please identify the employment skills that are present in your current SCSEP participant populations. Estimate the percentage of current program participants with “unsubsidized job-ready” skills in the following areas:

<b>Skill</b>	<b>Percentage</b>
Basic Clerical	
Secretary	
Receptionist	
Administrative	
Customer Service	
Health Aides	
Companions	
Transportation	
Custodial	
Computer/Information Technology	
Library/Teachers/Tutors	
Food Service	
Security	
Child Care	
Other, please specify:	

8. Please identify the areas of employment training and skill-development provided by your SCSEP project(s) to SCSEP participants. Include the estimated percentage of SCSEP participants that received training in these areas in the current program year through December 31, 2007.

<b>Position</b>	<b>Percentage</b>
Basic Clerical	
Secretary	
Receptionist	
Administrative	
Customer Service	
Health Aides	
Companions	
Transportation	
Custodial	
Computer/Information Technology	
Library/Teachers/Tutors	
Food Service	
Security	
Child Care	
Other, please specify:	

**APPENDIX IV**

9. What types of community service projects under SCSEP are most needed by the communities served by your SCSEP project(s)? (Check all that apply)

<b>Services to General Community</b>	<b>YES</b>	<b>Services to Elder Community</b>	<b>YES</b>
Education		Project Administration	
Health and Hospitals		Health or Home Care	
Housing/Home Rehabilitation		Housing/Home Rehabilitation	
Employment Assistance		Employment Assistance	
Recreation/Parks & Recreation		Recreation/Senior Centers	
Environmental Quality		Nutrition Programs	
Public Works		Transportation	
Social Service		Outreach and Referral	
Other, specify:		Other, specify:	

10. Do you have any recommendations for program improvement in the following areas:

a) The distribution of SCSEP resources (e.g., authorized positions).

b) The distribution of SCSEP resources to underserved areas of the state.

11. Please describe any recommendations for program improvement in other areas:

12. How would you characterize the level of coordination between your SCSEP project(s) and Workforce Investment Act (WIA) programs in your SCSEP service area? (Check the appropriate response)

<input type="checkbox"/>	Close coordination between programs
<input type="checkbox"/>	Some coordination between programs
<input type="checkbox"/>	Little coordination between programs
<input type="checkbox"/>	No coordination between programs

Please describe your response above:

13. Is your SCSEP project(s) involved in the One-Stop Career Centers in your SCSEP service area? (Check the most appropriate response)

<input type="checkbox"/>	Involved in most One-Stop Career Centers in SCSEP service area
<input type="checkbox"/>	Involved in some One-Stop Career Centers in SCSEP service area
<input type="checkbox"/>	Involved in very few One-Stop Career Centers in SCSEP service area
<input type="checkbox"/>	Not involved in One-Stop Career Centers in SCSEP service area

Please describe your response above:

14. Has your SCSEP project(s) entered into Memoranda of Understanding (MOUs) with One-Stop Career Centers in your SCSEP service area?

<input type="checkbox"/>	MOUs with most One-Stop Career Centers in SCSEP service area
<input type="checkbox"/>	MOUs with some One-Stop Career Centers in SCSEP service area
<input type="checkbox"/>	MOUs with very few One-Stop Career Centers in SCSEP service area
<input type="checkbox"/>	No MOUS with One-Stop Career Centers in SCSEP service area

15. Please describe any specific efforts under way by your SCSEP projects(s) to coordinate with WIA programs.

16. Describe any obstacles to coordination with WIA programs.

17. Do you have suggestions for coordinated activities among SCSEP projects in the state (i.e., state and national sponsor organizations)?

18. Does your SCSEP project utilize On-the-Job-Experience (OJE) specialized training as a way to transition enrollees to unsubsidized employment?

YES	NO

19. What percentage of your total entered employment in the current program year through December 31, 2007 was through an OJE training arrangement?

Percentage	
------------	--

20. Do you have any suggestions for the U.S. Department of Labor to improve the OJE process?

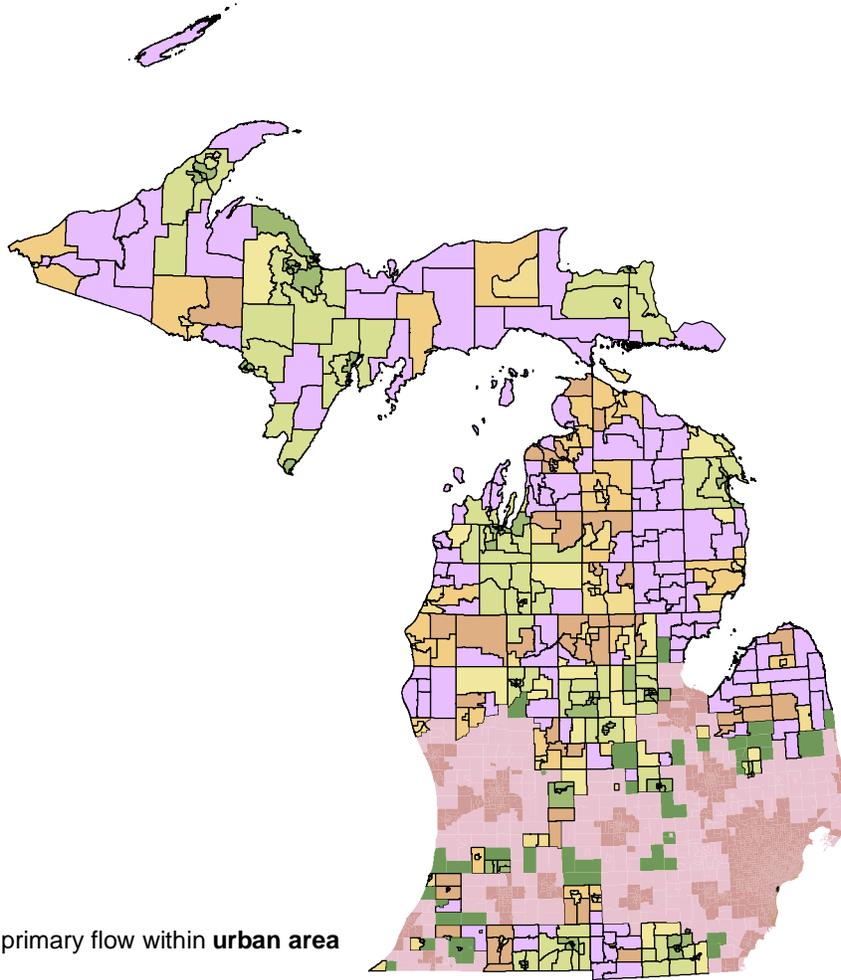
## APPENDIX V

### Michigan Poverty Rates by County

Count Name	% Individuals 55 and Older Below Poverty	County Name	% Individuals 55 and Older Below Poverty
Alcona County, Michigan	10.9%	Alcona County, Michigan	10.9%
Alger County, Michigan	9.2%	Alger County, Michigan	9.2%
Allegan County, Michigan	7.7%	Allegan County, Michigan	7.7%
Alpena County, Michigan	9.0%	Alpena County, Michigan	9.0%
Antrim County, Michigan	7.5%	Antrim County, Michigan	7.5%
Arenac County, Michigan	9.2%	Arenac County, Michigan	9.2%
Baraga County, Michigan	11.1%	Baraga County, Michigan	11.1%
Barry County, Michigan	5.5%	Barry County, Michigan	5.5%
Bay County, Michigan	8.9%	Bay County, Michigan	8.9%
Benzie County, Michigan	5.9%	Benzie County, Michigan	5.9%
Berrien County, Michigan	9.4%	Berrien County, Michigan	9.4%
Branch County, Michigan	7.7%	Branch County, Michigan	7.7%
Calhoun County, Michigan	10.1%	Calhoun County, Michigan	10.1%
Cass County, Michigan	9.0%	Cass County, Michigan	9.0%
Charlevoix County, Michigan	6.6%	Charlevoix County, Michigan	6.6%
Cheboygan County, Michigan	9.2%	Cheboygan County, Michigan	9.2%
Chippewa County, Michigan	11.0%	Chippewa County, Michigan	11.0%
Clare County, Michigan	13.4%	Clare County, Michigan	13.4%
Clinton County, Michigan	5.3%	Clinton County, Michigan	5.3%
Crawford County, Michigan	10.1%	Crawford County, Michigan	10.1%
Delta County, Michigan	10.5%	Delta County, Michigan	10.5%
Dickinson County, Michigan	8.9%	Dickinson County, Michigan	8.9%
Eaton County, Michigan	5.3%	Eaton County, Michigan	5.3%
Emmet County, Michigan	8.0%	Emmet County, Michigan	8.0%
Genesee County, Michigan	9.1%	Genesee County, Michigan	9.1%
Gladwin County, Michigan	9.4%	Gladwin County, Michigan	9.4%
Gogebic County, Michigan	11.2%	Gogebic County, Michigan	11.2%
Grand Traverse County, Michigan	6.7%	Grand Traverse County, Michigan	6.7%
Gratiot County, Michigan	10.7%	Gratiot County, Michigan	10.7%
Hillsdale County, Michigan	8.5%	Hillsdale County, Michigan	8.5%
Houghton County, Michigan	14.1%	Houghton County, Michigan	14.1%
Huron County, Michigan	10.6%	Huron County, Michigan	10.6%
Ingham County, Michigan	7.9%	Ingham County, Michigan	7.9%
Ionia County, Michigan	9.1%	Ionia County, Michigan	9.1%
Iosco County, Michigan	9.3%	Iosco County, Michigan	9.3%
Iron County, Michigan	9.0%	Iron County, Michigan	9.0%
Isabella County, Michigan	7.8%	Isabella County, Michigan	7.8%
Jackson County, Michigan	6.4%	Jackson County, Michigan	6.4%
Kalamazoo County, Michigan	6.6%	Kalamazoo County, Michigan	6.6%
Kalkaska County, Michigan	9.3%	Kalkaska County, Michigan	9.3%
Kent County, Michigan	7.6%	Kent County, Michigan	7.6%
Keweenaw County, Michigan	13.4%	Keweenaw County, Michigan	13.4%
Lake County, Michigan	15.9%	Lake County, Michigan	15.9%
Lapeer County, Michigan	7.5%	Lapeer County, Michigan	7.5%
Leelanau County, Michigan	4.8%	Leelanau County, Michigan	4.8%
Lenawee County, Michigan	9.0%	Lenawee County, Michigan	9.0%
Livingston County, Michigan	3.8%	Livingston County, Michigan	3.8%
Luce County, Michigan	11.2%	Luce County, Michigan	11.2%
Mackinac County, Michigan	8.2%	Mackinac County, Michigan	8.2%
Macomb County, Michigan	6.1%	Macomb County, Michigan	6.1%
Manistee County, Michigan	9.5%	Manistee County, Michigan	9.5%
Marquette County, Michigan	7.6%	Marquette County, Michigan	7.6%
Mason County, Michigan	8.1%	Mason County, Michigan	8.1%
Mecosta County, Michigan	9.7%	Mecosta County, Michigan	9.7%
Menominee County, Michigan	11.0%	Menominee County, Michigan	11.0%
Midland County, Michigan	8.2%	Midland County, Michigan	8.2%
Missaukee County, Michigan	11.4%	Missaukee County, Michigan	11.4%
Monroe County, Michigan	8.2%	Monroe County, Michigan	8.2%
Montcalm County, Michigan	10.3%	Montcalm County, Michigan	10.3%
Montmorency County, Michigan	9.6%	Montmorency County, Michigan	9.6%
Muskegon County, Michigan	8.9%	Muskegon County, Michigan	8.9%
Newaygo County, Michigan	10.9%	Newaygo County, Michigan	10.9%
Oakland County, Michigan	5.8%	Oakland County, Michigan	5.8%
Oceana County, Michigan	11.3%	Oceana County, Michigan	11.3%
Ogemaw County, Michigan	12.2%	Ogemaw County, Michigan	12.2%
Ontonagon County, Michigan	10.3%	Ontonagon County, Michigan	10.3%
Osceola County, Michigan	11.2%	Osceola County, Michigan	11.2%
Oscoda County, Michigan	11.3%	Oscoda County, Michigan	11.3%
Otsego County, Michigan	7.5%	Otsego County, Michigan	7.5%
Ottawa County, Michigan	4.5%	Ottawa County, Michigan	4.5%
Presque Isle County, Michigan	10.8%	Presque Isle County, Michigan	10.8%
Roscommon County, Michigan	7.5%	Roscommon County, Michigan	7.5%
Saginaw County, Michigan	9.8%	Saginaw County, Michigan	9.8%
St. Clair County, Michigan	8.0%	St. Clair County, Michigan	8.0%
St. Joseph County, Michigan	8.8%	St. Joseph County, Michigan	8.8%
Sanilac County, Michigan	10.2%	Sanilac County, Michigan	10.2%
Schoolcraft County, Michigan	9.4%	Schoolcraft County, Michigan	9.4%
Shiawassee County, Michigan	7.2%	Shiawassee County, Michigan	7.2%
Tuscola County, Michigan	8.4%	Tuscola County, Michigan	8.4%
Van Buren County, Michigan	12.4%	Van Buren County, Michigan	12.4%
Washtenaw County, Michigan	5.8%	Washtenaw County, Michigan	5.8%
Wayne County, Michigan	13.1%	Wayne County, Michigan	13.1%
Wexford County, Michigan	10.0%	Wexford County, Michigan	10.0%
<b>State</b>	<b>8.7%</b>	<b>State</b>	<b>8.7%</b>

Source: 2000 US Census

# Rural-Urban Commuting Areas (RUCAs), 2000



## Legend

-  1 Metro area core: primary flow within **urban area**
-  2 Metro high commuting: 30% into **urban area**
-  3 Metro Area: low commuting (5-30%) into an **urban area**
-  4 Micropolitan area core: within a large **urban cluster**
-  5 Micropolitan high commuting: 30% into an **urban cluster**
-  6 Micropolitan low commuting: 10-30% into **urban cluster**
-  7 Small town core: primary flow within **urban cluster**
-  8 Small town high commuting: 30% into small **urban cluster**
-  9 Small town commuting: 10-30% into small **urban cluster**
-  10 Rural area: primary flow to tract outside a **urban area or urban cluster**

**Appendix Vib.**

**Michigan Rural Population by County**

County	Total Population	Total Rural Population	% Rural
Alcona County, Michigan	11,719	11,556	98.6%
Alger County, Michigan	9,862	9,862	100.0%
Allegan County, Michigan	105,665	74,151	70.2%
Alpena County, Michigan	31,314	16,114	51.5%
Antrim County, Michigan	23,110	23,110	100.0%
Arenac County, Michigan	17,269	17,269	100.0%
Baraga County, Michigan	8,746	8,746	100.0%
Barry County, Michigan	56,755	45,913	80.9%
Bay County, Michigan	110,157	32,152	29.2%
Benzie County, Michigan	15,998	15,998	100.0%
Berrien County, Michigan	162,453	49,671	30.6%
Branch County, Michigan	45,787	31,494	68.8%
Calhoun County, Michigan	137,985	41,899	30.4%
Cass County, Michigan	51,104	39,440	77.2%
Charlevoix County, Michigan	26,090	18,054	69.2%
Cheboygan County, Michigan	26,448	21,480	81.2%
Chippewa County, Michigan	38,543	17,182	44.6%
Clare County, Michigan	31,252	24,175	77.4%
Clinton County, Michigan	64,753	39,160	60.5%
Crawford County, Michigan	14,273	10,110	70.8%
Delta County, Michigan	38,520	17,488	45.4%
Dickinson County, Michigan	27,472	7,471	27.2%
Eaton County, Michigan	103,655	40,536	39.1%
Emmet County, Michigan	31,437	23,279	74.0%
Genesee County, Michigan	436,141	70,928	16.2%
Gladwin County, Michigan	26,023	23,309	89.6%
Gogebic County, Michigan	17,370	11,153	64.2%
Grand Traverse County, Michigan	77,654	39,044	50.3%
Gratiot County, Michigan	42,285	22,993	54.4%
Hillsdale County, Michigan	46,527	35,302	75.9%
Houghton County, Michigan	36,016	15,909	44.2%
Huron County, Michigan	36,079	32,084	89.0%
Ingham County, Michigan	279,320	36,889	13.2%
Ionia County, Michigan	61,518	35,035	57.0%
Iosco County, Michigan	27,339	15,862	58.0%
Iron County, Michigan	13,138	9,224	70.2%
Isabella County, Michigan	63,351	31,998	50.5%
Jackson County, Michigan	158,422	65,469	41.3%
Kalamazoo County, Michigan	238,603	46,976	19.7%
Kalkaska County, Michigan	16,571	13,794	83.2%
Kent County, Michigan	574,335	85,420	14.9%
Keweenaw County, Michigan	2,301	2,301	100.0%
Lake County, Michigan	11,333	11,333	100.0%

**Appendix Vib.**

County	Total Population	Total Rural Population	% Rural
Lapeer County, Michigan	87,904	67,020	76.2%
Leelanau County, Michigan	21,119	20,003	94.7%
Lenawee County, Michigan	98,890	53,535	54.1%
Livingston County, Michigan	156,951	61,039	38.9%
Luce County, Michigan	7,024	3,805	54.2%
Mackinac County, Michigan	11,943	9,142	76.5%
Macomb County, Michigan	788,149	25,357	3.2%
Manistee County, Michigan	24,527	14,557	59.2%
Marquette County, Michigan	64,634	27,112	41.9%
Mason County, Michigan	28,274	18,516	65.5%
Mecosta County, Michigan	40,553	28,616	70.6%
Menominee County, Michigan	25,326	16,159	63.8%
Midland County, Michigan	82,874	37,444	45.2%
Missaukee County, Michigan	14,478	14,478	100.0%
Monroe County, Michigan	145,945	54,034	37.0%
Montcalm County, Michigan	61,266	50,694	82.7%
Montmorency County, Michigan	10,315	10,315	100.0%
Muskegon County, Michigan	170,200	44,226	26.0%
Newaygo County, Michigan	47,874	39,623	82.8%
Oakland County, Michigan	1,194,156	61,256	5.1%
Oceana County, Michigan	26,873	26,873	100.0%
Ogemaw County, Michigan	21,645	21,645	100.0%
Ontonagon County, Michigan	7,818	7,818	100.0%
Osceola County, Michigan	23,197	20,622	88.9%
Oscoda County, Michigan	9,418	9,418	100.0%
Otsego County, Michigan	23,301	15,532	66.6%
Ottawa County, Michigan	238,314	56,862	23.9%
Presque Isle County, Michigan	14,411	11,331	78.6%
Roscommon County, Michigan	25,469	14,189	55.7%
Saginaw County, Michigan	210,039	64,164	30.5%
St. Clair County, Michigan	164,235	62,098	37.8%
St. Joseph County, Michigan	62,422	35,011	56.1%
Sanilac County, Michigan	44,547	38,548	86.5%
Schoolcraft County, Michigan	8,903	5,184	58.2%
Shiawassee County, Michigan	71,687	38,770	54.2%
Tuscola County, Michigan	58,266	46,706	80.1%
Van Buren County, Michigan	76,263	55,462	72.7%
Washtenaw County, Michigan	322,895	56,706	17.6%
Wayne County, Michigan	2,061,162	14,400	0.7%
Wexford County, Michigan	30,484	19,374	63.5%
<b>State</b>	<b>9,938,444</b>	<b>2,518,987</b>	<b>25.3%</b>

Source: 2000 U.S. Census Tract Table